



**SHIVTEJ AROGYA SEVA SANSTHA'S  
YOGITA DENTAL COLLEGE AND  
HOSPITAL, KHED**

**Policy Document on Academic  
Incentives**



**VERSION CONTROL**

Version	Change Description	Modified By	Year
Version I	None	-	2008

**DISTRIBUTION AND APPROVALS**

Name	Role	Approval	Signature
Dr. Hemangi Pol	Chief Executive Officer	Yes	
Dr. Varsha Jadhav	Principal	Yes	





Policy for payment of Academic Incentives to the Teaching faculty of Shivtej Arogya Seva Sanstha's Yogita Dental College and Hospital, Khed.

Preamble:

The following policy is for claiming academic incentives for one academic year.

1. Teaching faculty with minimum one year of experience are eligible to avail the incentive benefits.
2. Staff who scores the required credits as mentioned in the slab table shall be eligible for an academic incentive. For example, if the base pay is Rs.35000/-, the academic incentive applicable for 101 points will be 10 % of 35000/- that is, Rs.3500/-. Hence, the consolidated salary would be Rs..38500/-.

Score	Tutors	Lecturer	Reader	Professor	HOD
50-100	10%	-	-	-	-
101-150	15%	10%	-	-	-
151-200	20%	15%	10%	-	-
201 – Above	25%	20%	15%	10%	10%

3. It may be also noted that any additional points/ credits cannot be carried over to the next cycle or academic year.
4. Any other additional responsibility other than those mentioned in this policy will carry a weightage of 15 points/ credits, which would be awarded after due consideration from the management.
5. 35% of Publication fee would be awarded by the institute for publications done by the staff ONLY for PubMed indexed journals.
6. 50% of Registration fee would be granted for staffs for attending Conference and Conventions ONLY if they are participating in Poster or Paper presentation, or has been invited as Chairperson, Resource person / keynote speaker / Moderator / Panelist / Quiz master.
7. Faculty is supposed to fill the details of the form, attach the required documents as proofs and submit the file / report to the CEO of the institute.

#### **Procedure for application:**

1. Teaching staff who wishes to avail the benefits can forward an application form to the Principal, stating the desirable benefit and duration of the claim.
2. The benefit would be granted on due consideration of the Principal and CEO.

#### **Constraints**

1. The policies are exclusively formulated for the full-time teaching and non-teaching staff of the institute.
2. Benefits availed is valid only for one year. If the staff desires to continue the benefit, a new application form has to be forwarded to the principal stating the same.