

BOG 2014.2.7

To consider awarding advance increments to faculty members in NISER.

The institute had started recruitment of regular faculty members from the year 2008–09 emphasizing high quality research and teaching abilities. In order to attract good candidates, it was felt to have a provision of advance increments (maximum five) to the deserving candidates.


In NISER Bye-Laws under clause 4.1.4 reproduced below, the Director, NISER has been empowered to approve the advance increments to the incumbents of the posts for which he is the appointing authority (except Group A posts, Director is the appointing Authority for all other posts).

“The Director shall have the power to fix, on the recommendation of the Selection Committee, the initial pay of an incumbent at a stage higher than the minimum of the scale but not exceeding five increments in respect to posts to which appointments can be made by him under the provision of the Rules.”

In case of Group A posts, under which all faculty positions fall, the appointing authority is the Board of Governors, and the current Bye-Laws does not mention explicitly about such advance increments to the incumbents of Group A posts. In view of this, it is proposed that a sub-clause as mentioned below (similar to the clause 4.1.4) may be included under sub-clause 3.4 (as 3.4.1) to empower the Chairman, Board of Governors to approve such advance increments:

“The Chairman, Board of Governors of NISER Bhubaneswar shall have the power to fix, on the recommendation of the Selection Committee, the initial pay of an incumbent at a stage higher than the minimum of the scale but not exceeding five increments in respect to posts to which appointments can be made by the BOG under the provision of the Bye-Laws of NISER.”

The Board considered the above proposal and approved the same to bring necessary changes in the Bye-laws.


18/11/14