

Pay Structure for Faculty Positions and Others Perks

Nirma University is a Statutory University constituted under a special act passed by the Gujarat State Legislative Assembly vide Gujarat Act No. 10 of 2003. The University is accredited by the National Assessment and Accreditation Council (NAAC) with A+ grade. The university is recognised as a Centre of Excellence (CoE) by the Government of Gujarat. The university is recognised as a “Green Campus” in the Gold Rating Category by the Indian Green Building Council (IGBC).

Pay Structure (7th Pay) for Faculty Positions

Particulars	Professor (L-14)	Associate Professor (L-13A)	*Assistant Professor (L-10)
Basic	144200	131400	57700
DA (58%)#	83636	76212	33466
HRA (24%)	34608	31536	13848
CCA	360	360	360
Medical	1000	1000	1000
Gross Salary	263804	240508	106374
PF contribution	1800	1800	1800
Total	265604	242308	108174

(# subject to revision to be declared by the university from time to time)

*** The additional non compounded increments for Ph.D. is admissible only in the Level-10 subject to the condition that the Ph. D. Degree shall be in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and as amended from time to time. Further, the candidates shall have studied research methodology course as a part of his/her course work.**

Particulars	Assistant Professor (L-10) with 7 Non compounded increments @ (1)	Assistant Professor (L-10) with 5 Non compounded increments @ (2)	Assistant Professor (L-10) with 3 Non compounded increments @ (3)	Assistant Professor (L-10) with 1 Non compounded increment @ (4)
Basic	70900	66800	63000	59400
DA (58%)	41122	38744	36540	34452
HRA (24%)	17016	16032	15120	14256
CCA	360	360	360	360
Medical	1000	1000	1000	1000
Gross Salary	130398	122936	116020	109468
PF contribution	1800	1800	1800	1800
Total	132198	124736	117820	111268

@Sr. no	Category of Incentive
1	Full Time Ph.D. from IITs, IIMs, IISC, National Law School, Bangalore, The National Academy of Legal Studies and Research (NALSAR, Hyderabad, The WB National University of Juridical Sciences, Kolkata and National Law University, Delhi OR Ph.D. from a university located in abroad and having QS/TIMES ranking up to 500
2	Full Time Ph.D. from NIT OR from a recognized University accredited by NAAC OR an accredited University located in abroad.

3	<p>Part Time Ph.D. from NIT OR from a recognized University accredited by NAAC OR an accredited University located in abroad.</p> <p style="text-align: center;">OR</p> <p>Full Time Ph.D. from a recognized university located in India or abroad (Universities other than IITs/IIMs/IISc/NITs/NAAC accredited Uni. and foreign universities not in QS/TIMES ranking upto 500)</p>
4	<p>Part Time Ph.D. from a recognized university located in India or abroad (Universities other than IITs/IIMs/IISc/NITs/NAAC accredited Uni. and foreign universities not in QS/TIMES ranking upto 500)</p>

Other Perks :

Other Perks	Professor (L-14)	Associate Professor (L-13A)	*Assistant Professor (L-10)
* LTA/LTC	Rs. 6,500/- per year		Rs. 4,500/- per year
& Book reimbursement	Rs. 15,000/- per year	Rs. 10,500/- per year	Rs. 6,000/- per year
Tuition Fees	Rs. 15000/- per annum for childrens studying upto 12 th standard and Rs. 20000/- per annum for children studying in higher education (i.e. college level) or actual whichever is less.		
# Relocation Allowance	<ul style="list-style-type: none"> • Outside Ahmedabad upto Rs. 53,000/- or actual expenses whichever is less. • Outside Gujarat upto Rs. 1,89,210/- or actual expenses whichever is less. 	<ul style="list-style-type: none"> • Outside Ahmedabad upto Rs. 46,400/- or actual expenses whichever is less. • Outside Gujarat upto Rs. 1,65,648/- or actual expenses whichever is less. 	<ul style="list-style-type: none"> • Outside Ahmedabad upto Rs. 21,600/- or actual expenses whichever is less. • Outside Gujarat upto Rs. 77,112/- or actual expenses whichever is less.
* Reimbursement of Medical Expenses for Hospitalization	Upto Rs. 6.0 Lakh subject to certain conditions		Upto Rs. 5.0 Lakh subject to certain conditions

* Applicable after completion of one year service.

Applicable after confirmation of service.

& Applicable after completion of two years service.

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