

APPROVED MINUTES- EXTRACT

MINUTES OF THE 79th BOARD OF GOVERNORS MEETING OF INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE HELD ON 3 JUNE 2017 AT 10:30 HRS IN CHENNAI

BGM 79.8 The Staff Recruitment & Promotion Rules 2017

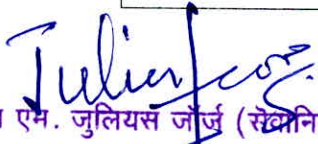
A scheme of financial upgradation is introduced to obviate problem of stagnation in a particular position and to offer parity with employees, who had been granted such benefits earlier. Such financial upgradation is proposed only once in a career and subject to recommendation of screening committee and specific cut-off marks for Annual performance appraisal. Since this is a once-in-career benefit extended only on request and subject to due screening process, it is not expected to have much major financial implication.

Financial upgradation

1. An employee may opt for financial upgradation once in the entire career after completing five years of service in a particular grade by submitting a written request. Departmental Screening Committee constituted for the purpose shall consider such request subject to assessment of performance. Financial upgradation shall be available to next higher grade in the hierarchy of pay scales of Sixth Pay Commission as indicated in Table-I. The option for financial upgradation shall however not be applicable to those staff, who have already been granted such upgradation under any of the Institute schemes or upgradation of their posts to higher grade pay at any point in time till the implementation of this policy.

2. Table-I

Pay Band and Grade Pay being held for five years	Pay Band and Grade Pay being considered for financial upgradation after completing five years of service
PB-I Rs. 5200-20,200 GP Rs. 1800	PB-I Rs. 5200-20,200 GP Rs. 1900
PB-I Rs. 5200-20,200 GP Rs. 2000	PB-I Rs. 5200-20,200 GP Rs. 2400
PB-I Rs. 5200-20,200 GP Rs. 2400	PB-I Rs. 5200-20,200 GP Rs. 2800
PB-2 Rs. 9300-34,800 GP Rs. 4200	PB-2 Rs. 9300-34,800 GP Rs. 4600
PB-2 Rs. 9300-34,800 GP Rs. 4600	PB-2 Rs. 9300-34,800 GP Rs. 4800



ले कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)

Lt. Col. M. Julius George (Retd)

सचिव, शासक मंडल

Secretary, Board of Governors

भारतीय प्रबंध विद्यालय कोच्चिकोड

Indian Institute of Management Kozhikode

आ. सं. १००, के. का. सं. को.ओ., कोच्चिकोड - ६७० ६७०

Phone: 0495-2430000 Fax: 0495-2430001
E-mail: iimk@iimk.ac.in
Post: Registrar P.O., Kozhikode - 673570

PB-3 Rs. 15600-39,100 GP Rs. 5400	PB-3 Rs. 15600-39,100 GP Rs. 6600
PB-3 Rs. 15600-39,100 GP Rs. 6600	PB-3 Rs. 15600-39,100 GP Rs. 7600

3. All Financial upgradation shall be subject to recommendations of Departmental Screening Committees, set up by the Director, IIM Kozhikode comprising of Dean (Administration & Development) as the Chair and all chiefs of functions as members.

4. Departmental Screening Committee will assess the performance of the candidates for 100 for Annual Performance Appraisal Reports. Number of Appraisals for consideration of calculation of the average score shall correspond to years of qualifying service required for consideration. Those who score 70% score or above in the APAR score will be recommended for financial upgradation, subject to vigilance clearance.

5. The financial upgradation shall purely be personal to the employee concerned and shall not have any relevance to her/ his seniority position.

6. The pay of an employee on upgradation shall be fixed under Rule 13 of CCS (RP) Rules, 2008. The financial benefit allowed shall be final and no pay fixation benefit shall accrue at the time of regular promotion. However, at the time of actual promotion, if it happens to be in a post carrying higher Grade Pay than what is available under financial upgradation, no pay fixation would be available and only the difference of the Grade Pay would be made available.

7. This scheme of up gradation shall not interfere with Modified Assured Career Progression Scheme (MACPS) of the Govt. of India, which shall run concurrently.

The Board may kindly approve the Staff Recruitment and Promotion Rules 2017

The Board approved the Staff Recruitment and Promotion Rules 2017 along with the following modifications as under -

i) Once-in-career financial up gradation to be automatically considered by the screening committee and the committee shall recommend financial up gradation of the staff member on the basis of specified cut-off marks based on annual performance appraisals, as detailed under Section IV of the proposed rules.



ले कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)

Lt. Col. M. Julius George (Retd)

सचिव, शासक मंडल

Secretary, Board of Governors

भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

आई.आई.एम.के. कैंपस पी.ओ., कोषिकोड 70

IIMK Campus P.O., Kozhikode - 873570