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BENEFITS TO UNIVERSITY EMPLOYEES

Strength	Information with regard to the sanctioned strength of the teaching and non-teaching employees and the number of posts filled up is given in Schedule 'A' of this volume.
Pay & Allowance	The time scales of all categories of teaching and non-teaching employees have been revised with effect from 1.1.2006, the date from which the State Govt. revised the time scales of its employees. The time scales of the employees are given in Schedule 'A' of this volume. H.R.A., C.A., Medical Allowance and T.A./D.A. is admissible to the university employees, teaching as well as non-teaching, as per the rates and rules of the State Govt. The dearness allowance is linked with the consumer's price index and is paid to the University employees soon after it is granted by the State Govt. to its employees. The non-teaching employees of the University are treated at par with employees of the State Govt. so far as the pay scales are concerned.
Financial Benefits	Following benefits are available to the University employees :-
Contributory Provident Fund	The University has instituted for the benefit of its employees Contributory Provident Fund Scheme. The rate of subscription is 10% of the monthly pay as defined in rule 2.44 of Punjab Civil Service Rule Volume-I Part-I with a matching contribution from the University resources. The employees are permitted to subscribe beyond 10% if they so like, as additional provident fund. The contribution of the University, however, is only 10% of the pay as defined above. However, the persons appointed on or after 20.7.98 will not be covered under the CPF Scheme due to the implementation of Pension scheme in the University. They will be covered under the GPF scheme.
Pension	The Govt. of Haryana has vide its memo no. 47/33/95-Edu-1(6) dated 4.6.98 approved the introduction of Pension Scheme in the University on the pattern of K.U.K. w.e.f. 1.4.95. The scheme has been implemented. A new pension scheme-Defined contributory pension scheme circulated vide Govt. memo No. 18/163-2006 UNP (4) dated 20-4-2007 has also been implemented in the University with effect from 1-1-2006.
Ex-gratia grant	<p>An ex-gratia grant to the family of regular employees who die while in the service of the University is given by the university. Under this scheme ex-gratia grant equivalent to 10 times of the pay of the employee concerned subject to a minimum of Rs. 10,000/- and maximum of Rs. 25,000/- is paid. Monthly payment of salary to the wards of deceased employees has also been started w.e.f. 2006.</p> <p>The University has adopted "The Haryana Compassionate Assistance Employment to the dependents of deceased Govt. Employees Rule - 2005 where in Financial Assistance to the dependents of the deceased employees is provided till the date of retirement of the deceased employee as provided in Haryana Govt. Rules as per their entitlement".</p>
Risk Insurance Scheme	The teaching and non-teaching employees who are assigned supervisory duties for the conduct of University examinations are also covered by Risk Insurance Scheme for an amount of Rs. 1.00 lakh in each case.
Free Medical Treatment	The University employees are given fixed medical allowance of Rs. 500/- p.m. on the pattern of the State Govt. for out door treatment. For indoor treatment, the re-imbusement is made to the employees by the University as per State Govt. rules.
Benefit to Retiring Employees	The University has been giving medical facilities to the employees of the university who have since retired. In the relevant rule, the retired employees are eligible for an amount of Rs. 500/- per month on account of out door treatment and for indoor treatment the re-imbusement in full is made to the retired employees of the University as per Haryana Govt. rules contained in its letter dated 2.12.1988.
Loans/Advances	<p>The University employees are given loans for the purchase of Conveyance (Car/Scooter/Moped and By-Cycle)/ purchase of personal computer and for the construction of House, extension of house, purchase of plot, renovation of house etc. The facility of marriage loan has also been provided to the University Employees.</p> <p>The Executive Council vide Reso No. 43 of its meeting held on 12.7.2004 has approved the waiving off recovery of loans from the employees belonging to group C & D (class III & IV), who die while in service on fulfilment of certain condition as per Govt. rules & regulations in force.</p>

The University employees are also given interest free loan such as Wheat Loan, Festival Loan etc. on the pattern of the State Govt.

Employees Benevolent Fund

There exists a Fund known as 'Employees Benevolent Fund' in the University. Each employee of the University (including adhoc and work charged) contribute Rs. 15/- per mensum to this fund. The main object of the Fund is to provide financial aid of Rs. 25,000/- to the nominee of an employee who die while in University service and of Rs. 10,000/- to an employee who is rendered unfit for University service on account of permanent disability caused to him while in University service. Financial aid amounting to Rs. 5,000/- is also provided to an employee for the treatment of fatal diseases such as AIDS or Cancer.

Leave Encashment

The employees of the university retiring from its service are entitled to leave encashment for a maximum period of 300 days on the pattern of Haryana Government.

Leave Travel Concession/Home Town Concession

With effect from the year 1986-87, the University started giving facility of Leave Travel Concession to its employees on the pattern of Haryana Govt. rules. With effect from 1-1-96, the University has allowed Home Travel Concession also. Now, the University has implemented the decision of the State Govt. conveyed vide its letter No. 13/19/2008-2511 dated 5.2. 2009 i.e. one month salary would be admissible to the employees in a block of four years in lieu of L.T.C/H.T.C. facility and the first block shall be 2008-11 (1-1-2008 to 31.12.2011)

Gratuity

The University is giving gratuity to its employees on the termination of one's employment after he has rendered to the University continous service for not less than 5 years.