



भारतीय समुद्री विश्वविद्यालय
INDIAN MARITIME UNIVERSITY
(Central University, Govt. of India)
HEADQUARTERS

IMU-HQ/R/14/23/1/2018-ESTT(Per)

Dated:10-07-2023

OFFICE ORDER

Sub: Incentive for acquiring fresh higher qualifications to the Non-Teaching Staff of IMU as per DoPT O.M dated 15-03-2019.

Ref: 1.DoPT vide O.MNo.1/5/2017-Estt(Pay-I) dated 15-03-2019.

2. Resolution of 72nd EC Meeting vide Resolution No.EC 2023-72-17.

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1. The Executive Council vide reference 2nd cited above approved the proposal to grant incentive for acquiring fresh higher qualifications to the non- teaching staff of IMU as per DoPT O.M. dated 15.03.2019 and as amended from time to time, by Govt. of India.
2. Rates of the incentive are as given below:

Sl. No.	Qualification	Amount (₹)
1.	Ph.D. or equivalent.	30,000
2.	PG Degree/Diploma of duration more than one year, or equivalent.	25,000
3.	PG Degree/Diploma of duration one year or less, or equivalent.	20,000
4.	Degree/Diploma of duration more than three years, or equivalent.	15,000
5.	Degree/Diploma of duration three years or less, or equivalent.	10,000

3. The criteria/guidelines for the grant of such incentives, as provided for by the O.M. ibid are as under:

- i. The incentive will not be available for the qualifications which are laid down as essential or desirable qualifications in the recruitment rules for the post.

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- ii. No incentive shall be allowed for acquiring higher qualification purely on academic or literary subjects. The acquisition of the qualification should be directly related to the functions of the post held by him/her, or to the functions to be performed in the next higher post. There should be direct nexus between the functions of the post and the qualification acquired and that it should contribute to the efficiency of the government servant.
- iii. The quantum of incentive will be uniform for all posts, irrespective of their classification or grade or the department.
- iv. The incentive shall not be admissible where the official is sponsored by the IMU /government or he/she avails study leave for acquiring the qualification.
- v. The incentive would be given only for higher qualification acquired after induction into service.
- vi. No incentive would be admissible if an appointment is made in relaxation of the educational qualification. No incentive would be admissible if employee acquires the requisite qualification for such appointment at a later date.
- vii. The qualifications meriting grant of incentive should be recognized by University Grants Commission, respective regulatory bodies like AICTE, Medical Council of India, etc. set up by Central/State Government or recognized by the Government.
- viii. The incentive shall be limited to maximum two times in an employee's career, with a minimum gap of two years between successive grants.
- ix. The official should prefer the claim within six months from the date of acquisition of the higher qualification.

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- x. The incentive shall be admissible only to those incumbents who would serve IMU for not less than 3 years after the acquisition of the said higher qualification. If the period of service rendered after the acquisition of the said higher qualification, is less than 3 years, the incentive amount shall be recovered from the incumbent before relieving him from the university.

This comes into force with immediate effect.

Abhinav Sharma
REGISTRAR 17/10/23
10/17

To: All Campus Directors

Copy to :

1. Vice Chancellor- for information please.
2. Pro-VC
3. Dean (NA&OE)/ CoE /F.O i/c
4. All Deputy Registrars
5. AR(Admin-I) / AR(A-II)/ AE[E]
6. IT Section – For n/a
7. File