

Remuneration & Benefits as per IMU norms
For Associate Professor (Marine/Nautical)
(Advt. No. IMU-HQ/R/T/2023/01 dated 14.04.2023)

<i>Entry Basic Pay</i>	<i>Rs. 1,31,400/- per month [131400-217100]</i>
<i>Dearness Allowance</i>	<i>42% of Basic Pay as of date</i>
<i>Annual Increment</i>	<i>As per Pay matrix at 3%</i>
<i>Annual emoluments (Approx.,)</i>	<i>Rs.28 Lakhs</i>
<i>Professional Development Allowance</i>	<i>Rs. 3 Lakh for the period of three years</i>
<i>Career Advancement Scheme (CAS)</i>	<i>Indian Maritime University has implemented a CAS for Faculty</i>
<i>Additional Service benefits</i>	<i>On completion of every 3 years of service in IMU, a Faculty is eligible for 6 months of special leave that could be used for the purposes of higher studies / industrial exposure / sailing / research subject to IMU terms and conditions</i>
<i>Composite Transfer Grant</i>	<i>80% of Basic Pay (for inter campus transfers).</i>
<i>NPS</i>	<i>Employee contribution of 10% & Employer contribution of 14% of Basic + DA per month</i>
<i>Gratuity</i>	<i>As per "Payment of Gratuity Act, 1972"</i>
<i>Fixed Medical Allowance</i>	<i>Rs12,000/- per annum + Group Medical Insurance Scheme (Voluntary basis).</i>
<i>Children's Education Allowance</i>	<i>Rs.27000/- per child / Academic year for maximum of two children, as per GoI rules.</i>
<i>On Campus Housing</i>	<i>At prescribed nominal license fee, if allotted/available</i>
<i>Leave Travel Allowance</i>	<i>The institute meets 100% of the actual fare both for the onward and return journeys as per eligibility of travel once in a cycle of two years for visit to Home town and all India once in 4 years block.</i>

**Remuneration & Benefits as per IMU norms
For Assistant Professor (Marine/Nautical)**
(Advt. No. IMU-HQ/R/T/2023/01 dated 14.04.2023)

<i>Entry Basic Pay</i>	<i>Rs. 57,700/- per month [57700-182400]</i>
<i>Dearness Allowance</i>	<i>42% of Basic Pay as of date</i>
<i>Annual Increment</i>	<i>As per Pay matrix at 3%</i>
<i>Annual emoluments (Approx.,)</i>	<i>Rs.13 Lakhs</i>
<i>Professional Development Allowance</i>	<i>Rs. 3 Lakh for the period of three years</i>
<i>Career Advancement Scheme (CAS)</i>	<i>Indian Maritime University has implemented a CAS for Faculty</i>
<i>Additional Service benefits</i>	<i>On completion of every 3 years of service in IMU, a faculty is eligible for 6 months of special leave that could be used for the purposes of higher studies / industrial exposure / sailing / research subject to IMU terms and conditions. Special provision [Shall be applicable till the time the faculty acquires the requisite sailing experience prescribed for the post of Associate Professor]. On completion of every 1 year of service in IMU, a faculty is eligible for 6 months of special leave that could be used for the purposes of sailing subject to IMU terms and conditions</i>
<i>Composite Transfer Grant</i>	<i>80% of Basic Pay (for inter campus transfers).</i>
<i>NPS</i>	<i>Employee contribution of 10% & Employer contribution of 14% of Basic + DA per month</i>
<i>Gratuity</i>	<i>As per “Payment of Gratuity Act, 1972”</i>
<i>Fixed Medical Allowance</i>	<i>Rs12,000/- per annum + Group Medical Insurance Scheme (Voluntary basis).</i>
<i>Children’s Education Allowance</i>	<i>Rs.27000/- per child / Academic year for maximum of two children, as per GoI rules.</i>
<i>On Campus Housing</i>	<i>At prescribed nominal license fee, if allotted/available</i>
<i>Leave Travel Allowance</i>	<i>The institute meets 100% of the actual fare both for the onward and return journeys as per eligibility of travel once in a cycle of two years for visit to Home town and all India once in 4 years block.</i>