

To,  
The Secretaries of the Societies and Trusts of Seth GSMC and KEMH

As you are aware the stipend structure of personnel appointed through various societies & trusts of this Institute gets revised after every three to four years. A Committee set up by the Dean (GSMC) inclusive of faculty members and secretaries of 3 societies has recommended the following revision and the same has been approved by the Dean.

**Revised Stipend Structure**

**2018 - 2021/2022**

Sr. No.	Category	Qualification	Minimum Remuneration (Rs.)	Maximum Remuneration (Rs.)	Professional Tax (Rs.)
1	Research Fellows/Study coordinator	DM, MCh	40,000.00	70,000/-	175-200 For Feb-300/-
		MD, DNB, PhD	35,000.00	65,000/-	175-200 For Feb-300/-
		Diplomas,MD (Ayurveda)	22,000.00	55,000/-	175-200 For Feb-300/-
		MBBS	15,000.00	40,000/-	175-200 For Feb-300/-
		BAMS	12,000.00	30,000/-	175-200 For Feb-300/-
2	Medical Worker /Dietitian/ Counselor	Social	15,000.00	30,000/-	175-200 For Feb-300/-
3	Technical/ help-I	Nursing MSc./ PG-DMLT/ MEd	12,000.00	30,000/-	Nil -175-200 For Feb-300/-
		B.Sc./B.A./ BPMT/BSc Nursing	9,000.00	20,000/-	Nil -175-200 For Feb-300/-
4.	Technical help II (Computer – hardware experts)	Graduate +Diploma in computer hardware	10,000.00	35,000.00	Nil -175-200
5	Technical/ help-III	Nursing DMLT/CMLT/ Diploma Nursing	8,000.00	15,000.00	Nil -175-200 For Feb-300/-
6	Technical help-IV	Non qualified/10 <sup>th</sup> /12 <sup>th</sup> passed/non graduates	6500.00	13,000.00	Nil -175-200 For Feb-300/-

Sr. No.	Category	Qualification	Minimum Remuneration (Rs.)	Maximum Remuneration (Rs.)	Professional Tax (Rs.)
7	Clerical Help(Multipurpose )/ Accounting Help	BSc /BA/BCom +computer expertise	9,000.00	35,000.00	Nil -175-200 For Feb-300/

The major changes suggested by the committee are as follows:

1. Minimum stipend has been kept more or less same as was for previous years so that it will be affordable to PIs.
2. The minimum stipend mentioned is indicative and may be followed while appointing a new person. However in exceptional cases, based on the qualification experiences and competency of the applicant, the initial pay may short at the level above the minimum pay subject to availability of fund.
3. It has been also suggested that as far as possible not to give designation different from categories recommended in the revised stipend structure. This suggestion has been given after legal advice.
4. For those who are already been paid stipend through societies/trusts, one time increase has been suggested in the stipend as given in the table below. This may be implemented retrospectively from 1<sup>st</sup> April 2018. Please note that this increment depends on the availability of funds with PI but should not exceed the stated amounts.

#### **Increment Structure for the already appointed staff**

Total emolument (Rs.)	One time increment upto (Rs. )	Annual increment (Rs. )
>25000	2000	7.5%
<25000	1500	7.5%

5. An yearly increase up to 7.5% has been suggested as per the performance of the staff. The PI should communicate to the Secretary the increment he/she is planning to give.
6. Please note that once implemented, revised stipend structure will not change for next 3-4 years ( till 31<sup>st</sup> March 2021/2022).
7. Those who are having stipend less than the minimum recommendation need to be paid as per the minimum mentioned in the revised stipend structure.
8. It has been noted that some of the staff members in category of Technical help II/III have more than 10 years service but are still drawing less stipend (in some cases, lesser than the minimum specified for the category). In such cases we suggest that an increment, additional to Rs. 1,500/- suggested above, can be given by the PI. This additional increment should not exceed Rs. 1,500/-. Thus the total increment will be upto Rs. 3,000/- for the said staff members. This may reduce the gap between lower grade staff who have put many years in service and those who have joined recently with higher grades.
9. Please note that the staff members appointed on Government grants will have to be paid as per the stipend structure of the concerned sponsor.

**The Secretaries are requested to get the revised stipend structure & increment approved in their own executive committee meetings/ trustees meeting and communicate to their PIs. If there are any changes please also let us know.**

Dr. Rujuta Hadaye  
Ho. Secretary (DJST)

Dr. Avinash Supe  
Dean (GSMC), Director and Managing Trustee