

COMPENSATION

Salary

At Global Academy of Technology, a candidate is appointed to a post provided the post is in accordance with the existing AICTE norms. This does not include the staff appointed on deputation / ad hoc / on-contract / temporary basis.

- The pay scales of the teaching staff shall be fixed by Management as per the norms ordained by the AICTE from time to time.

Salary Fixation

- Pay for the selected candidates is proposed by the Principal as per the pay scale approved by the Management for the respective post based upon the qualification and experience of the candidate, in compliance with AICTE norms.
- Higher Pay Packages for exceptional and experienced candidates are proposed by the Principal, final decision will be taken by the Management for the same.

Salary Process

- At Global Academy of Technology, the pay scale promised in the intent/appointment letter is paid to all employees.
- The salary for all the teaching staff is paid based on the scale of pay approved by the Management in compliance with AICTE norms.
- The salary for the non-teaching staff is proposed by the management considering qualification, skills, and experience, subject to approval from the Management.
- The total monthly salary is directly deposited into the employee's bank account ordinarily by the 5th working day of the following month.
- Payments of monthly salary is made after mandatory statutory deductions such as Provident Fund, Income Tax, Professional Tax, other deductions as required by law and internal policy from time to time and deductions for loan repayment or other dues.
- Contract Employees receive monthly remuneration as per appointment terms and conditions. The Payday of temporary employee is the same as that of permanent employees or after completion of the period of temporary employment, whichever is earlier. They are also subjected to all statutory deductions as applicable.
- Part-Time Employees are paid a consolidated monthly remuneration. The terms and conditions of their remuneration shall be decided separately in each case. Their pay day and leave are governed by the terms of their contract. Such pay are also subject to statutory deductions as applicable.

- Senior Retired Officials are appointed on contractual , consulting and consolidated salary based on qualification, expertise and experience.
- The salary of the management personnel appointed for administration and other roles of the institution is fixed by the Management.
- In recognition of performance, all regular employees eligible for performance management cycle are considered for yearly increment based on their performance appraisal outcomes conducted annually.
- Employees receive formal communication about approved annual increments after the Performance Appraisal assessment cycle is complete.
- GAT is committed to comply with statutory provisions of Employees Provident Fund; deduction will be made from the salary of employees and will be deposited to the designated provident fund accounts along with the contributions of the organization as per provisions of the said Act.
- Gratuity benefits are extended to all eligible employees. Employees must comply with the statutory requirements to avail of such ensuing benefits as prescribed by law.
- Group Accident insurance policy is available for all staff (Teaching and Non-teaching) covering accidental death, permanent disablement and hospital expenses)