

# **INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR**

## **NORMS FOR SOFT ADVANCE TO NEW STAFF MEMBERS**

**(As approved by the Board of Governors in its 9<sup>th</sup> meeting held on 28<sup>th</sup> March 2013)**

In the existing context as per Govt. of India norms, a regular employee of the institute may avail of a number of loans from the institute: for house building, conveyance and the like. Usually, such loans have a long repayment period and the interest is not compounded, turning these into rather soft loans. Many of our staff are not eligible for these loans as they do not fulfill the required eligibility criteria. For example, house building loan can be granted to a permanent employee only (and not on probation), whereas Motor Car Advance can be availed by an employee who is drawing pay in the pay band (i.e. band pay) of Rs. 19,530/- pm or more. These restrictions make many of new staff members ineligible for these loans. In a few cases many mid-level officers coming from outside are in need for financial assistance to establish and settle at the new place of posting.

It is, therefore, proposed that an interest-free soft advance of Rs. 1.00 Lakh may be made available to the new staff members joining institute in PB-I & PB-II and Rs. 2.00 Lakhs in PB-III and PB-IV. The amount will be recovered from salary over a maximum period of 20 months, or for the remaining period of deputation/lien/probation, whichever happens to be first. This advance is meant to help the new staff members to comfortably incur initial establishment expenditures in setting up the house and in purchase of conveyance. A similar scheme is in vogue at the Institute for faculty members.