

## 66. RABINDRANATH TAGORE INSTITUTE

- 66.1 The Rabindranath Tagore Institute (RTI) is a body corporate, set up by Act No. 48 of 2002 with the objects to: establish, as a tribute to Rabindranath Tagore, a centre of studies of Indian culture and traditions; and promote education and culture generally.
- 66.2 Its vision is to create a brilliant future by enriching its competence and enhancing the quality of life with scholarly engagement in education, culture, research and outreach. The RTI currently offers tertiary level programmes in Film Production, Arts and Crafts and Dramatic Arts, among others.
- 66.3 At present, the post of Director (RTI) is vacant and a member of staff from the MGI is acting as Officer-in-Charge. She is supported in her tasks by a complement of staff in substantive as well as contractual positions.
- 66.4 In the context of this Review, representations have been received for the creation of the grades of Management Support Officer and Office Management Assistant. During consultation, Management was informed that the two grades can be created upon the Board's approval prior to the publication of this Report since provision has already been made in Vol 2 Part II of the EOAC Report 2013 for their creation. Parties were also informed that grades which are urgently required would be graded by the Bureau on an ad hoc basis well before and even after the publication of this Report, once the parent Ministry conveys its approval and the proposed schemes of service are in order.
- 66.5 After examining all the submissions, we are, in this Report, maintaining the present structure and restyling the grade of Assistant Lecturer/Lecturer to Lecturer. We are also maintaining the grant of additional increments for academic achievement.

### Academic Achievement

- 66.6 At present, Lecturers *formerly Assistant Lecturer/Lecturer*, who have improved their qualifications and shown achievements within their academic field are granted additional increments. We are maintaining this provision.

### Recommendation

- 66.7 **We recommend that Lecturers *formerly Assistant Lecturer/Lecturer* holding a PhD and/or a Master's degree and reckoning academic attainment through published research, teaching, administrative contributions and publications and having stayed on top of their revised salary scale for one year, should be allowed to move incrementally up to a maximum of two increments to be read from the master salary scale.**

66.8 For the purpose of implementation of the above paragraph, the new salary point reached by virtue of the provision made at paragraph 10.40 of Volume 1 of this Report shall be deemed to be the new top salary.

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### SALARY SCHEDULE

RTI 1	:	<b>Rs 7800 x 200 – 8000 x 205 – 8820 x 230 – 10200 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17375</b>
		General Worker
RTI 2	:	<b>Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450</b>
		Handy Worker
RTI 3	:	<b>Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050</b>
		Gardener/Nursery Attendant
RTI 4	:	<b>Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200</b>
		Driver/Office Attendant
RTI 5	:	<b>Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 23975</b>
		Electrician
RTI 6	:	<b>Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525</b>
		Receptionist/Telephone Operator
RTI 7	:	<b>Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175</b>
		Clerk/Word Processing Operator
RTI 8	:	<b>Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500</b>
		Accounts Clerk

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**RTI 9 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**

Confidential Secretary

**RTI 10 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 42325**

Library and Documentation Officer

**RTI 11 : Rs 25525 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**

Administrative Officer

**RTI 12 : Rs 30950 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**

Lecturer

*formerly Assistant Lecturer/Lecturer*

**RTI 13 : Rs 101000**

Director (Rabindranath Tagore Institute)

