



GITAM Deemed to be University

- ☞ As GITAM practices equal opportunity and no discrimination policy, both Male, Female and Transgender employees will get the same salary, provided their qualification and experience are the same. As a result, there is no need for tracking the pay parity w.r.t. genders in GITAM. But, the salary structure, pay band are measured indiscriminately w.r.t. genders.
- ☞ GITAM has a annual performance appraisal system, wherein on a pre-discussed and approved parameters were adopted to measure the performance of each and every employee. Every employee would get score based on his performance on those parameters, his/her contribution to the university's growth, etc.
- ☞ The annual increments which are based on the score ranges that are agreed upon through the approved performance appraisal system were given to the employees. There would be no discrimination in this process, based on gender or any other specific base.
- ☞ A few sample payslips are provided here for the reference.





Payslip for the month of August, 2023

Employee name	██████████	Male
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Designation	Sr. Assistant
Employee ID	██████
Date of joining	04-06-2013
Campus	Visakhapatnam
College	Central Administrative Office
Department	Directorate of Human Resource
UAN	100361911099

Basic salary	₹ 17,050	NPS contribution	₹ 0
AGP	₹ 0	Conveyance allowance	₹ 0
DA	₹ 16,930	Special allowance	₹ 610
HRA	₹ 3,410	Loss of pay days	0

Earnings		Deductions	
Basic salary	₹ 17,050	PF	₹ 1,800
DA	₹ 16,930	Professional tax	₹ 200
HRA	₹ 3,410	Voluntary PF	₹ 1,000
Special allowance	₹ 610		
Gross	₹ 38,000	Deductions	₹ 3,000

Net salary: ₹ 35,000	(Rupees Thirty-Five Thousand)
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Payslip for the month of August, 2023

Employee name	██████████	Female
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Designation	Sr. Assistant
Employee ID	██████
Date of joining	22-11-2006
Campus	Visakhapatnam
College	Central Administrative Office
Department	Research & Consultancy
UAN	100358397699

Basic salary	₹ 15,700	NPS contribution	₹ 0
AGP	₹ 0	Conveyance allowance	₹ 0
DA	₹ 15,589	Special allowance	₹ 571
HRA	₹ 3,140	Loss of pay days	0

Earnings		Deductions	
Basic salary	₹ 15,700	PF	₹ 1,800
DA	₹ 15,589	Professional tax	₹ 200
HRA	₹ 3,140		
Special allowance	₹ 571		
Gross	₹ 35,000	Deductions	₹ 2,000

Net salary: ₹ 33,000	(Rupees Thirty-Three Thousand)
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Payslip for the month of August, 2023

Employee name	████████████████████	Female
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Designation	Associate Professor
Employee ID	██████
Date of joining	26-10-2004
Campus	Visakhapatnam
College	GITAM School of Technology
Department	Computer Science Engineering
UAN	100358503072

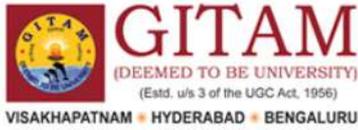
Basic salary	₹ 49,971	NPS contribution	₹ 0
AGP	₹ 9,500	Conveyance allowance	₹ 0
DA	₹ 63,634	Special allowance	₹ 0
HRA	₹ 11,894	Loss of pay days	0

Earnings		Deductions	
Basic salary	₹ 49,971	PF	₹ 1,800
AGP	₹ 9,500	Professional tax	₹ 200
DA	₹ 63,634	Income tax	₹ 22,400
HRA	₹ 11,894	LIC	₹ 12,955
Exam remuneration	₹ 150		
INTERIM RETENTION ALLOWANCE	₹ 15,000		
Gross	₹ 1,50,149	Deductions	₹ 37,355

Net salary: ₹ 1,12,794 (Rupees One Lakh Twelve Thousand Seven Hundred and Ninety-Four)

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Payslip for the month of August, 2023

Employee name	██████████	Male
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Designation	Associate Professor
Employee ID	██████
Date of joining	24-08-2005
Campus	Visakhapatnam
College	GITAM School of Technology
Department	Computer Science Engineering
UAN	100387377801

Basic salary	₹ 49,971	NPS contribution	₹ 0
AGP	₹ 9,500	Conveyance allowance	₹ 0
DA	₹ 63,634	Special allowance	₹ 0
HRA	₹ 11,894	Loss of pay days	0

Earnings		Deductions	
Moderation	₹ 1,000	PF	₹ 1,800
Basic salary	₹ 49,971	Professional tax	₹ 200
AGP	₹ 9,500	Voluntary PF	₹ 7,500
DA	₹ 63,634	Income tax	₹ 19,500
HRA	₹ 11,894	Laptop deductions	₹ 3,183
INTERIM RETENTION ALLOWANCE	₹ 15,000		
Gross	₹ 1,50,999	Deductions	₹ 32,183

Net salary: ₹ 1,18,816 (Rupees One Lakh Eighteen Thousand Eight Hundred and Sixteen)

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Payslip for the month of August, 2023

Employee name	████████████████████	Female
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Designation	Assistant Professor
Employee ID	██████
Date of joining	06-11-2007
Campus	Visakhapatnam
College	GITAM School of Technology
Department	Computer Science Engineering
UAN	100236137139

Basic salary	₹ 36,053	NPS contribution	₹ 0
AGP	₹ 8,000	Conveyance allowance	₹ 0
DA	₹ 47,137	Special allowance	₹ 0
HRA	₹ 8,811	Loss of pay days	0

Earnings		Deductions	
Moderation	₹ 1,000	PF	₹ 1,800
Basic salary	₹ 36,053	Professional tax	₹ 200
AGP	₹ 8,000	Voluntary PF	₹ 12,000
DA	₹ 47,137	Income tax	₹ 10,200
HRA	₹ 8,811		
INTERIM RETENTION ALLOWANCE	₹ 15,000		
Spot valuation remuneration	₹ 2,000		
Gross	₹ 1,18,001	Deductions	₹ 24,200

Net salary: ₹ 93,801	(Rupees Ninety-Three Thousand Eight Hundred and One)
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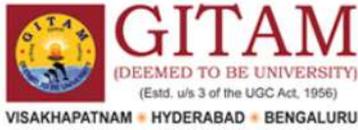


Payslip for the month of August, 2023

Employee name	[REDACTED]		Male
Designation	Assistant Professor		
Employee ID	[REDACTED]		
Date of joining	11-08-1994		
Campus	Visakhapatnam		
College	GITAM School of Technology		
Department	Computer Science Engineering		
UAN	100361777888		
Basic salary	₹ 29,445	NPS contribution	₹ 0
AGP	₹ 8,000	Conveyance allowance	₹ 0
DA	₹ 40,066	Special allowance	₹ 0
HRA	₹ 7,489	Loss of pay days	0
Earnings		Deductions	
Basic salary	₹ 29,445	PF	₹ 1,800
AGP	₹ 8,000	Professional tax	₹ 200
DA	₹ 40,066	Voluntary PF	₹ 5,000
HRA	₹ 7,489	GSLIS	₹ 30
INTERIM RETENTION ALLOWANCE	₹ 15,000	Income tax	₹ 7,200
		LIC	₹ 655
Gross	₹ 1,00,000	Deductions	₹ 14,885
Net salary: ₹ 85,115 (Rupees Eighty-Five Thousand One Hundred and Fifteen)			

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Payslip for the month of August, 2023

Employee name	[REDACTED]	Female
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Designation	Assistant Manager
Employee ID	[REDACTED]
Date of joining	16-07-2021
Campus	Visakhapatnam
College	Central Administrative Office
Department	ProVC VSP Office
UAN	101705521468

Basic salary	₹ 24,614	NPS contribution	₹ 0
AGP	₹ 0	Conveyance allowance	₹ 0
DA	₹ 0	Special allowance	₹ 19,692
HRA	₹ 4,923	Loss of pay days	0

Earnings		Deductions	
Basic salary	₹ 24,614	PF	₹ 1,800
HRA	₹ 4,923	Professional tax	₹ 200
Special allowance	₹ 19,692		
Gross	₹ 49,229	Deductions	₹ 2,000

Net salary: ₹ 47,229	(Rupees Forty-Seven Thousand Two Hundred and Twenty-Nine)
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Payslip for the month of August, 2023

Employee name	[REDACTED]	Male
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Designation	Assistant Manager
Employee ID	[REDACTED]
Date of joining	28-11-2022
Campus	Visakhapatnam
College	Central Administrative Office
Department	Finance
UAN	101745915332

Basic salary	₹ 21,500	NPS contribution	₹ 0
AGP	₹ 0	Conveyance allowance	₹ 0
DA	₹ 0	Special allowance	₹ 17,200
HRA	₹ 4,300	Loss of pay days	0

Earnings		Deductions	
Basic salary	₹ 21,500	PF	₹ 1,800
HRA	₹ 4,300	Professional tax	₹ 200
Special allowance	₹ 17,200		
Gross	₹ 43,000	Deductions	₹ 2,000

Net salary: ₹ 41,000 (Rupees Forty-One Thousand)
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Payslip for the month of August, 2023

Employee name	[REDACTED]	Female
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Designation	Jr.Assistant
Employee ID	[REDACTED]
Date of joining	03-10-2022
Campus	Visakhapatnam
College	GITAM School of Pharmacy
Department	GITAM Institute of Pharmacy
UAN	101489224931

Basic salary	₹ 15,000	NPS contribution	₹ 0
AGP	₹ 0	Conveyance allowance	₹ 0
DA	₹ 0	Special allowance	₹ 1,000
HRA	₹ 0	Loss of pay days	0

Earnings		Deductions	
Basic salary	₹ 15,000	PF	₹ 1,800
Special allowance	₹ 1,000	Professional tax	₹ 150
		ESI	₹ 120
Gross	₹ 16,000	Deductions	₹ 2,070

Net salary: ₹ 13,930	(Rupees Thirteen Thousand Nine Hundred and Thirty)
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Payslip for the month of August, 2023

Employee name	[REDACTED]		Male
Designation	Jr.Assistant		
Employee ID	[REDACTED]		
Date of joining	23-09-2022		
Campus	Visakhapatnam		
College	GIMSR Hospital		
Department	MEDICAL RECORDS DEPARTMENT		
UAN	101383135291		
Basic salary	₹ 15,000	NPS contribution	₹ 0
AGP	₹ 0	Conveyance allowance	₹ 0
DA	₹ 0	Special allowance	₹ 0
HRA	₹ 0	Loss of pay days	0
Earnings		Deductions	
Basic salary	₹ 15,000	PF	₹ 1,800
		ESI	₹ 113
Gross	₹ 15,000	Deductions	₹ 1,913
Net salary: ₹ 13,087 (Rupees Thirteen Thousand and Eighty-Seven)			

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Payslip for the month of August, 2023

Employee name	[REDACTED]		Female
Designation	Professor		
Employee ID	[REDACTED]		
Date of joining	19-09-2018		
Campus	Visakhapatnam		
College	GITAM School of Technology		
Department	Computer Science Engineering		
UAN	101364609801		
Basic salary	₹ 67,000	NPS contribution	₹ 0
AGP	₹ 10,500	Conveyance allowance	₹ 0
DA	₹ 82,925	Special allowance	₹ 30,473
HRA	₹ 15,500	Loss of pay days	0
Earnings		Deductions	
Moderation	₹ 500	PF	₹ 1,800
Basic salary	₹ 67,000	Professional tax	₹ 200
AGP	₹ 10,500	Income tax	₹ 41,800
DA	₹ 82,925		
HRA	₹ 15,500		
INTERIM RETENTION ALLOWANCE	₹ 15,000		
Special allowance	₹ 30,473		
Spot valuation remuneration	₹ 500		
Gross	₹ 2,22,398	Deductions	₹ 43,800
Net salary: ₹ 1,78,598 (Rupees One Lakh Seventy-Eight Thousand Five Hundred and Ninety-Eight)			

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Payslip for the month of August, 2023

Employee name	████████████████████	Male
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Designation	Professor
Employee ID	██████
Date of joining	06-09-1999
Campus	Visakhapatnam
College	GITAM School of Technology
Department	Computer Science Engineering
UAN	100141147426

Basic salary	₹ 67,000	NPS contribution	₹ 0
AGP	₹ 10,500	Conveyance allowance	₹ 0
DA	₹ 82,925	Special allowance	₹ 14,075
HRA	₹ 15,500	Loss of pay days	0

Earnings		Deductions	
Basic salary	₹ 67,000	PF	₹ 1,800
AGP	₹ 10,500	Professional tax	₹ 200
DA	₹ 82,925	Income tax	₹ 36,700
HRA	₹ 15,500	LIC	₹ 9,015
INTERIM RETENTION ALLOWANCE	₹ 15,000		
Special allowance	₹ 14,075		
Gross	₹ 2,05,000	Deductions	₹ 47,715

Net salary: ₹ 1,57,285	(Rupees One Lakh Fifty-Seven Thousand Two Hundred and Eighty-Five)
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