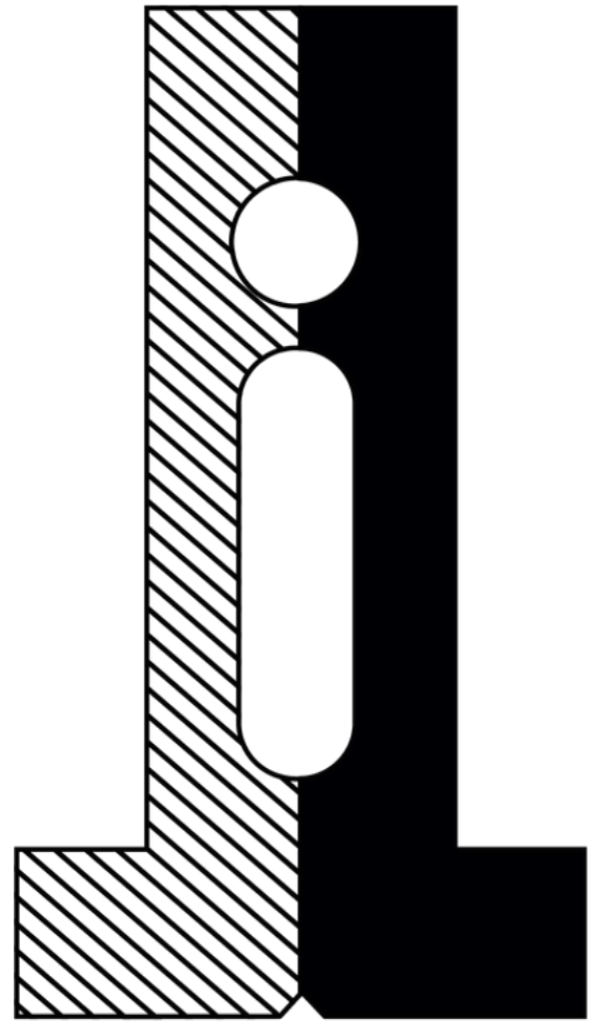




Institute of Health  
Management Research

# Institute of Health Management Research BANGALORE



319, near Thimma reddy layout, Electronic City Phase  
1, Hulimangala, Bengaluru, Karnataka 560105  
[www.iihmrbangalore.edu.in](http://www.iihmrbangalore.edu.in)



## **2.4.1**

# **Average percentage of full-time teachers appointed against the number of sanctioned posts year wise during the last five years**

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**


# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: Info@iihmbangalore.edu.in  
Website: www.iihmbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1ZQ

**CRITERIA -2****2.4.1**

NAAC 2024/SSR/2/-2.4.1

Date: 14/08/2024

<b>Criteria</b>	<b>Teaching-Learning and Evaluation</b>
<b>Key Indicator</b>	<b>Teacher Profile and Quality</b>
<b>Metric</b>	Average percentage of full time teachers appointed against the number of sanctioned posts year wise during the last five years
<b>Documents As per SoP</b>	1) Sanction letter indicating number of posts program wise (including Management sanctioned posts) by competent authority. <b>(Appendix-I)</b> 2) Department wise List of full-time teachers appointed. <b>(Appendix-II)</b> 3) Appointment letter of full-time teachers. <b>(Appendix-III)</b>
<b>Document Link :</b>	<a href="https://iihmbangalore.edu.in/naac/">https://iihmbangalore.edu.in/naac/</a>

  
Criteria -2 Coordinator



# Appendix -I

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

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Website: www.iihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1ZQ

**DECLARATION**

This is to declare that Institute of Health Management Research, Bangalore has the following number of Sanctioned and Filled Teaching Posts.

Sl. No.	Programme	Year	Sactioned Post (*as per AICTE)	Filled Post
1	PGDM (Hospital and Health Management)	2018-2019	6	9
2	PGDM (Hospital and Health Management)	2019-2020	6	9
3	PGDM (Hospital and Health Management)	2020-2021	9	13
4	PGDM (Hospital and Health Management)	2021-2022	12	15
5	PGDM (Hospital and Health Management)	2022-2023	12	13

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

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 Website: www.ihmrbangalore.edu.in  
 Toll Free No. 1800-572-2728  
 GST No.: 29AAATI0517J1ZQ

**PGDM (Hospital and Health Management)****Staff List 2018-2019**

Sl. No	No of sanctioned post	Sanctioning authority (Govt. / Mgmt / University)	Name of the Full-time teacher	Designation	Year of appointment	Nature of appointment (temporary/permanent)	Highest Qualification	Is the teacher still serving the institution/If not last year of the service of teacher in the Institution
1	6	Management	Dr. Usha Manjunath	Professor & Director	12-08-2010	Permanent	M.Sc, M .Phil, Ph D	Yes
2		Management	Dr. Sarala R	Assistant Professor	06-09-2011	Permanent	MA, M.Phil, PhD	Yes
3		Management	Dr. Veena R	Assistant Professor	01-01-2014	Permanent	M.Sc, BDS	07-01-2019
4		Management	Mr. Kanagaraj K	Assistant Professor	18-06-2015	Permanent	MBA, MS	05-08-2019
5		Management	Dr. Anil Sood	Associate Professor	01-01-2018	Permanent	MBBS, MD, DNB	30-11-2018
6		Management	Dr. Manjunatha R	Associate Professor	12-06-2017	Permanent	MBBS, MD, PhD	29-05-2021
7		Management	Dr. Kumari Shweta	Assistant Professor	16-07-2018	Permanent	MBBS, MHA	23-04-2019
8		Management	Dr. Mallikarjun Reddy	Assistant Professor	01-08-2018	Permanent	BHMS, MBA	15-04-2019
9		Management	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018	Permanent	Ph.D , M.Phil , MSc. Statistics	Yes

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
 Director



**PGDM (Hospital and Health Management)  
Staff List 2019-2020**

Sl.No	No of sanctioned post	Sanctioning authority (Govt. / Mgmt / University)	Name of the Full-time teacher	Designation	Year of appointment	Nature of appointment (temporary/permanent)	Highest Qualification	Is the teacher still serving the institution/If not last year of the service of teacher in the Institution
1	6	Management	Dr. Usha Manjunath	Professor & Director	12-08-2010	Permanent	M.Sc, M .Phil, Ph D	Yes
2		Management	Dr. Sarala R	Associate Professor	06-09-2011	Permanent	MA, M.Phil, PhD	Yes
3		Management	Mr. Kanagaraj K	Assistant Professor	18-06-2015	Permanent	MBA, MS	05-08-2019
4		Management	Dr. Manjunatha R	Associate Professor	12-06-2017	Permanent	MBBS, MD, PhD	29-05-2021
5		Management	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018	Permanent	Ph.D , M.Phil , MSc. Statistics	Yes
6		Management	Mr. Gowthamghosh B	Assistant Professor	18-05-2019	Permanent	MPH (Public Health), MSW	15-04-2019
7		Management	Dr. Allen P Ugargol	Associate Professor	01-07-2019	Permanent	Ph.D , PGDHHM (post Graduation Diploma in Hospital & Healthcare Mgmt), PGDPPHC, BDS	21-12-2020
8		Management	Mr. T K Pradeep Kumar	Assistant Professor	01-07-2019	Permanent	ME CSE, MBA- HR, B.Tech IT,DCE (Diploma in Civil Engg.)	13-10-2022
9		Management	Dr. Deepashree M R	Assistant Professor	08-12-2019	Permanent	PGDHM, BDS	Yes

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**PGDM (Hospital and Health Management)**
**Staff List 2020-2021**

Sl. No	No of sanctioned post	Sanctioning authority (Govt. / Mgmt / University)	Name of the Full-time teacher	Designation	Year of appointment	Nature of appointment (temporary/permanent)	Highest Qualification	Is the teacher still serving the institution/ If not last year of the service of teacher in the Institution
1	9	Management	Dr. Usha Manjunath	Professor & Director	12-08-2010	Permanent	M.Sc, M.Phil, Ph D	Yes
2		Management	Dr. Sarala R	Associate Professor	06-09-2011	Permanent	MA, M.Phil, PhD	Yes
3		Management	Dr. Manjunatha R	Professor	12-06-2017	Permanent	MBBS, MD, PhD	29-05-2021
4		Management	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018	Permanent	Ph.D , M.Phil , MSc. Statistics	Yes
5		Management	Mr. Gowthamghosh B	Assistant Professor	18-05-2019	Permanent	MPH (Public Health), MSW	Yes
6		Management	Dr. Allen P Ugargol	Associate Professor	01-07-2019	Permanent	Ph.D , PGDHHM (post Graduation Diploma in Hospital & Healthcare Mgmt), PGDPPHC , BDS	21-12-2020
7		Management	Mr. T K Pradeep Kumar	Assistant Professor	01-07-2019	Permanent	ME CSE, MBA- HR, B.Tech IT,DCE (Diploma in Civil Engg.)	13-10-2022
8		Management	Dr. Deepashree M R	Assistant Professor	12-08-2019	Permanent	PGDHM, BDS	Yes



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Toll Free No. 1800-572-2728  
GST No.: 29AAT10517J1ZQ



9	Management	Dr. Jyoti Vijay	Assistant Professor	07-08-2020	Permanent	PhD. (Food Sc. & Nutrition), BSc, MSc	Yes
10	Management	Dr. S Krishna Kumar	Associate Professor	27-07-2020	Permanent	MPH, PGDMCH, MBBS	06-08-2021
11	Management	Mr. Piyush Kumar	Associate Professor	15-10-2020	Permanent	BSc., PGDHM	Yes
12	Management	Dr. Kirti Udayai	Associate Professor	02-11-2020	Permanent	B.A, PGDHM, PhD.( In Mgmt)	Yes
13	Management	Mr. Mrinmoy Roy	Assistant Professor	01-04-2021	Permanent	B Pharma, MBA	Yes

*Alsha Maryinath*


**PGDM (Hospital and Health Management)**
**Staff List 2021-2022**

Sl.No	No of sanctioned post	Sanctioning authority (Govt. / Mgmt / University)	Name of the Full-time teacher	Designation	Year of appointment	Nature of appointment (temporary/permanent)	Highest Qualification	Is the teacher still serving the institution/If not last year of the service of teacher in the Institution
1	12	Management	Dr. Usha Manjunath	Professor & Director	12-08-2010	Permanent	M.Sc, M .Phil, Ph D	Yes
2		Management	Dr. Sarala R	Associate Professor	06-09-2011	Permanent	MA, M.Phil, PhD	Yes
3		Management	Dr. Manjunath R	Professor	12-06-2017	Permanent	MBBS, MD, PhD	29-05-2021
4		Management	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018	Permanent	Ph.D , M.Phill , MSc. Statistics	Yes
5		Management	Mr. Gowthamghosh B	Assistant Professor	18-05-2019	Permanent	MPH (Public Health), MSW	Yes
6		Management	Mr. T K Pradeep Kumar	Assistant Professor	01-07-2019	Permanent	ME CSE, MBA- HR, B.Tech IT,DCE (Diploma in Civil Engg.)	13-10-2022
7		Management	Dr. Deepashree M R	Assistant Professor	12-08-2019	Permanent	PGDHM, BDS	Yes
8		Management	Dr. Jyoti Vijay	Assistant Professor	07-08-2020	Permanent	PhD. (Food Sc. & Nutrition), BSc, MSc	Yes
9		Management	Dr. S Krishna Kumar	Associate Professor	27-07-2020	Permanent	MPH, PGDMCH, MBBS	06-08-2021
10		Management	Mr. Piyush Kumar	Associate Professor	15-10-2020	Permanent	BSc. , PGDHM	Yes
11		Management	Dr. Kirti Udayai	Associate Professor	02-11-2020	Permanent	B.A, PGDHM, PhD.( In Mgmt)	Yes
12		Management	Mr. Mrinmoy Roy	Assistant Professor	01-04-2021	Permanent	B Pharma, MBA	Yes
13		Management	Dr. Subodh S Satheesh	Assistant Professor	29-09-2021	Permanent	PhD., M Pharma, B Pharma	Yes
14		Management	Dr. Akash Gajanan Prabhune	Assistant Professor	01-10-2021	Permanent	BDS, M.Sc in clinical Research, Ph.D Pursuing	Yes
15		Management	Dr. Rajeshwari B S	Assistant Professor	01-04-2022	Permanent	PhD. ,M. Phil, BDS	Yes

For Institute of Health Management Research, Bangalore

 Usha Manjunath  
 Director

**PGDM (Hospital and Health Management)**

**Staff List 2022-2023**

Sl. No	No of sanctioned post	Sanctioning authority (Govt. / Mgmt / University)	Name of the Full-time teacher	Designation	Year of appointment	Nature of appointment (temporary/permanent)	Highest Qualification	Is the teacher still serving the institution/If not last year of the service of teacher in the Institution
1	12	Management	Dr. Usha Manjunath	Professor & Director	12-08-2010	Permanent	M.Sc, M .Phil, Ph D	Yes
2		Management	Dr. Sarala R	Associate Professor	06-09-2011	Permanent	MA, M.Phil, PhD	Yes
3		Management	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018	Permanent	Ph.D , M.Phill , MSc. Statistics	Yes
4		Management	Mr. Gowtham hosh B	Assistant Professor	18-05-2019	Permanent	MPH (Public Health), MSW	Yes
5		Management	Dr. Deepashree M R	Assistant Professor	12-08-2019	Permanent	PGDHM, BDS	Yes
6		Management	Dr. Jyoti Vijay	Assistant Professor	07-08-2020	Permanent	PhD. (Food Sc. & Nutrition), BSc, MSc	Yes
7		Management	Mr. Piyush Kumar	Associate Professor	15-10-2020	Permanent	BSc. , PGDHM	Yes
8		Management	Dr. Kirti Udayai	Associate Professor	02-11-2020	Permanent	B.A, PGDHM, PhD.( In Mgmt)	Yes
9		Management	Mr. Mrinmoy Roy	Assistant Professor	01-04-2021	Permanent	B Pharma, MBA	Yes
10		Management	Dr. Subodh S Satheesh	Assistant Professor	29-09-2021	Permanent	PhD., M Pharma, B Pharma	Yes
11		Management	Dr. Akash Gajanan Prabhune	Assistant Professor	01-10-2021	Permanent	BDS, M.Sc in clinical Research, Ph.D Pursuing	Yes

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
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Website: [www.iihmbangalore.edu.in](http://www.iihmbangalore.edu.in)  
Toll Free No. 1800-572-2728  
GST No.: 29AAATI0517J1ZQ



12		Management	Dr. Rajeshwari B S	Assistant Professor	01-04-2022	Permanent	PhD., M. Phil, BDS	Yes
13		Management	Dr. Amita Mukhopadhyay	Professor	13-03-2023	Permanent	MBBS, MD in Community Medicine	Yes

*Usha manginath*

# **Appendix -II**

**List of Full-Time Teachers**

**PGDM (Hospital and Health Management)****Staff List 2018-2019**

2018-2019:			
Sl.No.	Name	Designation	Date of Joining
1	Dr. Usha Manjunath	Director & Professor	12-08-2010
2	Dr. Sarala R	Assistant Professor	06-09-2011
3	Dr. Veena R	Assistant Professor	01-01-2014
4	Mr. Kanagaraj K	Assistant Professor	18-06-2015
5	Dr. Anil Sood	Associate Professor	01-01-2018
6	Dr. Manjunatha R	Associate Professor	12-06-2017
7	Dr. Kumari Shweta	Assistant Professor	16-07-2018
8	Dr. Mallikarjun Reddy	Assistant Professor	01-08-2018
9	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**PGDM (Hospital and Health Management)****Staff List 2019-2020**

2019-2020			
Sl.No.	Name	Designation	Date of Joining
1	Dr. Usha Manjunath	Director & Professor	12-08-2010
2	Dr. Sarala R	Associate Professor	06-09-2011
3	Mr. Kanagaraj K	Assistant Professor	18-06-2015
4	Dr. Manjunatha R	Associate Professor	12-06-2017
5	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018
7	Mr. Gowthamghosh B	Assistant Professor	18-05-2019
6	Dr. Allen P Ugargol	Associate Professor	01-07-2019
8	Mr. T K Pradeep Kumar	Assistant Professor	01-07-2019
9	Dr. Deepashree M R	Assistant Professor	08-12-2019

For Institute of Health Management Research, Bangalore

  
Director

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

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Website: www.ihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1ZQ

**PGDM (Hospital and Health Management)****Staff List 2020-2021**

<b>2020-2021</b>			
<b>Sl.No.</b>	<b>Name</b>	<b>Designation</b>	<b>Date of Joining</b>
1	Dr. Usha Manjunath	Director	12-08-2010
2	Dr. Sarala R	Associate Professor	06-09-2011
3	Dr. Manjunatha R	Professor	12-06-2017
4	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018
6	Mr. Gowthamghosh B	Assistant Professor	18-05-2019
5	Dr. Allen P Ugargol	Associate Professor	01-07-2019
7	Mr. T K Pradeep Kumar	Assistant Professor	01-07-2019
8	Dr. Deepashree M R	Assistant Professor	12-08-2019
9	Dr. Jyoti Vijay	Assistant Professor	07-08-2020
10	Dr. S Krishna Kumar	Associate Professor	27-07-2020
11	Mr. Piyush Kumar	Associate Professor	15-10-2020
12	Dr. Kirti Udayai	Associate Professor	02-11-2020
13	Mr. Mrinmoy Roy	Assistant Professor	01-04-2021

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director



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Website: www.ihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1ZQ

**PGDM (Hospital and Health Management)****Staff List 2021-2022**

<b>2021-2022</b>			
<b>Sl.No.</b>	<b>Name</b>	<b>Designation</b>	<b>Date of Joining</b>
1	Dr. Usha Manjunath	Prof. and Director	12-08-2010
2	Dr. Sarala R	Associate Professor	06-09-2011
3	Dr. Manjunatha R	Professor	12-06-2017
4	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018
5	Mr. Gowthamghosh B	Assistant Professor	18-05-2019
6	Mr. T K Pradeep Kumar	Assistant Professor	01-07-2019
7	Dr. Deepashree M R	Assistant Professor	12-08-2019
8	Dr. Jyoti Vijay	Assistant Professor	07-08-2020
9	Dr. S Krishna Kumar	Associate Professor	27-07-2020
10	Mr. Piyush Kumar	Associate Professor	15-10-2020
11	Dr. Kirti Udayai	Associate Professor	02-11-2020
12	Mr. Mrinmoy Roy	Assistant Professor	01-04-2021
13	Dr. Subodh S Satheesh	Assistant Professor	29-09-2021
14	Dr. Akash Gajanan Prabhune	Assistant Professor	01-10-2021
15	Dr. Rajeshwari B S	Assistant Professor	01-04-2022

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director



## PGDM (Hospital and Health Management)

### Staff List 2022-2023

2022-2023			
Sl.No.	Name	Designation	Date of Joining
1	Dr. Usha Manjunath	Director & Professor	12-08-2010
2	Dr. Sarala R	Associate Professor	06-09-2011
3	Dr. Gyan Chandra Kashyap	Assistant Professor	27-08-2018
4	Mr. Gowthamghosh B	Assistant Professor	18-05-2019
5	Dr. Deepashree M R	Assistant Professor	12-08-2019
6	Dr. Jyoti Vijay	Assistant Professor	07-08-2020
7	Mr. Piyush Kumar	Associate Professor	15-10-2020
8	Dr. Kirti Udayai	Associate Professor	02-11-2020
9	Mr. Mrinmoy Roy	Assistant Professor	01-04-2021
10	Dr. Subodh S Satheesh	Assistant Professor	29-09-2021
11	Dr. Akash Gajanan Prabhune	Assistant Professor	01-10-2021
12	Dr. Rajeshwari B S	Assistant Professor	01-04-2022
13	Dr. Amita Mukhopadhyay	Professor	13-03-2023

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

# **Appendix -III**

**Appointment Letter**

RefNo : IIHMR/TS/CS/NS/2010/  
Date : July 12, 2010

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, JAIPUR - 302 011, IN  
Tel. : 3924700 (30 Line), 2791431-34  
Fax : 91-141-2792138/3924738  
E-mail : iihmr@iihmr.org  
URL : http://www.iihmr.org  
Gram : HEALTHINST

Dr. Usha Manjunath,  
39, Paschim Marg,,  
Vidyavihar, BITS - Pilani (Raj.).

**Sub: Appointment letter for the post of Associate Professor on probation at IHMR, Bangalore**

Dear Dr. Manjunath,

We are pleased to offer you the position of the **Associate Professor** on probation for 6 months at Institute of Health Management Research, Site No. 319, Thimma Reddy Layout, Huli Mangla Village, Electronic City, Phase -I, Near Shikari Palaya, Bangalore on a basic salary of Rs. 26,000/- (Rupees Twenty Six Thousand only) per month, in the scale of 26000-1200-32000-1700-40500-2200-51500 w.e.f. **your date of joining, which is not later than August 12, 2010.**

1. You will be entitled to the following allowances & reimbursement in addition to your basic salary.
  - a. HRA is equivalent to 45% of your basic salary per month. HRA is not payable to those residing in accommodation owned/leased by the Institute as per the Institute rules for allotment of residential accommodation.
  - b. Medical reimbursement equivalent to 5% of the total basic salary drawn in the/ last financial year, in addition to group medical insurance for self & family and personal accident insurance for self, which will be covered normally after 30 days from the date of joining.
  - c. Institute will pay you Rs.2000 pm as a Driver Allowance.
  - d. Institute will pay you Rs.4500 pm as a Transport Allowance.
  - e. Institute will pay you Rs.6000 pm as a Special Allowance.
  - f. Institute will pay you Rs.2500pm as a Books and Periodicals Allowance.
  - g. While on tour, you shall be paid T.A. /D.A. as admissible to your category.
  - h. You will be eligible for Leave Travel Allowance to a maximum of 5% of the total basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one-year service in the Institute.
  - i. You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
  - j. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the work at the Institute as per rules.

contd....2

*Usha Manjunath*  
For Institute of Health Management Research, Bangalore

28/07/2010  
*Ushamanjunath*  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, JAIPUR - 302 011, IND  
Tel. : 3924700 (30 Line), 2791431-34  
Fax : 91-141-2792138/3924738  
E-mail : iihmr@iihmr.org  
URL : http://www.iihmr.org  
Gram : HEALTHINST

-2:-

2. You will be on probation for a period of six-months from the date of joining.
3. Your services are transferable at the sole discretion of the management to any of the sister/associate organizations on their terms and conditions, while protecting your emoluments; you are drawing at IHMR, Bangalore at the time of your transfer.
4. You will not undertake any academic course or pursue other study during your employment with the Institute, without prior permission of the Director.
5. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
6. In the event of your leaving the service of the Institute or the Institute intending to dispenses with your services, it will be required to serve two months' notice to each other or basic pay in lieu thereof.
7. You are entitled for payment of gratuity as per Gratuity Act, 1972.
8. Your appointment as Associate Professor is subject the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation, without giving any notice.

In all other matters not mentioned herein you would be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible but not later than **August 12, 2010**.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IHMR, Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualifications & experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons.
- d. Relieving letter & Salary Slip from your present Organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

Yours sincerely,

**FOR INDIAN INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

**M.L MEHTA**

**TRUSTEE SECRETARY**

1. NAME: Dy. USHA MANJUNATH  
(Please write your name)

2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 29/07/2010

SIGNATURE: Usha Manjunath

For Institute of Health Management Research, Bangalore

Usha Manjunath  
Director

Salary Break up of Dr. Usha Manjunath

COMPONENTS	AMOUNT
Basic Salary	26000
PF	3120
HRA	11700
Medical Reimbursement	1300
LTA	1300
Books & Periodicals	2500
Transport Allowance	4500
Driver Allowance	2000
Special Allowance	6000
Mediclaím	650
Gratuity	998
CTC	60068

*Usha manjunath*  
*29/07/2010*

For Institute of Health Management Research, Bangalore

*Usha manjunath*

Director

Ref No: IHMRB/DIR/2014-010

Date: 8<sup>th</sup> May, 2014

**INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

# 319, Hulimangala, Near Thimmareddy Layout,  
Electronics City, Hulimangala Post,  
Bangalore - 560 105.  
Ph : 080-30533800/899  
Fax : 080-30533804  
Email : info.bangalore@ihmr.org  
Web : www.bangalore.ihmr.org / www.ihmr.org

To,

**Dr. Usha Manjunath,**  
Associate Professor,  
IHMR Bangalore

Dear Dr. Usha,

I am happy to inform you that IHMR Society's performance appraisal committee headed by Shree M.L Mehta, Trustee Secretary IHMR has confirmed your promotion to Professor in the institute effective from 1<sup>st</sup> April, 2014.

The promotion letter dully signed by Shree M.L Mehta is attached. I am sure your contribution and responsibility towards the new position will enhance institute's growth.

Best wishes,

  
Dr. Dharendra Kumar,  
Director

Received  
Ushamanjunath  
08/05/2014.

For Institute of Health Management Research, Bangalore

  
Director

Ref.: IIHMR/TS/PERS/NS/2017/30648  
Dated: July 13, 2017

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

Dr. Usha Manjunath  
IIHMR (Institute of Health Management Research)  
#319, Near Thimma Reddy Layout  
Hulimangala, Electronic City Phase -I  
Bengaluru, Karnataka 560105

**Sub: Appointment letter for the position of Director at IIHMR Bangalore on contract for two years.**

Dear Dr. Manjunath,

We are pleased to appoint you as **Director of the Institute of Health Management Research (IIHMR)**, #319, Near Thimma Reddy Layout, Hulimangala, Electronic City Phase -I, Bengaluru, Karnataka 560105 on a basic salary of Rs. 80,000/- (Rupees Eighty Thousand only) per month in the scale of 80000-8000-120000-15000-195000. This is a two-year contractual appointment effective from the date of joining but not later than August 01, 2017.

1. You will be entitled to the following in addition to your payable basic salary;
  - a. HRA is equivalent to 45% of your basic salary per month. HRA is not payable to those residing in accommodation owned/leased by the IIHMR as per the IIHMR rules for allotment of residential accommodation.
  - b. Medical Allowance equivalent to 5% of the basic salary per month, in addition to medical allowance, you are entitled for group medical insurance for self, spouse and two children and personal accident insurance for self, which will be covered normally after 30 days from the date of joining.
  - c. You will be eligible for Leave Travel Allowance to a maximum of 5% of the total basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of the one year service with IIHMR.
  - d. You shall have to join the Contributory Provident Fund as per BPFT rules.
  - e. IIHMR will pay you Rs. 7,500/- per month as Books & Periodicals Allowance.
  - f. IIHMR will pay you Rs. 32,000/- per month as a Transport Allowance.
  - g. IIHMR will pay you Rs. 5,000/- per month as a Dress/Uniform Allowance.
  - h. IIHMR will pay you Rs. 10,000/- per month as a Driver Allowance.
  - i. IIHMR will pay you Rs. 5,000/- per month as a Helper Allowance.
  - j. IIHMR will pay you Rs. 20,000/- per month as a Grade Pay Allowance.
  - k. IIHMR will pay you Internet and Mobile Allowance of Rs. 5,000/- per month. Internet and Mobile Allowance is not payable if IIHMR pays directly to the service provider.
  - l. You will be provided one A.C., Laptop PC, Data Card and Printer at your residence.
2. IIHMR will allow you one month paid leave for consultancy (in foreign currency) every year as per the Policy of the IIHMR.
3. While on official tour, you shall be paid T.A. /D.A. as admissible to your grade **X-1**.
4. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

*Usha Manjunath*

*Usha*

contd....2

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director



**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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Sanganer Airport, Jaipur-302029, INDIA  
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Fax ; +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

-:2:-

5. Your services are transferable at the sole discretion of the management to any of the sister/associate organizations on their terms and conditions, while protecting your emoluments; you are drawing at IIHMR Bangalore at the time of your transfer.
6. You will not undertake any academic course or pursue other study during your employment with the IIHMR, without written permission of the Trustee Secretary.
7. While being in the service of the IIHMR, you will not allow taking an employment or assignment even on part time or casual basis of whatever nature anywhere else, without written permission of the Trustee Secretary.
8. You will not divulge any information or knowledge gained by you in the services of the IIHMR, which may prove detrimental to the interest of our Institute.
9. In the event of your leaving the service of the IIHMR or the IIHMR intending to dispense with your services, it will be required to serve three months' notice to each other or basic pay in lieu thereof.
10. Your services shall automatically stand terminated at the end of two years from the date of joining as per contract, unless extended by competent authority.

In all other matters not mentioned herein you would be governed by the rules and regulations of IIHMR from time to time in force.

The Management Board of the IIHMR (Sponsoring Body) and Governing Board of the IIHMR Institute repose full faith in your leadership and wish you a very fruitful tenure as Director.

We welcome you to the IIHMR Bangalore and look forward to your contribution in building an environment of professional excellence at the IIHMR Bangalore.

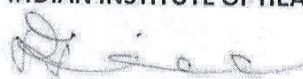
Please sign and return the enclosed duplicate copy of this letter as a token of acceptance.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience
- b. Six passport size photographs
- c. Two reference letters from reputed persons
- d. Relieving letter and salary slip from your current organization, if any
- e. Photocopy of PAN Card and Aadhar Card for Identity proof

With best wishes,

For INDIAN INSTITUTE OF HEALTH MANAGEMENT RESEARCH

  
S.D. GUPTA  
TRUSTEE SECRETARY

1. NAME: USHA MANJUNATH (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.  
DATE: 19/07/2017 SIGNATURE: Usha Manjunath

For Institute of Health Management Research, Bangalore

  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, JAIPUR - 302 029, IND  
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E-mail : [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

**Salary break-up for Dr. Usha Manjunath**

Scale: 80000-8000-120000-15000-195000

Grade: X-1

Components	Amount
Basic Salary	80000
PF 12% of Basic payable	9600
*HRA 45% of Basic payable	36000
Medical Allowance 5% of Basic payable	4000
LTA 5% of Basic payable	4000
Books & Periodicals Allowance	7500
Transport Allowance	32000
Dress / Uniform Allowance	5000
Driver Allowance	10000
Helper Allowance	5000
**Internet & Mobile Allowance	5000
Grade Pay Allowance	20000
Mediclaime	950
<b>CTC</b>	<b>219050</b>

**OTHER PERQUISITE**

TELEPHONE EXPENSES:-

. TELEPHONE AT RESIDENCE

1000

**TOTAL****1000****ADDITIONAL PERQUISITE**

A. ONE AC AT RESIDENCE

YES

B. ONE LAPTOP PC WITH DATA CARD AND  
PRINTER AT RESIDENCE

YES

C. ONE MONTH PAID LEAVE PER YEAR FOR  
CONSULTANCY IN FOREIGN CURRENCY.

YES

CTC PM

220050

CTC PA

2640600

\* HRA amount will not be paid in case IIHMR provides housing

\*\* Internet and Mobile Allowance is not payable if IIHMR pays directly to the company.

*Usha Manjunath*

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

Ref No : IIHMR/TS/CS/NS/2011/  
Date : August 10, 2011

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**  
1, Prabhu Dayal Marg  
Sanganer Airport, JAIPUR - 302 011, INDIA  
Tel. : 3924700, 2791431-32  
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E-mail : [iihmr@iihmr.org](mailto:iihmr@iihmr.org)  
URL : <http://www.iihmr.org>  
Gram : HEALTHINST

Dr. Sarala Raju,  
No.85/1123, 3rd "C" Cross, Teacher' Colony,  
Near ISEC, Nagarbhavi-PO,  
BANGALORE-560 072

**Sub: Appointment letter for the post of Assistant Professor on probation at IHMR, Bangalore**

**Dear Dr. Raju,**

We are pleased to offer you the position of the **Assistant Professor** on probation for 6 months at Institute of Health Management Research, Site No. 319, Thimma Reddy Layout, Huli Mangla Village, Electronic City, Phase -I, Near Shikari Palaya, Bangalore on a basic salary of **Rs. 15,600/-** (Rupees Fifteen Thousand Six Hundred Only) per month, in the scale of 15600-600-18600-1000-2300-1300-30100 w.e.f. your date of joining, which is not later than September 06, 2011.

1. You will be entitled to the following allowances & reimbursement in addition to your basic salary.
  - a. HRA is equivalent to 45% of your basic salary per month. HRA is not payable to those residing in accommodation owned/leased by the Institute as per the Institute rules for allotment of residential accommodation.
  - b. Medical reimbursement equivalent to 5% of the total basic salary drawn in the/ last financial year, in addition to group medical insurance for self & family and personal accident insurance for self, which will be covered normally after 30 days from the date of joining.
  - c. Institute will pay you Rs. 2000 pm as a Driver Allowance.
  - d. Institute will pay you Rs. 4500 pm as a Transport Allowance.
  - e. Institute will pay you Rs. 1500 pm as a Books and Periodicals Allowance.
  - f. Institute will pay you Rs. 6000 pm as a Grade Pay Allowance.
  - g. While on tour, you shall be paid T.A. /D.A. as admissible to your category.
  - h. You will be eligible for Leave Travel Allowance to a maximum of 5% of the total basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one-year service in the Institute.
  - i. You shall have to join the Contributory Provident Fund as per Boruka Provident Fund Trust rules.

contd....2

For Institute of Health Management Research, Bangalore

*Alsha Manjivata*  
*R. Raju*

Director

63

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, JAIPUR - 302 011, INDIA

Tel. : 3924700, 2791431-32

Fax : 91-141-3924738

E-mail : [iihmr@iihmr.org](mailto:iihmr@iihmr.org)

URL : <http://www.iihmr.org>

Gram : HEALTHINST

2. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the work at the Institute as per rules.
3. Your services are transferable at the sole discretion of the management to any of the sister/associate organizations on their terms and conditions, while protecting your emoluments; you are drawing at IHMR, Bangalore at the time of your transfer.
4. You will not undertake any academic course or pursue other study during your employment with the Institute, without prior permission of the Director.
5. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
6. In the event of your leaving the service of the Institute or the Institute intending to dispense with your services, it will be required to serve two months' notice to each other or basic pay in lieu thereof.
7. You are entitled for payment of gratuity as per Gratuity Act, 1972.
8. Your appointment as Assistant Professor is subject the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation, without giving any notice.

In all other matters not mentioned herein you would be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible but not later than September 06, 2011.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IHMR, Bangalore.


At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualifications & experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons.
- d. Relieving letter & Salary Slip from your present Organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

Yours sincerely,

**FOR INDIAN INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

  
**M.L. MEHTA**  
**TRUSTEE SECRETARY**

1. NAME: R. Sarala  
(Please write your name)

2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 6<sup>th</sup> sep

SIGNATURE: 

For Institute of Health Management Research, Bangalore



Director

Ref: IHMRB/DIR/HR/2019/001  
Date: July 10, 2019

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080- 61133800  
Fax: 080 - 61133804  
Email: info.bangalore@ihmr.org  
Website: www.bangalore.ihmr.org  
GST No.: 29AAATI0517J1ZQ



Dr. Sarala R.  
Assistant Professor  
IIHMR Bangalore

**Sub: Annual Increment**

Dear Dr. Sarala R,

We are happy to sanction an annual increment of Rs.2150/- and re-fixed your basic salary is of Rs 30300/-per month with effect from April 01, 2019. All terms and condition will remain same as per your appointment letter, communication time to time and IIHMR Policy.

In addition, we are happy to inform you that Management has decided to promote you as Associate Professor with a basic salary of Rs.37400/- per month in the scale of 37400-3100-52900-5500-80400-9800-129400 in grade A2 with effect from July 01,2019.

Management has also decided to give you additional responsibility of Controller of Examination with effect from July 01, 2019 for one year. For the additional responsibility, institute will pay you Rs. 4000/- per month as Special Allowance.

You are requested to develop your terms of reference of Controller of Examination and discuss and finalize with the undersigned.

Your revise salary structure effective from July 01, 2019 is attached for your information and record. All other terms and conditions will remain same as per IIHMR Policy.

We appreciate your involvement in institutional development and its activities. We hope you will continue to maintain high standards of performance and quality of work in the Institute.

Please sign and return the enclosed duplicate copy of this letter as a token of acceptance.

With best wishes,

*Usha Manjunath*  
Usha Manjunath, Ph.D.  
Director

*R. S. S.*

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmareddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.

Ph: 080- 61133800

Fax: 080 - 61133804

Email: info.bangalore@iihmr.org

Website: www.bangalore.iihmr.org

GST No.: 29AAATI0517J1ZQ



Dr. Sarala Raju with effect from July 01, 2019

Scale- 37400-3100-52900-5500-80400-9800-129400

Sl. No	Particulars	Amount-INR
1	Basic Pay	37400
2	PF 12% of Basic Pay.	4488
3	House Rent Allowance 45% of Basic pay	16830
4	Medical Allowance 5% of Basic Pay	1870
5	Leave Travel Allowance 5% of Basic Pay	1870
6	Books & Periodicals Allowance	2500
7	Transport Allowance	4500
8	*Special Allowance (CoE)	4000
9	Driver Allowance	2000
10	Medicclaim	850
11	Grade Pay Allowance	12000
12	Academic Allowance	6000
	<b>Total CTC</b>	<b>94308</b>

\*For CoE

*R. Sarala*

For Institute of Health Management Research, Bangalore

*Usha Manginath*  
Director

IHM/TS/DIR/PERS/NS//2013/  
Date: - December 24, 2013

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, JAIPUR - 302 011, INDIA  
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E-mail : iihmr@iihmr.org  
URL : http://www.iihmr.org  
Gram : HEALTHINST

**Dr Veena R**  
No. 9, Someshwara temple Street  
Yelahanka Newtown  
Bangalore 560065  
Karnataka, India

**Sub: Appointment letter for the post of Assistant Professor on probation at IHMR,  
Bangalore.**

**Dear Dr Veena,**

We are pleased to appoint you as an **Assistant Professor** on probation for six months at Institute of Health Management Research, Site No. 319, Thimma Reddy Layout, Huli Mangla Village, Electronic City, Phase - I, Near Shikari Palaya, Bangalore on a basic salary of **Rs. 15600/-** (Rupees Fifteen Thousand Six Hundred Only) per month in the scale of 15600-600-18600-1000-2300-1300-30100 w.e.f your date of joining but not later than **January 05, 2014**.

1. You will be entitled to the following in addition to your payable basic salary.
  - a. HRA is equivalent to 45% of your basic salary per month.
  - b. Medical Allowance equivalent to 5% of your basic salary per month.
  - c. Driver Allowance of Rs. 2000 per month.
  - d. Transport Allowance of Rs. 4500 per month.
  - e. Books and Periodicals Allowance of Rs. 1500 per month.
  - f. Grade Pay Allowance of Rs. 6000 per month.
  - g. Academic Allowance of Rs. 4000 per month.
  - h. You will be eligible for Leave Travel Assistance to a maximum of 5% of the total basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one-year service in the Institute.
  - i. Institute will provide you group medical insurance for self, spouse & upto two children and personal accident insurance for self, which will be covered normally after 30 days from the date of joining
  - j. You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your grade **A4**
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

contd....2

For Institute of Health Management Research, Bangalore

*Alsha Nayyarath*  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, JAIPUR - 302 011, IND

Tel. : 3924700, 2791431-32

Fax : 91-141-3924738

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URL : <http://www.iihmr.org>

Gram : HEALTHINST

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organizations on their terms and conditions, while protecting your emoluments; you are drawing at IHMR, Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the institute, you will not allow taking an employment or assignment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the service of the Institute or the Institute intending to dispenses with your services, it will be required to serve two months' notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act, 1972.
10. Your appointment as an **Assistant Professor** is subject the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation, without giving any notice.

In all other matters not mentioned herein you would be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible but not later than January 05, 2014.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IHMR, Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualifications & experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons.
- d. Relieving letter & Salary Slip from your present Organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

**FOR INDIAN INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

**M L MEHTA**  
**TRUSTEE SECRETARY**

1. NAME: DR VEENA. R (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 17.02.2014 SIGNATURE: Veena

For Institute of Health Management Research, Bangalore

*Alsha Manjunath*  
Director



**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, JAIPUR - 302 011, INDIA  
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URL : <http://www.iihmr.org>  
Gram : HEALTHINST

**Salary Break up of Dr. Veena**

<b>Components</b>	<b>Amount</b>
Basic Salary	15600
PF	1872
HRA	7020
Medical Allowance	780
LTA	780
Books & Periodicals	1500
Transport Allowance	4500
Driver Allowance	2000
Grade Pay Allowance	6000
Mediclaim	750
Academic Allowance	4000
<b>CTC</b>	<b>44802</b>

- Gratuity as per the gratuity act, 1972.



For Institute of Health Management Research, Bangalore

*Asha Manjunath*  
Director

Ref. No. IHMR/DIR/PERS/NS/2015/  
Date: July 04, 2015

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, JAIPUR - 302 011, INDIA  
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E-mail : [iihmr@iihmr.org](mailto:iihmr@iihmr.org)  
URL : <http://www.iihmr.org>  
Gram : HEALTHINST

Mr. Kanagaraj.K  
Plot no 91, Venkateshawara Layout  
(Phase-1), Opp DSP Bungalow,  
Denkanikottai Rd Hosur,  
Krishnagiri,  
Tamil Nadu-635109

Sub: Appointment letter for the position of Assistant Professor on probation at IHMR Bangalore.

Dear Mr. Kanagaraj,

We are pleased to appoint you as an **Assistant Professor on probation for six months** at Institute of Health Management Research, Site No. 319, Thimma Reddy Layout, Huli Mangla Village, Electronic City, Phase - I, Near Shikari Palaya, Bangalore on a basic salary of 17400/- (Rupees Seventeen Thousand Four Hundred Only) per month, in the scale of 15600-900-20100-1200-26100-1650-34350-2100-44850 w.e.f your date of joining, which is not later July 06, 2015.

1. You will be entitled to the following in addition to your payable basic salary.
  - a. HRA is equivalent to 45% of your basic salary per month.
  - b. Medical Allowance equivalent to 5% of your basic salary per month.
  - c. Driver Allowance of Rs. 2000 per month.
  - d. Transport Allowance of Rs. 4500 per month.
  - e. Books and Periodicals Allowance of Rs. 1500 per month.
  - f. Grade Pay Allowance of Rs. 6000 per month.
  - g. Academic Allowance of Rs. 4000 per month.
  - h. You will be eligible for Leave Travel Assistance to a maximum of 5% of the total basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one-year service in the Institute.
  - i. Institute will provide you group medical insurance for self, Spouse and children upto two and personal accident insurance for self, which will be covered normally after 30 days from the date of joining
  - j. You shall have to join the Contributory Provident Fund as per Boruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your grade A-4.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

-1-

contd...2

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
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Gram : HEALTHINST

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organizations on their terms and conditions, while protecting your emoluments; you are drawing at IHMR, Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the institute, you will not allow taking an employment or assignment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the service of the Institute or the Institute intending to dispenses with your services, it will be required to serve two months' notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act, 1972.
10. Your appointment as Assistant Professor is subject the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation, without giving any notice.

In all other matters not mentioned herein you would be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible but not later than July 06, 2015.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IHMR, Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualifications & experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons.
- d. Relieving letter & Salary Slip from your present Organization.
- e. Photocopy of PAN Card & Aadhar Card.

**FOR INDIAN INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

With Best Wishes



**DR. S.D. GUPTA  
CORPORATE DIRECTOR**

1. NAME: \_\_\_\_\_ (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 18/6/2015

SIGNATURE: \_\_\_\_\_

For Institute of Health Management Research, Bangalore

*Desha Manjivella*  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
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URL : <http://www.iihmr.org>

Gram : HEALTHINST

**Salary Break up of Mr. Kanagaraj.K.**

COMPONENTS	AMOUNT
Basic Salary	17400
PF 12% of Basic payable	2088
HRA 45% of basic payable	7830
Medical Allowance 5% of basic payable	870
Leave Travel Assistance 5% of basic payable	870
Books & Periodicals	1500
Transport Allowance	4500
Driver Allowance	2000
Grade Pay Allowance	6000
Academic Allowance	4000
Mediclaime	750
CTC	47808

- Gratuity as per the gratuity act, 1972.

For Institute of Health Management Research, Bangalore

*Asha Manginath*  
Director

Ref: IHMRB/DIR/HR/AS/2017/004  
Date: December 16, 2017

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

#319, Near Thimmarreddy Layout,  
Hulimangala Post, Electronic City,  
Bangalore - 560 105.  
Ph: 080 - 30533600/899  
Fax: 080 - 30533804  
Email: info.bangalore@ihmr.org  
Website: www.bangalore.ihmr.org



Accredited by NABH  
for Hospital & Healthcare  
consulting organization  
on NABH standards

Dr. Anil Sood,  
Assistant Professor,  
IHMR,  
Bangalore.

**Sub: Re-designate as Associated Professor in Grade A2**

Dear Dr. Sood,

We are pleased to inform you that management has re designate you as Associate Professor in Grade A2 with a basic salary of Rs. 37,400/- ( Rupees Thirty-Seven Thousand Four Hundred only) per month w.e.f 01<sup>st</sup> January 2018. Salary breakup sheet is attached with this letter.

We appreciate your involvement in Institutional development and its activities. We hope you will maintain high standards of organizational values, performance and commitment for institutional excellence.

Please sign the duplicate copy of the letter and return it to us a token of your acceptance.

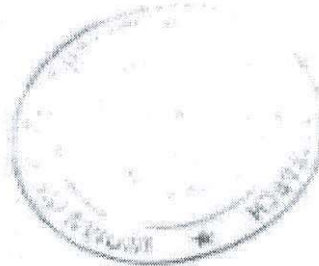
We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

With best wishes,

**FOR INDIAN INSTITUTE OF HEALTH MANAGEMNT RESEARCH**

**S. D. GUPTA  
TRUSTEE SECRETARY**

Received  
Anil Sood



For Institute of Health Management Research, Bangalore

*Desha Menijimath*  
Director

Salary Break up sheet as per Associate Professor, Grade A2.

Name-Dr. Anil Sood		
Grade -A2		
DOJ- 28.04.2017		
Sl. No	Particulars	Amount
1	Basic Pay	37400
2	PF 12% of Basic Pay	4488
3	HRA 45% of Basic pay	16830
4	Medical 5% of Basic Pay	1870
5	LTA 5% of Basic Pay	1870
6	Books & Periodicals	2500
7	Transport Allowance	4500
8	Helper Allowance	2000
10	Grade Pay Allowance	12000
11	Academic Allowance	6000
12	Mediclaim	850
13	Special Allowance	10000
14	Total CTC	100308

30310  
 4000  
 24300  
 3100  
 273

Note: ① Special Allowance of Rs. 2000/- for Faculty-Incharge Trainee is a separate part in the salary and not included in Break-up.

② Rs. 850 for mediclaim will not be get deducted from salary as he is not getting insurance facility as per his request.

Anjali

For Institute of Health Management Research, Bangalore



Usha Maryneth  
 Director

Ref.No.: IIHMR/TS/PERS/NS/2017/  
Dated: June 06, 2017

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, IN  
Ph.: +91-141-3924700, 2791431-32  
Fax: +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

Dr. Manjunatha R.  
L 506, 'L' Block, Yamuna Apartments  
Sector-04, Gomti Nagar Extension  
Lucknow (UP) – 226010

Sub: Appointment letter for the position of Associate Professor on probation at IIHMR Bangalore.

Dear Dr. Manjunatha R.,

We are pleased to appoint you as an Associate Professor on probation for six months at Institute of Health Management Research (IIHMR), Site No. 319, Thimma Reddy Layout, Huli Mangla Village, Electronic City, Phase -I, Near Shikari Palaya, Bangalore, on a basic salary of Rs. 37,400/- (Rupees Thirty Seven Thousand Four Hundred) per month, in the scale of 37400-3100-52900-5500-80400-9800-129400 and grade A-2 w.e.f your date of joining but not later than June 19, 2017.

1. You will be entitled to the following in addition to your payable basic salary.
  - a. HRA is equivalent to 45% of your basic salary per month.
  - b. Medical Allowance equivalent to 5% of your basic salary per month.
  - c. Books and Periodicals Allowance of Rs. 2500 per month.
  - d. Transport Allowance of Rs. 4500 per month.
  - e. Helper Allowance of Rs. 2000 per month.
  - f. Grade Pay Allowance of Rs. 12000 per month.
  - g. Academic Allowance of Rs. 6000 per month.
  - h. Special Allowance of Rs. 10000/- per month. Your special allowance may be adjusted if any changes made in your pay scale or personnel policy of IIHMR.
  - i. You will be eligible for Leave Travel Assistance to a maximum of 5% of the total basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one-year service in the Institute.
  - j. Group medical insurance for self, spouse & up to two children and personal accident insurance for self, which will be covered normally after 30 days from the date of joining.
  - k. You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your grade A-2.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

contd....2

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organizations on their terms and conditions, while protecting your emoluments; you are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the institute, you will not allow taking an employment or assignment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the service of the Institute or the Institute intending to dispense with your services, it will be required to serve two months' notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act, 1972.
10. Your appointment as Associate Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation, without giving any notice.

In all other matters not mentioned herein you would be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **June 19, 2017**.


We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR, Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualifications & experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons.
- d. Relieving letter & Salary Slip from your present Organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

**FOR INDIAN INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

  
**S.D. GUPTA**  
**TRUSTEE SECRETARY**

I accept this appointment letter with the terms and conditions mentioned therein.

1. NAME: \_\_\_\_\_ (Please write your name)  
2. DATE: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

For Institute of Health Management Research, Bangalore

  
Director



**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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Fax: +91-141-3924738  
E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL: <http://www.iihmr.edu.in>

**Salary break-up for Dr. Manjunatha R.**

Scale: 37400-3100-52900-5500-80400-9800-129400

Grade: A-2

Components	Amount
Basic Salary	37400
PF 12% of Basic payable	4488
HRA 45% of Basic payable	16830
Medical Allowance 5% of Basic payable	1870
LTA 5% of Basic payable	1870
Books & Periodicals Allowance	2500
Transport Allowance	4500
Helper Allowance	2000
Grade Pay Allowance	12000
Academic Allowance	6000
Mediclaime	850
Special Allowance	10000
<b>CTC</b>	<b>100308</b>

\* Gratuity as per the Payment of Gratuity Act, 1972

For Institute of Health Management Research, Bangalore

*Alsha Manjunatha*  
Director

Ref.: IIHMR-S/TS/VP/2020  
Date: December 01,2020

**INDIAN INSTITUTE OF HEALTH  
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Fax : +91-141-3924738  
E-mail : [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL: <http://www.iihmr.edu.in>

Dr. Manjunatha R.  
Associate Professor  
IHMR  
Bangalore

**Sub: Promotion as Professor in Grade A-1.**

Dear Dr. Manjunatha,

We are happy to inform you that Management has taken a decision to promote you as Professor in grade A1 at IIHMR Bangalore with effect from January 01, 2021, with a basic salary of Rs. 60000/- per month in the scale of 60000-80000-100000-150000-175000. The revised salary break up is attached for your record.

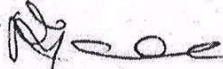
You will be governed by the IIHMR policies and regulations in force time to time and all other terms and conditions will remain the same as per your appointment letter dated IIHMR/TS/PERS/NS/2017 dated June 06,2017.

We appreciate your involvement in institutional development and its activities. We hope you will continue to maintain high standards of performance and quality of work in the IIHMR Bangalore.

Please sign the enclosed duplicate copy of this letter as a token of your acceptance.

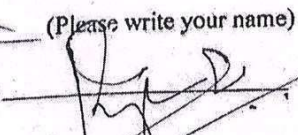
With best wishes,

For **INDIAN INSTITUTE OF HEALTH MANAGEMENT RESEARCH**



Dr. S.D.Gupta  
Trustee Secretary

I accept this letter with the terms and conditions mentioned therein.

1. Name: Dr. Manjunatha R. (Please write your name)  
2. Date: 19-02-2021 Signature: 

For Institute of Health Management Research, Bangalore

*Usha Manjunatha*  
Director

Ref No: IHMRB/DIR/HR/2018/003  
Date: July 16, 2018

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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Fax : +91-141-3924738  
E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

Dr. Shweta K,  
Flat # 6152, Tower 6  
Prestige Shanti Niketan,  
Whitefield  
Bangalore-560 048

**SUB: Appointment Letter for the position of 'Assistant Professor' on probation at IIHMR, Bangalore**

Dear Dr. Shweta,

We are pleased to appoint you as an Assistant Professor at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase 1, Bangalore on probation for one year with a basic salary of Rs. 26000/- (Rupees Twenty-Six Thousand) per month, in the scale of 26000-2150-36750-3800-55750-6900-90250 and grade A-3 w.e.f your date of joining, but not later than **16<sup>th</sup> July 2018**.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 2000 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 10000 per month.
  - f) Academic Allowance of Rs. 6000 per month.
  - g) Special Allowance of Rs. 20000 per month. Your special allowances may be adjusted if any changes made in your pay scale or personnel policy of IIHMR.
  - h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - i) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - j) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-3**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

contd...2

*Shweta*  
For Institute of Health Management Research, Bangalore

*Usha Nayinath*

Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended, and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **July 16, 2018**.


We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letter from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

For Indian Institute of Health Management Research,



S. D. GUPTA, MD, PhD (Johns Hopkins), FAMS  
TRUSTEE SECRETARY

1. NAME : Dr. Shweta (Please write your name)

2. I accept this appointment letter with the terms and conditions mentioned therein. Indian Institute of Health Management Research, Bangalore

DATE: 30/8/18

SIGNATURE: [Signature]

[Signature]  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

Salary Break Up For Dr. Shweta K as per salary Slab of Grade A-3

26000-2150-36750-3800-55750-6900-90250

Dr. Shweta K		
Grade A3		
Sl. No	Particulars	Amount
1	Basic Pay	26000
2	PF 12% of Basic Pay	3120
3	HRA 45% of Basic pay	11700
4	Medical 5% of Basic Pay	1300
5	LTA 5% of Basic Pay	1300
6	Books & Periodicals	2000
7	Transport Allowance	4500
8	Special Allowance	20000
9	Driver Allowance	2000
10	Mediclaime	650
11	Grade Pay Allowance	10000
12	Academic	6000
	<b>Total CTC</b>	<b>88570</b>

\*Gratuity as per the Gratuity Act 1972

For Institute of Health Management Research, Bangalore

*Shweta*  
*Shweta Manjiv Keth*

Director

Ref No: IHMRB/DIR/HR/2018/004  
Date: August 01, 2018

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

Dr. Mallikarjun Reddy,  
C/o Basavaraj Patil,  
#37//508, 1<sup>st</sup> cross Preethi Nagar,  
Laggere, Bangalore-58

SUB: Appointment Letter for the position of 'Assistant Professor' on probation at IIHMR, Bangalore

Dear Dr. Reddy,

We are pleased to appoint you as an Assistant Professor at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase 1, Bangalore on probation for one year with a basic salary of Rs. 26000/- (Rupees Twenty-Six Thousand) per month, in the scale of 26000-2150-36750-3800-55750-6900-90250 and grade A-3 w.e.f your date of joining, but not later than 1<sup>st</sup> August 2018.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 2000 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 10000 per month.
  - f) Academic Allowance of Rs. 6000 per month.
  - g) Special Allowance of Rs. 20000 per month. Your special allowances may be adjusted if any changes made in your pay scale or personnel policy of IIHMR.
  - h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - i) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - j) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your Grade A-3.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

*Reddy*

contd...2

*Reddy*

For Institute of Health Management Research, Bangalore

*Alsha Manjinar*

Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended, and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **August 01, 2018**.

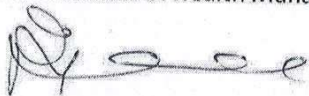
We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letter from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

For Indian Institute of Health Management Research



S. D. GUPTA, MD, PhD (Johns Hopkins), FAMS  
TRUSTEE SECRETARY

1. NAME : DR. M. J. REDDY (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 18/2018

SIGNATURE: Reddy

For Institute of Health Management Research, Bangalore

*Desha Nayyarath*  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
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E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

Salary Break Up For Dr. Mallikarjun Reddy as per salary Slab of Grade A-3

26000-2150-36750-3800-55750-6900-90250

Dr. Mallikarjun Reddy		
Grade A3		
Sl. No	Particulars	Amount
1	Basic Pay	26000
2	PF 12% of Basic Pay	3120
3	HRA 45% of Basic pay	11700
4	Medical 5% of Basic Pay	1300
5	LTA 5% of Basic Pay	1300
6	Books & Periodicals	2000
7	Transport Allowance	4500
8	Special Allowance	20000
9	Driver Allowance	2000
10	Medicclaim	650
11	Grade Pay Allowance	10000
12	Academic Allowance	6000
	<b>Total CTC</b>	<b>88570</b>

\*Gratuity as per the Gratuity Act 1972

*M Reddy*

For Institute of Health Management Research, Bangalore

*Usha Manjiveth*  
Director



Ref No: IHMRB/TS/HR/2018/005  
Date: 27<sup>th</sup> August 2018

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

Dr. Gyan Chandra Kashyap,  
House No. 1526(1), Gopalpuram,  
IIT Society, Kalyanpur  
Kanpur, UP- 200016

Sub: Appointment Letter for the position of 'Assistant Professor' on probation at IIHMR, Bangalore

Dear Dr. Gyan,

We are pleased to appoint you as an Assistant Professor at Institute of Health Management Research (IIHMR), site no. 319, Thimma Reddy layout, Hulimangala Post, Electronic City phase 1, Bangalore on probation of one year with a basic salary of Rs. 18300/- (Rupees Eighteen Thousand Three Hundred) per month, in the scale of 18300-1500-25800-2650-29050-4800-63050 and grade A-4 w.e.f. your date of joining, but not later than 27<sup>th</sup> August 2018.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 1500 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 8000 per month.
  - f) Academic Allowance of Rs. 4000 per month.
  - g) Driver Allowance of Rs. 2000 per month.
  - h) Special Allowance of Rs. 10800 per month. Your special allowances may be adjusted if any changes made in your pay scale or personnel policy of IIHMR.
  - i) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - j) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - k) You shall have to join the Contributory Provident Fund as per Boruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your Grade A-4.

Gyan Chandra  
12-09-18

For In...2

For Institute of Health Management Research, Bangalore

Asha Maryjmath

Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.
4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended, and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **August 27, 2018**.


We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letter from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

For Indian Institute of Health Management Research

  
S. D. GUPTA, MD, PHD (JOHNS HOPKINS), FAMS  
TRUSTEE SECRETARY

1. NAME : DR. GYAN CHANDRA KASHYAP (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 12.09.18

SIGNATURE: Gyan Chandra

For Institute of Health Management Research, Bangalore

  
Disha Majhi  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

Salary Break Up for Dr. Gyan Chandra Kashyap as per salary Slab of Grade A-4

18300-1500-25200-2650-29050-4800-63050

Dr. Gyan Chandra Kashyap		
Grade A4		
Sl. No	Particulars	Amount
1	Basic Pay	18300
2	PF 12% of Basic Pay	2196
3	HRA 45% of Basic pay	8235
4	Medical Allowance 5% of Basic Pay	915
5	LTA 5% of Basic Pay	915
6	Books & Periodicals Allowance	1500
7	Transport Allowance	4500
8	Driver Allowance	2000
9	Mediclaime	650
10	Grade Pay Allowance	8000
11	Academic Allowance	4000
12	Special Allowance	10800
	<b>Total CTC</b>	<b>62011</b>

\*Gratuity as per the Gratuity Act 1972

For Institute of Health Management Research, Bangalore

*Asha Nayinath*  
Director

*Gyan Chandra*  
12.09.18

Ref No: IHMRB/DIR/HR/2019/003  
Date: 1<sup>st</sup> July 2019

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: info@iimrbangalore.edu.in  
Website: www.iimrbangalore.edu.in  
Toll Free No. 1800-572-2728,  
GST No.: 29AAATI0517J1ZQ



Dr. Allen P Ugargol  
B- 1008, Gopalan Residency  
Telecom Layout  
Bangalore-560 023

**SUB: Appointment Letter for the position of 'Associate Professor' on probation at IIHMR, Bangalore**

Dear Dr. Allen,

We are pleased to appoint you as an Associate Professor at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase 1, Bangalore on probation for twelve months with a basic salary of **Rs. 43600/-**(Rupees Forty-Three Thousand Six Hundred) per month, in the scale of 37400-3100-52900-5500-80400-9800-129400 and grade **A-2** w.e.f your date of joining, which is not later than **1<sup>st</sup> July, 2019**.

1. You will be entitled to the following in addition to your basic salary.

- a) HRA is equivalent to 45% of your basic salary per month.
- b) Medical reimbursement equivalent to 5% of your basic salary per month.
- c) Books & Periodicals allowances of Rs. 2500 per month.
- d) Transport Allowance of Rs. 4500 per month.
- e) Grade Pay allowance of Rs. 12000 per month.
- f) Academic Allowance of Rs. 6000 per month.
- g) Special Allowance of Rs. 22000 per month. Your special allowances may be adjusted if any changes made in your pay scale or personnel policy of IIHMR.
- h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
- i) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
- j) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.

2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-2**.

3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

contd...2

For Institute of Health Management Research, Bangalore

  
Usha Rajinath  
Director

# INSTITUTE OF HEALTH MANAGEMENT RESEARCH

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: info@iihmbangalore.edu.in  
Website: www.iihmbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1Z0



4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However you may join the Institute as early as possible, but not later than **July 1, 2019**.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letter from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,  
For Institute of Health Management Research, Bangalore

*Usha Manjunath*

**Dr. Usha Manjunath**  
**DIRECTOR**

1. NAME: Dr. ALLEN P. UGARGOL (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 01-07-2019

SIGNATURE: *[Signature]*

Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout

Hulimangaia Post, Electronic City

Phase 1, Bangalore - 560 105

Ph: 080 - 61133800

Email: Info@iihmrbangalore.edu.in

Website: www.iihmrbangalore.edu.in

Toll Free No. 1800-572-2728

GST No.: 29AAATI0517J1ZQ

**Salary Break up for Dr. Allen P Ugargol**

<b>Dr. Allen P Ugargol</b>		
<b>Grade -A2 - 37400-3100-52900-5500-80400-9800-129400</b>		
<b>DOJ- 01.07.2019</b>		
<b>Sl. No</b>	<b>Particulars</b>	<b>Amount</b>
1	Basic Pay	43600
2	PF 12% of Basic Pay	5232
3	HRA 45% of Basic pay	19620
4	Medical 5% of Basic Pay	2180
5	LTA 5% of Basic Pay	2180
6	Books & Periodicals	2500
7	Transport Allowance	4500
8	Helper Allowance	2000
9	Grade Pay Allowance	12000
10	Academic Allowance	6000
11	Mediclam	850
12	*Special Allowance	22000
13	<b>Total CTC</b>	<b>122662</b>

**Note:** In Addition to above , one month consultancy is allowed on sharing basis, 24 days Earned leave (cashable as per policy), 10 CL, 10 closed holidays in a year, allowed to participate in national and International Conferences , provision of award on publications and annual increment as per policy of IIHMR, Gratuity as per act, Pension as per EPFO Norms.

For Institute of Health Management Research, Bang

*Alshamanyath*  
Director*Alshamanyath**[Signature]*

Ref. No. IIHMR/TS/HR/2019  
Date: May 8, 2019

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**  
1, Prabhu Dayal Marg  
Near Sanganeer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail : [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL: <http://www.iihmr.edu.in>

Mr. Gowthamghosh B.  
Senior Research Officer  
IIHMR University, Jaipur

Sub: Promotion letter

Dear Mr. Gowtham,


I am happy to inform you that a decision has been taken to promote you as Assistant Professor in grade A-4 at IIHMR Bangalore with a basic salary of Rs. 18300/- and CTC of Rs. 58411/- per month with effect of your reporting at IIHMR Bangalore which is not later than May 18, 2019.

As an Assistant Professor at IIHMR Bangalore, you shall report to Dr. Usha Manjunath, Director IIHMR Bangalore. All other terms and condition will remain as per IIHMR HR manual.

For any query or assistance, please feel free to write or talk to Mr. Neeraj Srivastava, GM-Corporate.

Best Wishes

For Indian Institute of Health Management Research

  
S. D. Gupta  
Trustee Secretary

**ACKNOWLEDGEMENT AND ACCEPTANCE**

I hereby accept the above transfer letter on the terms stated.

Name : \_\_\_\_\_

Signature :  Date: 8/05/2019

For Institute of Health Management Research, Bangalore

  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
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Fax : +91-141-3924738  
E-mail : [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL: <http://www.iihmr.edu.in>

Salary of Mr. Gowthamghosh as an Assistant Professor in grade A-4 at IIHMR Bangalore

Grade-A4: 18300-1500-25800-2650-39050-4800-63050

COMPONENTS	Current Salary	Salary as Assistant Professor in Gr-A-4
Basic Salary	15900	18300
PF	1908	2196
HRA	4770	8235
Medical Allowance	795	915
Leave Travel Assistance	795	915
Books & Periodicals Allowance	1000	1500
Transport Allowance	2500	4500
Helper & driver allowance	n/a	2000
Grade Pay Allowance	5000	8000
Academic Allowance	n/a	4000
Medicclaim	650	850
Special Allowances	13150	7000
CTU	46468	58411
Take home salary	41207	52254

\*Gratuity as per the gratuity act, 1972.

*Free*

*B. Gowtham*

For Institute of Health Management Research, Bangalore

*Alsha Manjunath*

Director



Ref No: IHMRB/DIR/HR/2019/006  
Date: 1<sup>st</sup> July 2019

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: info@ihmrbangalore.edu.in  
Website: www.ihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT10517J1ZQ



Mr. Pradeep Kumar T K  
016, 1<sup>st</sup> Floor, MVS Orchids,  
Sri Rama Layout, Near Vijaya Nursing Home  
Kavalahosahalli  
Anekal  
Bangalore-562 106

**SUB: Appointment Letter for the position of 'Assistant Professor' on probation at IHMR, Bangalore**

Dear Mr. Pradeep,

We are pleased to appoint you as an Assistant Professor on probation for one year at Institute of Health Management Research (IHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase 1, Bangalore with a basic salary of **Rs. 19800/-** (Rupees Nineteen Thousand Eight Hundred) per month, in the scale of 18300-1500-25800-2650-29050-4800-63050 and grade **A-4** w.e.f your date of joining, but not later than **1<sup>st</sup> July 2019**.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 1500 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 8000 per month.
  - f) Academic Allowance of Rs. 4000 per month.
  - g) Helper Allowance of Rs. 2000 per month.
  - h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - i) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - j) You shall have to join the Contributory Provident Fund as per Boruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-4**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

contd...2

For Institute of Health Management Research, Bangalore

*Usha Maryinath*  
Director

*T. S. Pradeep Kumar*

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: info@ihmrbangalore.edu.in  
Website: www.ihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAAT1051J1ZQ



4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However you may join the Institute as early as possible, but not later than **July 1, 2019**.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letter from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

**For Institute of Health Management Research, Bangalore**

*Usha Manjunath*

**Dr. Usha Manjunath  
DIRECTOR**

**For Institute of Health Management Research, Bangalore**

*Usha Manjunath*  
Director

I accept this offer letter with the terms and conditions mentioned therein.

1. NAME: T. K. PRADEEPKUMAR (please write your full name)
2. DATE: 01/07/2019 SIGNATURE: T. K. Pradeep Kumar

**INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

# 319, Near Thimmareddy Layout  
Hulimangala Post, Electronic City  
Phase 1, Bangalore - 560 105  
Ph: 080 - 61133800  
Email: info@iihmrbangalore.edu.in  
Website: www.iihmrbangalore.edu.in  
Toll Free No. 1800-572-2728  
GST No.: 29AAATI0517J1Z0

**Salary Break up for Mr. Pradeep Kumar T K**

<b>Mr. Pradeep Kumar T K</b>		
<b>Grade -A4 - 18300-1500-25800-2650-29050-4800-63050</b>		
<b>DOJ- 01.07.2019</b>		
<b>Sl. No</b>	<b>Particulars</b>	<b>Amount</b>
1	Basic Pay	19800
2	PF 12% of Basic Pay	2376
3	HRA 45% of Basic pay	8910
4	Medical 5% of Basic Pay	990
5	LTA 5% of Basic Pay	990
6	Books & Periodicals	1500
7	Transport Allowance	4500
9	Helper Allowance	2000
10	Mediclaim	650
11	Grade Pay Allowance	8000
12	Academic	4000
	<b>Total CTC</b>	<b>53716</b>

Note: In Addition to above , one month consultancy is allowed on sharing basis, 24 days Earned leave (cashable as per policy), 10 CL, 10 closed holidays in a year, allowed to participate in national and International Conferences , provision of award on publications and annual increment as per policy of IIHMR, Gratuity as per act, Pension as per EPFO Norms.

For Institute of Health Management Research, Bangalore

*Usha Manjunath*

*Usha Manjunath*  
Director

*T. S. Reddy*

Ref No: IHMRB/DIR/HR/2019/007  
Date: 12<sup>th</sup> August 2019

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**  
1, Prabhu Dayal Marg  
Near Sanganeer Airport, Jaipur-302029. IND  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail : iihmr@iihmr.edu.in  
URL: http://www.iihmr.edu.in

Dr. Deepashree M R  
#384/A, 23<sup>rd</sup> B Cross  
HSR 3<sup>rd</sup> Sector  
Bangalore-560102

**SUB: Appointment Letter for the position of 'Assistant Professor' on probation at IIHMR, Bangalore**

Dear Dr. Deepashree,

We are pleased to appoint you as an Assistant Professor on probation for one year at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase I, Bangalore with a basic salary of **Rs. 18300/-** (Rupees Eighteen Thousand Three Hundred) per month, in the scale of 18300-1500-25800-2650-29050-4800-63050 and grade **A-4** w.e.f your date of joining, but not later than **12<sup>th</sup> August, 2019**.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 1500 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 8000 per month.
  - f) Academic Allowance of Rs. 4000 per month.
  - g) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - h) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - i) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-4**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

contd...2

*Deepashree M.R.*

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Near Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail : [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL: <http://www.iihmr.edu.in>

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

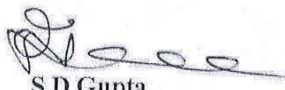
In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However you may join the Institute as early as possible, but not later than **August 12, 2019**.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letter from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,  
For Indian Institute of Health Management Research,

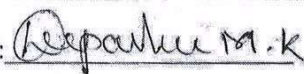
  
S D Gupta,  
TRUSTEE SECRETARY

For Institute of Health Management Research, Bangalore

  
Director

1. NAME : \_\_\_\_\_ (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 12/8/2019

SIGNATURE: 

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Near Sanganeer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail : iihmr@iihmr.edu.in  
URL: <http://www.iihmr.edu.in>

Salary Break up for Dr. Deepashree M R

Dr. Deepashree M R		
Grade -A4 - 18300-1500-25800-2650-29050-4800-63050		
DOJ- 12.08.2019		
Sl. No	Particulars	Amount
1	Basic Pay	18300
2	PF 12% of Basic Pay	2196
3	HRA 45% of Basic pay	8235
4	Medical 5% of Basic Pay	915
5	LTA 5% of Basic Pay	915
6	Books & Periodicals Allowance	1500
7	Transport Allowance	4500
9	Driver Allowance	2000
10	Medicclaim	650
11	Grade Pay Allowance	8000
12	Academic Allowance	4000
	<b>Total CTC</b>	<b>51211</b>
Note: In Addition to above , one month consultancy is allowed on sharing basis, 24 days Earned leave (cashable as per policy), 10 CL, 10 closed holidays in a year, allowed to participate in national and International Conferences , provision of award on publications and annual increment as per policy of IIHMR, Gratuity as per act, Pension as per EPFO Norms.		

*Deepashree M.R.*

For Institute of Health Management Research, Bangalore

*Usha Manginatti*  
Director

Ref No: IHMRB/TS/HR/2020  
Date: October 16,2020

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Near Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail : iihmr@iihmr.edu.in  
URL: <http://www.iihmr.edu.in>

Dr. Jyoti Vijay  
115, Mangal Vihar  
Gopalpura Bypass Road Jaipur, Rajasthan - 302018

**SUB: Appointment Letter for the position of the position of Assistant Professor on probation at IIHMR, Bangalore.**

Dear Dr. Vijay,

We are pleased to appoint you as an Assistant Professor on probation for one year at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase I, Bangalore with a basic salary of **Rs. 18,300/-**(Rupees Eighteen Thousand Three Hundred) per month, and CTC of Rs. 53,000 (Fifty Three Thousand only) per month in the scale of **18300-1500-25800-2650-39050-4800-63050** and grade **A-4** w.e.f your date of joining, but not later than July 08,2020.

1. You will be entitled to the following in addition to your basic salary.

- a) HRA is equivalent to 45% of your basic salary per month.
- b) Medical reimbursement equivalent to 5% of your basic salary per month.
- c) Books & Periodicals allowances of Rs. 1500 per month.
- d) Transport Allowance of Rs. 4500 per month.
- e) Grade Pay allowance of Rs. 8000 per month.
- f) Academic Allowance of Rs. 4000 per month.
- g) Helper Allowance of Rs. 2000 per month.
- h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
- i) Group medical insurance for self , spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
- j) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.

2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-4**.

3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.



For Institute of Health Management Research, Bangalore

contd...2

  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Near Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail : iihmr@iihmr.edu.in  
URL: http://www.iihmr.edu.in

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However you may join the Institute as early as possible, but not later than **July 08, 2020**.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letter from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

For Indian Institute of Health Management Research,



S D Gupta,  
TRUSTEE SECRETARY

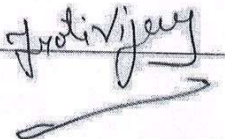
For Institute of Health Management Research, Bangalore

  
Director

1. NAME : Dr. Jyoti Vijay (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_





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MANAGEMENT RESEARCH**

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Ph.: +91-141-3924700, 2791431-32  
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E-mail : [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL: <http://www.iihmr.edu.in>

Salary Break Up of Dr. Jyoti Vijay (Assistant Professor)	
Salary scale in Grade -A4 : 18300-1500-25800-2650-29050-4800-63050	
Salary Particulars	Amount
Basic Pay	18300
PF 12% of Basic Pay	2196
HRA 45% of Basic pay	8235
Medical 5% of Basic Pay	915
LTA 5% of Basic Pay	915
Books & Periodicals	1500
Transport Allowance	4500
Driver & Helper Allowance	4000
Mediclaime	850
Grade Pay Allowance	8000
Academic Allowance	4000
Special Allowance	1589
CTC PM	55000
CTC PA	660000

Note: In Addition to above, one month consultancy is allowed on sharing basis, 24 days earned leave (cashable as per policy), 10 CL, 11 closed holidays in a year, allowed to participate in national and International Conferences, provision of award on publications and annual increment as per policy of IIHMR, Gratuity as per act, Pension as per EPFO norms.

For Institute of Health Management Research, Bangalore

*Msha nayinath*  
Director

Ref No: IHMRB/TS/HR/2020  
Date: October 16,2020

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**  
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Near Sanganer Airport, Jaipur-302029, INDIA  
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Fax : +91-141-3924738  
E-mail : iihmr@iihmr.edu.in  
URL: http://www.iihmr.edu.in

Dr. S. Krishna Kumar  
3B, Block 2, Mayflower Palm Grove, Central Studio Road,  
Singanallur, Coimbatore, Tamil Nadu -641005

**SUB: Appointment Letter for the position of Associate Professor on probation at IIHMR, Bangalore.**

Dear Dr. Kumar,

We are pleased to appoint you as an **Associate Professor** on probation for one year at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase 1, Bangalore with a basic salary of **Rs. 43,600** /-(Rupees Forty Three Six Hundred) per month, and CTC of **Rs. 1,10,000** (One Lakh Ten Thousand only) per month in the scale of 37400-3100-52900-5500-80400-9800-129400 and grade **A-2** w.e.f your date of joining, but not later than August 10,2020.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 2500 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 12000 per month.
  - f) Academic Allowance of Rs. 6000 per month.
  - g) Helper Allowance of Rs. 2000 per month.
  - h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - i) Group medical insurance for self , spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - j) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-2**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.



For Institute of Health Management Research, Bangalore

  
Director



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4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Associate Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **August 10, 2020**.

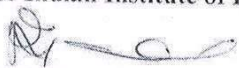
We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

For Indian Institute of Health Management Research,


  
S D Gupta,  
TRUSTEE SECRETARY

For Institute of Health Management Research, Bangalore

  
Director

1. NAME : D. KRISHNAKUMAR (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: \_\_\_\_\_

SIGNATURE:  \_\_\_\_\_

Ref. No.: IIHMRB/TS/HR/2020/  
Dated: June 08, 2020

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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URL : http://www.iihmr.edu.in

Mr. Piyush Kumar  
02, Gargi Niwas, Banasthali Vidyapith,  
Newai, Tonk District, Rajasthan - 304022

Sub: Offer Letter for the position of Associate Professor at IIHMR, Bangalore.

Dear Mr. Kumar,

Please refer to our discussion held on May 22, 2020. We are happy to offer you a position of **Associate Professor** at The IIHMR Bangalore on probation for one year with a basic salary of Rs. 37400 per month (Rupees Thirty Seven Thousand Four Hundred Only) and CTC of Rs. 95,000 (Ninety Five Thousand only) per month in the scale of 37400-3100-52900-5500-80400-9800-129400 w.e.f. your date of joining which is not later than September 09, 2020.

This is a formal offer letter for the position of **Associate Professor** in grade **A-2** at IIHMR Bangalore 319, Near Thimma Reddy Layout, Hulimangala Rd, Electronics City Phase 1, Bengaluru, Karnataka 560105. This offer is valid till September 09, 2020 or your joining whichever is earlier. Management can withdraw the offer at any time before your joining.

Please do not hesitate to write or call if you need further information or clarification on the terms and conditions of this offer.

Look forward to your acceptance of our offer. Kindly sign the enclosed duplicate copy of this letter as a token of your acceptance.

At the time of joining you will be required to produce the following:

- Self-attested copies of certificates of qualifications & experience.
- Four recent passport size photographs along with one digital photo
- Two reference letters from reputed persons.
- Relieving letter & Salary Slip from your present Organization.
- Copy of PAN Card & Aadhar Card

With best wishes,

**FOR INSTITUTE OF HEALTH MANAGEMENT RESEARCH**

For Institute of Health Management Research, Bangalore

*[Signature]*  
**S D GUPTA**  
TRUSTEE SECRETARY

*[Signature]*  
Disha Manjivati  
Director

- Name: Piyush Kumar (Please write your name)
- I accept this appointment letter with the terms and conditions mentioned therein.  
Date: 15<sup>th</sup> Oct 2020 Signature: [Signature]

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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URL: <http://www.iihmr.edu.in>

Salary Break Up of Mr. Piyush Kumar	
Salary scale in Grade A-2: 37400-3100-52900-5500-80400-9800-129400	
Salary particulars	Amount
Basic	37400
PF @12%	4488
HRA @45%	16830
Medical Allowance@5%	1870
LTA@5%	1870
Academic Allowance	6000
Transport Allowances	4500
Grade Pay Allowance	12000
Books & Periodicals	2500
Helper Driver Allowance	2000
Mediclaime	850
Special Allowances	4,692
CTC PM	95,000
CTC PA	11,40,000
<b>Note:</b> In Addition to above , one month consultancy is allowed on sharing basis, 24 days Earned leave (cashable as per policy), 10 CL, 10 closed holidays in a year, allowed to participate in national and International Conferences , provision of award on publications and annual increment as per policy of IIHMR, Gratuity as per act, Pension as per EPFO Norms.	

*Signature*  
15/10/20

For Institute of Health Management Research, Bangalore

*Deisha Nayyar*  
Director

Ref No: IHMRB/TS/HR/2020  
Date: October 16,2020

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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URL: http://www.iihmr.edu.in

**Dr. Kirti Udayai**  
02,Gargi Niwas, Banasthali Vidyapith,  
Newai, Tonk District, Rajasthan - 304022

**SUB: Appointment Letter for the position of Associate Professor on probation at IIHMR, Bangalore.**

Dear Dr. Udayai,

We are pleased to appoint you as an **Associate Professor** on probation for one year at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase 1, Bangalore with a basic salary of **Rs. 40,500** /-(Rupees Forty Thousand five Hundred) per month, and CTC of **Rs. 1,00,485** (One Lakh Four Hundred Eighty Five only) per month in the scale of 37400-3100-52900-5500-80400-9800-129400 and grade **A-2** w.e.f your date of joining, but not later than September 09,2020.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 2500 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 12000 per month.
  - f) Academic Allowance of Rs. 6000 per month.
  - g) Helper Allowance of Rs. 2000 per month.
  - h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - i) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - j) You shall have to join the Contributory Provident Fund as per Boruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-2**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

For Institute of Health Management Research, Bangalore

*Disha Manoj Kethi*  
Director

contd....2

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Near Sanganer Airport, Jaipur-302029, INE  
Ph.: +91-141-3924700, 2791431-32  
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URL: <http://www.iihmr.edu.in>

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Associate Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However you may join the Institute as early as possible, but not later than **September 09, 2020**.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letter from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,  
For Indian Institute of Health Management Research,

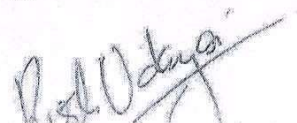
  
S D Gupta,  
TRUSTEE SECRETARY

For Institute of Health Management Research, Bangalore

  
Director

1. NAME : \_\_\_\_\_ (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_



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URL: <http://www.iihmr.edu.in>

Salary Break Up of Dr. Kirti Udayai (Associate Professor)	
Salary scale in Grade A-2: 37400-3100-52900-5500-80400-9800-129400	
Salary particulars	Amount
Basic	40500
PF @12%	4860
HRA @45%	18225
Medical Allowance@5%	2025
LTA@5%	2025
Academic Allowance	6000
Transport Allowances	4500
Grade Pay Allowance	12000
Books & Periodicals	2500
Helper Allowance	2000
Mediclaime	850
Special Allowance	5000
<b>CTC PM</b>	<b>1,00,485</b>
<b>CTC PA</b>	<b>12,05,820</b>

Note: In Addition to above , one month consultancy is allowed on sharing basis, 24 days Earned leave (cashable as per policy), 10 CL, 10 closed holidays in a year, allowed to participate in national and International Conferences , provision of award on publications and annual increment as per policy of IIHMR, Gratuity as per act, Pension as per EPFO Norms.

For Institute of Health Management Research, Bangalore

*Asha Manjivati*  
Director

*Kirti Udayai*



Ref: IIHMR/BLR/TS/NS/HR/2021/  
Date: April 1, 2021.

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDI.  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

Mr. Mrinmoy Roy  
306, 3rd Floor, Lalithya Elite,  
Belathur Main Road, Sonennahalli,  
Bangalore 560067

Sub: Appointment Letter for the position of 'Assistant Professor' on probation for one year at IIHMR, Bangalore.

Dear Mr. Roy,

We are pleased to appoint you as an Assistant Professor on probation for one year at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase 1, Bangalore with a basic salary of Rs. 47400 (Forty Seven Thousand Four Hundred only) and CTC of Rs. 106508 (One Lakh Six Thousand Five Hundred and eight) per month, in the scale of 37400-5000-62400-10000-112400 in Grade -A3, w.e.f your date of joining, which is not later than 1<sup>st</sup> April 2021.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 2000 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 10000 per month.
  - f) Academic Allowance of Rs. 8000 per month.
  - g) Driver Allowance of Rs. 2000 per month.
  - h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - i) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - j) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-3**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

For Institute of Health Management Research, Bangalore

*Usha Manjiv Kataria*  
Director

contd.../2..

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, IND  
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E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

-: 02:-

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve two-month notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.


In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **April 1, 2021**.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining, you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,  
For Indian Institute of Health Management Research,

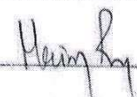
  
S D Gupta,  
TRUSTEE SECRETARY

For Institute of Health Management Research, Bangalore

  
Director

1. NAME : MRIUMOY ROY (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 01.04.2021

SIGNATURE: 

## INDIAN INSTITUTE OF HEALTH MANAGEMENT RESEARCH

1, Prabhu Dayal Marg  
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URL : <http://www.iihmr.edu.in>

### CTC and PLI Break Up of Mr. Mrinmoy Roy

Position -Assistant Professor, Grade -A3  
Scale - 37400-5000-62400-10000-112400

Sl. No	Particulars	Amount
1	Basic Pay	47400
2	PF 12% of Basic Payable	5688
3	HRA 45% of Basic payable	21330
4	Medical Allowance 5% of Basic Payable	2370
5	LTA 5% of Basic Payable	2370
6	Books & Periodicals Allowance	2000
7	Transport Allowance	4500
8	Driver Allowance	2000
9	Grade Pay Allowance	10000
10	Academic Allowance	8000
11	Mediclinam	850
	<b>Total CTC</b>	<b>106508</b>
<b>PLI subject to perform 100%</b>		
	Conduct Two training programme (Five Days residential) in a FY (15*2*35000)	50000
	Minimum Placement of pharma/other stream 25 students	50000
	Minimum Admission of 25 students	50000
	Two consulting in a year at least 5lakh on sharing basis	50000
	<b>TOTAL</b>	<b>200000</b>
<b>Teaching -4-5 modules-Pharma and another streams</b>		
Involve in grant writing and execution, other responsibility assigned by the Management time to time		
<b>Other Benefits</b>		
Note : In Addition to above , one month consultancy is allowed on sharing basis , 24 Days Earned Leave (cashable as per policy), Joining Leave, Joining Expenses ( as per policy), 10 Days CL, 3 RH in a year and 8 closed holidays, allowed to participate in National and International conferences and annual increment as per policy of IIHMR.		
*Gratuity as per Gratuity ACT		

For Institute of Health Management Research, Bangalore

*Itisha Muzinich*  
Director

Ref: IIHMR/BLR/TS/NS/HR/2021/  
Date: September 29, 2021

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, II  
Ph.: +91-141-3924700, 2791431-3;  
Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

Dr. Subodh S Satheesh  
Elamplavil, Nedumpana p.o  
Kannanallur  
Kollam  
Kerala-691576

**Sub: Appointment Letter for the position of 'Assistant Professor' on probation for one year at IIHMR, Bangalore South Campus**

Dear Dr. Satheesh,

We are pleased to appoint you as an Assistant Professor on probation for one year at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase Bangalore with a basic salary of Rs. 37400 (Thirty Seven Thousand Four Hundred only ) and CTC of Rs. 898 (Eighty-Nine Thousand Eight Hundred and Eight) per month, in the scale of 37400-5000-62400-10000-1124 in Grade -A3, w.e.f your date of joining, which is not later than **29<sup>th</sup> September 2021**.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 2000 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 10000 per month.
  - f) Academic Allowance of Rs. 8000 per month.
  - g) Driver Allowance of Rs. 2000 per month.
  - h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - i) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - j) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-3**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

For Institute of Health Management Research, Bangalore

contd...2/..

*Disha Manginath*  
Director

*[Signature]*

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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Sanganer Airport, Jaipur-302029, IN  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

-: 02 :-

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve one-month notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **September 29, 2021**.


We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining, you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,  
For Indian Institute of Health Management Research,

For Institute of Health Management Research, Bangalore

  
S D Gupta,  
TRUSTEE SECRETARY

  
Director

1. NAME : Dr. Subodh S. Sathesh (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 29/09/2021

SIGNATURE: 

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, IND  
Ph.: +91-141-3924700, 2791431-32  
Fax: +91-141-3924738  
E-mail: [iihmr@iihmr.edu.in](mailto:iihmr@iihmr.edu.in)  
URL : <http://www.iihmr.edu.in>

CTC break up of Dr. Subodh S Satheesh as Assistant Professor in Grade A-3		
Scale – 37400-5000-62400-10000-112400		
Sl. No	Particulars	Amount
1	Basic Pay	37400
2	PF 12% of Basic Payable	4488
3	HRA 45% of Basic payable	16830
4	Medical Allowance 5% of Basic Payable	1870
5	LTA 5% of Basic Payable	1870
6	Books & Periodicals Allowance	2000
7	Transport Allowance	4500
8	Driver Allowance	2000
9	Grade Pay Allowance	10000
10	Academic Allowance	8000
11	Mediclaime	850
	<b>Total CTC</b>	<b>89808</b>
Other Benefits		
Note : In Addition to above , one month consultancy is allowed on sharing basis , 24 Days Earned Leave (cashable as per policy), Joining Leave, Joining Expenses ( as per policy), 10 Days CL, 3 RH in a year and 8 closed holidays, allowed to participate in National and International conferences and annual increment as per policy of IIHMR.		
*Gratuity as per Gratuity ACT		

For Institute of Health Management Research, Bangalore

*Usha Manjunath*  
Director

Ref: IIHMR/BLR/TS/NS/HR/2021/  
Date: October 1, 2021

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
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Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

Dr. Akash Gajanan Prabhune  
S-1, Datta Sahaniwas watwe galli,  
Near Khare Mandir,  
Brahampuri, Miraj, Maharashtra- 416410

**Sub: Appointment Letter for the position of 'Assistant Professor' on probation for one year at IIHMR, Bangalore South Campus**

Dear Dr. Prabhune,

We are pleased to appoint you as an Assistant Professor on probation for one year at Institute of Health Management Research (IIHMR), site no.319, Thimma Reddy layout, Hulimangala Post, Electronic City phase 1, Bangalore with a basic salary of **Rs. 38000** (Thirty-Eight Thousand only) and **CTC of Rs. 84310** (Eighty-Four Thousand Three Hundred and Ten) per month, in the scale of 26000-3000-41000-6000-71000, in Grade -A4, w.e.f your date of joining, which is not later than **1<sup>st</sup> October 2021**.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 2000 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 10000 per month.
  - f) Academic Allowance of Rs. 8000 per month.
  - g) Driver Allowance of Rs. 2000 per month.
  - h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - i) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - j) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-4**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

contd...2

For Institute of Health Management Research, Bangalore

*Alsha Manginath*

Director..

*AP*

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
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Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

-: 02 :-

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve one-month notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **October 1, 2021**.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining, you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,  
For Indian Institute of Health Management Research,



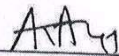
S D Gupta,  
TRUSTEE SECRETARY

For Institute of Health Management Research, Bangalore

  
Director

1. NAME: Dr. Akash Prabhune (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 01-10-2021

SIGNATURE: 



**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

**CTC Break Up of Dr. Akash Gajanan Prabhune as Assistant Professor in Grade A-4**

**Scale – 26000-30000-41000-6000-71000**

Sl. No	Particulars	Amount
1	Basic Pay	38000
2	PF 12% of Basic Payable	4560
3	HRA 45% of Basic payable	17100
4	Medical Allowance 5% of Basic Payable	1900
5	LTA 5% of Basic Payable	1900
6	Books & Periodicals Allowance	1500
7	Transport Allowance	4500
8	Driver Allowance	2000
9	Grade Pay Allowance	8000
10	Academic Allowance	4000
11	Medicclaim	850
	<b>Total CTC</b>	<b>84310</b>

**Other Benefits**

Note : In Addition to above , one month consultancy is allowed on sharing basis , 24 Days Earned Leave (cashable as per policy), Joining Leave, Joining Expenses ( as per policy), 10 Days CL, 3 RH in a year and 8 closed holidays, allowed to participate in National and International conferences and annual increment as per policy of IIHMR.

\*Gratuity as per Gratuity ACT

AP

AP

For Institute of Health Management Research, Bangalore

*Usha Mangrikar*  
Director

Ref No: IHMRB/DIR/HR/2022/AL/01  
Date: 05/04/2022

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Near Sanganer Airport, Jaipur-302029, INDIA  
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Fax : +91-141-3924738  
E-mail : iihmr@iihmr.edu.in  
URL: http://www.iihmr.edu.in

Dr. Rajeshwari B S  
No 112, 5th Cross, Swathi Road,  
Vallabhanagar, Doddakallasandra Post,  
Bangalore 560062

**SUB: Appointment Letter for the position of 'Assistant Professor' on probation for one year at IIHMR, Bangalore South Campus**

Dear Dr. Rajeshwari,

We are pleased to appoint you as an Assistant Professor on probation for one year at Institute of Health Management Research (IIHMR), Site No.319, Thimma Reddy Layout, Hulimangala Post, Electronic City Phase 1, Bangalore, with a basic salary of Rs. 42400 (Forty-Two Thousand Four Hundred only) and CTC of Rs. 98158/- (Ninety-Eight Thousand One Hundred and Fifty-Eight) per month, in the pay scale of 37400-5000-62400-10000-112400 in Grade -A3, w.e.f your date of joining, which is not later than 1<sup>st</sup> April 2022.

1. You will be entitled to the following in addition to your basic salary.
  - a) HRA is equivalent to 45% of your basic salary per month.
  - b) Medical reimbursement equivalent to 5% of your basic salary per month.
  - c) Books & Periodicals allowances of Rs. 2000 per month.
  - d) Transport Allowance of Rs. 4500 per month.
  - e) Grade Pay allowance of Rs. 10000 per month.
  - f) Academic Allowance of Rs. 8000 per month.
  - g) Driver Allowance of Rs. 2000 per month.
  - h) You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - i) Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - j) You shall have to join the Contributory Provident Fund as per Bhoruka Provident Fund Trust rules.
2. While on official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-3**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

For Institute of Health Management Research, Bangalore

*Asha Manjivale*  
Director

contd...2

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Near Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail : iihmr@iihmr.edu.in  
URL: http://www.iihmr.edu.in

-: 02 :-

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other study during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute, you will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve one-month notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per Gratuity Act 1972.
10. Your Appointment as Assistant Professor is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **April 1, 2022**.


We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

At the time of joining, you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,  
For Indian Institute of Health Management Research,

For Institute of Health Management Research, Bangalore

  
DR. S D GUPTA  
TRUSTEE SECRETARY

  
Director

1. NAME : Dr. Rajeshwari B. S. (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 19/5/2022

SIGNATURE: 

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Near Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail : iihmr@iihmr.edu.in  
URL: <http://www.iihmr.edu.in>

CTC of Dr. Rajeshwari B S as Assistant Professor in Grade A-3 Scale - 37400-5000-62400-10000-112400		
Sl. No	Particulars	Amount
1	Basic Pay	42400
2	PF 12% of Basic Pay	5088
3	HRA 45% of Basic pay	19080
4	Medical 5% of Basic Pay	2120
5	LTA 5% of Basic Pay	2120
6	Books & Periodicals Allowance	2000
7	Transport Allowance	4500
8	Driver Allowance	2000
9	Grade Pay Allowance	10000
10	Academic Allowance	8000
11	Medicclaim	850
	<b>Total CTC</b>	<b>98158</b>
<b>Note :</b> In Addition to above , one month consultancy is allowed on sharing basis, 24 days Earned Leave (cashable as per policy), Joining Leave, Joining Expenses (as per policy), 10 CL, 8 closed holidays, 3 RH in a year, Allowed to participate in National and International conference and Annual increment as per policy of IIHMR		
*Gratuity as per Gratuity ACT		

*Dee*

For Institute of Health Management Research, Bangalore

*Usha Manginath*  
Director

Ref: IHMRB/DIR/HR/2023/04  
Date: March 13, 2023

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

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Sanganer Airport, Jaipur-302029, INDIA  
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Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

Dr. Amita Mukhopadhyay  
408 Navami Varsha Apts,  
Uttarahalli Kengeri Mn Rd,  
Srinivasapura, Nr JSS Engg. College,  
Bangalore 560060

**Sub: Appointment Letter for the position of 'Professor' at IIHMR South on probation for one year**

Dear Dr. Mukhopadhyay,

**Greetings from IIHMR!**

We are pleased to appoint you as '**Professor**' on probation for one year at the Institute of Health Management Research (IHMR), 319, Thimma Reddy Layout, Hulimangala Post, Electronic City Phase 1, Bangalore, with a basic salary of **Rs. 84000** (Eighty- Four Thousand only) and **CTC of Rs. 183630** (One Lakh Eighty-Three Thousand Six Hundred and Thirty only) per month, on the pay scale of 60000-8000-100000-15000-175000 w.e.f. your date of joining, which is not later than **March 13<sup>th</sup>, 2023**.

1. You will be entitled to the following in addition to your basic salary.
  - HRA is equivalent to 45% of your basic salary per month.
  - Medical reimbursement is equivalent to 5% of your basic salary per month.
  - Books & Periodicals Allowance of Rs. 6000/- per month.
  - Transport Allowance of Rs. 4500/- per month.
  - Driver and Helper Allowance of Rs. 2000/- per month
  - Grade Pay allowance of Rs. 18000/- per month.
  - Academic Allowance of Rs. 12000/- per month.
  - You will be eligible for Leave Travel Assistance to a maximum of 5% of the basic salary drawn in the last financial year, once in two years. Such eligibility will start only after completion of one year service in the Institute.
  - Group medical insurance for self, spouse and up to two children and personal accident insurance for self which will be covered normally after 30 days from the date of joining.
  - You shall have to join the Contributory Provident Fund as per Boruka Provident Fund Trust rules.
2. While on an official tour, you shall be paid T.A. /D.A. as admissible to your **Grade A-1**.
3. You will be eligible for reimbursement of running expenses involved in use of your vehicle for the official work of the Institute as per policy.

For Institute of Health Management Research, Bangalore contd.../2..

*Usha Pranjwal*  
Director

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
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Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

-: 02: -

4. Your services are transferable at the sole discretion of the management to any of the sister/associate organization on their terms and conditions, while protecting your emoluments. You are drawing at IIHMR Bangalore at the time of your transfer.
5. You will not undertake any academic course or pursue other studies during your employment with the Institute, without written permission of the Director.
6. While being in the service of the Institute You will not allow taking an employment even on part time or casual basis of whatever nature anywhere else, without written permission of the Director.
7. You will not divulge any information or knowledge gained by you in the services of the Institute, which may prove detrimental to the interest of our Institute.
8. In the event of your leaving the services of the Institute or the Institute intending to dispense with your services, it will be required to serve **one-month** notice to each other or basic pay in lieu thereof.
9. You are entitled for payment of gratuity as per the Gratuity Act 1972.
10. Your Appointment as **Professor** is subject to the condition that your probation period may be extended and the Institute reserves the right to discontinue your services, during or at the end of the probation without giving any notice.

In all other matters not mentioned in this appointment letter, you will be governed by the rules and regulations of the Institute from time to time in force. You are requested to send your confirmation about your joining to us. However, you may join the Institute as early as possible, but not later than **March 13<sup>th</sup>, 2023**.

We welcome you to the Institute and look forward to your contribution in building an environment of professional excellence at IIHMR Bangalore.

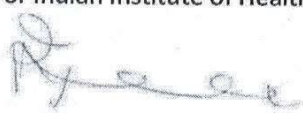
At the time of joining, you will be required to produce the following:

- a. Attested copies of certificates of qualification and experience.
- b. Six recent passport size photographs.
- c. Two reference letters from reputed persons or previous employer.
- d. Relieving letter and salary slip from your previous organization.
- e. Photocopy of PAN Card & Identity proof.

With best wishes,

For Indian Institute of Health Management Research

For Institute of Health Management Research, Bangalore

  
**DR. S. D GUPTA**  
TRUSTEE SECRETARY

  
Director

1. NAME: Dr. AMITA MUKHO PADHYAY (Please write your name)
2. I accept this appointment letter with the terms and conditions mentioned therein.

DATE: 13/3/23

SIGNATURE: 

**INDIAN INSTITUTE OF HEALTH  
MANAGEMENT RESEARCH**

1, Prabhu Dayal Marg  
Sanganer Airport, Jaipur-302029, INDIA  
Ph.: +91-141-3924700, 2791431-32  
Fax : +91-141-3924738  
E-mail: iihmr@iihmr.edu.in  
URL : http://www.iihmr.edu.in

## Annexure- I

Salary Break Up of Dr. Amita Mukhopadhyay as Professor in Grade A-1 Scale - 60000-8000-100000-15000-175000		
Sl. No	Particulars	Amount
1	Basic Pay	84000
2	PF 12% of Basic Pay	10080
3	HRA 45% of Basic pay	37800
4	Medical 5% of Basic Pay	4200
5	LTA 5% of Basic Pay	4200
6	Books & Periodicals Allowance	6000
7	Transport Allowance	4500
8	Driver & Helper Allowance	2000
9	Grade Pay Allowance	18000
10	Academic Allowance	12000
11	Mediclain	850
	<b>Total CTC</b>	<b>183630</b>
<b>Note:</b> In Addition to above, one month consultancy is allowed on sharing basis, 24 days Earned Leave (cashable as per policy), Joining Leave, Joining Expenses (as per policy), 10 CL, 8 closed holidays, 3 RH in a year, Allowed to participate in National and International conference and Annual increment as per policy of IIHMR		
<b>*Gratuity as per Gratuity ACT</b>		

Received  
(Dr. AMITA MUKHOPADHYAY)

For Institute of Health Management Research, Bangalore

Alsha Manjunath  
Director