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3.5 - Consultancy

3.5.1 - Institution has a policy on consultancy including revenue sharing between the institution and the individual and encourages its faculty to undertake consultancy

The Institute of Population and Health Sciences (IIPS) has a comprehensive policy governing consultancy services. Its regulations authorize faculty members to engage in consultancy work for national/ state governments, international donors, and funding agencies. The institute actively encourages faculty participation in consultancy projects, with a defined revenue-sharing policy between the faculty and the institute.

Consultancy services are categorized into individual and project-based consultancy. Individual consultancy requires approval from the Institute Director, based on the Department Head's recommendation. Faculty members are allowed a maximum of 45 days per year for individual consultancy, preferably during vacation periods. However, if undertaken during the academic year, Earned Leave is deducted. The faculty can retain an amount equivalent to one month's basic salary per calendar year from individual consultancy fees; beyond this, 30% of the surplus must be remitted to the Institute.

Project-based consultancy, linked to externally funded research projects, allows faculty members to receive consultancy fees from project-specific budget allocations. The total consultancy fee should not exceed one month's Basic Pay annually. Any surplus beyond this cap is credited to the Institute Development Fund (IDF). A portion of this surplus (up to 5%) is allocated as an incentive for administrative staff involved in non-government-funded projects, capped at Rs. 10,000 per year, based on their project contributions.

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