

## HEC Tenure Track System (TTS) Funding Policy 2023-24

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1. The TTS grant is merged in the annual recurring grant and covers the annual impact of the salary portion of the TTS faculty (approved for funding by HEC) over and above the corresponding BPS pay and allowances prescribed by the respective governments (Federal / Provincial/ Regional) along with Gratuity equal to one month's pay (13<sup>th</sup> salary). TTS grant however, does not cover impact of the time-barred and new hirings (refer HEC's policy communication No. 1-QAD/HEC/TTS-137/2021/266 dated 22.04.2022, No. F.P. 2-103/HEC/2022-23/977 dated 16.12.2022 and No. F.P. 2-103/HEC/2022-23/1046 dated 13.03.2023).
2. Given that HEC contribution is over and above the BPS salary, therefore the impact of increase in BPS salary in CFY will be adjusted.
3. Funding to Time-Barred Cases (TTS faculty not promoted within maximum length of prescribed tenure track) is not permissible under policy and will therefore be adjusted in CFY. To avoid undesirable situations, the Institutions are expected to (i) complete promotion process of due cases (TTS) within their maximum prescribed length of tenures (ii) in case of delay in grant of approval by the Syndicate / BoG, the recommendations / minutes of Selection Board be immediately furnished to HEC, and (iii) final notification and Declaration Forms be shared after final statutory approval.
4. In addition, the impact of promotions, retirement, resignations, and leave without pay of the TTS faculty will also be considered for adjustments during the 3rd quarter of the CFY, provided formal intimation is received from the Institution on time. As regards to adjustments for promotions, the impact of backdated promotions will not be borne by HEC, instead, impact of ongoing FY will be considered subject to availability of funding.

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