



OFFICE ORDER

Subject: Implementation of Employment Pay Equity Policy

In continuation of Kalinga University's commitment to promoting fair employment practices, equality, transparency, non-discrimination, and equitable remuneration systems, it is hereby ordered that the Kalinga University Employment Pay Equity Policy shall be implemented with immediate effect.

The University recognizes that fair and equitable compensation is an essential component of a respectful and inclusive workplace. The University shall ensure that employees are provided fair remuneration based on their qualification, experience, designation, responsibilities, job role, performance, applicable University norms, and statutory provisions.

The University shall maintain a transparent and equitable approach towards salary structures, pay determination, increments, benefits, allowances, and other employment-related financial benefits. Employment-related compensation decisions shall be free from discrimination and shall follow established institutional procedures. The Policy aims to promote equal pay for work of equal value, ensuring that employees performing comparable responsibilities and duties are treated fairly while considering applicable eligibility criteria, experience, professional qualifications, and institutional requirements.

The University shall periodically review its compensation practices to ensure fairness, consistency, and compliance with applicable regulations. Appropriate mechanisms shall be maintained for addressing employee concerns related to pay equity and compensation practices. The Registrar, Human Resource Department, Administration Department, Finance Department, Deans, Heads of Departments/Schools, and other concerned authorities shall ensure effective implementation, monitoring, and compliance with this Policy.

This Office Order shall come into force with immediate effect.



KALINGA UNIVERSITY

Established under Chhattisgarh Private Universities (Establishment and Operation) Act, 2005

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Dr. Sandeep Gandhi

Registrar

REGISTRAR
KALINGA UNIVERSITY
KOTNI, NEAR MANTRALAYA,
RAIPUR (CHHATTISGARH)

1. Hon'ble Chairman – For Kind Information *for Sandeep*
2. Hon'ble Chancellor – For Kind Information
3. Hon'ble Vice-Chancellor – For Kind Information *for Aswani*
4. Hon'ble Director General – For Kind Information *for Prabhat*
5. DAA & COE – For Information. *Di*
6. Director IQAC – For Information. *lyuys*
7. Director CCRC – For Information. *for Prabhat*
8. Director Admission – For Information. *for Prabhat*
9. Deputy Registrar & Head HR – For Information. *for Prabhat*
10. Chief Proctor – For Information. *for Prabhat*
11. DSW – For Information. *for Prabhat*
12. SDG Cell – For Information. *lyuys*
13. All Teaching & Non-Teaching Staff – For Information.
14. Research Cell – For Information *for Prabhat*
15. Administrative Officer & Chief Warden/Hostel Wardens – For Information. *A.*
16. Admission Department – For Information. *for Prabhat*
17. University Coordinator – For Information. *for Prabhat*
18. Transport In-Charge – For Information. *for Prabhat*