

8.2.1 Employment practice living wage

Our university is committed to fair and ethical employment practices. We believe that every member of our staff deserves to be paid a living wage that reflects the true cost of living, ensuring that no one experiences financial hardship while working with us. Paying a living wage is an essential part of creating a respectful and equitable workplace where everyone feels valued for their contribution.

All directly employed staff receive at least the living wage, and we work with contractors and suppliers to encourage the same standard for anyone providing regular services to the university. When we engage in procurement or partnership agreements, we consider whether organizations share our commitment to fair pay and decent working conditions.

We also provide transparent information about pay structures and regularly review salaries to make sure they remain fair and competitive. Our employment policies promote equality, prevent exploitation, and support staff wellbeing in every role across the university. By maintaining these standards, we aim to create a community built on respect, fairness, and social responsibility where every person's work is properly recognized and rewarded.



ST. PETER'S INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Deemed to be University U/S 3 of the UGC Act, 1956)
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POLICY ON EMPLOYMENT PRACTICE LIVING WAGE

University Context

- St. Peter's Institute of Higher Education & Research (SPIHER), located in Avadi, Chennai, Tamil Nadu, is a **deemed university** under Section 3 of the UGC Act. It offers programs in engineering, architecture, management, science, and more.

Pay Scales at SPIHER:

Faculty (Teaching Staff)

- According to publicly reported service rules, SPIHER's pay scales for teaching staff align with UGC-like pay bands.
- The pay scale (basic + grade pay) is given as:
 - Assistant Professor: ₹15,600-39,100 + ₹6,000 AGP
 - Associate Professor: ₹37,400-67,000 + ₹9,000 AGP
 - Professor: ₹37,400-67,000 + ₹10,000 AGP
- For comparison: these pay scales are in line with UGC pay bands historically used for many private or deemed universities.

Faculty Salaries Reported by Employees

- On [Ambition Box](#) (an employer review site), 20+ salary reports for SPIHER show:
 - Assistant Professors - ₹3-3 lakhs/year
 - Associate Professors - ₹3.6-4.6 lakhs/year
 - Professors - ₹9-11.5 lakhs/year for more experienced faculty.
- These figures likely include base + benefits (or at least reflect total compensation as reported by individuals).

What is the "Living Wage" or Poverty Threshold in Chennai / Tamil Nadu?

To assess whether SPIHER's salaries are above a "living wage," we need a benchmark. Since there's no universally agreed formal "living wage" for Chennai or SPIHER, a common proxy is the poverty indicator for a family of four.

- According to a recent analysis, the **urban poverty line** for Tamil Nadu is **₹3,750/month** per person.
- For a family of four, if each adult worked (or if we average per person), that implies a minimal "poverty-level income" of roughly **₹15,000/month** for four people (₹3,750 × 4), though this is a simplification — poverty lines are usually calculated per person, not per income earner.

Comparing SPIHER Pay to That Poverty Benchmark:

Faculty (Teaching)

- Let's translate the AmbitionBox annual salaries into monthly:
 - Assistant Professor (₹3-3 lakh/year) → ₹16,700 to ₹25,000/month
 - Associate Professor (₹3.6-4.6 lakh/year) → ₹29,000 to ₹38,300/month
 - Professor (₹9-11.5 lakh/year) → ₹75,000 to ₹96,000/month
- These **monthly figures are well above** the implied poverty line benchmark (₹15,000/month for a 4-person family, per our rough calculation).

Non-Teaching Staff

- Public service rules (from the "Service Rules & Policies" document) list pay scales for non-teaching administrative and technical staff.
- For example, a "Superintendent" has a pay scale of ₹9,300-34,800 + ₹200 (per these rules).
- Even at the low end, ₹9,300 base is more than double the per-person poverty line of ₹3,750/month.

Assessment

- Yes, based on available data, regularly employed faculty and many staff at SPIHER appear to be paid significantly above the poverty-line benchmark for Tamil Nadu.
- There is no public data (from what I found) suggesting that SPIHER pays all its employees (faculty + non-teaching) below a minimal poverty-line wage.



Policy on Employment Practice – Living Wage created in 2020 and revised on 01.02.2024, reaffirming SPIHER’s commitment to fair pay, ethical employment standards, and ensuring that all staff receives at least a living wage in a supportive and equitable workplace environment.

SPIHER is committed to fair, ethical, and responsible employment practices that ensure all staff is paid at least a living wage. This means wages are set to support a decent standard of living, not just to meet minimum legal requirements, so that no one working at SPIHER faces avoidable financial hardship. All directly employed staff receives at least the living wage and SPIHER works to promote the same standard for regularly contracted workers providing services on campus, in line with its social responsibility values. Pay structures are transparent, reviewed regularly, and aligned with the cost of living and sector norms, helping to maintain fairness and equity across roles.

SPIHER also connects fair pay with staff wellbeing, retention, and dignity at work, recognising that adequate compensation supports stability, morale, and long-term commitment to the institution. Staffs are encouraged to raise any concerns about pay or employment conditions through established channels, and the institution is committed to

addressing such concerns promptly and fairly in accordance with its policies on labour standards and equal treatment.

SPIHER is committed to fair, ethical, and responsible employment practices that ensure all employees receive at least a living wage. The institution recognises that fair pay is essential for dignity, financial security, and full participation in campus life, and therefore goes beyond minimum legal requirements to support a decent standard of living for its staff.

All eligible staff is entitled to wages that meet or exceed recognised living wage benchmarks, along with timely payment and transparent communication about salary, benefits, and entitlements. The campus strives to maintain clear, equitable pay structures and review them periodically to reflect changes in the cost of living and institutional responsibilities.

Any form of exploitation, unfair labour practice, or discriminatory treatment in pay, workload, or conditions of employment is strictly prohibited, and employees are encouraged to report concerns through established grievance and HR channels. SPIHER will address all such reports promptly, confidentially, and without retaliation, reinforcing its commitment to justice, respect, and decent work for every member of its workforce.

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
 Pay Slip for the month of Oct/2024

Sl. No. 8518 Employee Name: SURESH P
 PF NO. 33
 Pay Date: 01/04/2024 Present days: 31
 DOI: 0000000000000000 Designation: ASSISTANT PROFESSOR
 Department: COMMERCE Bank A/C No: 000604117101
 UAN NO. 0 LOP Days: 0

Earnings	Gross	Amount	Deductions	Amount
BASIC	14,500.00	14,500.00	PF	
Asst.Gr.Pay			Others	
DA			Income Tax	
HRA				
CCA	1,382.28	1,382.28		
Sp Allow				
Total	15,882.28	15,882.28	Total	

Net Pay: 15,882.28
 In Words: Rupees Fifteen Thousand Only

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
 Pay Slip for the month of Oct/2024

Sl. No. 8519 Employee Name: NIVETHA V
 PF NO. 28
 Pay Date: 16/03/2023 Present days: 28
 DOI: 0000000000000000 Designation: ASSISTANT PROFESSOR
 Department: Master of Business Administration Bank A/C No: 00044104500
 UAN NO. 0 LOP Days: 3

Earnings	Gross	Amount	Deductions	Amount
BASIC	15,600.00	14,090.33	PF	
Asst.Gr.Pay	4,500.00	3,419.35	Others	
DA			Income Tax	
HRA				
CCA	1,400.00	1,294.52		
Sp Allow				
Total	23,000.00	20,774.19	Total	

Net Pay: 20,774.19
 In Words: Rupees Twenty Thousand Seven Hundred Seventy Four Only

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
 Pay Slip for the month of Sep/2024

Sl. No. 8521 Employee Name: DR. GUNESH H
 PF NO. 30
 Pay Date: 23/03/2024 Present days: 30
 DOI: 0000000000000000 Designation: PROFESSOR
 Department: COMMERCE Bank A/C No: 000746967707
 UAN NO. 0 LOP Days: 0

Earnings	Gross	Amount	Deductions	Amount
BASIC	40,800.00	40,800.00	PF	
Asst.Gr.Pay	10,000.00	10,000.00	Others	
DA			Income Tax	
HRA				
CCA				
Sp Allow	10,637.00	10,637.00		
Total	61,527.00	61,527.00	Total	

Net Pay: 61,527.00
 In Words: Rupees Sixty One Thousand Five Hundred Twenty Seven Only

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
 Pay Slip for the month of Sep/2024

Sl. No. 8516 Employee Name: NIVETHA V
 PF NO. 25.5
 Pay Date: 10/07/2023 Present days: 25.5
 DOI: 0000000000000000 Designation: ASSISTANT PROFESSOR
 Department: Master of Business Administration Bank A/C No: 00044104500
 UAN NO. 0 LOP Days: 4.5

Earnings	Gross	Amount	Deductions	Amount
BASIC	15,600.00	13,260.00	PF	
Asst.Gr.Pay	5,000.00	5,100.00	Others	
DA			Income Tax	
HRA				
CCA	1,400.00	1,190.00		
Sp Allow				
Total	23,000.00	19,550.00	Total	

Net Pay: 19,550.00
 In Words: Rupees Nineteen Thousand Five Hundred Fifty Only

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
Pay Slip for the month of Aug/2024

Ref. No: 8571 Employee Name: DR SURESH M
 PF No: ESI NO:
 Pay days: 31 Present days: 31
 DOJ: 23/02/2022 Designation: PROFESSOR
 Department: COMMERCE Bank A/c No: 0000746967707
 UAN NO: LOP Days: 0

Earnings	Gross	Amount	Deductions	Amount
BASIC	40,890.00	40,890.00	PF	1,250.00
Ad.Gr.Pay	10,000.00	10,000.00	ESI	125.00
DA			PT	
HRA			Others	
CCA			Income Tax	
Sp Allow	10,637.00	10,637.00		
Total	61,527.00	61,527.00	Total	1,375.00
Net Pay	60,277.00			
In Words	Rupees Sixty Thousand Two Hundred Seventy Seven Only			

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
Pay Slip for the month of Aug/2024

Ref. No: 8586 Employee Name: NVEETHA V
 PF No: ESI NO:
 Pay days: 31 Present days: 31
 DOJ: 10/07/2023 Designation: ASSISTANT PROFESSOR
 Department: Master of Business Administration Bank A/c No: 000044414030
 UAN NO: LOP Days: 0

Earnings	Gross	Amount	Deductions	Amount
BASIC	15,600.00	15,600.00	PF	450.00
Ad.Gr.Pay	6,000.00	6,000.00	ESI	75.00
DA			PT	
HRA			Others	
CCA			Income Tax	
Sp Allow	1,400.00	1,400.00		
Total	23,000.00	23,000.00	Total	525.00
Net Pay	21,750.00			
In Words	Rupees Twenty One Thousand Seven Hundred Fifty Only			

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
Pay Slip for the month of Aug/2024

Ref. No: 952 Employee Name: PRASHANTH V S
 PF No: ESI NO: 5123350863
 Pay days: 31 Present days: 31
 DOJ: 10/04/2007 Designation: JUNIOR ASSISTANT
 Department: Certificate section Bank A/c No: 0000728803626
 UAN NO: LOP Days: 0

Earnings	Gross	Amount	Deductions	Amount
BASIC	4,372.00	4,372.00	PF	1,600.00
Ad.Gr.Pay			ESI	125.00
DA	1,961.00	1,961.00	PT	1,250.00
HRA	1,000.00	1,000.00	Others	
CCA	350.00	350.00		
Sp Allow	6,873.00	6,873.00		
Total	16,556.00	16,556.00	Total	3,175.00
Net Pay	13,381.00			
In Words	Rupees Thirteen Thousand Three Hundred Eighty One Only			

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
Pay Slip for the month of Aug/2024

Ref. No: 8128 Employee Name: SARAVANAN K
 PF No: ESI NO: 5126934089
 Pay days: 30 Present days: 30
 DOJ: 06/04/2015 Designation: ELECTRICAL ENGINEER
 Department: Electrical and Electronics Eng Bank A/c No: 0006314624835
 UAN NO: LOP Days: 1

Earnings	Gross	Amount	Deductions	Amount
BASIC	15,000.00	14,516.00	PF	484.00
Ad.Gr.Pay			ESI	140.00
DA			PT	1,250.00
HRA			Others	
CCA				
Sp Allow	5,000.00	4,830.00		
Total	20,000.00	19,355.00	Total	1,390.00
Net Pay	17,999.00			
In Words	Rupees Seventeen Thousand Nine Hundred Fifty Nine Only			

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
Pay Slip for the month of Oct/2024

Ref. No: 952 Employee Name: PRASHANTH V S
 PF No: ESI NO: 5123350863
 Pay days: 31 Present days: 31
 DOJ: 10/04/2007 Designation: JUNIOR ASSISTANT
 Department: Certificate section Bank A/c No: 0000728803626
 UAN NO: LOP Days: 0

Earnings	Gross	Amount	Deductions	Amount
BASIC	6,372.00	6,372.00	PF	1,600.00
Ad.Gr.Pay			ESI	125.00
DA	1,961.00	1,961.00	PT	1,250.00
HRA	1,000.00	1,000.00	Others	
CCA	350.00	350.00		
Sp Allow	6,873.00	6,873.00		
Total	16,556.00	16,556.00	Total	1,025.00
Net Pay	14,631.00			
In Words	Rupees Fourteen Thousand Six Hundred Thirty One Only			

St Peter's Institute of Higher Education & Research
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Ref. No: 8128 Employee Name: SARAVANAN K
 PF No: ESI NO: 5126934089
 Pay days: 31 Present days: 31
 DOJ: 06/04/2015 Designation: ELECTRICAL ENGINEER
 Department: Electrical and Electronics Eng Bank A/c No: 0006314624835
 UAN NO: LOP Days: 0

Earnings	Gross	Amount	Deductions	Amount
BASIC	15,000.00	15,000.00	PF	450.00
Ad.Gr.Pay			ESI	150.00
DA			Others	
HRA				
CCA				
Sp Allow	5,000.00	5,000.00		
Total	20,000.00	20,000.00	Total	600.00
Net Pay	19,400.00			
In Words	Rupees Nineteen Thousand Eight Hundred Fifty Only			

St Peter's Institute of Higher Education & Research
 College Road, Avadi, Chennai-600054
Pay Slip for the month of Nov/2024

Ref. No: 952 Employee Name: PRASHANTH V S
 PF No: ESI NO: 5123350863
 Pay days: 31 Present days: 31
 DOJ: 10/04/2007 Designation: JUNIOR ASSISTANT
 Department: Certificate section Bank A/c No: 0000728803626
 UAN NO: LOP Days: 0

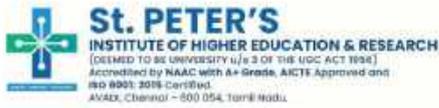
Earnings	Gross	Amount	Deductions	Amount
BASIC	6,372.00	6,372.00	PF	1,600.00
Ad.Gr.Pay			ESI	125.00
DA	1,961.00	1,961.00	PT	1,250.00
HRA	1,000.00	1,000.00	Others	
CCA	350.00	350.00		
Sp Allow	6,873.00	6,873.00		
Total	16,556.00	16,556.00	Total	3,175.00
Net Pay	14,631.00			
In Words	Rupees Fourteen Thousand Six Hundred Thirty One Only			

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Pay Slip for the month of Nov/2024

Ref. No: 8128 Employee Name: SARAVANAN K
 PF No: ESI NO: 5126934089
 Pay days: 30 Present days: 30
 DOJ: 06/04/2015 Designation: ELECTRICAL ENGINEER
 Department: Electrical and Electronics Eng Bank A/c No: 0006314624835
 UAN NO: LOP Days: 1

Earnings	Gross	Amount	Deductions	Amount
BASIC	15,000.00	15,000.00	PF	450.00
Ad.Gr.Pay			ESI	150.00
DA			Others	
HRA				
CCA				
Sp Allow	5,000.00	5,000.00		
Total	20,000.00	20,000.00	Total	600.00
Net Pay	19,890.00			
In Words	Rupees Nineteen Thousand Eight Hundred Fifty Only			

Payslip for Teaching and Non-Teaching staffs



Conclusion

At SPIHER, the commitment to a living wage is reflected not only in policy but also in practice, such as recognising and appreciating the contributions of long-serving non-teaching and support staff during campus events. When these staff members share their stories of improved financial stability, education for their children, and better quality of life, their voices highlight how fair wages can transform lives and strengthen the sense of community. Their presence and testimonies at institutional gatherings underscore that progress is not only about academic achievement, but also about valuing the people whose everyday work sustains the university.