

SF 7.4A: Retention and career progression and related definitions

Retention

As per the guidelines retention is defined as:

“Retention i.e. continuous work over a period of 365 days with a maximum break of 60 calendar days during this period (Section 1.2 page 12)”

Further it is elaborated as:

Additional resources are being made available to the PIA for this at the rate of ₹ 3000/- per person retained in employment for 365 days. Employers can be multiple but total period out of work should not exceed 60 days during the 365 day period since the first placement. (Section 3.2.2.8 Page 34)

Operationally as data on attendance is not easily available, 60 days of out of work will be equated two months of salary. Thus, in the one year period a candidate should earn 10 times of the minimum salary fixed per month for that training duration. Components of salary are same as given in definition of wage in SF 7.2 C.

Career Progression

As per the guidelines, career progression is defined as:

“... every person trained by the PIA who crosses a salary of ₹ 15,000/- per month and holds it for a minimum of 90 calendar days within one year of completion of training. (Section 3.2.2.9, pg. 34)”

Operational definition for implementing it is as follows:

- Components of salary are same as given in definition of wage in SF 7.2 C.
- In a month if there are periods in which ₹ 15,000 is paid and periods in which lesser amount is paid, the actual calendar days for which ₹ 15,000 or more is paid will be counted in the 90 day period.
- All periods when a candidate is on leave but is paid salary at the rate more than ₹ 15,000 per month will be counted towards 90 days period. This implies that leave periods in

which a candidate is paid less than ₹ 15,000 will not be counted for salary and this includes period of absence and leave without pay.

- Both aspects need to be captured in the tracking form clearly.

In addition to the above requirements guidelines also prescribe that “... PIA invests in handholding and skill up grading activities after placement. How the PIA proposes to do this should be clearly explained in the project proposal”. PIA should submit a separate report on how they have done these activities along with the claim for incentives. The report should indicate the steps a PIA has taken to ensure career progression.