



**MINISTRY OF RESEARCH, TECHNOLOGY AND HIGHER  
EDUCATION**

**SEPULUH NOPEMBER INSTITUTE OF TECHNOLOGY**

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**RECTOR REGULATION OF SEPULUH NOPEMBER INSTITUTE OF  
TECHNOLOGY  
NUMBER 7 OF 2020  
REGARDING  
AMENDMENT OF RECTOR REGULATION OF SEPULUH NOPEMBER  
INSTITUTE OF TECHNOLOGY  
NUMBER 2 OF 2017  
REGARDING  
EMPLOYEE AFFAIRS IN SEPULUH NOVEMBER INSTITUTE OF  
TECHNOLOGY**

**BY THE MERCY OF GOD THE ALMIGHTY  
RECTOR OF SEPULUH NOPEMBER INSTITUTE OF TECHNOLOGY,**

- Considering :
- a. That Rector Regulation of Sepuluh Nopember Institute of Technology Number 2 of 2017 regarding Employee Affairs in Sepuluh Nopember Institute of Technology needs to adjust to the needs of Sepuluh Nopember Institute of Technology as a Legal Entity University;
  - b. That based on the consideration referred to in letter a above, it needs to establish Rector Regulation regarding Amendment of Rector Regulation Number 6 of 2017 regarding Employee Affairs in Sepuluh Nopember Institute of Technology;

- Recalling : 1. Government Regulation Number 54 of 2015 regarding Statutes of Sepuluh Nopember Institute of Technology (State Gazette of the Republic of Indonesia of 2015 Number 172, Supplement to State Gazette of the Republic of Indonesia Number 5723);
2. Regulation of Board of Trustees of Sepuluh Nopember Institute of Technology Number 07 of 2016 regarding General Policy;
3. Decision of Board of Trustees of Sepuluh Nopember Institute of Technology Number 3 of 2019 regarding Appointment of Rector of Sepuluh Nopember Institute of Technology for Term of Office 2019-2024;
4. Rector Regulation of Sepuluh Nopember Institute of Technology Number 2 of 2017 regarding Employee Affairs in Sepuluh Nopember Institute of Technology;
5. Rector Regulation of Sepuluh Nopember Institute of Technology Number 24 of 2019 regarding Organization and Working Procedures of Sepuluh Nopember Institute of Technology;
6. Rector Regulation of Sepuluh Nopember Institute of Technology Number 25 of 2019 regarding Organization and Working Procedures of Faculties in Sepuluh Nopember Institute of Technology;
7. Rector Regulation of Sepuluh Nopember Institute of Technology Number 26 of 2019 regarding Organization and Working Procedures of Institute Secretaries, Directorates, Bureaus, Offices, Libraries, and Units in Sepuluh Nopember Institute of Technology;

**DECIDED:**

Establishing : RECTOR REGULATION REGARDING AMENDMENT OF RECTOR REGULATION OF SEPULUH NOPEMBER INSTITUTE OF TECHNOLOGY NUMBER 2 OF 2017 REGARDING EMPLOYEE AFFAIRS IN SEPULUH NOPEMBER INSTITUTE OF TECHNOLOGY

## ARTICLE I

Some provisions in Rector Regulation of Sepuluh Nopember Institute of Technology Number 2 of 2017 regarding Employee Affairs in Sepuluh Nopember Institute of Technology are amended as follows:

1. Provisions of Article 24 verse (1) and verse (4) are amended so Article 24 reads as follows:

### Article 24

- (1) Personal salaries and allowances (pay for person) as referred to in Article 23 verse (2) include:
  - a. Monthly salary;
  - b. The 13<sup>th</sup> salary;
  - c. Additional monthly income;
  - d. The 13<sup>th</sup> additional monthly income;
  - e. Additional income adjustment to city minimum wage;
  - f. Additional allowance of learning tasks; and
  - g. The 13<sup>th</sup> additional allowance of learning tasks.
- (2) Position pays (pay for position) as referred to in Article 23 verse (2) include:
  - a. Structural position allowance;
  - b. Academic position allowance;
  - c. General functional position allowance;
  - d. Specific functional position allowance;
  - e. Professional allowance; and
  - f. Professor honorarium.
- (3) Performance incentives (pay for performance) as referred to in Article 23 verse (2) include:
  - a. Individual performance incentive;
  - b. Structural position performance incentive;
  - c. The 13<sup>th</sup> individual performance incentive; and
  - d. The 13<sup>th</sup> structural position performance incentive.
- (4) Other allowances as referred to in Article 23 verse (2) include:
  - a. Meal allowance;
  - b. Food allowance;

- c. Family allowance;
  - d. Overtime payment;
  - e. Religious holiday allowance;
  - f. Old-age benefits;
  - g. Pension benefits;
  - h. Health insurance;
  - i. Occupational accident insurance;
  - j. Life insurance;
  - k. Compassion; and
  - l. Specific incentives.
2. Between Article 41 and Article 41, 1 (one) Article is inserted, namely Article 41a, so Article 41a reads as:

Article 41a

Specific incentives can be given in case of force majeure, namely unexpected/unpredictable situations and beyond human control, including but not limited to earthquake, typhoon, fire, flood, epidemic, riot, war (either declared or not), sabotage, rebellion, national-scale general scale, economic blockage, Government provisions in field of economy and monetary, and transportation accident.

ARTICLE II

The Regulation applies since the date of establishment.

Established in Surabaya

On 3 January 2020

Rector of Sepuluh Nopember Institute  
of Technology,

*(sealed, signed)*

MOCHAMAD ASHARI

CSID No. 19651012 199003 1 003

Surabaya, 06 April 2021

Has been translated as an Official  
Translation on behalf of The Legal Services  
and Risk Management Unit of the Sepuluh  
Nopember Institute of Technology (ITS)

Head of Legal Services and Risk Management  
Unit



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