

EMPLOYEE WELFARE POLICY

EMPLOYEE WELFARE POLICY

INTRODUCTION

The College provides Welfare Schemes to create an efficient and satisfied work force for the Institution.

OBJECTIVES

- Better physical and mental health to staff to promote a healthy work environment.
- Medical benefits, Education and Recreation facilities help in raising the standards of living of employees.

WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF:

1. INCREMENTS:

- Increment is given as per Government rules to all the staff appointed by the Government and University.

2. PENSION AND GRATUITY BENEFITS:

Pension and Gratuity benefits are provided to all the grant-in-aid staff as per government regulations as below:

- The state government contributes its share towards General Provident Fund.
- On attaining Superannuation, the Government pays gratuity to the employee.

3. LEAVES

The employees are sanctioned the below leaves with pay as per the policies of the State government

- Casual leave
- Sick leave
- Maternity leave
- Medical leave
- Paternity Leave
- Study leaves for Faculty Improvement Programs (FIP)

EMPLOYEE WELFARE POLICY

4. INCENTIVES:

Opportunities to participate in co-curricular, cultural and research activities and incentives are also provided. Some of which are listed below:

- The Institution sponsors registration fees to teachers for presenting papers and attending state, National and International seminars, conferences, symposia, Refresher courses and other faculty development programs.
- The Institution felicitates the faculty who are conferred with National and International awards.
- The Institution endorses faculty who acquires Ph.D./M. Phil. degree.
- Leave Encashment is provided for unveiled leaves.
- Employee Provident fund for staff (Under Government Schemes).
- Institute ties-up with other college for faculty development and conducting activity.