

NAAC Criterion 6.3.1

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

Provide a list of existing welfare measures for teaching and non-teaching staff within a maximum of 500 words.

The college authorities understand that the well being of employees is important for effective functioning of the institute and hence provide welfare measures for them accordingly.

List of existing welfare measures provided by the college for its teaching and non-teaching staff is as follows:

- College Management provides Gratuity to the eligible teaching and non-teaching staff members.
- Employees Provident Fund contribution is provided to the eligible staff members of the college.
- Group Medical Insurance is provided by the college to teaching and non-teaching staff members
- All the teaching and non-teaching staff members are eligible to avail the Casual Leave of 12 days, Earned leave of 6 days, Medical leave of 10 days, Half Pay leave and Extraordinary leave, and 6 weeks of vacation in a year.
- Paid Maternity leave is provided for female staff members of the college subject to the two children norm and 120 days period.
- College also provides On-duty facility to the faculty members for attending workshops, conferences, seminars, FDP's, or other official events, meetings, programs, etc.
- Fee concession of 50% is given to one child of staff members for education purpose in constituent institutions.
- Festival advance is provided to the non-teaching staff members of the college which helps in managing their additional festive expenses.
- Financial support of Rs. 5000/- per year is provided for the teaching staff members for attending Workshops & Faculty Development Programs.
- Faculty is encouraged to publish papers in UGC recognized journals and financial assistance of Rs.5000/- per year is provided to each faculty member by the college for publications.
- College also encourages consultancy projects. Around 60 to 80% of the consultancy work amount received is given to the faculty members involved in consultancy projects.
- College also provides financial assistance to faculty members for Membership registration in Professional bodies.
- Faculty members are encouraged to pursue doctoral studies. College provides paid leaves for writing Ph.D. entrance, attending seminars, colloquiums, etc. and more upon college approves and sanction in house R & D funds for their research activities.

- Each faculty member of the college is provided with Personal Computer with internet connectivity. Whole campus is Wi-Fi enabled and all the staff members utilize this facility.
- Library facilities like referring books & magazines, book borrowing, internet browsing for e-journals, etc. is available for all staff members.
- Central Sports Facility for in-door and out-door games, physical fitness center is also available in the campus for the staff and the students of the college.
- Reverse Osmosis Water Treatment Plant and water coolers facility is provided for clean and portable drinking water.
- Both Vegetarian and Non-Vegetarian Canteens are available in campus for those who want to have food in college hours.
- Dispensary for any medical emergency and first aid is available. Staff members can visit the dispensary for first aid, doctor's consultation or any medical help. Basic medicines are provided free of cost.
- Banking and ATM facilities are also available on campus for performing financial transactions.