

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development / progression Response

The institution effectively implements the welfare schemes for the teaching and Nonteaching faculties.

The College makes arrangements for availing all the government schemes such as Gratuity, Pension, Commutation of Pension, Earned Leave encashment, Maternity Leave, Medical Facility, Leave on Overseas Project or Conference, Health Fund Scheme, Permission to attend FDP such as Orientation programmes and Refresher courses, short term courses, etc. for the career development and progression of the teaching as well as non-teaching staff.

Besides the above, the following benefits are given to the teaching and non-teaching staff. Financial Support

To the staff to attend workshops and conferences both at the national and international level

For children's education of the non-teaching staff

For celebrating festivals, festival advance to the non-teaching and domestic staff

The self-financed staff of the institution also receive Provident Fund, permission to attend Faculty Development Programme, Maternity and paternity leave with salary.

Interest free Housing Loan for domestic employees Material Benefits o

Office rooms for Staff Associations (Teaching and Non-teaching) on the campus o Staff quarters for the domestic staff inside the college premises

Two sets of uniforms to the domestic staff every year

Wi-Fi facility to the staff inside the college campus

To cater to the financial needs, staff mutual fund and thrift society are managed by the staff with the approval of the management.

Cater to Emotional Needs

Staff Grievance Redressal Cell to address the issues and grievances of the staff o

Availability of full-time professional counsellors for both staff and students o Indoor games facility for the staff to relax and to refresh physically and mentally

2 Financial assistance to the conduct of staff exposure programme and tour (Both teaching & Non-teaching)

Recognition and Rewards

The teaching and non-teaching staff are honoured with Silk and Silver jubilee Awards for their remarkable service.

Awards of excellence for teaching, research and extension is given to the deserving members of staff every year.



The spouse or family member (Non-Teaching Staff) is given a job on compassionate grounds. Avenues for Career Development and Progression

Annual orientation, workshops for teaching staff at the beginning of every academic year o Initiation and training programmes for the newly recruited staff.

Incentive in the form of salary hike for the staff of the self financed stream for completing their PhD degree

Various other training programmes such as item writing, research project etc for teaching fraternity, training on Public Finance Management System, Ms-Office non-teaching staff, and waste management, operating fire extinguisher training for domestic staff .

Seed Money provided for faculties to encourage them to undertake research projects




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