

6.3 Faculty Empowerment Strategies

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

Response:

Several welfare measures have been envisaged in the past for the teaching, non-teaching and technical staff. Being a developing self-financed institution, these measures are being implemented in a phasing manner subject to the availability of funds.

Welfare Measures for Teaching Staff

1. Free/subsidized transport facilities.
2. Waiver of fees for teachers' children in the Institution.
3. Medical leave and Maternity leave.
4. Marriage gifts with the sanction of one week leave.
5. Gifts and mementoes on Teachers' Day celebrations.
6. Sponsorship for attending conference, workshops and FDPs.
7. Incentive for publication of papers / research articles.
8. Reward for producing University Ranks.
9. Cash awards for academic excellence / cent percent pass percentage.
10. Special Study Leave (SSL) to pursue higher education.
11. Stress free work environment where in they are given a free hand in subject selection.

Welfare Schemes for Non-Teaching Staff

1. Educational support to the children of the staff.
2. Marriage gifts with the sanction of one week leave.
3. Granting medical leave/ maternity leave.
4. Free/Subsidized transport facilities.
5. Special Study Leave (SSL) for higher studies.
6. Incentive for dress materials for non-teaching staff.
7. ESI/Group Insurance/ Provident Fund Schemes.

New Staff-Welfare Policies with effect from 12.12.2021

- Concessional tuition fee for the children of employee, those who are studying in our group of institutions.
- Employee Provident Fund for teaching and non-teaching staff.
- Paid medical leave for whoever met with road accidents.
- Personal loan, festival advance and salary advance from the management is available for the employees.
- Management sponsored recreational tours for the staff and their family members.
- Closed User Group mobile phone facility is provided to both teaching and non-teaching staff.
- Awards and rewards for meritorious contributions.
- On-duty for participation in Faculty Development programmes and research activities.
- Ten days of casual leave and four days earned leave.
- 90 days of maternity leave.
- 10 days of summer vacation and 10 days of winter vacation leave.
- Free uniform for certain grade employees (only for drivers and sweepers).
- Subsidised/free transport facility.