

6.3.1

Report on Welfare measures for College staff:

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


Welfare measures for Teaching Staff:

- Duty leave is given if applicable.
- Medical leave – as per university act and statute medical leaves are given to all the staff members.
- Employee Provident Fund granted as per PF rules.
- Gratuity – it is applicable to every staff member after 5 years of permanent service.
- Full paid maternity leave – Under humanitarian grounds 180 days full paid maternity leave to all female employee.
- Encashment of EL at the end of service – At the end of service of an employee he/she can en-cash is/her earned leave (EL) as per the rules of the higher education.
- Salary timely credited to bank account-In each month the employee gets the salary in time through their bank accounts only.
- Medical leave encashment-
- RO Water facility.
- Vehicle stand.
- Facility of part final encashment in case of marriage and in illness.
- Partial funds for organizing Seminars, Workshops and value based programs.
- Family Benefit scheme.
- Proper disbursement of govt. welfare schemes to the employees.
- Loan without interest from their provident Fund.
- Study leave for perusing higher studies.
- Canteen facility at subsidized rates.
- Wi-Fi facility
- Institute provides seed money for various academic projects.
- CCTV camera to ensure safety and security.
- Fire safety equipment as per regulations.

Welfare measures for Non-Teaching Staff:

- Residential quarters in college premise for limited class III and IV employees.
- Festival advance
- Medical leave – as per university act and statute medical leaves are given to all the staff members.
- Employee Provident Fund granted as per PF rules.
- Gratuity – it is applicable to every staff member after 5 years of permanent service.
- Full paid maternity leave – Under humanitarian grounds 180 days full paid maternity leave to all female employee.

- Encashment of EL at the end of service – At the end of service of an employee he/she can en-cash is/her earned leave (EL) as per the rules of the higher education.
- Salary timely credited to bank account-In each month the employee gets the salary in time through their bank accounts only.
- Medical leave encashment-
- RO Water facility.
- Vehicle stand.
- Facility of part final encashment in case of marriage and in illness.
- Family Benefit scheme.
- Proper disbursement of govt. welfare schemes to the employees.
- Loan without interest from their provident Fund.
- Canteen facility at subsidized rates.
- Wi-Fi facility
- CCTV camera to ensure safety and security.
- Fire safety equipment as per regulations.
- Membership of Group Insurance
- Financial contribution by college to the Non-Teaching Staff.
- Help with facilitation of bank loans.
- Crash Course in Computer Basics for Supporting Staff.
- Uniform is provided to peon and security guards.


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