Staff Welfare Scheme

The College provides Welfare Schemes to create efficient, healthy, loyal and satisfied work for the Institution.

The Objectives of Welfare Scheme:

1. Better physical and mental health to staff to promote a healthy work environment.
2. 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:
1. The state government contributes its share towards General Provident Fund.
2. On attaining Superannuation the Government pays gratuity to the employee.

3. Leaves provided:

The employees are sanctioned the below leaves with pay as per the policies of the State government and VNSGU:
1. Casual leave
2. Sick leave
3. Maternity leave
4. Medical leave
5. Study leave for Faculty Improvement Programs (FIP)

4. **Incentives:**
    Opportunities to participate in co-curricular, cultural and research activities and incentives are also provided. Some of which are listed below:
    1. The Institution sponsors registration fees to teachers for presenting papers and attending state, National and International seminars, conferences, symposia, refresher courses and faculty development programs.
    2. The Institution felicitates the faculty who are conferred with National and International awards.
    3. The Institution felicitates the faculty who acquired Ph.D./M. Phil. degree.
    4. Leave Encashment is provided for unveiled leaves.
    5. Free uniform and safety gadgets are provided.
    6. Group insurance scheme for staff.
    7. Employee Provident fund for staff (Under Government Schemes).
    8. Institute ties-up with other college for faculty development and conducting activity.
    9. Training for Tally software was organized for non-teaching staff.
    10. Condolence letter is given when any member has demise in their family followed by 'silent prayer'.
    11. Faculties who are about to retire are invited for flag hoisting.
    12. On the birthdays of the staff members, the principals wishes the members with a book.
    13. To extend the "Parivar" feelings those staff members whose children are going to appear in Board Exams are sent a letter for brilliant performance.

5. **Grievance Management System (GMS)**
    Institution has a well-established Grievance Management System for its employees.

6. **Financial Support:**
    There are many employee-support policies for all staff. Some of which are listed below:
    1. GPF- Loan facility is available.
    2. Group insurance for teaching and non-teaching staff.
    3. Diwali gift is extended to supportive staff.
    4. Advance salary is granted to the supportive staff in need.
    5. Washing Allowance is given to supportive staff.
    6. Fees installments scheme for wards of teaching and non-teaching staff.

7. **Infrastructure:**
    The institute has established well developed infrastructure.
    1. The faculty is allowed to use ICT, Infrastructure, and Library and take the assistance of the man power.

2. Separate faculty room for teaching staff, spacious seating arrangement in administrative office and separate adequate sanitary facilities for teaching and non-teaching staff are made available. Clean cool RO water, Air conditioner, Microwave Oven and Refrigerator are arranged for all staff.
3. The Institution allows its premises free for the use of Family Celebrations of non-teaching staff.

8. Medical Assistance:

1. Teaching and non-teaching staff is, under salary grant scheme of state Government and eligible to receive the benefit of Government Health Scheme, through, reimbursement of the Medical Expenses.
2. Free medical checkup is provided to all the staff members.
3. Subsidized medical treatment is extended to Non-teaching staff in the hospitals run by the same management.