



STAFF WELFARE POLICY

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In any education institution human resource is the vital and plays very important role in transforming the students and the quality of the education. The reputation of the institution is built by faculty members along with students. Hence staff must be appropriately rewarded and institution should take care of their welfare. For the benefit of staff members, the following welfare measures are in place at this college.

- ✓ To encourage the Research aptitude of the Faculty Members an incentive of Rs.2000 is given for every Publication in reputed journals in the name of our college. In some special cases, a portion of the expense involved, if any, for publication or the whole of the expenses will be borne by the College.
- ✓ An amount of Rs. 5000 is given to the faculty as an increment on completion of their Ph.D.
- ✓ An amount of Rs. 3000 is given to the faculty as an increment on completion of the NET / SET.
- ✓ An amount of Rs.3000 is given to the faculty as an increment on completion of M.Phil.
- ✓ A fee concession of Rs.12500 is granted per year for the faculty who register their PhD at this College.
- ✓ A cash prize of Rs 2000 is awarded for the faculty who produce 100% results in End Assessment Examination.
- ✓ Seed money is granted to the faculty who pursue research.
- ✓ Free food and accommodation is provided for the faculty who stays in our college hostel
- ✓ Faculty are encouraged to present papers in National/International conferences and seminars organized by any professional bodies in other places also by bearing the registration fee and TA for attending the same without affecting their duties, on the approval of the principal.
- ✓ Faculty Members are also encouraged to attend FDPs or Seminars or Conferences organized by reputed Institutions for which the college will bear the registration fee.
- ✓ Faculty members can also attend 2/3-week Staff Development Programmes / Orientation Programmes / Refresher courses organized by Bharathiar University on important topics.

- ✓ Group Insurance is provided to all the Staff, Students and their family members.
- ✓ Free transportation for all non-teaching staff.
- ✓ Transportation at concessional rates for teaching staff.
- ✓ Employment Provident Fund for all teaching and non-teaching staff.
- ✓ Facilitation for all staff for provision of bank loans.
- ✓ Facilitation for pursuing Higher Studies.
- ✓ Maternity leave is provided as per the government regulation
- ✓ A Special Medical leave is provided to all staff members with salary not exceeding one month.
- ✓ Free education is provided all the wards of staff members.

The above guidelines and rules are illustrative but not exhaustive and subjective to modification from time to time.