

### 6.3.1 Welfare schemes

The faculty/ non-teaching staff welfare schemes are in accordance with the strategies adopted by the Government. Faculty welfare includes Career advancement benefits for those with higher qualifications such as M.Phil and Ph.D as well as opportunities for those who wish to improve their qualifications.. At the institutional level, medical leave is provided to the employee during the tenure of his/her job. There is also provision of maternity and childcare leave for the staff. Duty leaves are also sanctioned if applicable. Teaching staff availed various kinds of leaves in the last five years 2014 -2019, such as Study leave, Maternity leave, Child Care Leave, Extra Ordinary leave, Sabbatical leave and Leave without pay.

#### Number of Teaching Staff who availed various kind of leaves in the last five years (2014-2019)

| Leave                | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 |
|----------------------|---------|---------|---------|---------|---------|
| Study Leave          | 5       | 4       | 2       | 0       | 4       |
| Maternity Leave      | 2       | 3       | 6       | 6       | 1       |
| Child Care Leave     | 1       | 9       | 10      | 9       | 6       |
| Extra Ordinary Leave | 0       | 2       | 4       | 3       | 0       |
| Sabbatical Leave     | 0       | 0       | 0       | 0       | 1       |
| Leave Without Pay    | 0       | 1       | 1       | 2       | 1       |

The college also provides various welfare schemes for its teaching and non-teaching staff such as Group insurance scheme, Child Education Allowance, Medical reimbursement, and Travel Concession. It also provides on campus accommodation (Staff quarters for teachers) Employees belonging to Class-IV were provided Uniform and Washing allowances. Full fee concession with due preference at the time of admission are also provided to the ward cases. As per norms, faculty and staff are provided with LTA and Home travel Benefits. Other benefits such as Paternity leave can also be availed by the staff.

#### Medical Reimbursement and Child Education Allowance disbursed in last five years

| Particulars               | 2014-15   | 2015-16   | 2016-17   | 2017-18   | 2018-19   |
|---------------------------|-----------|-----------|-----------|-----------|-----------|
| Medical Reimbursement     | 33,46,095 | 36,44,665 | 46,37,948 | 38,64,284 | 75,33,515 |
| Child Education allowance | 4,97,965  | 6,27,174  | 7,01,282  | 6,84,000  | 10,52,445 |

As per University guidelines, permanent employees of the college who have been offered the option of contributory Provident fund can avail of a Quick Provident Fund Loan facility.

Group Insurance and Medical benefits are provided to employees as per University guidelines.

An Internal Complaint Committee has been in place and was constituted to address complaints.

The grievances of faculty and members are addressed at the Grievance redressal cell, instituted in college with a definite composition.

Informal get-togethers are held for faculty members so that they have an opportunity to interact and share academic and other experiences from their mutual benefit.

In addition to these welfare schemes, CSR activity has also been initiated in the college; three health camps were organized in collaboration with leading hospitals offering free health check-ups to the students and staff .