

*The institution has effective welfare measures for teaching and non-teaching staff as detailed hereunder:*

**I. Welfare measures for teaching staff**

**1. Employees Provident Fund as per PF rules**

All the teachers whether they are ratified or not are given PF benefits right from the day of their joining in the college. This is done as per requirements by AICTE and keeping in view the financial safety of employees or their dependents. There is a provision for receiving pension monthly and a lump sum based on PF rules in force. This year the college has paid its contribution for an amount of **Rs 1,38,78,744. (Rs 1.39 Crores)**

**2. Encouragement faculty for doing part time Ph.D**

There are 119 faculty members who have completed their Ph.D work on part time and they are given financial assistance by paying the tuition fees is paid by the college for 3 years. All faculty members in this category are given on duty when they go for consultation with their guides and for attending research methodology course organised by the concerned universities. They also sent on duty for appearing their examinations as well.

At the movement 92 more faculty members are doing the part-time Ph.D and necessary period required for them is considered as on duty.

This is a satisfying experience to our management.

**3. Medi claim-Health Insurance**

The college has provided the health insurance policy for all the employees without any contribution from the employees in this regard. The students are also covered by insurance and the commitments of the college every year as follows:

- a. Health Insurance policy – (Mediclaime)of Rs 78,67,940 is paid per year
- b. Students accident policy - Rs 2,68,450

**4. Employees State Insurance**

ESI benefits is provided for all the employees whose salary is less than Rs. 21,000

/ . ESI provides medical benefits as well as other benefits as the college is providing the premium for all the employees.

### **5. Maternity Leave**

The women employees are extended the maternity leave as per the service rules of the institution.

6. Free health check-up camps are organized by the medical centre of the college with the help of many corporates in Medical sector.
7. The college has a Central Dispensary, with a qualified doctor and a staff Nurse.

## **II. Welfare measures for non-teaching members**

1. Employees Provident Fund as per PF rules
2. There are many non-teaching technical staff who have improved their qualifications with the help of the college on part time. They were given on duty for attending to the classes which have specified by the institution concerned. Till now there are 3 ITI technicians secured diploma, two technicians with diploma secured degree and 6 technicians with B.Tech secured M.Tech degree. Some of them are working with us as Assistant professors and they are pursuing Ph.D programme on part time basis.
3. Maternity Leave for women
4. Medi claim-Health Insurance, Employees State Insurance - ESI provides socio-economic protection to staff drawing the salary less than 21000 per month.
5. Free health check-up camps
6. Central Dispensary with medical facilities
7. Free uniforms for class IV employees.