



TARANATH SHIKSHANA SAMSTHE'S

SOMA SUBHADRAMMA RAMAN GOUD WOMEN'S COLLEGE

Station Road, Raichur - 584101

(Affiliated to Akkamahadevi Women's University, Vijayapuri)

Re-Accredited by NAAC with "B" Grade



Website: www.ssrarians.org AISHE CODE : C-8703 Email: ssrgwcr20@gmail.com

Fax: 08532-225770

Principal: Sri. Amaregouda. S., M.A., M.Phil

STAFF WELFARE POLICY

INTRODUCTION

Soma Subhdramma Ramangoud Arts & Commerce college for Women Station Road, Raichur, offers various initial towards the welfare of employees. These welfare measures help the institution to employees motivated toward overall development of the institution. This policy document prepared by considering the various needs and available resources with the institutions for welfare of the fulltime teachers and non-teaching staff of the institution.

PURPOSE

This document is designed to provide guidelines about welfare measures offered by the Soma Subhdramma Ramangoud Arts & Commerce College for Women Station Road, Raichur, for its staff members during employment period at the institution.

SCOPE

This policy document applies to both Teaching and Non-Teaching staff of all the departments of Soma Subhdramma Ramangoud Arts & Commerce College for Women Station Road, Raichur.

OBJECTIVES

- To enhance the staff motivation.
- To provide financial assistance to attend professional development programs.
- To provide opportunity to pursue higher education while continuing service.
- To facilitate innovative ecosystem to carry out research activities.


IQAC Co-ordinator
S.S.R.G. Women's College,
RAICHUR-584 101.


PRINCIPAL
S.S.R.G. Women's College, RAICHUR



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WELFARE MESAURES FOR STAFF

- 1. Employee Provident Fund (EPF)** -Provident Fund will be paid as per Employee Provident Fund Act 1952 to all Regular full-time staff members.
- 2. ESI:** As per the state Government norms of management is providing ESI facility to all its staff members.
- 3. Gratuity:** Gratuity facility to all the management staffs members.
- 4. Advance Salary:** The Advance Salary facility is available to meet urgent medical expenses for scf & dependent family members/marriage/education of children etc. This amount will be recovered from the employee's monthly salary without any additional cost.
- 4. Bonus to Non-Teaching Staff:** Yearly bonus scheme is available for the non-teaching staff members of the college.
- 5. Concession:** Concession in fees to children of employee.
- 6. Canteen facility :** Canteen facility with concessional rates is provided to staff members of college.
- 7. Casual Leave/ Earned Leave/OOD facility :** Staff members are given CL, EL and OOD facility for the personal and professional purposes.
- 8. Financial Assistance:** Financial Assistance to attend seminar/conference/workshop. The fulltime staff members are provided with financial assistance to present their research finding during seminar/conferences and workshops.


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9. Compensatory appointment (vary case to case: Decision reserved by management and Government of Karnataka), In case of sad demise of any staff member before the age of retirement.

10. Human Resource : For timely completion of sponsored/extramural research project management provides the support staff for any kind of clerical and laboratory work.


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