

WELFARE POLICY

Welfare policies are designed with the goal of fostering a positive work environment within an organization. These policies aim to provide the necessary conditions for staff members to perform their roles effectively. By creating a conducive atmosphere, such policies contribute to improved job satisfaction and overall productivity among employees.

The objectives of the Welfare Scheme

Professional Development Support: Provide opportunities for ongoing professional development, including access to workshops, conferences, and research funding, to help faculty members enhance their teaching and research skills.

Competitive and fair Compensation packages: Ensure that college teachers receive competitive and fair compensation packages, including salary, benefits, and retirement plans, to attract and retain high-quality educators.

Work-Life Balance: Promote a healthy work-life balance by offering flexible work arrangements and support for personal well-being, which can lead to increased job satisfaction and productivity among faculty members.

Welfare Measures for Teaching and Non-teaching staff:

1. Increments:

All government and university-appointed staff receive salary increments in accordance with the established government rules.

2. Pension and Gratuity benefits:

Pension and Gratuity benefits are extended to all grant-in-aid staff in adherence to government regulations, which include the following provisions:

- The state government makes its contributions to the General Provident Fund.
- Upon reaching the Superannuation age, the government disburses gratuity to the employee.

3. Leaves

In accordance with the State government policies, employees are granted the following types of paid leaves :



1. Casual leave
2. Sick leave
3. Maternity leave
4. Medical leave
5. Paternity Leave

4. Incentives:

Incentives to participate in co-curricular, cultural and research activities and incentives are also provided. Some of which are outlined below:

1. The institution offers incentives to teachers for presenting papers and participating in state, national, and international seminars, conferences, symposia, refresher courses, and other faculty development programs.
2. The institution honours faculty members who receive national and international awards.
3. The institution supports faculty members who attain Ph.D. or M. Phil. degrees.
4. Leave encashment is available for accrued but unused leave days.
5. The institution provides an Employee Provident Fund for its staff under government schemes.
6. The institute collaborates with other colleges for faculty development and the organization of activities.

5. Grievance Management System (GMS):

The institution has a Grievance Redressal cell meant for addressing the grievances of both teaching and non teaching staff of the college. It has been functioning as per university and Government norms.

6. Financial Support:

There are many employee-support policies for all staff. Some of which are listed below:

- Loan facility is available.
- Group insurance for teaching and non-teaching staff.



- Advance salary is granted to the staff in need.

7. Infrastructure:

The institution has a well established infrastructure, granting faculty access to Wi Fi facility ,ICT facilities, and the library, as well as the support of manpower. Additionally, there are designated faculty rooms for teaching staff, ample seating in the administrative office, and sufficient separate sanitary amenities for both teaching and non-teaching staff.

8. Medical Assistance:

Teaching and non-teaching staff are entitled to receive the benefit of Government Health Scheme known as Medical Insurance Scheme for State Employees and Pensioners (MEDISEP).



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