

Dr. Shivling Shivacharya Maharaj Pratishthan's College of Education

Ahmepur. Dist:- Latur - 413515 (M.S.)

6.3.1: The institution has Maternity, Medical leaves / vacation is sanctioned for the required staff.measures for teaching and non-teaching staff.

The Institute has a welfare mechanism in place, for teaching and non-teaching staff.

Welfare measures for teaching staff:

1. Service, Conduct and Leave Rules are made available
2. Extending ESI facility is implemented to all eligible members (as per Govt. Norms)
3. Group insurance is provided to all the Teaching staff members.
4. Free Transportation to all faculty members
5. Additional Increments for Teaching Staff blessed with baby girl
6. The faculty is honoured with an incentive in the form of cash for various distinguished merit activities in the field of academics and research.
7. 10 days of sabbatical leaves will be sanctioned with full pay to the teaching staff for attending FDP/Workshops/Conferences / who have registered for / pursuing to attend the Ph.D work
8. 7 days Special Leaves with pay for newly married staff.3 months Maternity Leave
9. First-aid are available in the college for minor ailments.
10. College organizes free and periodic health checkups.
- 11.The faculty is honoured with an incentive in the form of cash for various distinguished merit activities in the field of academics and research.
12. Appreciation for the faculty member for achieving 100% results in the dealt course.

Research and development incentives for teaching staff:

- 1.Sanction OD for presenting papers in conferences, symposiums and workshops in other establishments at least once in a semester.
- 2.Sanction 2nd class TA and DA for out station conferences and symposiums, in deserved cases.
- 3.Allow faculty to attend conferences, symposiums and workshops acquire knowledge on advanced topics at least once in a semester, by sanctioning OD.
- 4.Provide incentive of Rs.10000/- to authors who published standard text books.
- 5.These recommendations may please make be effective from the first semester of 2010-2011 academic year.

Welfare measures for Non-Teaching Staff:

- 1.Service, Conduct and Leave Rules are made available
- 2.Extending ESI facility is implemented to all eligible members (as per Govt. Norms)
- 3.Group insurance is provided to all the Non Teaching staff members.
- 4.Concession in Transport fee to the staff.
- 5.Medicines are available in the college for minor ailments.
- 6.College organizes free and periodic health checkups.
- 7.Uniform is provided for supporting staff
- 8.Maternity, Medical leaves / vacation is sanctioned for the required staff.