



MSP Mandal's

Shri Shivaji Law College, Parbhani

Staff Welfare Scheme

Objectives of the Scheme:

- ✚ To create sense of belongingness among the staff members.
- ✚ To financially aid the staff members as per policy.
- ✚ To provide financial assistance to wards of staff members in the form of concession in fee.
- ✚ To enhance overall development of staff.
- ✚ To provide medical assistance to staff members.
- ✚ To encourage staff members for participation in training programs.
- ✚ To arrange training programs for staff members.
- ✚ To encourage staff members to acquire special skills i.e. skill enhancement.
- ✚ To introduce and execute welfare measures for staff members.

Schemes for Staff Welfare

1. GPF.
2. DCPS.
3. Group insurance.
4. Advance salary in certain circumstances.
5. Washing allowance.
6. Uniform to permanent group D staff members.
7. Extra remuneration for special tasks.

1. GPF Scheme:

All permanent staff members appointed before December 2005 are eligible for this Scheme.

2. DCPS (Defined Contribution Pension Scheme) Scheme:

This scheme is availed by all the permanent staff members recruited after December 2005.

3. Group Insurance:

All permanent staff members are entitled to receive benefit of this insurance scheme.

4. Advance against salary:

Staff members who are in urgent need are entitled to receive advance salary. This scheme is available to all staff members such as permanent, regular, contractual employees. Under this scheme, staff members are required to make application to the Principal stating reasons for advance. Immediately, monetary relief is granted to the applicant.

5. Washing allowance:

Washing allowance is given to employees of group D.

6. Uniform to permanent group D staff members.

Uniform to permanent group D staff members is provided free of cost.

7. Extra remuneration for special tasks:

Remuneration is paid to non-teaching staff members for special services or special tasks done by them besides their regular wages.

Other Welfare facilities for staff members:

Facility to carry out research:

Faculty members are encouraged to undertake research. To that end, financial assistance is provided for publishing research papers in reputed journals. Similarly, registration and publication fee is waived in case of publication by the College.

Training Programs for Faculty:

Orientation programs, training programs are arranged for skill enhancement of staff members. Temporary staff members are also given free of cost training at such training programs.

Organization of seminars, workshops, conferences:

Seminars, workshops, conferences are organized for teaching and non-teaching staff members and registration, participation fee is not charged for the same.

Leave Facility:

- i. Casual leave.
- ii. Medical leave.
- iii. Earned leave.
- iv. Special leave: For COVID-19 disease.
- v. Study leave.
- vi. Duty leave.
- vii. Maternity leave.

viii. Special leave for women staff members during menstruation.

Permission/Movements: Staff members are permitted to leave the campus either early or join duties late with prior permission of Principal. Time of permission/movement is restricted to 30 minutes.

Internal Complaints Committee, Women Empowerment Cell:

The Cell takes care of complaints and grievances of women employees.

Refreshment for staff members free of cost:

By this measure, tea is daily provided to the employees free of cost. Whenever staff members are required to work for more than regular working hours, free of cost refreshment or meal is provided.

Free use of gymnasium and badminton court:

The College generates revenue by lending services of gymnasium and badminton court. For staff members, these facilities are available free of cost.

Vending machine and incinerator:

For female staff, vending machine is available for sanitary napkins. Facility for disposal of used sanitary napkins is also available for them.

RO drinking water facility:

Pure drinking water of RO is available to all staff members taking into account health of staff members. Water coolers are also available during summer season.

Medical Assistance:

Medical assistance is provided by the College to its staff members.

Educational loan:

To provide loan for education of staff members and their wards.

Fee concession:

Concession in fee is provided to the wards of staff members admitted in the College.