

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

Response:

The institution has always thought about the welfare of its teaching and non-teaching staff. It has adopted various welfare measures for them which has positively influenced their performance.

1. Financial Assistance (Emergency loan and long term loan):

The employees of Shri Shivaji Shikshan Prasarak Mandal Barshi have their own cooperative credit society which provides emergency and long term loans to employees. The welfare of our staff is taken into consideration in various ways by the employee's cooperative credit society. It assists financially to the employees who are permanent members of the society to meet their financial requirements. The society accepts shares, deposits and monthly installments and provides a loan up to Rs. 1600000 for the teaching and Rs. 800000 for the non-teaching staff, for the construction of a house, to purchase vehicles, plots, for wedding and medical treatment. The society also provides an emergency loan up to Rs. 25000 the society also gives Rs. 25000 to the family of deceased employees. The annual dividend is also given once in a year at the rate of 10 % of shares.

2. Special provisions of leave for Women:

There is a special provision of leave for female employees for rearing children. There is also provision of maternity and paternity leave for employees. Priority is given to women teachers to attend orientation and refresher courses. There is also a provision for non-teaching staff in terms of accumulation of casual leaves.

3. Medical claim:

The institute provides the facility of medical claim to its teaching and non-teaching staff. So far 3 numbers of faculty have been benefited by this facility during the last five years from the government.

4. Health Care Center:

The institution has a multi-facility health care center named Dr. Karmveer Mamasahab Jagdale Hospital, with 350 beds and a Trauma unit. The employees and students of the institution are treated at a concessional rate.

5. Free uniforms:

The institution provides free uniforms to non-teaching staff.

6. Group Insurance:

There is also the provision of yearly group insurance against accidental death for teaching and nonteaching staff.

7. Gymkhana and Yoga center:

The institution has a gymkhana with various equipment. Yogas Are Conducted to the teaching and the non-teaching staff.

8. The GPF, DCPS, Gratuity facilities: The GPF, DCPS, Gratuity facilities are also provided to the employees as per Government rules.

9. Teaching and nonteaching staff are also provided financial support to participate in seminars, conferences etc.

11. Teaching and nonteaching staff is also felicitated on 4th February every year for their noteworthy contributions and achievements.


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