

6.3.1 WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF

LPCPS believes that the well being of teaching and non- teaching staff is important for effective functioning of the Institute, for this, the college has implemented the following measures:-

GENERAL MEASURES

1. Casual leaves are provided in an academic year as per the policy
2. Medical leaves are given as per the policy
3. 1 months of maternity leave is provided as per the policy
4. Encashment of leftover casual leaves
5. Employees Provident Fund
6. First Aid Facility
7. Annual and Special Increments are made as per policy
8. Salary is timely credited in the account
9. Facility of P.F. Loan to staff members
10. Free library facility with e-resources are available
11. Organizing a one day trip/picnic annually
12. During prominent festival times, salaries of staff are credited well in advance
13. Health awareness programmes like cancer awareness, yoga sessions, organ donation etc.
14. **Staff ward concession** policy for admission in the college, if a child of the staff is admitted into any professional course like BBA, B.Com(H), BCA, BAJMC
15. Special fee concession policy for bright students on merit-cum-scholarship basis for their admission in the college.
16. Canteen is available in the campus to provide food and snacks at reasonable price.
17. Teaching and non-teaching staff members are awarded every year for their excellent performance in the college.
18. Tea is provided to the teaching and non-teaching staff in recess & they are felicitated on their birthdays and on their achievements
19. Sick Room facility
20. Grievance Cell for staff
21. Yoga Day
22. Blood Donation Drive

MEASURES FOR TEACHING AND NON TEACHING STAFF-

1. Orientation day programme for teachers at the beginning of the academic session
2. Incentives for Ph.D and SET / NET qualified staff
3. Workshops and seminars are organized for the development of faculty members
4. One week Duty Leave per year for attending workshop and seminar when no classes are running.
5. Financial Assistance and Duty Leaves are provided for attending national and international conference by the teachers
6. Faculty members pursuing Ph.D, can use the resources of the college like library facility, computers, printer, stationery etc.
7. Common computer system is provided as IT facility for teachers in each staff room
8. If a faculty takes leaves due to examinations, necessary alternate arrangements are made accordingly
9. 'Duty Leave' facility for taking guest lectures in some other institute/university
10. College encourages the cultural and sports activities of the faculty members at the end of each calendar year
11. Teachers' day is celebrated by the college
12. Gathering and celebration for teachers and staff at the end of the academic session

MEASURES FOR IVth CLASS EMPLOYEES-

1. Free uniform & shoes are provided to supporting staff of the college
2. To enhance the working excellence, training and personality development programmes are provided to non teaching staff
3. 'Karmchari Samman Samaroh' is celebrated on 2nd Oct every year to felicitate the supporting staff with special gifts and prizes