



## **LUCKNOW PUBLIC COLLEGE OF PROFESSIONAL STUDIES**

### **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 so institution has effective welfare measures. The institution recognizes all its employees as the most valuable resource. It provides a healthy and supportive working environment which facilitates development and optimizes their full potential.

However, Employees are supposed to contribute and participate effectively to achieve College Mission and Vision.

Existing welfare measures for Teaching and Non-Teaching staff are listed below

#### **WELFARE MEASURES FOR TEACHING STAFF:**

1. Casual leaves are provided in an academic year as per the HR Policy.
2. Medical leaves are given as per the HR Policy.
3. 2 months of maternity leave is provided as per the HR Policy.
4. 1 month summer vacation is given to employees as per the HR Policy.
5. Encashment of leftover casual leaves as per the HR Policy
6. Employees Provident Fund as per the HR policy
7. First Aid and Sick Room Facility.
8. Annual and Special Increments are made as per policy.

9. Organizing a one day trip/picnic annually
10. Health awareness programmes like cancer awareness, yoga sessions, blood donation etc.
11. Canteen is available in the campus to provide food and snacks.
12. Teaching and non-teaching staff members are awarded every year for their excellent performance as Motivational award in the college on the occasion of Teacher's Day celebration.
13. Grievance Cell for staff.
14. Orientation day programme for teachers at the beginning of the academic session.
15. Workshops and seminars are organized for the development of faculty members.
16. Gathering and celebration for teachers and staff at the end of the academic session.
17. Crèche facility is provided to the Employees.
18. Fee Concession Policy for Wards of Employees as per the HR Policy.

### **WELFARE MEASURES FOR NON-TEACHING STAFF**

1. Free uniforms 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 2<sup>nd</sup> Oct every year to felicitate the supporting staff with special gifts and prizes.
4. Health card is provided to supporting staff to help them in this pandemic situation.
5. Employees Provident Fund scheme.

6. Employee's state insurance scheme.
7. Gift and Bonus distribution on festivals.
8. Casual leaves are provided in an academic year as per the policy to administrative staff.
9. Medical leaves are given as per the policy to administrative staff.