

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

Response:

The college is governed by Rashtriya Shikshan Mandal, one of the best management which is known for its generous and professional attitude towards its teaching & non-teaching staff. Welfare measures help with various monetary benefits through different schemes. For the last many years, our management has consistently made its efforts to take some welfare measures for the staff members.

Welfare measures for the Teaching and Non-teaching staff:

1. Employees Provident Fund as per PF Rules:

Keeping in view the future safety of employees, the institute contributes a specific amount towards PF rules for the staff appointed on management post.

2. Free Medical Service: As for health insurance, the management does not contribute directly for the employee, but has given free medical service in terms of investigations, admissions and discounts in treatment procedures at the affiliated Seth Tarachand Ramnath Charitable Ayurvedic Hospital. The management provides discounts in the treatment procedures for the employees' family.

3. Advance salary for the non-teaching staff members: Whenever there is a delay in the monthly salary of the non-teaching staff working on government aided post, the institute provides an advance salary to the Class II, Class III and Class IV employees.

4. Maternity Leave: The facility of maternity leave for female employees is provided.

5. Medical leave: The facility of medical leave is provided for all teaching & non-teaching staff.

6. Sponsoring the staff for Seminars and Conferences: Sometimes the institute sponsors its staff members to participate in the National / International seminars and conferences.

7. Compensatory off facility: This facility is provided by the institute to the non-teaching staff members who work on holidays and Sundays in the college.



Tilak Ayurved Mahavidyalaya, Pune

STAFF WELFARE POLICY

1) Statement –

The institute recognize all their employees to be the most valuable resource and that the health and welfare of all employees is essential in achieving institute's mission.

The institute is committed to producing a caring and supportive working environment which enables them to work with their full potential.

2) Aim –

To provide framework for provision of staff welfare support.

3) Roles of responsibility –

3.1) all staff have a role to play c regard to their own health and well-being at work and are advised to raise any matter of concern.

3.2) staff also have a responsibility to follow any guidance provided by institute welfare officer.

3.3) the institute recognize the importance of professional relationship between managing staff and teacher.

They should provide support and ensure all staff are treated in a fair sensitive and confidential manner.



Tilak Ayurved Mahavidyalaya, Pune

POLICY FOR WELFARE OF TEACHING AND NON TEACHING STAFF

The institute provides a healthy environment to all its employees so that they can perform well. Following facilities are provided for the comfort of the employee.

1) Seating arrangement –

The departments are well ventilated with proper light arrangement.

2) Washroom –

Separate clean washroom facility is available for male and female employees. The incinerator machines for sanitary disposal are fitted in the ladies washrooms.

3) Water filter –

To provide filtered water to all staff for drinking.

4) Air-conditioned conference hall –

The conference / programmes are arranged a facility for air conditioning.

5) Complete campus is WI FI and teachers can access internet anywhere. Apart from this, internet facility is available at each department.

6) During social gathering / annual function of institute separate programmes for teacher organized. Which include sport activity like cricket, for game etc. for recreation.

7) Canteen facility -

Canteen facility is available for the teaching and non-teaching staff wherever necessary.

8) Financial support -

Financial support is provided to the Non-teaching staff in the form of Diwali advance or salary advance if necessary.

Travelling allowance is also provided to the non-teaching staff for going to the Assistant Director AYUSH Pune office or Maharashtra University of Health Sciences, Nashik for official work.

9) Various programmes -

Various programmes are organized for teaching and non-teaching staff. Viz. Yoga Programme, cancer screening, menstrual hygiene guideline etc.

10) Health checkup -

Health checkup and pathological investigations are free for the teaching and non-teaching staff in the affiliated Seth Tarachand Ramnath Charitable Ayurvedic Hospital.

