

GOVT. COLLEGE BICHHUA

DISTRICT-CHHINDWARA(M.P.)-480111

Staff Welfare Policy

After consideration of the proposed draft of Staff Welfare Policy formulated & forwarded by IQAC to the Principal vide its Note Sheet No. 08/1/IQAC, dated 06/07/2019 & after consideration of the suggestions given by the Staff Council of the College, the Staff Welfare Policy of the college is hereby approved as under:-

Staff Welfare is an essential part of success of an educational institution. The present Staff Welfare Policy is drafted with a view to help the Staff of the College in adverse circumstances.

POLICY STATEMENT & OBJECTIVES:-

Staff Welfare Policy of the college focuses on the following objectives:-

- 1) To provide facilities such as various Leaves to the Staff as per Rules of M.P. Govt.
- 2) To provide financial assistance from Provident Fund as per rules of M.P. Govt.
- 3) To assist the Staff of the college in adverse circumstances by the institution's Staff Welfare Initiative, named 'SAHARA'. Under this initiative, financial contributions are voluntarily made by the Staff Members of the College to assist the Staff Member, who is in need of help, in times of emergency.

IMPLEMENTATION OF THE POLICY

- (1) As regards point no. 1 of the Policy Statement , the college provides Leaves to the Regular Staff of the College such as CL, EL & Medical Leave as per Rules of M.P. Govt.
- (2) As regards point no. 2 of the Policy Statement , the college provides advance to the Regular Staff of the College from the Provident Fund of the concerned employee as per Rules of M.P. Govt.
- (3) As regards point no. 3 of the Policy Statement , the college will try to enlist the voluntary contribution of the Staff Members at the institution's own initiative called 'SAHARA' to financially assist the Staff of the College in adverse circumstances such as suffering from a disease or genuine family needs.
- (4) The 'SAHARA' is an initiative to be taken by the college to extend a helping hand to its employees in adverse situations.
- (5) The 'SAHARA' initiative will be implemented from the voluntary financial contributions of the Staff from time to time. The contributions received from the Staff will be used to assist any employee of the college in times of emergency situations.

(6) Proper records of the contributions made by Staff will be maintained in a Register.

(7) Proper records of the financial assistance made to any member of Staff will be maintained in a separate Register.



Principal
Government College Bichhua
Chhindwara (M.P.) 480111