



GOVERNMENT VEDRAM COLLEGE, MALKHARODA, DIST.- JANJGIR-CHAMPA, [C.G.]

शासकीय वेदराम महाविद्यालय, मालखरौदा, जिला: जांजगीर- चाम्पा, [छ.ग.]

Registered Under Section 2(F) & 12(B) of UGC Act

AFFILIATED TO SHAHEED NANDKUMAR PATEL VISHWAVIDYALAYA, RAIGARH, CHHATTISGARH

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### **6.3.1: The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff**

The institution functions under the department of higher Education of the state of Chhattisgarh. It is governed by the rules and regulations framed by the state government. There are various welfare provisions and schemes of the state government for both teaching and non-teaching staff: Official dresses for fourth class staffs and festival advance, all teaching and non-teaching staffs are provided with temporary part final from GPF of three months which is maximum 90 thousands as per the Chhattisgarh state government rules. Gratuity, leave encashment is given after retirement. One can avail the Medical reimbursement facility as per the state government rules. Pension benefits for the faculty appointed prior to the year 2004. Those appointed after year 2004 are eligible under the schemes of NPS. Leave and financial assistance for attending National/International seminar/conferences by state govt./UGC/DST/CGCOST/CSIR and govt. agencies. GPF loans are also permitted for marriage of children, for purchasing of car, for construction of house, for settlement of other bank loans etc. to those who have completed 15 years of service. Travelling and goods allowance is permitted in case of administrative transfer. Maternity leave, Paternity leave and Child care leave as per government rules are also given. Teachers are provided with leave for pursuing higher studies with salary as per government rules.

#### **Welfare measures for Teaching Staff:**

- Medical Empanelment with sophisticated super-speciality private hospitals and diagnostic centers for cost effective prognosis and treatment.
- Medical leave – as per University acts and statutes, medical leaves are given.
- Employee Provident Fund granted as per PF rules.
- Gratuity – applicable to every staff member after 5 years of permanent service.
- Full paid maternity leave – 180 days fully paid maternity leaves to all the female employees.
- Encashment of EL at the end of service – At the time of superannuation of an employee, he/she can encash his/her earned leaves (EL) as per the rules of the Higher Education Department.
- Salary timely credited to bank account - Every month end, the employees' bank accounts are credited with their respective salaries.
- Medical leave encashment

- Vehicle stand.
- Facility of part final encashment in case of marriage and in illness.
- Partial funds for organizing Seminars, Workshops and value based programs.
- Study leave for pursuing higher studies.
- Institute provides seed money for various academic projects.
- CCTV camera to ensure safety and security.
- Library membership & service facility.

**Welfare measures for Non-Teaching Staff:**

- Festival advance
- Medical leave
- Employee Provident Fund granted as per PF rules.
- Gratuity – applicable to every staff member after 5 years of permanent service.
- Full paid maternity leave – 80 days fully paid female employees.
- Encashment of EL at the end of service – At the time of superannuation of an employee, he/she can encash his/her earned leaves (EL) as per the rules of the Higher Education Department.
- Salary timely credited to bank account - Every month
- Facility of part final encashment in case of marriage and in illness.
- CCTV camera to ensure safety and security.
- Uniform is provided to Peon and Class IV.

*Yaismaf*  
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 शास. वेदराम महाविद्यालय-मालखरीदा  
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