**6.3.1 The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development/ progression**

**Responses:  Provide the list of existing welfare measures for teaching and non-teaching staff in maximum of 500 words (350 words)**

The college in general takes care of its employees well. There are several welfare measures in place for the teaching and non- teaching staff. The college encourages a worthwhile welfare schemes to all the teaching and non-teaching staff to boost the morale of the employees and thus make them motivated to work efficiently.

The college trusts the contribution of its employees towards its overall development and progress of the institution. It also encourage the employees to utilize the welfare measures with ease. Some of the welfare measures the institute provide to its employees include Promotion and increments based on self-appraisal, certificate of appreciation for academic excellence, incentive for publication of papers / research articles, supporting faculty members to conduct/organize guest lectures, supporting faculty members to conduct/organize a conference/ Seminar/ workshop/ FDPs.

All the employees are covered under medical insurance facility towards accidental and health insurance per annum. The institution also provides the facility of Employee Provident Fund (EPF) for its employees. The following is a list of other existing welfare measures:

6th Pay commission recommendations as per the norms of AICTE; annual membership in Indian Professional Bodies like IEEE/IET; Incentive scheme to take-up research activities or endeavors; Registration fees, TA &DA for attending conferences, seminars and workshops; Special Incentives for the best research work; Award for the best teacher of the School; Seed Money for research projects; Sports, gym and yoga facilities in the institution; ATM facilities in the campus; Gift to all the employees on their birthdays; Time-bound increments to the non-teaching staff and Gratuity.

In addition, the colleges also provides various leave benefits to all the employees such as casual Leave, special leave, medical leave, maternity leave and Special Casual Leave (SCL) to both teaching as well as non-teaching staff. An employee can avail leaves to attend seminars/ symposia/ workshops organized by institutions of national and international repute, on-duty leave to faculty representing the college either for administrative work or to presenting research project report/ AICTE/ SPPU/ Technical Education/UGC. For the enrichment of the employee profile, the teaching and non-teaching staff is provided a pool of welfare schemes.