

Santal Bidroha Sardha Satabarshiki Mahavidyalaya

ESTD-2005



Government Aided, NAAC Accredited College

Affiliated to Vidyasagar University & Recognized by UGC (under 2(f) & 12(B))

P.O: Goaltore, Dist: Paschim Medinipur, PIN-721128

Phone & Fax: 03227-288063, Email: sbssm_goaltore@rediffmail.com, Website: www.sbssmahavidyalaya.ac.in

Ref: _____

Date: _____

Staff Welfare Policy of the College

Human Resources for any institution necessitate topmost priority. Unless the resources are taken care by the organization, invariably the growth of that organization is gradually stopped. Our college Santal Bidroha Sardha Satabarshiki Mahavidyalaya believes that welfare of the employees is the welfare of the college. To implement this belief in reality our college has been attempting to the following effective welfare measures for teaching and non-teaching staff.

Institutional Level Welfare

- The college facilitates access to Gymnasium, Cycle Stand & Yoga Centre for both Faculties & Non Teaching Staff.
- During annual games and sports both the communities are inspired to participate in some of the events which they can enjoy and keep them fitness.
- The college has a beautiful garden and the Faculties & NTS are allowed to access the same for sphere some time during leisure.
- During NSS special camp, both communities are invited to join the feast which is organized at the end of the camp.
- The college allows on duty leave to the faculties and NTS to organize picnic.
- The college declares holiday for local festivals of Goaltore.
- The college has introduced a Cine-Club for all its stakeholders for refreshment.

Welfare Strategies for Career Development

- Faculty members are permitted to attend Orientation Program, Refresher & Short Term Course, Seminar & Conferences by availing on duty leave.
- The NTS are also permitted to attend Career Progression Program, Professional Training Program Hans-on-Training Program by availing on duty leave. In some cases, they are also provided financial help to attend the program.
- The college from its own sources and capacity organizes various programs in computer learning for the career development of both communities, which is not only helpful for the institution but also useful for themselves. Because, such knowledge can be extended from college to home as well as from home to the society.
- Both communities are allowed to access to Wi-Fi internet facility of the college.
- A colour TV is installed in the college to make them updated in current news and information.
- The employees organize Food Festival in the college campus and enjoy the same with all.

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Welfare Strategies in Leave

- Casual leave, Maternity Leave, Medical Leave, Child Care Leave (CCL) and Earned Leaves are given to the faculty members and NTS whenever they applied for.
- Compensatory Casual Leaves are also made available to both communities when they come to the college during holiday by order of the Principal.
- In case of extreme hot during summer, roster duties are implemented for Faculties and NTS.

Interest Free Loan & Advance

- Funds are provided to non-teaching staff as interest-free loans in case of emergencies.
- Teachers in UGC Scale and Non Teaching Staff when join the college first time in a substantial post are paid refundable advance salary (partially) from the college fund without interest until the Pay Fixation by DPI, Government of West Bengal is made.

Health Care

- Cares for health through Health Care Centre of the college are provided freely as and when they need.
- The college has set up a Yoga Centre to which access of both the communities are permitted.
- The state government has also extended West Bengal Health Scheme to make the beneficiaries of the employees of Grant-in-Aid colleges. The college has been inspiring its employees to have the benefit from the same scheme.

Canteen with Reasonable Price

- There is a full-fledged canteen in the campus which caters food and snacks at reasonable price to the faculties, staff and students.

Grievance & Redressal Cell

- Grievances of non-teaching staff are addressed through redressal cell.
- As per the guidelines of Vidyasagar University the college has formed an Internal Complaints Committee to redress the grievance.
- RTI Cell as per guidelines of Govt. of West Bengal is also formed to empower the legal rights of employees, promote transparency in administration and accountability in the working of the Public Authorities.
- Anti-Ragging Cell, Discipline Committee, SC & ST Cell & Equal Opportunity Cell are formed for the same purpose.
- Women's Cell is formed in order to ensure the working place safety and secured for the women employees.