

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

The following are the welfare Measures that exist for teaching and non-teaching staff.

- Employee's Provident Fund (EPF)/ Contributory Provident Fund (CPF): The institution has the mandatory provision of EPF and contributes the eligible amount to the respective EPF account.
- DCPS/NPS as per government norms New Pension Scheme is applicable for the employees appointed after the year 2005.
- Gratuity: Employees are eligible for gratuity benefits as per the provisions of "Payment of Gratuity Act 1972".
- Accidental Group Insurance: Group accident insurance is offered to employees to protect them against medical expenses.
- Medical & Maternity Leaves: The medical reimbursement facility is extended to teaching and nonteaching staff by the government of Maharashtra. A woman employee of the institution, who has completed at least one year of continuous and satisfactory service, is eligible for Maternity Leave.
- Incentives for Research Publications.
- Career Advancement Scheme (CAS) Promotions for teaching staff.
- Time-bound promotions for the non-teaching staff
- Shri Shivaji Education Society Amravati's Employees Cooperative Credit Society, facilitates long-term loans up to Rs. 10 Lakhs and instant loans up to Rs. 50 thousand.
- Registration fee/ travel grant is paid by the institute to the faculty to attend Workshops/Seminars/Conferences.
- Faculty are encouraged to register for PhD programs to achieve academic excellence.
- Skill development courses are organized for non-teaching staff to enhance their skills in the work environment.
- The college encourages the employees to be fit and healthy by facilitating them with gym, games, sports, and recreation.



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