



**Gokhale Education Society's  
H.P.T. Arts and R.Y.K. Science College, Nashik-05**

Prin. T. A. Kulkarni, Vidya Nagar, Nashik- 422005

"Higher Education for All"

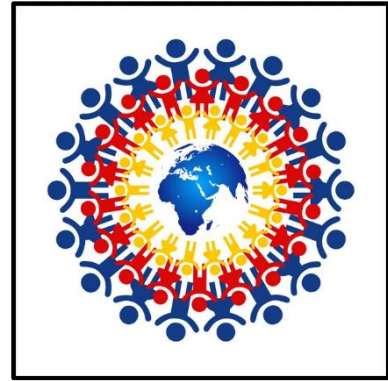
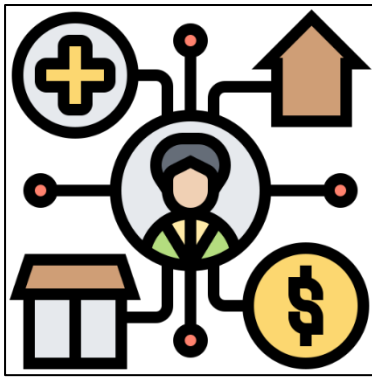
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Permanently Affiliated to Savitribai Phule Pune University (ID No.: PU/NS/AS/001(1924))

NAAC Re-Accredited: 'A' Grade, ISO 9001:2015 Certified College, Best College award by SPPU 2019-20



## Internal Quality Assurance Cell (IQAC)



## Staff Welfare Policy

## **Policy for Staff Welfare**

### **Introduction**

Teaching and support staff is the backbone of any educational institutions. The reputation of the institution rest heavily on their commitment, involvement and dedication. It is, therefore, necessary for the management and college administration to think and act for the welfare of the staff. H.P.T. Arts & R.Y.K. Science College, Nashik has provided various welfare measures for the teaching and non-teaching staff. These welfare measures cover aspects of overall well-being and development of the staff. It encompasses leaves of different kinds, financial aspects, health related measures and holistic personality development. It also looks after the provisions for promotion and other service-related benefits. Staff Welfare includes followings aspects.

### **Availability of Leaves:**

Teaching and non-teaching staff can avail different kinds of leaves like casual, medical, duty, maternity, Paternity and earned leaves. Encashment of earned leave is available.

### **Financial Assistance and provision:**

- Teaching staff is assisted financially by providing full or partial amounts in the form registration fees, travelling allowance and dearness allowance for attending conferences/seminars.
- Gokhale Education Society's Credit Cooperative Society is established by the Parent institute for providing festival advances, emergency and long-term loans for to the employee. The Credit Society is entirely managed by the staff members, elected through a transparent procedure. It is registered under charity commissioner. The Credit Cooperative Society provides hassle-free loans to employees with very less documentation. The Credit Society also provides opportunity to secure fixed deposits and offers attractive interest rates to the employee. It offers dividend to its members in proportion of the shares allotted.
- Facilities like Medical Bill reimbursement, leave encashment, advance payment against salary is provided to staff members.
- Fee waiver or concession for employee ward
- Travel Grant for presentation of research
- Research Fund

## Compassionate appointment

Parent Institute and college uphold the appointment done on compassion basis (अनुकंपा तत्व) of the son/daughter/relative of the staff member who is expired during the service tenure.

## Health and Holistic Development:

Medical check-up of staff members, orientation about health and mental well-being, felicitation on personal achievement, financial help during the critical health condition of the staff or family member through collection of funds are regularly practiced. Formal and informal counselling of staff members is done through meetings, workshops, orientation programmes and staff-room interactions.

## Other facilities/provisions

- Provident Fund/NPS/DCPS as per the Govt. rules
- Best Employee Award for Support Staff during the Annual Prize Distribution
- Facilities for divyang staff members
- Assistance for timely promotions and recommendations for CAS
- Women-friendly workspace
- Safety measures
- Games and Competitions for Staff during Annual Gathering
- Best Teacher Award/Best Employee Award/Best Institution/Best Teacher-Entrepreneur Awards are instituted by Parent Institution i.e. Gokhale Education Society's
- Sanction for FIP leave or leaves for orientation/refreshers/faculty development courses
- Recommendation of staff for honour by external organizations
- College sponsored lunch to staff at the end of annual gathering
- Honorarium offered to temporary staff for additional work



Dr. P. U. Ratnaparkhi



Dr. V. N. Suryawanshi

PRINCIPAL  
H.P.T. Arts / R.Y.K. Sc. College  
Nasik - 5.