



Guru Vishwambharkrupa Bahuuddeshiya Shikshan Prasarak Mandal Lakkadjawalga's

**SHIVNERI MAHAVIDYALAYA,**

Shirur Anantpal, Dist. Latur- 413544

(NAAC Accredited B+ Grade with 2.54 (CGPA))

**POLICY DOCUMENT  
FOR  
STAFF WELFARE POLICY**

**INTERNAL QUALITY ASSURANCE CELL**





Reg. No. Maha/4062/Latur. F.3343 Latur  
Guru Vishwambharkrupa Bahuuddeshiya Shikshan Prasarak Mandal Lakkadjawalga's

# Shivneri Mahavidyalaya

(Arts, Commerce & Science)

NAAC accredited 'B+' Grade with 2.54 CGPA

Shirur Anantpal-413 544 Tq. Shirur Anantpal, Dist. Latur

Email: [shivneriprincipal@gmail.com](mailto:shivneriprincipal@gmail.com)

Web: [www.shivnericollegeshiruranantpal.com](http://www.shivnericollegeshiruranantpal.com)

Mob: 9421352519

Principal

Dr. A. B. Dhalgade

(M.Com., M.Phil., Ph.D.)

## Staff Welfare Policy

The staff welfare measures are required to develop a positive environment and work culture in the campus. There are several welfare schemes for its all- academic and administrative staff. The college ensures the benefit of all welfare measures to its staff. Following are the headings under which different provisions covered.

### Leaves

Following leaves are considered for the staff of the college: Casual Leaves, Special Casual Leave, Medical Leaves, Duty Leave, Maternity Leaves, **Paternity Leaves**, Child Care Leaves, Study Leaves, and Encashment of earned leaves

### Healthcare and Fitness

- Regular Health Check-up camps
- Yoga practice
- Expert lectures on Health care

### Financial Assistance and Provisions

- From Shivneri Mahavidyalayin Karmachari Sahkari Patasanstha**
  - Festival Advance payment to the needy faculty member
  - Loan facility
  - Annual dividend as per their Shares Value
- From Government of Maharashtra**
  - Timely Channelization of Medical bill reimbursement
- From College**
  - Financial assistance to teachers to participate in Seminars/Conferences Workshop
- From Maha Bank Salary Account (Bank of Maharashtra)**
  - The account can be open with zero balance
  - 40 free personalized cheque leaves per annum
  - Free Rupay Platinum debit card with zero annual maintenance charges
  - Free Personal accidental death cover of rupees 40 Lakh





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- Free Total Permanent Disability Cover of rupees 40 Lakh
- Free Partial permanent disability cover of rupees 20 Lakh
- Free air accident death cover of rupees 1 crores
- Free Golden Hours Cashless treatment after incidents of accident of up to rupees one lakh
- Clean Personal loan facility up to 20 Lakhs

## Financial Relaxation

Fee installment facility provided to employees for admission of their wards in the colleges.

PRINCIPAL  
Shivneri Mahavidyalaya  
(Arts, Commerce & Science)  
Shirur Anantpal, Dist. Latur (M.S.)

