



Guru Vishwambharkrupa Bahuuddeshiya Shikshan Prasarak Mandal Lakkadjawaiga's

SHIVNERI MAHAVIDYALAYA,

Shirur Anantpal, Dist. Latur- 413544

(NAAC Accredited B+ Grade with 2.5+ (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 Lakkadjawaiga'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

Web: 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
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