



प्राचार्य
एम बी राजकीय स्नातकोत्तर महाविद्यालय
हल्द्वानी (नैनीताल) - २६३१३९
दूरभाष: ०५९४६-२२२०१७

(2024-25)

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

The institution effectively implements the welfare schemes for the teaching and Nonteaching faculties. The College makes arrangements for availing all the government schemes such as Gratuity, Pension, Commutation of Pension, Earned Leave encashment, Maternity Leave, Medical Facility, leave for attending seminars and conferences, Permission to attend Faculty Development Programmes, such as orientation programmes and Refresher courses, and other short-term courses, etc. for the career development and progression of the teaching as well as non-teaching staff. Besides the above, the following benefits are given to the teaching and non-teaching staff.

1. *Financial Support*- The faculty are extended financial support towards organising workshops, expert talks, and to some extent the seminars, as also for celebrating the special occasions, such as festivals, commemorative Days, etc. The self-financed staff of the institution are also granted permission to attend Faculty Development Programme, Maternity and paternity leave with salary.

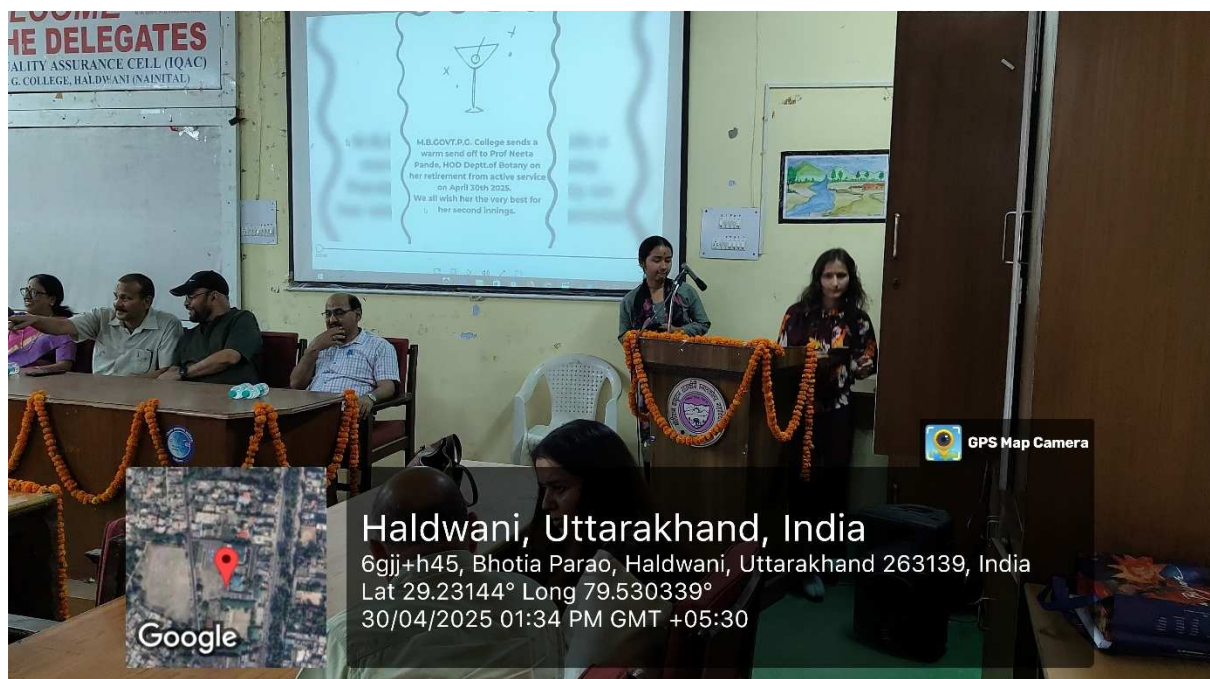
2. *Material Benefits*- Few of the working staff are extended staff quarters, on very nominal fees/rental charges. The working staff association (State-level) is provided with infrastructural support base, to hold meetings, as well as minimum guestroom facility, for stay during such meetings or gathering.

3. *Catering to the emotional needs*- The Sexual harassment (prevention, prohibition, and Redressal) Cell, the Women's Cell, is also mandated to address the issues and grievances of the staff, too. Similarly, the Mental health & Counseling Cell, established in the department of Psychology, too is referred by the working staff, as and when the professional counsellors are invited. The indoor games facility, e.g., table tennis, by the Sports department, or relaxing room, under the Department of Yoga, is also extended to both the teaching as well as working staff.

Others include the following:

- Health insurance under the Ayushman scheme of the Central Government,
- Medical reimbursement,
- Medical leave & both paternity (up to 15 days) as well as Maternity leave (up to 6 months),
- The lady faculties are extended Child Care leave, for a total duration of two years,
- Faculty members are eligible for Earned Leave,

- The institution has a multicultural environment and ensures the celebration of all the festivals together,
- Internet and free Wi-Fi facilities are also available for staff,
- Both Teaching and Non- Teaching staff, have their respective staff clubs,
- Summer and winter vacations for faculty members,
- Additional care is taken towards female faculty members, during their pregnancy period, when their invigilation duties are strictly confined to rooms situated in the ground floors only. Xi. Celebrations like Holi are organised within the college premises to instil a feeling of camaraderie among the teaching and the non-teaching staff, both. Traditional Kumauni Bethak Holi is organised, where everyone participates, inclusive of students.



Farewell Programme for Dr. Neeta Pandey

This is to certify that the information provided above is correct to the best of my knowledge & belief.

(C S Negi)
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