



WELFARE POLICY FOR TEACHING & NON-TEACHING STAFF



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The Bundelkhand University Jhansi, efforts to provide benefits, facilities, and services to the teaching faculty, and the non-teaching staff are part of its Employee Welfare Policy. These activities are undertaken by the University to ensure that the employees have a comfortable and ethical working environment. Welfare activities enhance employees' morale. They create self-motivated employee in the University. Besides, they develop an improved image of the University in the employees' minds. The efficiency of the employees increases when the employees can enjoy satisfaction in their workplace. Moreover, when an employee has faith in the organization, they are less likely to be influenced by other forces. The organizations undertake the well-being activities voluntarily or under statutory compliance. This policy expresses the organization's willingness to work for the betterment of the employee and provides the range of facilities that the university offers.

PURPOSE

The purpose of this policy is to create a congenial working environment and comfortable living for all its employees - Teachers, Academics and Non-academic staff. The University puts considerable resources in fulfilling these objectives.

OBJECTIVES

- To make the employees aware of their benefits that they are going to avail from the university as a part of the duty of the university and the State Government.
- To encourage the employees to feel homely at their work place by giving incentive at the level of their family.
- To bring the feeling of responsibility among the employees by floating various incentives in form of welfare measures that binds the university with the Employees.

POLICY COVERAGE

This policy covers the entire Employee Community. However, some of the on-campus facilities are also open to the Campus dwellers in addition to the



Welfare Policy For Teaching And Non-Teaching Staff

employees and prepared in consideration with different aspects for the comprehensive development of staff of the University.

The following are the objectives of welfare measures of the Bundelkhand University Jhansi University:

1. To ensure the inclusive development of the life of teaching faculty, other academics, and non-teaching staff.
2. To provide an opportunity for teaching faculty, other academics, and the non-teaching staff to acquire competencies during their period of service.
3. To provide other avenues for the welfare of teaching faculty, other academics, and the non-teaching staff of the University (Financial/Medical/Personal).
4. To provide adequate opportunities for the academic excellence of teaching faculty, other academics and the non-teaching staff through various events.
5. To provide facilities to carry out research and development

STATUTORY PROVISIONS OF WELFARE MEASURES:

Promotional Avenues, Medical Facilities ,Maternity Leave, Child Care Leave, Sick Leave, Paternity Leave, Study Leave etc. are provided in the Statutes and teaching faculty and other academics of the University are entitled to these benefits. Similarly, non-teaching members of the university are also extended the similar facilities as per the contract of service

ACADEMIC AND PROFESSIONAL DEVELOPMENT:

Fostering research and development, as well as consulting, by involving faculty at all levels Encouraging non-doctoral faculty to enroll in PhD programmes and providing On-duty for the same Providing Ph.D increments for teaching staff. Providing Professional body membership fees Encouraging faculty to participate



Welfare Policy For Teaching And Non-Teaching Staff

in-house R&D with students and to obtain patents. Appreciation for achieving University Ranks Appreciation for academic excellence/100% pass Encouraging faculty to participate in MOOCs, NPTEL, , and other online courses. Providing financial support to attend FDP, seminars and workshops.

Sponsoring faculty to deliver guest lectures at other higher learning institutes. Providing separate faculty reading room in library to improve their technical knowledge. Allowing staff to attend industrial tours in order to improve technical expertise, share/create modern tool facilities, and encourage research activities. Encouraging faculty to participate in sports events conducted every year there are recreation activities and various events are conducted every semester. from time to time to enhance their professional teaching competence. Further, teachers are allowed to present their research papers and to participate in National / International seminars, conferences, and workshops.

NON TEACHING STAFF DEVELOPMENT:

Conducting and encouraging attending programmes in modern tools to upgrade providing support to attend skill development Programme, Seminars, workshops encouraging attending training programs to hone their computer and e skills Conducting Communication Skills lecture to improve their communication skills. Encouraging for higher studies and providing on duty for the same. Appreciation for technical and academic work.



Welfare Policy For Teaching And Non-Teaching Staff

WELFARE MEASURES:

LEAVE: Paid maternity and paternity leave. Paid maternity leave for women employees, limited to the first two children, for duration of 60 days. Special leave for religious festivals and two permissions of one hour duration each can be availed by the faculty and staff in a month either during first hour or last hour of the working day and not in between the working hours. Summer and winter vacations are provided. All faculty and staff are eligible for 12 days CL, 10days ML, 3days EL (25 days eligible) during the calendar year in addition to vacation.

MEDICAL FACILITIES - In addition to on-campus health centre, the Bundelkhand University has also an MoU with MLB Medical College, Jhansi (UP) near to University campus for any major health issues for the benefit of the teaching faculty, other academics, and the non-teaching staff, a provisions extended by the Government of Uttar Pradesh for all Government servants. In the recent past many teachers and employees have been benefited by this.

HEALTH CARE BENEFITS: The Bundelkhand University Health Center is well-equipped, and ensures immediate first-aid and necessary minor treatment and medication for its staff. The University also organizes Medical Camps for free check-ups and basic medical assistance.

PROMOTIONAL AVENUES: Bundelkhand University, Jhansi, provides benefits to teaching staff as per UGC norms and nonteaching staff as per rules laid by Govt. of UP.

PROVIDENT FUND: The Bundelkhand University also aims at providing benefits of pension scheme to its employees, and with that in view, it offers the facility of Provident Funds to its employees.

RESEDINTIAL ACCOMODATION FACILITY: Accommodation policy as also one of best welfare measures for its all category employees, the University has developed a self contained housing facility equipped with all the amenities like



Welfare Policy For Teaching And Non-Teaching Staff

Parks, Children Parks, Play grounds, for its staff residing in the residential complex and university also provides the working women hostel for Girl Research Fellows.

LOAN FACILITY: The University Campus has one nationalized bank, and this provide various kinds of loan to the employees of the University. This includes: Vehicle Loan and Education Loan for higher studies to wards of employees.

CONGENIAL, SAFE WORKING CONDITIONS: Since the University campus is spread over a vast area, a dedicated security department is deployed round the clock to ensure the well-being and physical safety of the employees and their families living on the campus.

To protect the campus, the security unit of the university has deployed security guards at various important points of the university. To protect the interests of women employees .The University has a policy for prevention of sexual harassment of women at the workplace. Potable water is provided to all the employees through water filters installed in all the blocks of the University. The University has provided air-coolers and water freezers to all Departments, Academic blocks and V.C. Office

There exists a system of spontaneous voluntary support which results in great welfare of the members of the University, in need. It has been a practice amongst the employees of the University to financially contribute to the best of their capacity to help a member who desperately needs such financial support in times of medical emergencies.

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Director-IQAC

(Shri Vinay Kr.Singh)
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