



# VELLALAR COLLEGE FOR WOMEN (Autonomous)

"COLLEGE WITH POTENTIAL FOR EXCELLENCE"

(Re-accredited with 'A' Grade by NAAC, Bengaluru & Affiliated to Bharathiar University, Coimbatore)

Thindal, Erode - 638 012. Tamil Nadu

e-mail : principalvcw@gmail.com ❖ website : vcw.ac.in ❖ ☎ 0424 - 2244101 M : 99767 - 51115



**Dr. S.K. JAYANTHI**, M.Sc., PGDCA., M.Phil., Ph.D.,

Principal

## 6.3.1 The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development/ progression

- The physical and psychological well-being of the staff strengthens their self-worth and self-dignity which in turn contributes to the healthy and sustainable growth of the HEI.
- All policies and benefits of the State Government of Tamil Nadu and the Central Government are strictly adhered to for the empowerment of the staff.
- Welfare Measures for Teaching and Non-teaching Staff extended in various spheres such as Finance, Health, Infrastructure and Specific Financial assistance for career development enhance the wholesome development of the institution.
- The following specific Common Welfare Measures are provided for Teaching and Non-Teaching Staff:

**Finance** - PF Contribution, Medical Insurance Coverage, Maternity Leave with salary, Loan Facilities through the in-campus Nationalized Bank, Erode District Cooperative Bank and incampus Credit Society, Festival Advance, Loan on Provident Fund, Employees' Provident Fund facility, Group Insurance Scheme, Contributory Employees' Pension Scheme

**Health** - Medical Leave and Child Care Leave, Yoga Centre, Gymnasium, Swimming Pool and Indoor Stadium, In-house Hospital, Clean drinking water, Free Medical Check-up, First-Aid facilities, Counselling services

**Infrastructure** - Well-aerated cabins/rooms with storage space and bright lights, Biometric System in reporting for duty, 24/7 free Internet facilities



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**Others** - ID card drives – Passport, PAN, Aadhaar and Driving License, Preference to the wards of faculty during admissions, Fee concession and Conveyance concession, Appointments on compassionate grounds, Parking areas, Elevators, Canteens and Fruit stalls- facilities at subsidized rates, In-campus ATM, Cooperative stores, Central and Department Libraries, Hostel Accommodation, Picnics and holiday tours for rejuvenation, Legal aid, Day Care Centre, Honoring the Retirees with Gifts and Feasts, Honoring the staff on completion of 25 years of service with gifts and feast

**Specific Welfare Measures for Teaching Staff** - Staff Welfare Committee acting as second family unit, Gratuity, Pension and Commutation of Pension, Orientation programme for newly recruited teachers, Autonomy given in academic matters, Leave for Overseas Projects, Conferences and Personal trips, Fee concession for staff pursuing Ph.D., Computers, Laboratories and amenities to facilitate research, On-Duty sanctioned to engage in extension and community work

**Specific Welfare Measures for Non-Teaching Staff** - Provided with Uniform, Oriented with Computer and Communication Classes, Deputed to attend training programmes for updated administration procedures, Encouraged to take higher education / department level examinations, Financial help for employees in crisis

**Avenues for Career Development** - Financial assistance for Presentation / Publication of Paper in National / International Conferences / Scopus indexed journals, Increments and



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Incentives for any additional qualification, On-duty to attend Orientation / Refresher Course, Special Technical Training, to act as Resource Persons, Members of various panels / Board of Studies / Doctoral Committees and Examiners, Deputed to attend Faculty Development Programmes

### **Justification:**

The staff members are encouraged to give suggestions and regular feedback to improve the welfare measures in the HEI. The institution provides all employee-welfare benefits, all statutory social security and welfare schemes. It also encourages the career development equally to teaching and non-teaching staff members by permitting them to pursue higher studies, undergo training programmes, attend Research Fellowship Programmes and various academic events at national and international levels, providing on-duty leave.

The physical and psychological well-being of the staff strengthens their self-worth and self-dignity which in turn contributes to the healthy and sustainable growth of the HEI.

Hence, it is requested to award high score.



*Jayanthi*  
PRINCIPAL  
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ERODE - 12.