

SETH GOVINDJI RAOJI AYURVED COLLEGE, SOLAPUR

POLICY FOR WELFARE MEASURES FOR TEACHING AND NON TEACHING STAFF

Our Institute promotes nurturing, cooperative and positive Culture in the campus. For this purpose various welfare schemes are as follows:

1. Medical facilities
2. Maternity benefits as per norms
3. Leave Travel Concession
4. All the non-doctoral staff members are encouraged to get enrolled for part-time Ph.D. program.
5. Opportunities for exposure as per norms.

The following facilities are also provided to employees for efficient functioning:

1. Identity cards
2. Work space
3. Computing facility in library
4. Wi-Fi facility
5. Psychological counseling if required.
6. Other facilities:
 - A. large numbers of faculty members have been supported for participation, paper presentation in different conferences.
 - B. Young faculty members are encouraged to undertake intramural and extra mural research projects.
 - C. The staff is encouraged to give suggestions and regular feedback to improve the welfare measures in the Institute.

1. FACULTY DEVELOPMENT:

- Arranged development programs in the institute and also faculties are encouraged to attend the programs outside the institute. All faculties at all levels are engaged in research and development.
- Encouraging faculty to participate in different online academic webinars and other online courses.
- Institute is promoting faculties to enroll in PhD programs.
- Institute is encouraging faculties for research and also to obtain patents.
- Encouraging faculty to deliver guest lectures at other higher learning institutes.

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- Arrangement of industrial tours in order to improve technical expertise. Share/create modern tool facilities, and encourage research activities.

2. Recognition and awards

- Recognition for producing 100% results.
- Felicitation of faculties for nominations (BOS etc), Awards, Publications etc
- Facilitation of all faculties on Teachers day celebration.
- Faculty is encouraged to participate in sports events conducted every year at the time of annual function.
- Appreciation for good work.

3. NON TEACHING STAFF DEVELOPMENT

- Conduct development programs.
- Providing support to attend skill development Programme
- Encourage to attend training programs to update their computer and e skills.
- Conduct programs to upgrade skills for technical staff in the hospital.
- Appreciation for good work.

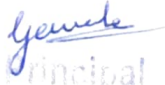
4. PROMOTION

- The objective of the promotion is to recognize and reward, merit and competence.
- All promotions shall be subject to Government norms including completion of minimum qualifying period and other requirements
- The promotion of an employee is purely based on the merit and commitment to institutional development.

5. WELFARE:


a. Leave related benefits:

- The Maharashtra state Civil Services (Leave) Rules, 1972, as amended from time to time, shall apply, mutatis mutandis to the employees of the institute appointed other than on contract basis.
- Employees appointed on contract basis are granted leave as per rules laid by the trust.
- The Institute grants maternity and paternity leave.
- Maternity leave for women employees on Government posts, limited to the first two children, for duration of 180 days.
- Summer and winter vacations are provided.


I.G. Principal
Seth Govindji Raoji Ayurved
Mahavidyalaya, Solapur.

b. Finance and related support

- Financial assistance is provided to faculty to participate in training programs, Seminars, workshops, conferences and publication of books.
- Permission is being granted to faculty to serve as resource persons.
- Support and help to participate and present papers in National as well as International conferences
- Provide free of cost travel wherever health camps or outreach activities are being organized.


I/C. Principal
Seth Govindji Raoji Ayurved
2017

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List of beneficiaries for welfare scheme

Sr. No	Name of welfare scheme	Number of beneficiaries	List of beneficiaries
1	Computer facility in the library	39	All teaching staff
2	Wi Fi facility	39	All teaching staff
3	Enrollment of PhD	12	<ol style="list-style-type: none"> 1. Dr. Pramod Ingale 2. Dr. Dipali Magare 3. Dr. Jaykumar Ade 4. Dr. Bhojraj Choudhari 5. Dr. Revansiddha Usturge 6. Dr. Shantinath Bagewadi 7. Dr. Anand Madgundi 8. Dr. Savita Chougule 9. Dr. Amol Velhal 10. Dr. Asharani Medidar 11. Dr. Santosh Swami 12. Dr. Jyotsna Gangasagare
4	PhD completed	2	<ol style="list-style-type: none"> 1. Dr. Gayatri Deshpande 2. Dr. Smita Gotipamul.
5	Guest lectures delivered by faculties at higher educational centers	5	<ol style="list-style-type: none"> 1. Dr. Gayatri Deshpande. 2. Dr. Amol Velhal. 3. Dr. Shilpa Yerne. 4. Dr. Jaykumar Ade 5. Dr. Revansiddha Usturge
6	Felicitation of faculties for BOS nomination in MUHS	3	<ol style="list-style-type: none"> 1. Dr. A.B. Chavan 2. Dr. A.K. Madgundi 3. Dr. S. S. Bagewadi
7.	Encourage to attend training programs to update their computer and e skills		Computer training program was organised for all teaching faculties
8	Summer and Winter vacation	39	Summer and winter vacation given to all teaching staff as per norms of MUHS and AYUSH
9	On duty leave for participation in workshop/seminars approved by MUHS/ AYUSH/ RAV	39	Provided to all teaching staff as per norms
10	Financial assistance for participation in training programs/ seminars/ workshops	6	<ol style="list-style-type: none"> 1. Dr. Ajitkumar Herwade. 2. Dr. Vivek Chandurkar. 3. Dr. Amol Velhal 4. Dr. Gayatri Deshpande 5. Dr. Bhojaraj Chaudhari 6. Dr. Jaykumar Ade
11	Maternity leave	2	<ol style="list-style-type: none"> 1. Dr. Shruti Tarapur 2. Dr. Sujata Kolhe




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