



MES MAMPAD COLLEGE
(AUTONOMOUS)

(Accredited by NAAC with A grade)
Affiliated to University of Calicut

Institutional Policy

Staff Welfare Policy

WELFARE POLICY

In order to develop a productive and satisfied workforce for the institution, the college offers welfare schemes.

The Objectives of Welfare Scheme:

1. To encourage a healthy work environment for staff members
2. The provision of educational, recreational, and medical benefits raises the employees' level of living.

Welfare Measures for Teaching and Non-teaching staff:

- ❖ All employees appointed as per Government University Rules will get increment as per Government University Rules.
- ❖ In accordance with governmental regulations, all grant-in-aid employees get pension and gratuity benefits.
- ❖ As per the Kerala Service Rules of the State Government, the employees are granted the following leave with pay.
 - Casual leave
 - Sick leave
 - Maternity leave
 - Medical leave
 - Paternity Leave
 - Earned Leave
 - Commuted Leave
- ❖ As per the government rules, the employees are granted the following incentives.
 - Leave Encashment is provided for unutilized leaves.
 - Employee Provident fund for staff (Under Government Schemes).
- ❖ The institution sponsor the cost of registration for teachers for participating in refresher courses and other faculty development initiatives as well as deliver papers at state, national, and international seminars, conferences, symposiums, etc.
- ❖ The institution honors the faculty members who get national and international recognition in a special function.
- ❖ The institution honors the faculty members who acquire Ph.D. /M. Phil. degree.
- ❖ The institute collaborates with other colleges to undertake and support faculty development programmes.

- ❖ An established grievance redressal cell is in operation to hear and address employee issues.
- ❖ For all employees, there are several employee-supporting policies. Below are a few examples:
 1. The personnel who are in need are given an advance salary.
 2. Group insurance for teaching and non-teaching
- ❖ The faculty is allowed to use ICT infrastructure and library and also use the help of manpower therein.
- ❖ Teaching staff is provided with a separate faculty room, a large sitting arrangement in the administrative office, and separate, appropriate sanitary facilities for teaching and non-teaching staff.
- ❖ Teaching and non-teaching employees under the Salary Grant Scheme of the State Government are availing the benefit of MEDISEP Scheme, a comprehensive health insurance cover of the Government of Kerala.
- ❖ Free medical checkup is also ensured for all employees in collaboration with MES Medical College.

