



DEVI SHARVANI EDUCATION SOCIETY'S

V. M. SALGAOCAR COLLEGE OF LAW

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WELFARE POLICY FOR TEACHING & NON-TEACHING STAFF

V.M. SALGAOCAR COLLEGE OF LAW

MIRAMAR GOA

The College provides Welfare Schemes to create efficient, healthy, loyal, and satisfying work for the Institution.

The Objectives of Welfare Scheme:

1. Better physical and mental health for staff to promote a healthy work environment.
2. Medical benefits, Education, and Recreation facilities help raise Employees' living standards.

Welfare Measures for Teaching and Non-teaching staff:

1. Incentives:

Opportunities to participate in co-curricular, cultural, and research activities and incentives are also provided. Some of these are listed below:

1. The institution sponsors registration fees for teachers to present papers and attend state, national, and international seminars, conferences, symposia, refresher courses, and faculty development programs.
2. The Institution felicitates the faculty conferred with National and



International awards.

3. The Institution felicitates the faculty who acquired a Ph.D. degree.
4. Leave Encashment is provided for unveiled leaves.
5. Free uniforms and safety gadgets are provided for non-teaching staff.
6. Employee Provident fund for staff (Under Government Schemes).
7. The institute ties up with another college for faculty development and conducting activities.

2. Financial Support:

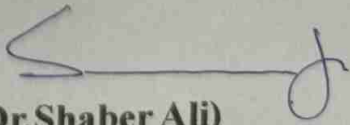
There are many employee-support policies for all staff. Some of these are listed below:

1. loan facilities, including access to the Employees' Credit Cooperative Society, which helps staff meet personal and professional financial needs.
2. The institution also offers child tuition fee reimbursement up to ₹24,000 per annum per child, easing the financial burden on staff with children.

3. Infrastructure:

1. Housing accommodation is made available.
2. Separate faculty rooms for teaching staff, spacious seating arrangements in the administrative office, and separate adequate sanitary facilities for teaching and non-teaching staff are made available. Clean, cool RO water, Air conditioner, Microwave Oven, and Refrigerator are arranged for all staff.




(Dr. Shaber Ali)
Principal(Offg)