







### 6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

The management of Dnyanvardhini Sanstha and the college has several welfare measures for well-being of teaching and administrative staff. The welfare measures for teaching and administrative staff are as follows:

- The institution encourages and motivates staff to undertake higher education and training.
- The institute sponsors National / International conferences for paper presentations and workshops.
- Gymnasium and Sports Ground is made available to the teaching and administrative staff for recreational purposes.
- Temporary advance against salary is made available to the needy employees.
- Group Insurance is provided to Non-Teaching Staff for their safety and security.
- Uniforms and Washing allowance are provided to class-IV employees.
- Financial assistance for medical treatment (serious illness), marriage of the ward of class-IV employees etc. is provided by the college. Sometimes staff members voluntarily contribute whenever needed.
- The College authorities believe in open door policy for staff members. Grievances if any are resolved on one to one basis.
- All types of leaves applicable like:
  - Casual leave
  - Earned leave
  - Maternity leave
  - Study leave
  - Duty Leave
  - Sick Leave
- The institution provides opportunities and platform to teaching as well as administrative staff to show their inner talents.

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