

"Education through self-help is our motto" - Karmaveer

RAYAT SHIKSHAN SANSTHA'S

BALWANT COLLEGE, VITA

बळवंत कॉलेज, विटा

A/p- VITA -Tal.Khanapur, Dist. Sangli (M.S.) PIN- 415311

(Affiliated to SHIVAJI UNIVERSITY, KOLHAPUR)

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FOUNDER : Padmabhushan Dr. Karmaveer Bhaurao Patil, D.Litt.

■ **PRINCIPAL :**
Dr. More R.S.
M.A., M.Phil., Ph.D.

Ref. No.

Date :

■ **NAAC : GRADE - A**
PA -3-11

■ **DST-FIST Funded**
College

■ **RUSA Funded**
College

■ **ISO. 9001:2015**
Certified

■ **Govt. Approval No.-**
Sr.- UKF.1563,
Dt.11-09-1963

■ **ZP Sangli C-11**
H.S.C. Code No. :
J 22.05.001

■ **Govt. Approval No.**
Jr.- HSC/1077/
64250/XX.XXI,
Dt.15-04-1977

6.3.1 The Institution Has Effective Welfare Measures and Performance Appraisal System for Teaching and Non-Teaching Staff

Staff Welfare Policy




PRINCIPAL
Balwant College, Vita
Dist-Sangli.





Rayat Shikshan Sanstha's

Balwant College, Vita



Policy on Effective Welfare Measures for Teaching and Non-Teaching Staff

Policy:

1. Statement:

Balwant College, Vita is committed to providing a compassionate, transparent, conducive working ambience for all its employees, thereby enabling them to act to their fullest potential in the interest of the organization and society.

2. Goal:

To provide clear directives for staff welfare measures, outlining the responsibilities of the employer and employees.

3. Responsibilities of Employer:

3.1 The Institution is aware of employment laws and regulation in force and abides by them.

3.2 The Institution lays emphasis on a transparent professional relationship and communication with its employees.

3.3 There will not be any discrimination based on gender, religion, race or disabilities.

3.4 It ensures that all staffs are provided with equal opportunities at workplace.

3.5 It provides an effective Grievance Redressal Mechanism.

3.6 It offers confidential support to its employees whenever needed, identify practical solutions with effective counseling.

3.7 It provides appropriate liasoning with external organizations/ institutions in the interest of its employees.





4. Responsibilities of the Employee:

4.1 All staff members should be concerned with their own welfare at workplace.

4.2 They should be aware of the administrative hierarchy for redressal of their problems.

4.3 They should also be responsible for the welfare of their colleagues at workplace

4.4 The employees will cooperate with any endeavour undertaken by the institution in the interest of the stakeholders.

5. Welfare Measures include:

- Leaves
- Campus Accommodation
- All types of Government insurances
- Provision of Staff Welfare Fund
- Insurance policy of Rayat Bank.

6. Monitoring and Review:

The said policy will be monitored and periodically reviewed by the Internal Quality Assurance Cell of Balwant College, Vita.


Co-ordinator

IQAC, Balwant College, Vita



Principal
Balwant College, Vita