

6.3 FACULTY EMPOWERMENT STRATEGIES

6.3.1- The Institution has effective welfare measures for teaching and Non-teaching staff

The institution provides maximum welfare measures for the upliftment of its staff members by providing cordial and favorable working environment. They are honoured for their achievements and mementos are presented to them as a token of appreciation. There is the best performing teacher award selected by the IQAC. All the welfare schemes of government like Pension, Gratuity, PF, Group Accident Insurance, maternity and paternity leaves, etc. are available to all the regular teaching and non-teaching staff. The institution also provides duty leave to teaching staff for attending various Training Programmes/ Orientation/ Refresher/ Workshops /Seminars. 15 casual leaves are available to the teaching staff and 20 for the non-teaching staff annually. We have a cooperative credit society which provides loans with a very nominal interest. The management provides Group Insurance and on the basis of performance incentives are given to them by the management. PhD holders are given additional increments in the salary. Dr. N K Muhammed chair give research grant for minor research projects and travel grant for paper presentations in international conferences. The common benefits enjoyed by regular and ad-hoc staffs of the college are, Day care, a subsidized rate in Cooperative store and Canteen, Separate parking space, Hostel facility, Salary advance, and Faculty development programmes for both teaching and non-teaching staff. The college management provides travel grants for paper presentations in national and international conferences.

- Financial assistance is given to take membership in professional bodies.
- Faculty members are honoured for their notable achievements like

awards of Doctoral and Post -Doctoral Degrees, other awards and recognitions in various fields, and participation in international conferences and seminars.

- Day-care facility for the children of the staff.
- The cooperative store provides stationery items at a subsidized rate
- The canteen where food is provided at a subsidized rate .
- Gymnasium, Staff tour and retired staff Token of Appreciation is given for retiring staff.