



A. B. M. S. Parishad's

SHRI SHAHU MANDIR MAHAVIDYALAYA

Parvati Ramana, Pune - 411 009.

Estd. 1960

NAAC Re-accredited (3rd Cycle) 'A' Grade (CGPA - 3.10)

● Affiliated to Savitribai Phule Pune University ● Identification No. PU/PN/AS/014 (1960)



Institutional Policy on **Welfare of Teaching and Non-teaching Staff**

Purpose:

- The main purpose of this policy is to help in retaining the employees for longer duration with the enhancement of quality performance leading better students and feel satisfied and comfortable at work place.

Policy:

The college will implement Welfare policy in all aspects for the wellbeing of Employees of the institute and maintains healthy practices etc. The College decides to make the following policies and procedure:

- Employee Provident Fund (EPF) Scheme, Shahu Sevak Sahkari patsanstha (Co-operative society) for employees
- Appreciation in recognition of Academic and Professional accomplishments
- Financial support to attend Academic activities
- On-Duty/ Special OD to attend academic related and official assignments
- Maternity Leave/ Earned Leave/ Leave on Private Affairs
- Canteen Facilities
- Wi-Fi Facilities
- Well-furnished staff rooms and infrastructure
- Celebration of various occasions such as Birthdays' and retirement functions



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