



Kopargaoon Taluka Education Society's

## **K. J. Somaiya College of Arts, Commerce and Science, Kopargaoon**

### **CRITERION- 6**

#### **GOVERNANCE, LEADERSHIP & MANAGEMENT**

##### **Key Indicator-6.3 Faculty Empowerment Strategies**

**6.3.1QIM:** The institution has performance appraisal System, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

## **Staff Welfare Policy Statement**



Kopargaon Taluka Education Society's

## K.J. Somaiya College of Arts, Commerce & Science

Mohanirajnagar, Kopargaon - 423601, Dist. Ahmednagar (MH.)

Affiliated to Savitribai Phule Pune University, Pune ID No. PU/AN/ASC/07(1964)

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AN ISO 9001-2015 CERTIFIED INSTITUTE

SAVITRIBAI PHULE PUNE UNIVERSITY "BEST COLLEGE AWARD"

**Principal : Dr. B. S. Yadav (M.Sc., Ph.D.)**

**Founder President : Late K. B. Rohamare (Ex. M.L.A.)**

Ref. No. :

Date : / /202

### Staff Welfare Policy

The college management has taken proactive steps for the welfare of faculty and staff. These initiatives have proven very fruitful over the time. These welfare schemes include financial support, financial support, career advancement scheme, group insurance scheme, health & Nutrition etc.

#### Leave Policies:

The college administration implements all the provisions made by the UGC as well as state government. This includes Casual, Medical, Duty, Maternity, Paternity, and the option to encash earned leaves.

#### Financial Support:

Through collaboration with The Ahmednagar District Secondary Teachers Cooperative Society, the college extends financial support to its employees. Various schemes, including housing (*Jamin Karz*) Rs.1800000, educational Rs. 250000, emergency Rs. 50000, welfare Rs.15000, short term and vehicle loans aim to enhance financial well-being. Additionally, special programs like financial advance contribute to overall financial security. The college also facilitates medical bill reimbursements, leaves encashment, salary advances, and financial assistance for staff participation in seminars and conferences and Group accidental insurance premium for all teaching and non-teaching employees.

In a compassionate gesture, the Ahmednagar District Secondary Teachers Cooperative Society provides financial relief in the unfortunate event of an employee's demise, either by waiving Rs 15 lakh or the outstanding loan amount, whichever is lesser.

#### Health and Nutrition:

Prioritizing the holistic well-being of staff, the Dept. of sports and physical education organizes regular health and fitness activities such as Yoga Day, BMI Checkups, Sports Activities, Blood group detection camps and health check-up drives. Sports facilities like gym, badminton court, open gym is made freely available to the staff. The institution extends felicitation and financial aid during critical health conditions.



**Other Facilities:**

To enhance the overall work experience, the college is pleased to introduce new facilities. These may include on-campus recreational spaces, professional development workshops, mentorship programs, and access to a state-of-the-art gymnasium. A well-equipped cafeteria ensures that staff can enjoy nutritious meals during work hours. The institution is committed to creating an environment that nurtures professional growth and supports a fulfilling and balanced lifestyle for its esteemed staff.

**IQAC Coordinator**

Co ordinator  
IQAC, K. J. Somaiya College  
Kopargaon, Dist. A.Nagar

**Principal**

**Principal**  
K. J. Somaiya College of Arts  
Commerce & Science, Kopargaon