

ಕರ್ನಾಟಕ ಕಲಾ, ವಾಣಿಜ್ಯ ಮತ್ತು ವಿಜ್ಞಾನ ಮಹಾವಿದ್ಯಾಲಯ, ಬೀದರ

(Affiliated to Gulbarga University, Kalaburagi)  
NAAC RE-ACCREDITED WITH 'A' Grade CGPA 3.24



Estd 1970

KARNATAK ARTS, SCIENCE & COMMERCE COLLEGE, BIDAR

College with Potential for Excellence Status Awarded by UGC New Delhi  
ISO 9001: 2015

KRE Society's

**Karnatak Arts, Science and Commerce College, Bidar**

**Internal Quality Assurance Cell**



**Staff Welfare Policy**

**(w.e.f. 2017-18, revised during 2021-22)**





## Staff Welfare Policy

### INTRODUCTION

KRE Society's Karnatak Arts, Science and Commerce College, Bidar offers various initiatives towards the welfare of employees. These welfare measures help the institution to keep employees motivated toward overall development of the institution. This policy document is prepared by considering the various needs and available resources with the institutions for the welfare of the fulltime teachers and non-teaching staff of the institution.

### PURPOSE

This document is designed to provide guidelines about welfare measures offered by the KRE Society's Karnatak Arts, Science and Commerce College, Bidar for its staff members during the employment period at the institution.

### SCOPE

This policy document applies to both Teaching and Non-Teaching staff of the all departments of KRE Society's Karnatak Arts, Science and Commerce College, Bidar

### OBJECTIVES

- To enhance the staff motivation
- To provide financial assistance to attend professional development programs
- To provide opportunity to pursue higher education while continuing service



- To facilitate innovative ecosystem to carry out research activities

## WELFARE MESAURES FOR STAFF

- 1. Employee Provident Fund (EPF)** —Provident Fund will be paid as per Employee Provident Fund Act 1952 to all regular full-time staff members.
- 2. ESI:** As per the state government norms of management is providing ESI facility to all its staff members.
- 3. Advance Salary:** The Advance Salary facility is available to meet urgent medical expenses for self & dependent family members / marriage / education of children etc. This given amount will be recovered from the employee's monthly salary without any additional cost.
- 4. Bonus to Non-Teaching Staff:** Yearly bonus scheme is available for the non-teaching staff members of the college.
- 5. Concession in fees** to children of employee
- 6. Cafeteria:** Cafeteria facility with concessional rates is provided to staff members of college
- 7. Casual Leave/ Special Casual Leave/OOD facility:** Staff members are given CL, SCL and OOD facility for the personal and professional purposes.
- 8. Uniforms** are provided to non teaching staff



**9. Financial Assistance to attend seminar/conference/workshop:** The fulltime staff members are provided with financial assistance to present their research finding during seminar/conferences and workshops.

**10. Indoor Sports and Gym:** Indoor Sports and Gym Facility is provided to staff members free of cost from the college

**11. Compensatory appointment** (vary case to case: decision reserved by management and Government of Karnataka), In case of sad demise of any staff member before the age of retirement.

**12. Human Resource:** For timely completion of sponsored/extramural research project management provides the support staff for any kind of clerical and laboratory work.

**Version 1.1 With Effect From 2017-18**

**Version 1.2 Revised during 2021-22**

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