



ALL SAINTS' COLLEGE

Affiliated to University of Kerala, Thiruvananthapuram

<https://www.allsaintscollege.ac.in>

CRITERIA-6

GOVERNANCE, LEADERSHIP & MANAGEMENT

6.3.1

List of Existing Welfare
Measures for Teaching and
Non-Teaching Staff

6.3.1 *The institution has effective welfare measures for teaching and non-teaching staff*

Provide the list of existing welfare measures for teaching and non-teaching staff within a maximum of 500 words

The Management is committed to supporting its stakeholders and prioritises the well being and professional advancement of the teaching and non-teaching staff which it envisions as part of its family. The welfare schemes of the State Government of Kerala such as Group Insurance Scheme (GIS), State Life Insurance (SLI), Kerala Private College Staff Provident Fund (KPCSPF), pension are complemented by the following institutional welfare measures:

Staff Club

Festivals, important events in the lives of the staff and their families, staff get-togethers as well as the annual staff tour are organised and celebrated by the Staff Club. Retiring staff members are presented with a gift from the Teachers' Staff Fund. Gifts are given on the occasion of marriage of the staff members.

Support for Career Advancement

Duty leave is granted to the staff to attend officially sanctioned training/development programmes.

The staff are encouraged to avail FIP/UGC Research Fellowships and to take up membership in professional bodies/leadership roles within the institution and outside it.

In-House Programmes for the Staff

Administrative Training Programmes/Professional Development Programmes for Non-Teaching & Teaching Staff with a view to enhance their performance.

Cash Incentives for Ph.D Awardees

Staff who have successfully been awarded with a Ph. D in their chosen discipline are rewarded with the payment of a cash incentive.

Birthday Celebration of Staff Members

Birthdays of the staff members are jointly celebrated in college periodically.

Felicitation of Staff

The achievements of the staff who have received recognition in some capacity or received an award are celebrated with felicitations and a gift.

Cash Awards for Meritorious Children of Non-Teaching Staff

The Sr. Mary Laetitia Cash Award for the son/daughter of Non-Teaching staff who scores the highest marks in the SSLC examinations is one of the College Day Prizes given in recognition of the achievements of the children of the Non-Teaching Staff.

Preference for Admission

Children of staff members are given priority for admission in various courses.

Wi-Fi Enabled Campus and G-Suite Accounts

Free wi-fi facility on campus and email addresses using the domain name of the institution are provided to the staff members