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ರಾಜಾ ಲಖಮಗೌಡ ವಿಜ್ಞಾನ ಮಹಾವಿದ್ಯಾಲಯ, ಬೆಳಗಾವಿ

K.L.E. Society's

RAJA LAKHAMAGOUDA SCIENCE INSTITUTE, BELAGAVI



Autonomous

Re-Accredited with 'A' grade by NAAC

Staff Welfare Policy

Welfare measures for Teaching and Non-Teaching Staff

The employees are the chief assets in any establishment. It is they who fulfill its Vision and Mission. All infrastructure will prove futile if the employees are dissatisfied or non-cooperative. So, all institutions should have a sound policy to ensure the wellbeing of the employees. Our Institute has a highly humane policy of ensuring the welfare of its employees- both Teaching and Non-Teaching. There are many welfare schemes industriously managed by the KLE Society, with ample scope for professional development and career progression, so that the employees are able to achieve a work-life balance and tide over the emergencies in day-to-day life.

Objectives

- To ensure the welfare of all employees so that they achieve job satisfaction and a sense of involvement with the institution
- To free employees from minor financial and other worries wherever possible
- To enable employees to achieve a proper work-life balance
- To earn employee-loyalty and cultivate a culture of efficiency through mutual help
- To enable workers to perform their work in healthy and favorable environment.
- To improve efficiency of workers and to keep them contented there by contributing to high employee morale.
- To develop a sense of responsibility and dignity amongst the workers and to make them good citizens of the Nation

Monetary Welfare Measures

- Medical Insurance - Vaidyashree (V-care health services) - All the staff members and their dependents are covered under the medical insurance policy which offers all hospital services at subsidized rates by KLEs Dr. Prabhakar Kore hospital and Medical Research Centre, Belagavi.
- The institution provides financial support for faculty and staff training, skill upgradation, attending Conferences, Seminars, Workshops, FDPs, Refresher and Orientation courses
- The institution provides increment on the successful completion of Ph.D.
- Fee concession is given to wards of all staff in KLE Group of Institutions
- Annual increment for faculty and staff based on Management rules
- Staff Quarters at subsidized rent



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- **Co-operatives Credit Society and Cooperative Consumer Society:**
 - Co-operatives Credit Society - The K. L. E. Staff Co-operative Credit Society established in 1947 aims at the financial welfare of its employees. It extends long term and short-term loans to the members at a nominal interest rate
 - The Consumer's Co-operative Society registered and it sells student commodities with 10% discount on MRP
- Teaching and Non-Teaching Staff are given Earned Leave as per the norms

Statutory Welfare Measures

- Provident Fund /Group Insurance Scheme /Maternity Leave /Paternity Leave /Earned Leave/Staff welfare fund/Gratuity/ESI

Non-Monetary Welfare Measures

- Duty leaves for faculty attending Faculty Development Programme, Refresher Courses, Induction Programmes, Short Term Courses etc.
- Remote access to Library resources
- The Health Centre situated in the campus facilitates health services
- Free uniforms to menial staff of the institution are provided once in two years
- Women Empowerment Cell for the benefits of female faculty
- Computer system with free internet connectivity
- Prompt & effective Grievances Redressal Cell

Miscellaneous Welfare measures

- Daycare Centre for Staffs' infants
- Gymnasium and playground with cinder track, facilities for sports and games for the physical and emotional well-being of faculty and staff
- Bank facility in the campus for ease of access
- Free Wi-Fi

Avenues for Career development/ Progression

- Free Capacity building and Orientation programs for Teaching and Non-Teaching staffs to develop professional competence
- Regular Workshop on ICT tools for effective teaching-learning
- Free Access to ICT facilities, Laboratories and Library facilities of the Institution
- Special leaves /OOD to faculty to attend academic programmes



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