

# SRI UMAPRAGATHI FIRST GRADE COLLEGE

KYATHASANDRA, TUMKUR-572104

## DETAILS OF WELFARE FACILITIES TO STAFFS

The college has implemented several welfare measures for both teaching and non-teaching staff to promote their well-being and support their professional growth:

1. **Cooperative Management:** The institution fosters a cooperative environment on campus.
2. **Incremental Benefits:** Staff members receive periodic increments.
3. **Promotional Benefits:** Eligible staff members are granted promotions.
4. **Retention Support:** Measures are taken to retain management-recruited staff.
5. **Substitute Teachers:** Arrangements are made for substitute teachers to cover long leaves due to health reasons.
6. **Professional Development Support:** Staff members have access to Out-of-Duty (OOD) facilities for attending professional development programs.
7. **Adequate Facilities:** Spacious staff rooms are provided for both male and female faculty members.
8. **Technology Integration:** Software aligned with the course curriculum is installed, and equipment for computer and laptops are procured.
9. **Career Building:** Staff members are encouraged and supported in their career and professional development endeavors, including inviting guest speakers for lectures on relevant topics.
10. **Leave Provisions:** Maternity and paternity leave are available for permanent teaching and non-teaching staff, along with casual, medical, and earned leaves.
11. **Leave Management:** Sick leave, compensatory leave, and maternity leave requirements are managed in accordance with government regulations.
12. **Family Welfare:** Incremental provisions are offered under the Small Family Norms scheme.
13. **Internet Access:** Free Wi-Fi and LAN facilities are provided to staff members.
14. **Drinking Water Facility:** Hygienic RO-processed drinking water facilities are available on campus.

Principal