

**YASHWANTRAO CHAVAN WARANA MAHAVIDYALAYA,
WARANANAGAR**

2021-22

Welfare schemes for teaching and non-teaching staff

The institution has always thought about the welfare of its teaching and non-teaching staff. It has adopted various welfare measures for them which have positively influenced their performance.

1. **Financial Assistance through *Shikshan Sevak Patsanstha*:** The employees of Yashwantrao Chavan Warana Mahavidyalaya, Warananagar, have their own credit cooperative society which provides education loans, emergency loans and long-term loans to employees. The welfare of our staff is taken into consideration in various ways by the employee's cooperative credit society.
2. **Medical claim:** The Mediclaim cases of the teaching and non-teaching staff are strongly forwarded for financial assistance and settlements. During 2021.22, **eight medical claims** of 8 staff members worth Rs. **4,36,783/-** were sanctioned.
3. **Health Care Centre:** The institute provided a health care centre facility on campus for medical emergencies.
4. **Free uniforms:** The institution provides free uniforms to non-teaching staff (class IV) biannually.
5. **Group Insurance:** There is the provision of yearly group insurance against accidental injury or death for teaching and non-teaching staff. Staff members are enrolled in the group insurance scheme (GS-LIC) and **Rs. 4,83,148/-** transferred towards the scheme during the current year.
6. **The GPF, DCPS, and Gratuity facilities:** The GPF, DCPS, and Gratuity facilities are provided to the employees as per Government rules.
7. **Staff quarters facilities:** The institute provided quarter facilities to the teachers and non-teaching staff at reasonable rent on the campus.
8. **Welfare awareness programs on various issues for staff:** Lectures on various topics namely stress management, mental health, financial literacy, etc. are organized for the welfare of teaching and non-teaching staff through the staff academy.
9. **Shivaji University insurance Scheme:** The institute insists all the teaching and non-teaching staff contribute to the Shivaji University insurance scheme by paying Rs. 150/- for non-teaching staff and Rs, 200/- for teachers and avail the benefits of insurance.
10. **Medical leave facility:** The college provided a medical leave facility as per government rules. During 2021-22, the college provided a medical leave facility to **four teachers and 5 non-teaching staff** as per government rules.