

Policy Statement: Existing Welfare Measures for Teaching and Non-Teaching Staff and their Implementation at AKSSM Shevgaon

At AKSSM Shevgaon, we prioritize the well-being and job satisfaction of our teaching and non-teaching staff. We understand the importance of welfare measures in creating a conducive work environment that promotes professional growth and personal well-being. This policy statement outlines the existing measures we have implemented, including the salary component as per the 5th Pay Commission, Duty Leave, Faculty Orientation Programmes, Yoga sessions, and Casual leave, along with their implementation procedures.

1. Salary Component as per the 5th Pay Commission: AKSSM Shevgaon adheres to the guidelines provided by the 5th Pay Commission for determining salary structures for teaching and non-teaching staff. The commission's recommendations regarding salaries, allowances, and other financial benefits are taken into consideration to ensure fair and competitive remuneration.

Implementation: The implementation of the 5th Pay Commission's recommendations at AKSSM Shevgaon involves periodic salary revisions to align with the prescribed guidelines. We work closely with relevant authorities and administrative bodies to ensure accurate and timely implementation of the revised salary structures. This includes maintaining transparent salary scales, ensuring prompt disbursement of salaries, and conducting regular reviews to address any discrepancies.

2. Duty Leave: AKSSM Shevgaon recognizes the importance of providing duty leave to its staff members. Duty leave allows employees to attend conferences, seminars, workshops, or engage in research activities that contribute to their professional development.

Implementation: We have established policies and procedures for granting duty leave at AKSSM Shevgaon. Eligible staff members can apply for duty leave by submitting a request to the designated authority. The implementation involves timely processing of applications, ensuring adequate documentation, and fair approval mechanisms. We encourage staff members to utilize duty leave opportunities to enhance their knowledge and contribute to the educational community.

3. Faculty Orientation Programmes: AKSSM Shevgaon places great emphasis on the professional development of its teaching staff. Faculty orientation programmes are organized to equip newly appointed teachers with the necessary knowledge and skills required for their roles.

Implementation: We conduct regular faculty orientation programmes. These programmes provide insights into our institution's teaching philosophy, resources, and support systems. The implementation includes scheduling orientation sessions, allocating resources, and evaluating the effectiveness of these programmes through feedback mechanisms. We strive to continually enhance the orientation programmes to support the growth and success of our teaching staff.

4. Yoga Sessions: To promote the physical and mental well-being of our staff, AKSSM Shevgaon organizes yoga sessions on campus. Yoga has proven benefits in reducing stress, improving concentration, and enhancing overall health and vitality.

Implementation: We collaborate with qualified yoga instructors or wellness experts to conduct regular yoga sessions at AKSSM Shevgaon. These sessions are scheduled during breaks or after working hours to accommodate staff members' availability. The implementation includes providing suitable spaces for yoga sessions, communicating schedules, and encouraging active participation. We believe that incorporating yoga into the daily routines of our staff contributes to a healthy work-life balance and fosters a positive work environment.

5. Casual Leave: AKSSM Shevgaon recognizes the importance of providing staff members with flexibility and the ability to manage personal and professional responsibilities. Casual leave allows employees to take short-duration leaves for personal reasons such as attending to personal matters, family events, or unforeseen circumstances.

Implementation: We have established policies and procedures for granting casual leave at AKSSM Shevgaon. Staff members can apply for casual leave by following the defined process, which includes submitting a leave application and any necessary documentation. The implementation involves maintaining accurate leave records, ensuring timely approval of leave requests, and monitoring leave utilization to align with the defined policies.

In conclusion, AKSSM Shevgaon is dedicated to the welfare and professional growth of its teaching and non-teaching staff. Through the implementation of the existing welfare measures, including the salary component as per the 5th Pay Commission, Duty Leave, Faculty Orientation Programmes, Yoga sessions, and Casual leave, we strive to create a supportive work environment that fosters personal well-being, job satisfaction, and continuous development. We remain committed to reviewing and improving these measures to ensure the welfare and success of our valued staff members.


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