



# Effective Welfare Measures for Teaching & Non-Teaching Staff

There are welfare schemes available for teaching and non-teaching staff, which are as follows:

- EPF and Gratuity Fund for regular staff in the college.
- Recognition to wards of staff for holding higher ranks in examinations.
- College provides facility of Medical reimbursement as per Govt Norms.
- Facility for Leave Travel Concessions are also admissible
- Group medical insurance is available for staff.
- Discounts are given in fees for the wards of needy staff members.
- Implementation of PRC (Pay Revision Commission).
- Implementation of UGC Scales and Revision of Pays for teaching faculties.
- Dear Allowances for every 6 months.
- HRA (House Rent Allowances).
- Employees appointed before 2004 are eligible for GPF (General Provident Fund), GPF loans and pension benefits.
- Employees appointed after 2004 are eligible under the benefits of Contributory Pension Scheme (CPS).
- Implementation of National Pension Scheme.
- Professional Tax.
- Consolidated Pension/Family Pension.
- Medical Allowances.
- Medical reimbursement facility is available to the employees and their spouse, children, followed by the guidelines of government.
- Cashless medical treatment is given to the employees under Employee Health Scheme (EHS).
- Travelling and Dearness allowance will be given to the employees for attending training, national and international seminars etc.
- Group Insurance Scheme (GIS) - The Scheme is intended to provide for State Govt. employees at a low cost and on wholly contributory and self-financing basis, the benefits of an insurance cover to help their families in the event of death in service and a lump sum payment to augment their resources on retirement.

- Housing loan facility is available to the employees as per the guidelines of Telangana Government.
- CAS Career Advancement Schemes and Automatic Advancement Schemes.
- Maternity and Fraternity Leaves.
- Medical leave.
- Encouragement of the faculty to participate in Refresher Courses (RC), Orientation Courses (OC), FIP's (Faculty Improvement Programmes) and Faculty Development Programmes.
- Encashment of Earned Leaves (EL's)
- Salaries are regularly paid through the Bank only.
- Child Care Leaves.
- Leave rules for teaching and non-teaching are followed as per the guidelines given by the Government.

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