



Welfare Measures for Staff



GOVERNMENT COLLEGE NEDUMANGAD

**UNDER GOVERNMENT OF KERALA
NEDUMANGAD, THIRUVANANTHAPURAM, KERALA- 695541
*Accredited by NAAC with 'B' Grade***

WELFARE MEASURERS

The various welfare measures available in the college for teaching and non-teaching faculties are:

1) Group Insurance Scheme (GIS):

An insurance policy named Group Insurance is available to all the staff members of the college. The monthly premiums are automatically deducted from the salary as per norms

2) Medical Insurance:

A medical insurance scheme in the name of Mediclaim is been charted out by the govt of Kerala, which is in the final stage of implementation.

3) State Life Insurance:

An insurance policy named State Life Insurance is available to all the staff members of the college. The monthly premiums are automatically deducted from the salary as per norms

4) General Provident Fund:

The College provide up to 75% from the provident fund account to respective teachers and employees for meeting expenses like treatment of a family member, marriage of their wards, and even house construction or purchase of land.

5) Maternity and Paternity leave as per government norms:

As per state govt rule medical leaves are given to all the staff members. Six month maternity leave is provided to its Female staff and 10 days paternity leave is given to Male staff.

6) Cooperative Society:

A society is functioning in the college for the benefit of the students and the faculties and provides service of providing text books, notebooks, and other stationery items at reduced rate along with photocopying facility for the students and faculty.



7) Staff Recreation Centre:

Staffs of the college can spend their free time for their recreation activities at the recreation room.



8) Govt. Staff Quarters:

The government has prescribed specific rules for allotting the staff quarters for the staff in govt colleges.

9) College Canteen:

A canteen is functioning in the college providing tea, snacks, drinks, breakfast, lunch, etc. to students and faculties at subsidised rate.



10) Garbage Incinerator:

An incinerator is installed in our premises to process the wastes and garbage generated in the college, the residuals in the form of ashes are used in our organic farming,



11) Napkin Vending Machine:

Vending machine to cater to the need of napkins to the female students and staff of the college has been installed.



12) Staff Club for the faculties:

All the faculties teaching and non teaching are the members in the staff club which organises programmes for the recreational activities of the members and plays an active role in organising programmes during festivals like Onam, Christmas, New Year and Retirement functions at the end of the academic year.

13) PTA

PTA provides advances to the guest faculties when the disbursement of salary is delayed due to technical reasons.

14) Duty Leave:

Many teachers avail duty leave for attending orientation programmes/ refresher courses/ seminars/ conferences/ training programmes/ workshops/ acting as resource person, etc.

15) Fitness Centre:

A well equipped fitness centre is maintained by the Physical education department.



16) HBA

House Building Advance scheme for employees for constructing house at low interest rate.

17) Medical reimbursement

Medical reimbursement is provided to the staff and their near relatives.

18) GPAIS

Group Personal Accident Insurance Scheme, another insurance scheme is provided to the government staff where a nominal amount is deducted from the salary during the month of November each year.