

## **STAFF WELFARE COMMITTEE**

### **PURPOSE**

Staff Welfare Committee aims for overall development of staff members by providing varied welfare schemes. This committee works for the benefit and welfare of all the staff and provides a channel for interaction between staff and management. This facilitates a positive academic environment for the staff and helps them to improve their work culture.

### **INTRODUCTION**

The Staff Welfare Committee (SWC) aims to contribute to the greater success of the college by promoting a positive and healthy environment. A good environment is necessary to enable the staff to perform their functions productively towards achieving their goals. A conducive working environment results in harmonious working relationship between the Management and staff. The Management has formulated the Welfare Policy to ensure the well-being of the staff which in turn will enrich the quality of the staff.

## **MEMBERS OF THE COMMITTEE**

<b>S.NO</b>	<b>NAME</b>	<b>DESIGNATION</b>	<b>POSITION IN THE COMMITTEE</b>
1	Dr.D.MYTHILI	PRINCIPAL	CHAIR PERSON
2	Prof. JAGATHA LAKSHMANAN	CEO	EX-OFFICIO MEMBER
3	Dr.S. MARAGATHAMANI	HEAD, DEPARTMENT OF TAMIL	CO-ORDINATOR
4	Dr.D.KARTHIKA	ASSISTANT PROFESSOR, DEPARTMENT OF COMPUTER SCIENCE	CO-ORDINATOR

### **OBJECTIVES**

The objectives of the Staff Welfare Committee are as follows.

- To look after the needs of the staff to maintain their high morale
- To ensure favorable working environment for the staff
- To motivate the staff to improve their involvement in their career
- To inspire the staff to participate and present papers in various workshops, seminars, symposiums and conferences conducted by our institutions as well as other institutions
- To encourage the staff to publish articles in reputed journals
- To motivate the staff to submit project proposals to funding agencies

### **ROLES AND RESPONSIBILITIES**

Staff members put forth their valuable suggestions to the committee and it will be forwarded to the management. The other roles and responsibilities of the committee are:

- To conduct regular meetings to find out the expectations of the staff to promote their welfare.
- To arrange yearly health check up and medical facilities for all the teaching and non teaching staff
- To help staff members in times of illness and difficulties.
- To organize staff motivational and recreational activities such as Felicitations, Picnics, and so on.

## **STAFF WELFARE MEASURES**

The Management provides various welfare facilities. The following welfare measures are available for the staff working in the P.K.R. Arts College for Women.

### **1. CONCESSION IN BUS FARE**

The Management is providing concession in bus fare for the faculty members who are travelling by college bus.

### **2. FREE HOSTEL ACCOMMODATION**

The Management provides free hostel accommodation for both the teaching and non - teaching staff residing in the hostel.

### **3. LUNCH IN THE COLLEGE MESS AT SUBSIDIZED RATES**

The Management provides lunch at the college mess at subsidized rates to both the teaching and non - teaching staff, who are not in the hostel.

### **4. GROUP INSURANCE**

The Management provides Group Insurance for all the faculty members.

### **5. PAY REVISION FOR ENHANCING QUALIFICATION**

Staff who upgrades their educational or professional qualification during service, become eligible for additional increments / qualification allowance.