



# **St. Joseph College of Teacher Education for Women Ernakulam**



## **CRITERION VI**

### **6.3.1 Effective Implementation of Welfare Measures for Teaching and Non-Teaching Staff**

**List of Welfare Measures provided by the Institution for Teaching and  
Non – Teaching Staff**

Submitted to

**National Assessment and Accreditation Council (NAAC)  
3rd Cycle of Assessment**



# ST. JOSEPH COLLEGE OF TEACHER EDUCATION FOR WOMEN

KOVLVATTOM ROAD, ERNAKULAM, KOCHI, PIN - 682 035, KERALA, S. INDIA

(Affiliated to Mahatma Gandhi University, Kottayam)

Recognised by NCTE

## 6.3.1 List of welfare measures for teaching and non - teaching staff provided by the institution

### Health Care Measures

1. Maternity Leave
2. Medical Allowance
3. Medical Leave
4. Medical Insurance Scheme for State Employees and Pensioners  
(MEDISEP)

### Career Development and Progression Measures

1. Academic freedom for staff members, deputed on duty for attending and conducting the Seminars/ Workshops etc.
2. Access to library resources, journals, online journals in the college as well as those materials required to enrich the content from outside the college
3. Encouragement to participate and present and publish Research papers
4. Permission to do higher studies connected with their profession
5. Informed about their CAS and the provision to secure them whenever they are eligible
6. Participation in professional and technical training programme for skill enhancement
7. Performance Based Appraisal System to determine individual strengths and weaknesses of teaching and non-teaching staff
8. Permission to attend FDP such as Orientation programmes and refresher courses, short term courses



*Alice Joseph*  
Dr. Alice Joseph  
Principal in Charge  
St. Joseph College of Teacher  
Education for Women,  
Ernakulam



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## Financial Welfare Measures

1. Kerala Private College Staff Provident Fund
2. Financial support for seminars and conferences.
3. Soft loans and help are provided to the needy staff
4. Subsidized canteen facilities
5. Monetary funding during emergencies
6. Staff tour expenses are met by the management
7. Honoring the retiring staff with valuable gifts

## Family Friendly Policies

1. Preference to children of staff for admission to B.Ed. courses
2. Admission preference given to children of the staff for admission in the management school
3. Financial aid for education of children of the needy staff
4. Merit awards to children of staff

## Wellness Measures

1. Birthday and feast day celebrations of staff
2. Occasional Agape
3. Spiritual renewal programmes
4. Staff tour
5. Cultural activities
6. Sports activities
7. Retirement party
8. Felicitations by management during retirement
9. Honoring academic achievements of staff

## Other Welfare Measures

1. Vehicle parking shelter
2. Free overcoat to non-teaching staff
3. First Aid Kit
4. Separate cabin with computers and Wi-Fi facilities
5. Equitable sharing of responsibilities





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3	Encouragement to participate and present and publish Research papers	Dr. Alice Joseph, Dr. Bindu Joseph, Dr. Betty P.J, Dr. Josephine Joseph, Dr. Siji John, Dr. Sicily A.A, Dr. Dinimol Jacob, Dr. Smitha Jose, Aswathy D.V, Sheeba A.S, Anu Cleetus, Rosy Tintu M.P, Jincy Joseph, Dr. Joby Joy Kurian
4	Permission to do higher studies connected with their profession	Rosy Tintu M.P, Sheeba A. S
5	Informed about their CAS and the provision to secure them whenever they are eligible	All the teaching Staff
6	Performance Based Appraisal System to determine individual strengths and weaknesses of teaching and non-teaching staff	All the teaching Staff and non -teaching staff
7	Permission to attend FDP such as Orientation programmes and Refresher courses, short term courses	Anu Cleetus, Aswathy D.V Dr. Alice Joseph, Dr. Betty P.J Dr. Bindu Joseph, Dr. Joby Joy Kurian Dr. Josephine Joseph, Dini Mol Jacob Dr. Sicily A.A, Dr. Siji John Dr. Soya Mathew, Rosy Tintu M.P Sheeba A.S, Dr. Smitha Jose, Dr. Marin Jose



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