



"Social Transformation Through Dynamic Education"

Bharati Vidyapeeth's

**Dr. Patangrao Kadam Mahavidyalaya, Sangli**

Founder :

**Dr. Patangrao Kadam**  
M.A., LL.B., Ph.D.

Principal

**Dr. D.G. Kanase**  
M.Sc., Ph.D.

(Affiliated to Shivaji University)

P.O. Box No. 74, Sangli - 416 416 Ph. : 0233-2535229, Fax : 2535993

E-mail : [bvpkc\\_sangli@yahoo.co.in](mailto:bvpkc_sangli@yahoo.co.in), [dgkanase@gmail.com](mailto:dgkanase@gmail.com)

Website : [www.dpkmsangli.bharativedyapeeth.edu](http://www.dpkmsangli.bharativedyapeeth.edu)



Founder Hon'ble Dr. Patangrao Kadam

Accredited with 'B++' Grade  
by NAAC (3<sup>rd</sup> Cycle)

## **Institutional Policy for Effective Welfare Measures for Teaching and Non-teaching Staff**

The College is committed to providing a compassionate working ambience for all its employees thereby enabling them to act to their fullest potential in the interest of the organization and society.

### **Goal:**

To provide clear directives for staff welfare measures outlining the employer's and employee's responsibilities.

### **Responsibilities of Employer:**

- The institution is aware of employment laws and regulations in the force and abides by them.
- The institution lays emphasis on a transparent professional relationship and communication with its employees.
- There will not be any discrimination based on gender, religion, race and disabilities.
- It is ensured that all staff are provided with equal opportunities at the workplace.
- It provides an effective grievance redressal mechanism.



- It offers confidential support to employees whenever needed to identify practical solutions with effective counselling.

### **Responsibilities of the Employee:**

- All the staff members should be concerned about their workplace.
- They should be aware of the administrative hierarchy to redress their problems.
- They should also be responsible for the welfare of their colleagues at the workplace.

### **Welfare measure includes:**

- All types of leaves
- Campus accommodation
- All types of government insurance schemes
- Provision of staff welfare fund.
- Benefits of the General Provident Fund and DCPS scheme
- Medical Leave and Reimbursement facility
- Medical facilities for faculty
- A Health Check-up & Yoga Camp
- Duty Leave for participation in seminars, conferences and workshops
- Study Leave for Research work/FDP/FIP
- DL for attending CAS
- Staff room and a separate room for each department
- Duty Leave for participation in training programs
- Bharati Vidyapeeth Sevak Kalyan Nidhi
- Superannuation Ceremony
- Felicitation on educational and other achievements
- Felicitation on birthdays



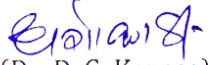
- Uniform and washing allowance to attendants and peons

**Monitoring and Review:**

The said policy is monitored and periodically reviewed by IQAC under the supervision of the Governing Body of the College.

  
(Dr. A. R. Supale)  
Co-ordinator  
Internal Quality Assurance Cell  
Dr. Patangrao Kadam Mahavidyalaya,  
Sangli.



  
(Dr. D. G. Kanase)  
Principal,  
Dr. Patangrao Kadam Mahavidyalaya,  
Sangli.