



JAMAL MOHAMED COLLEGE (Autonomous)

COLLEGE WITH POTENTIAL FOR EXCELLENCE
Accredited (3rd Cycle) with 'A' Grade by NAAC
DBT Star College Scheme & DST - FIST Funded
(Affiliated to Bharathidasan University)

**No.7, RACE COURSE ROAD, KHAJANAGAR, TIRUCHIRAPPALLI - 620020.
TAMILNADU, INDIA.**

Website : www.jmc.edu

Email : principaljmc@gmail.com / princi@jmc.edu

Staff Welfare Policy

Jamal Mohamed College (*Autonomous*) is uniquely positioned in the academic galaxy and shines bright among our nation's most excellent educational institutions. Since its humble beginning in 1951, with the initial strength of 12 staff members and 250 students, the college has attained phenomenal growth in the academic sphere and earned goodwill among people for providing higher education with ethical values. With the almighty's blessings and the well-wishers' support, the college is marching towards eternal glory. Since 1951, over seven decades, the college has been able to scale more significant heights and rise to the present status as a multi-faculty institution. The institution firmly believes that an individual's overall development can only result in the institution's long-term sustainability. In this context, various welfare measures for teaching and non-teaching staff are developed with the following objectives,

Objectives

- To create efficient, healthy, loyal and satisfied work for the institution
- To fulfill the statutory and non-statutory welfare schemes
- To promote the college as a competitive institution competent of attracting and retaining qualified employees
- To offer chances for academic and administrative excellence through a variety of endeavors
- To ensure and streamline staff welfare measures

Staff Welfare Committee

Jamal Mohamed College has formed a staff association to carry out the welfare activities of its employees. The President of the association is our Principal and the teaching





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faculty both Government Aided and Self-financing staff (Men and Women) are members of this association. For its efficient operation, two staff members are elected as the Secretary and the Treasurer by the General body of Staff Association. Apart from these, it has an executive committee, which includes one staff member represents from every Department of the college. The association is funded by the contribution made by the staff members.

Staff Welfare Measures

General Facilities and Amenities

- Spacious and Eco-friendly campus
- Separate air-conditioned staff-room and RO purified drinking water facility
- Official Email ID for official communication
- General library
- Wi-Fi facility
- Photocopier centre
- Physical fitness centre
- Nationalized bank and ATM facility at campus
- Post-office
- Co-operative store
- Canteen

Career Progression and Research

- Regular conduct of orientation/faculty development/professional development programs/administrative trainings/lab skills for teaching and non-teaching staff.
- Faculty members are encouraged to attend conference/seminars/workshops/refresher and online courses/faculty development programmes/professional membership with sponsorship and On-Duty facilities.





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- Incentives will be given for patents/research publications/procuring research grants by the faculty members
- Seed money would have been given to faculty members to initiate early stage research
- Faculty members will be encouraged to undertake consultancy projects abiding the rules and regulation of research and consultancy policy
- Every year young and senior researcher awards are given to encourage Research Culture among faculty members.

Leave Facilities

Faculty members can avail the leave as per the rules and regulations highlighted in service rules of the college.

- Casual leave
- Earned leave
- Medical leave
- Maternity leave
- Sabbatical leave
- On Official Duty
- Restricted holidays
- Special-On Official Duty

Finance

- Salary would be revised periodically and incentives are given for additional qualification to the self-financing teaching, administrative and supporting staff members





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- Management and staff members contribute financial assistance to the family of the staff who lose their life unexpectedly during their tenure in the college.
- Festival advance is provided for teaching and non-teaching staff
- Interest free loan is given to the self-financing staff members.
- Financial assistance is furnished for employees in distress.

Sports facility

- Games like carom, chess, table tennis, ball badminton, shuttle and volley ball, cricket, and basketball facilities are available for teaching and non-teaching staff members.
- Annual sports events are conducted every year by Staff Association for teaching and non-teaching staff members.

Health

- Free medical check-up is provided to all the employees of our college.
- College health care centre will conduct health and hygiene programmes for teaching and non-teaching faculties.
- Employees' state insurance card is provided to the aided staff to receive the benefit of Government Health Scheme.
- Group insurance is provided for self-financing teaching and non-teaching staff members.
- Institution offers counselling for stress management, to prevent sexual harassment and work related trauma to the teaching and non-teaching faculty members.





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Others

- Every year college management honours the staff members who have completed 25 years of service and retiring academic, administrative and supporting staff.
- Staff members are honoured, who perform Umrah and Hajj.
- Staff association presents gifts to the staff members who get married and also for their children's marriage.
- Uniforms are provided, for gardeners, security personnel and drivers.
- Institution has provided **Day Care Centre** for infants of teaching and non-teaching faculties.
- Yoga and meditation programmes are conducted for the well-being of teaching and non-teaching staff members.
- CCTV cameras are installed in all corners of the campus to enhance security.
- Dinner is hosted for all teaching and non-teaching staff members with 50% contribution by Management.




PRINCIPAL
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