



Shri Vithalrao Joshi Charities Trust's  
**SAMARTH NURSING COLLEGE**

(NAAC ACCREDITED GRADE 'B')

Kasarwadi, Post Sawarde, Tal. - Chiplun, Dist. - Ratnagiri 415 606

Phone : 02355-264149 / 137, 8379972264 Fax : 02355-264181

Email : sncdervan@gmail.com

Website : www.svjctsamarthnursing.com

(Recognised by Indian Nursing Council, Maharashtra Nursing Council & Maharashtra University of Health Sciences, Nashik and MSBNPE Board, Mumbai)

## POLICY DOCUMENT FOR WELFARE MEASURES FOR TEACHING AND NON- TEACHING STAFF

The welfare measure is for all the teaching and non-teaching staff during their employment period in Samarth Nursing College, Kasarwadi, Sawarde. These welfare measures are stated by the administrator of the Nursing Council, based upon which the norms are set by the institute following the guidelines of INC and MUHS, Nashik.

These welfare measures are availed by all the teaching and non- teaching staff of Samarth Nursing College after completing their prescribed period of service. Thereafter, the faculty is benefited by the various welfare measures which are listed below.

**Medical benefit:** the employees of the institute receive medical benefit in the form of 1/4<sup>th</sup> concession for hospitalization and investigation excluding medication. These benefits are applicable for the employees as well as their family members.

**Organization of Seminar/ Workshop/ FDP:** institute organizes various academic training programs to upgrade skills and knowledge of teaching and non-teaching staff.

**Leave benefit:** the employees can avail the leave facilities as per the eligibility criteria and norms set by the institution. Casual leave: the staffs can take 10 days CL in an academic year. PL: there are 06 days of privilege leave for the staff for an academic year. Maternity leave: the confirmed female teacher after one year of her service can avail for maternity leave. PH: the staff is also benefited with public holidays set as per the university. Yearly vacation: winter and summer vacations of 15 days are allotted for the staff and this facility has been started from 2021. Staff will get ODL for conference/workshop/seminar.

**Accommodation:** the institute provides accommodation facilities to the teaching and non-teaching faculty in the campus. The campus has its own alternate power generation system in case of failure of power supply. Trust provides purified drinking water, through its own water purification plant.

**Financial support:** the institute provides remuneration for the staff who is engaged in official work of University. They receive travelling allowances and all the expenditure which they spend for the same.

**Provident fund:** institute provides PF to the particular teaching and non-teaching staff. A specified amount is deducted from the salary and deposited.

  
Principal  
Samarth Nursing College  
Kasarwadi, Sawarde,  
Tal. Chiplun, Dist. Ratnagiri 415606