



Nanded Education Society
Science College, Nanded

(Affiliated to Swami Ramanand Teerth Marathwada University, Nanded)
(Reaccredited with "A" grade by NAAC with (CGPA 3.38) 3rd Cycle, CPE Status,
DST-FIST, Best College Award (SRTMUN) NIRF 72nd Ranking (Year-2017)



Annual Quality Assurance Report 2021-22

Criteria-VI

Governance, Leadership and Management

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff

Staff Welfare Policy

Science College, Nanded has compassionate welfare measures and schemes for the teaching and non-teaching staff. It provides ample of opportunities for academic and professional development of the staff. The management ensures the wellness of its employees and enables them to enhance their potential. The college offers financial and health securities for its employees.

Welfare Measures and Schemes

Education

- Prizes to the meritorious ward of staff members
- Sports facility for children of staff
- Preference to children of teaching and non-teaching staff for admission
- Walking tracks available for staff's family

Opportunities for career development and progression

- Motivation to the staff for the submission of major and minor research project.
- Faculty is encouraged to attend and organize FDP, national and international workshop and conference
- Freedom to attend/organize national/international workshops/conferences
- Duty leave is given to attend OC, RC, national and international level workshops, seminars, conferences, etc.
- Financial assistance to attend conferences/workshops/seminars
- Paid vacation for staff members during summer, all holidays including Diwali and local holidays
- ICT Facilities, Wi-Fi facilities, Computers, laboratories, and separate research room for research
- Motivation to participate in extension and community work.
- Freedom and Autonomy in academic matters is provided
- Computerized Digital Lab to enhance the use of Digitized Platforms
- Technical training to familiarize with Management Software System

Medical

- Welfares for Maternity of women employees.
- Group Insurance facility
- Medical facilities
- Encouragement for good health and hygiene
- Medical claim
- In Covid-19 pandemic period class rooms and laboratories were sanitized. Sanitizing machines were installed.
- Masks were distributed among students and staff.
- Thermal gun machines and oxymeter were used during pandemic in college campus.



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Financial assistance

- N.E.S. Credit Co-Op. Society gives loans up to Rs. 15,00000/
- It also provides financial support for education of children, medical help, home constructions, etc.

Financial Incentives

- Gratuity and pension for teaching and non-teaching staff
- DCPS Pension scheme for faculty and staff
- Jobs on compassionate grounds to family members of the non-teaching staff

Other Benefits

- Awareness programmes for Non-Teaching Staff
- Canteen facility at affordable rates
- Celebration of festivals and National days
- College uniform to non-teaching staff
- Felicitation on the achievements
- RO Drinking water facility

Teaching Staff

- CAS Promotion Policy is followed for levels of Designation – Assistant Professor, Associate Professor, and Professor
- API and PBAS based Promotion from one level to another

Non-Teaching Staff

- All the non-teaching posts are categorized as per the norms in the related grades.
- The selection and promotion of an employee to a particular grade is decided on the basis of his educational qualification and work experience.




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