



CHRIST COLLEGE, BHOPAL

(A CMI Institution)

Recognized by NCTE & Higher Education
Affiliated to Barkatullah University
Raisen Road, Bhopal -462022 (M.P.), India

Mob. No. : 9425691997
Email : christbhopal@gmail.com
Website : www.christcollegebhopal.com

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Teacher Welfare Policy

Introduction

One of the important factors in realizing educational aims and objectives in student's academic performance is the role of the teacher's welfare within the educational set up. Teachers' motivation to undertake a task depends on their expected reward. Motivation may be aroused by either extrinsic or intrinsic stimuli both of which are important in directing and regulating the learner's behaviour towards attainment of the desired goals. Teachers must therefore be motivated through various ways which may include the organization of seminars and workshops, upgrading test, performance appraisal, timely payment of salary and wage, providing the required physical facilities like laboratories and verbal encouragements.

Policy Statement

This policy envisages teacher's welfare within the educational set up. It ensures professional development, academic advancement and career development.

Objectives:

The basic objectives of teacher welfare policy are as follows:

- To motivate teachers.
- To provide opportunities for Professional Development, Capacity Building, Faculty Development.
- To encourage research aptitude and upgrade academic and administrative skills of the teachers.
- To ensure the wellness of its employees and enable them to optimize their potential.

Welfare Scheme

Education

- Preference to the children of teaching and non-teaching staff for admission in sister concern institute.
- Educational assistance to children of economically weak non-teaching staff
- Scholarship to the meritorious children of staff
- Fee concession to staff children
- Wi-Fi facility

Avenues for career development/progression

- Freedom to attend/organize national workshops/conferences
- Leave to attend workshops/Seminars/Conferences in national Universities
- Seed money for research
- Financial assistance to attend conferences/workshops/seminars
- Paid leave for attending an academic programme

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Principal

Christ College, Bhopal
Anand Nagar, Bhopal-462021 (M.P.)



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- Paid vacation for one month summer holidays and other holidays including, Onam, Deepavali, Holi and Christmas.
- Computers, laboratories, and separate research room for research.
- Leave to engage in extension and community work.
- Encouragement to aided faculty for FDP
- Autonomy in academic matters
- Computerized Digital Lab to enhance the use of Digitized Platforms

Medical

- Medical assistance for hospitalization
- Free annual medical check up
- Maternity Benefits for women employees.

Financial assistance

- Interest free Loans to faculty and staff to meet emergency situations
- College Credit Society loans up to Rs 500000/
- **Financial support for the construction of houses**

Financial Incentives

- Annual trip allowance of Rs 1000 for common trip
- UGC norms in the promotion of Self-financing faculty
- Annual staff picnics, occasional tours and common celebration of festivals:
- Terminal Benefits in terms of redeployment or financial compensation.
- Jobs on compassionate grounds to family members of the non-teaching staff

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