



AMAR SEWA MANDAL'S (Regd No. : M/220/78 NGP) F-2299 (N)

KAMLA NEHRU MAHAVIDYALAYA

(ARTS, COMMERCE, SCIENCE & MANAGEMENT)

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Certified by ISO 14001:2015
& ISO 9001:2015



DR. (Smt.) SUHASINI G. WANJARI President Adv. ABHIJIT G. WANJARRI Secretary DR. DILIP S. BADWAIK Principal

KNM / _____

Date: ____/____/____

TEACHER WELFARE POLICY

(With effective from session 2019-20)

The welfare of our teaching staff is of paramount importance to Kamla Nehru Mahavidyalaya. This policy aims to ensure the well-being, professional development, and overall satisfaction of our teachers.

Objectives:

- To promote the physical, mental, and emotional well-being of teachers.
- To provide opportunities for professional growth and development.
- To create a supportive and inclusive work environment.
- To recognize and reward the contributions of teachers.

The policy will be executed by keeping the following wellbeing of the teaching staff.

- 1) **Health Care Benefits:** Comprehensive medical benefits, including free medical examinations, and dental care.
- 2) **Maternity Leave:** Maternity leave as per the Maternity Benefit amendment Act, 2017.
- 3) **Provident Fund:** Employees are eligible for Provident Fund benefits as per the employees Provident Funds and Miscellaneous Provisions Act, 1952.
- 4) **Low Interest-rate Loan:** Loan facility for various purposes such as marriage and higher education of children and emergency needs at low interest rate via Kamla Nehru Employee Co-Operative Society, Nagpur.
- 5) **Support for research Activities:** Teachers will be provided financial support to carry out research activities such as laboratory experiments, material characterization, Research publication, participation in National and international conferences etc.

Amar Sewa Mandal's Kamla Nehru Mahavidyalaya is committed to the welfare and well-being of its teaching staff. This policy will be reviewed as and when required to ensure it meets the evolving needs of our teachers.



[Signature]
IQAC Coordinator
Kamla Nehru Mahavidyalaya
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[Signature]
Principal,
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