



Shree Guru Gobind Singh Ji Government College Paonta Sahib, District Sirmaur, Himachal Pradesh

2nd Cycle of NAAC Accreditation

Criterion 6 Governance, Leadership and Management

Key Indicator 6.3 Faculty Empowerment Strategies

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

Welfare Measures for Teaching and

Non-Teaching Staff

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As per the Government of Himachal Pradesh, the following welfare facilities are available to all permanent teaching and non-teaching staff members of the college.

1. Medical Reimbursement

There is full medical reimbursement of medical expenses including indoor medical treatment as approved by Government of Himachal Pradesh.

Medical Reimbursement Rules



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Voucher 1 Sample case of Medical Reimbursement p.1

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Voucher 2 Sample case of Medical Reimbursement p.2

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Voucher 3 Sample case of Medical Reimbursement p.3

2. Leave

Medical leave is given to employees as per the norms.

There is also a provision of maternity/paternity leave as per the government norms.

The department of education also provides opportunities to improve qualifications by providing study leave as per the guidelines of the Govt. of Himachal Pradesh.

Duty leave for 14 days per year is given to the faculty members for attending seminars/ conferences /OP/RC.

Maternity Paternity Leave Rules



3. Pension

Faculty appointments prior to 2004 are eligible for pension benefits on retirement. Faculty after 2004 is covered under New Pension Scheme.

Pension/Gratuity Rules



4. GPF

GPF loans are sanctioned as per rules of Govt. of Himachal Pradesh.

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Voucher 8 Allowances and deduction like GPF, HRA, GIS

5. Gratuity & Leave Encashment

Gratuity and leave encashment are availed by retiring faculty as per Himachal Pradesh government norms. Encashment of maximum three hundred days Earned Leave is allowed at the time of retirement.

Pension/Gratuity Rules



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Voucher 9 Sample Case of Gratuity Payment p.1

No: Edn-Srm(GC-Paonta Sahib)B(10)-113/21 コς-86 Office of the Principal Govt. Degree College Paonta Sahib(Sirmaur)HP

21/4/2022

Dated Paonta Sahib the

In exercise of powers delegated to me vide Fin. Deptt. Letter Fin (C)A(93)-1/85 dated 19-08-1986 and as per provisions Rule 51 to 53 and 69 of CCS(Pension) def in terms of Rs.10,00,000(Rupees Ten Lakh only) on account of Retirement Gratuity is here storded in favour of Sh. Nanduri Raj Gopal, Associate Professor of English whose technical senation has been accepted by the Govt. on 24-2-2020 and relieved from HP State Govt. Service on 12-2020(AN)in order to join as Associate Professor of English on his appointment/selection in

central University of Himachal Pradesh.

The DCRG has been authorized by AGHP -Shimla 171003 vide authority no; Pen 4/6/P/22/10/60236917 dt.11-4-2022 (PPO No: 1122228964) and pension file ID no:

2062216457)

This payable amount is debit able to major head 2071-pension

and other retirement benefits, 01; Civil, 104.

Principal

Govt. Degree College Paonta Sahib(Sirmaur)HP

Endst.No& Date Even

Copy to;-

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- The AGHP, Shimla;171003 1
- The Director of Higher Education, Himachal Pradesh, Shimla;
- The Registrar, Central University of Himachal, Dharamshala Kangra, HP 2
- 3 The District Treasury officer-Nahan
- The DA (Internal) Pay and Accounts 5
- P/file 6

Dr.Nanduri Raj Gopal(Dr.N.R. Gopal) Associate Prof. CUHP Dharamshala

Principal Govt. Degree College Paonta Sahib (Sirmaur) - Colle D.D.O. Code No. 2

Voucher 10 Sample Case of Gratuity Payment p.1

6. LTC

Subject to rules and regulations, the travelling expenditure of the employees to any place in India is refunded as per LTC rules of the Government of Himachal Pradesh.

7. HRA

House Rent Allowance is given to all teaching and non-teaching staff.

8. University Guest House

University Guest House facility for Teaching Staff.

9. PWD Rest House

The PWD Rest House facility for employees during tours as per availability.

PWD Rest House Link



10. GIS

All the employees are covered under GIS (General Insurance Scheme) and the premiums are deducted from their salary.

GIS Act Link



11. TA/DA

TA/DA is given to the employees whenever they go out for some official duty.

Link for TA/DA Rules



12. Official Accommodation

Residential Quarters are provided for teaching and non-teaching staff from common pool in Housing Board Colony

13. Capacity Building

Faculties are also inspired for Professional Development Programmes organized by the agencies such as HIPA Shimla/IIPA New Delhi, SCERT Shimla, HRDC and UGC Academic Staff Colleges etc.

UGC FDP Guidelines



14. College Canteen

Provides the staff and students with hygienic, homely and nutritious food at affordable prices.

15. Sports and Games

The College provides opportunities for recreation, Yoga training, sports and games. The Department of Physical Education maintains a well-equipped fitness centre accessible for the staff for their sound mental and physical health.

16. Day Care Centre

For kids of staff members.

17. Collective Issues

In addition to this, the staff members can discuss their problems, demands and new proposals in the staff meeting which is convened by staff secretary in consultation with the principal. The outcome of the meeting are recorded as the minutes of meeting and are then put forward for execution. The ministerial and non-teaching staff also discuss their problems, demands and suggestion amongst themselves. These are then forwarded to the Head of the institution who discusses it further with the advisory committee and gives needful recommendations.