



The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The welfare measures for the teaching and non-teaching staff are successfully implemented in the Institution, the following benefits are given to the teaching and non-teaching staff:

- Schemes as per MP Govt. norms such as Gratuity, GPF, Pension, Commutation of Pension, Earned Leave encashment, Earned Leave, Medical Leave, Maternity Leave, University Welfare Scheme, etc.
- Promotions/upgradation/career advancement etc as per AICTE CAS norms for faculty and for Non-teaching staff as per MP Government promotion rules.
- Encouragement and Financial Support to the faculty & staff to attend workshops, conferences, and other faculty & staff development/Training programmes including leave for attending the same for the career development and progression of the teaching as well as non-teaching staff.
- All the non-doctoral staff members are encouraged to get enrolled for Ph.D. program.
- Provision of Seed Money in the form of Innovative Research Scheme for faculty to encourage them to undertake research projects.
- The teaching and non-teaching staff are honoured with appreciation letters & Awards for outstanding performance in teaching, research and administration.
- Financial assistance to conduct In-house faculty & staff development programme.
- Conduction of FDP/STTP/workshops/training programmes on emerging areas of Engineering & Technology for faculty & staff every year.
- Conduction of Induction programmes for the newly recruited faculty & staff.
- Conduction of various training programmes on pedagogical approaches, how to write research project etc for teaching group, training on Finance Management System, Ms-Office, office management for non-teaching staff, and waste management, operating fire extinguisher training for other domestic staff.
- Limited Faculty & Staff quarters inside the Institute campus.
- Internet & Wi-Fi facility to the faculty & staff inside the Institute campus.
- Grievance Redressal Cell to address the issues and grievances of the faculty & staff.



- Availability of full-time professional counsellor for faculty & staff.
- Gymnasium, Sports & Games facility for the staff to relax and to refresh physically and mentally.
- Group Insurance Scheme for teaching and non-teaching staff.
- Teachers' Welfare Fund.
- Free health check-up camps.
- Medical Dispensary with a qualified doctor, staff Nurse and other medical facilities exists for the teaching and non-teaching staff and students of the Institute.
- Facility of 24 hour power back-up, Workspace, Computing facility, Cafeterias, Identity cards & ATM, etc.
- The staff is encouraged to give suggestions and regular feedback to improve the welfare measures in the Institute.
- As Institution has a inclusive environment in the campus.
- Yoga sessions and recreation facility for faculty & staff.
- In and around campus, various food centers has been established which are accessible by staff during the working and extended hours.
- Summer and Winter Vacations for faculty members.
- Skill development courses are organized for non- teaching staff to enhance their skills in work environment.
- Automation of attendance and leave using MOODLE.
- Women Empowerment for creating venues for women members to flourish and gain momentum.
- Two sets of uniforms to the Class-IV staff every year.