

# PHALTAN EDUCATION SOCIETY'S COLLEGE OF ENGINEERING

(Approved by AICTE New Delhi, D.T.E. Mumbai and D-BATU Lonere/MSBTE Mumbai)

Sr.No. 31 Thakurki, Tal.Phaltan, Dist.Satara Pin 415 523

E-mail : pes.coeprincipal2011@gmail.com / coeprincipal@yahoo.co.in

Website : www.coephaltan.edu.in

Hon. Shreemant Sanjivraje Naik Nimbalkar  
Secretary, P. E. S.

Prof. Dr. N. G. Narve  
Principal

## CRITERIA- 6

### Governance, Leadership and Management

#### KEY INDICATOR- 6.3.1

**Institution has effective welfare measures for teaching and non-teaching staff**

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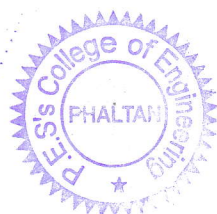
## Staff welfare Committee

### Objectives: -

- 1) Listen and respond to any concerns or issues raised by employees regarding safety and health in the workplace.
- 2) Manage and improve employee benefits programs, including healthcare plans, insurance coverage that contribute to the overall well-being of staff.
- 3) Facilitate opportunities for professional development and training to enhance employees' skills and career growth.
- 4) Establish effective communication channels between employees and management, and gather feedback to identify areas of improvement in work conditions, policies, or any other relevant matters.
- 5) Develop and implement programs to recognize and reward employees for their achievements and contributions, a positive and appreciative work culture.
- 6) Support employees in achieving financial well-being by providing resources on financial planning.

## Staff welfare Committee

Sr. No.	Name of Faculty	Designation
1	Prof. Dr. N. G. Narve, (Principal)	Chairman
2	Prof. Mr. D. N. Shinde	Member-Secretary
3	Prof. Mr. G. V. Thombare	Member
4	Prof. Mrs. D. S. Bhoite	Member
5	Prof. Mr. A. A. Hipparkar	Member
6	Prof. Mr. A. A. Ranaware	Member
7	Prof. Mr. S. V. Kalel	Member
8	Mr. Shrikant Bajare	Member
9	Mr. Shankar Thorat	Member



*(Signature)*  
Principal  
P. E. S.  
College of Engineering  
Phaltan, Dist. Satara (M.S.)

# PHALTAN EDUCATION SOCIETY'S COLLEGE OF ENGINEERING

## Staff Welfare Policy for Phaltan Education Society's College of Engineering

### **Introduction:**

At Phaltan Education Society's College of Engineering, we recognize the pivotal role that our faculty members play in the overall development of the institution. As we strive for excellence and pursue NAAC accreditation, it is imperative to establish a comprehensive Staff Welfare Policy that not only ensures the well-being of our dedicated faculty but also aligns with the best practices in higher education.

### **1. Financial Support for Higher Education:**

To encourage academic advancement, our college is committed to supporting faculty members in pursuing Ph.D. programs. Financial assistance, including tuition fee coverage and research grants, will be provided to faculty members actively engaged in doctoral studies. Additionally, faculty training is a priority, and the college will facilitate participation in workshops, conferences, and seminars to enhance their professional skills.

### **2. Salary Advances:**

Understanding the occasional financial challenges faced by our faculty members, the college will provide a mechanism for obtaining salary advances. This support aims to assist in emergencies or unforeseen circumstances and will be offered under reasonable terms to ensure responsible financial management.

### **3. Health and Wellness Programs:**

The well-being of our staff is of paramount importance. The college will implement health and wellness programs, including regular health check-ups, fitness sessions, and mental health workshops. These initiatives are designed to promote a healthy work-life balance, fostering a positive and vibrant academic community.

### **4. Flexible Work Arrangements:**

Recognizing the diverse needs of our faculty members, the college will explore and implement flexible work arrangements where feasible. This may include options such as telecommuting,

flexible hours, and compressed workweeks. Such measures aim to enhance job satisfaction and contribute to a supportive and inclusive work environment.

#### **5. Professional Development Opportunities:**

To ensure continuous growth and skill enhancement, the college is committed to providing ample professional development opportunities. This includes access to online courses, workshops, and certifications that align with individual career goals and the academic needs of the institution.

#### **6. Grievance Redressal Mechanism:**

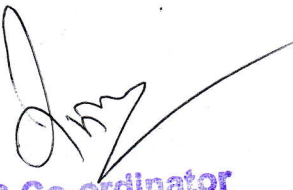
A transparent and efficient grievance redressal mechanism will be established to address any concerns or issues raised by the faculty. This system will ensure that grievances are handled promptly and fairly, fostering a culture of trust and open communication within the institution.

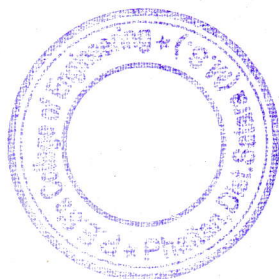
#### **7. Employee Assistance Program (EAP):**


In collaboration with external service providers, an Employee Assistance Program will be introduced to offer counseling and support services for personal and professional challenges. This confidential resource will be available to all faculty members, promoting mental and emotional well-being.

#### **Conclusion:**

Phaltan Education Society's College of Engineering is committed to creating a nurturing and empowering environment for its faculty members. This Staff Welfare Policy reflects our dedication to the holistic development of our academic community, aligning with the standards set by NAAC. As we pursue accreditation, we believe that a content and motivated faculty is integral to achieving our academic and institutional goals.

  
**IQAC Co-ordinator**  
Phaltan Education Society's  
College of Engineering



  
**Principal**  
P.E.S.  
College of Engineering  
Phaltan, Dist. Satara (M.S.)