

## Welfare Schemes for Teaching and Non Teaching Staff

- 1. Payment of Service Benefits to the Employees on the day of superannuation:-** The University sanctions and pays all the service benefits of the employees as the Leave Encashment, Gratuity and PPO to the employees on the date of their superannuation itself.
- 2. Medical Facility and Reimbursement of medical Claims:-**

Health Centre is located in the Centre of the University Campus. Health Centre has Male Ward, Female Ward and a Pathological lab caters to the need of the student, residences of the campus and employees of the University. Medical Officer along with assisting staff compounder, ANM (Female) and Ambulance driver is posted at the centre. All the medical facilities, treatment and medicines for students, employees are provided free of cost. The Health Centre has an Electro Cardio Grapy (ECG) Machine and a chemical Blood Analyzer for carrying out various blood tests. The Health Centre also provides twenty four hours ambulances services and doctors on call are available round the clock. The Centre also has limited in-patient facility. Apart from this the employees taking treatment outside the University health centre are being reimbursed as per the GoI norms
- 3. Leave Travell Concession :-** The facility of Leave Travell Concession (LTC) as per the GoI rules/directions is being extended to the faculty and non faculty members of the University.
- 4. Children Education Allowance:-** Facility of reimbursement of Children Education fee as Children Education Allowance is extended to all the faculty and non faculty members of the University, for their wards up to the class XIIth
- 5. Promotion and Career Advancement to the Faculty Members:-** The faculty members are being provided career advancement as per the directives of University Grants Commission under the Career Advancement Scheme (CAS)
- 6. Promotion and Assured progression for the non faculty members:-** The non teaching employees of the University are being provided promotion according to the Recruitment and Promotion Rules of the University and also the career progression is extended under the Modified Assured Career Progression Scheme (MACPS) in a time bound manner
- 7. Extension of benefits of leaves of different kinds:-** The employees (faculty and non faculty) of the University are being provided the benefits of leaves as Study leave, maternity leave, paternity leave, Child care leave etc.
- 8. Permission to the faculty members for professional development:-** The faculty members are being encouraged and permitted for their professional development by granting leaves to participate in the refresher courses, orientation programmes, seminars, conferences and workshops etc
- 9. Training for the non teaching staff:-** Training programmes are being organized for the non teaching staff for their professional development including the training on official procedures, file movement, typing etc. The Rajbhasha Cell organizes short term training for employees for hindi typing and detailing regarding rajbhasha. A training programme was organize in Feb-March 2019 for the administrative and ministerial staff of the University by the HRDC of the University.
- 10. Unievrsity Cafeteria:-** The Cafeteria is successfully catering to the daily needs of the employees, students and campus esidents of the University. The Cafeteria remains open on

all working days from 8.00 a.m. to 7.00 p.m. On special occasions, the cafeteria opens on holidays too. **Devbhog-the upfront brand** of Chhattisgarh State Cooperative Dairy Federation has opened a counter at adjoining part of the Cafeteria which provides quality milk and milk products at the most reasonable prices to the students and staffs of the university.

New Cafeteria Building with G+1 floor is constructed with one big cafe-seating hall of 25m x 16m at ground floor. There are five big halls on the first floor, the total build up area of the cafeteria is 1005 sq.m.

11. **Residential Facility** :- The University extends residential facility to its employees. Presently, there are 235 staff quarters for different categories of non-teaching staff of the University. The staff colony is very well connected by roads with well-lit avenues. The colony is surrounded by lush green trees and has a pleasant environment. A 'Kali' temple built near the quarters provides a space for peaceful meditation and for occasional social celebrations
12. **Compassionate Appointment** :- Compassionate appointment is given to the eligible family members of diseased employees (03 in last three years).
13. **Supernumary Seats for the wards of employees:-** The University provides the facility of supernumery seats in admission in the non technical/professional courses.