



D.B.M.S. College of Education

(Recognised by National Council for Teacher Education)

Affiliated to Kolhan University, Chaibasa & J. A. C., Ranchi, Jharkhand

Road No. 23, Farm Area, Kadma, Jamshedpur-831005 | Phone : 2309097

E-mail : dbms.edu23@gmail.com | Website : dbmscollege.in

CRITERION VI

6.3.1 Effective Implementation of Welfare Measures for Teaching and Non-Teaching Staff



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List of Beneficiaries of Welfare Measures provided by the Institution

S. No.	MEASURES	BENEFICIARIES
HEALTH CARE MEASURES		
1	Medical Insurance	All teaching and non-teaching staff
2	Maternity leave	All teaching and non-teaching staff
3	Paternity Leave	All teaching and non-teaching staff
4	Special Leave	All teaching staff
CAREER DEVELOPMENT AND PROGRESSION MEASURES		
1	Academic freedom for staff members, deputed on duty for attending and conducting the seminars/ workshops	All teaching staff
2	Access to Library resources, journals, online journals in the college as well as those materials required to enrich the content from outside the college	All teaching and non-teaching staff
3	Encouragement to participate present and publish Research papers	All teaching staff
4	Permission to do higher studies connected with their profession	Ms. Mousumi Dutta, Mrs. Amrita Choudhury, Mrs. Kanchan Kumari, Mrs. Poonam Kumari, Mrs. Gayatri Kumari, Mrs. Pamela Ghosh Dutta
5	Performance based appraisal	All teaching and non-



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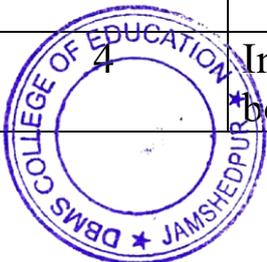
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	system to determine individual strengths and weaknesses of teaching and non-teaching staff	teaching staff
6	Permission to attend FDP such as Orientation programmes and Refresher courses, short term courses	All teaching staff
FINANCIAL WELFARE MEASURES		
1	Financial support for seminars and conferences	All teaching and non-teaching staff
2	Soft loans and help are provided to the needy staff	Support staff
3	Staff tour expenses are met by the management	Dr. Joohi Samarpita, Dr. Monika Uppal
WELLNESS MEASURES		
1	Birthday and Founders' Day celebration	All teaching and non-teaching staff
2	Sports activities	All teaching and non-teaching staff
3	Staff picnics and excursion	All teaching and non-teaching staff
4	Teachers' Day and May Day	All teaching and non-teaching staff
OTHER WELFARE MEASURES		
1	Vehicle parking shelter	All teaching and non-teaching staff
2	Blazers	All teaching and non-teaching staff
3	First Aid Kit	All teaching and non-teaching staff
4	Individual cabin and bookshelves	All teaching staff



Joohi Samarpita
PRINCIPAL
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