

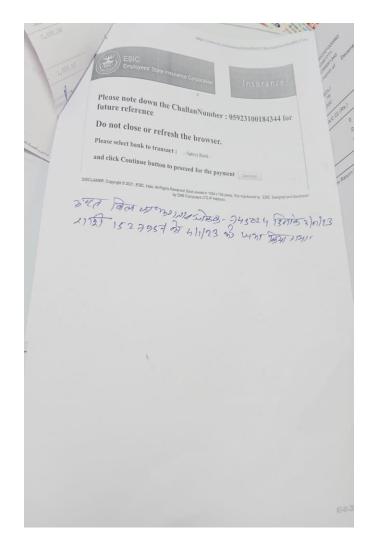
#### 6.3.1

Faculty Empowerment Strategies: - The Institution has effective welfare measures for teaching and non- teaching staff. The development of organization relies upon prosperity and fulfillment of staff.

Sr.No.	Details	Page
		No.
1.	ESIC provision	1-1
2.	Provision of casual and optional leaves	
3.	Medical leaves for the regular faculties	
4.	Free wi-fi office, ICT Office available	
5.	Salary award @50% from government	
6.	Yearly Increment in salary( Regular staff)	
7.	Gratuity provision	
8.	Vacations	
9.	Washrooms facilities for teaching and non-teaching staff	
10.	Library and Gym facilities	

# **ESIC PROVISION**





## PROVISION OF CASUAL AND OPTIONAL LEAVES

In an academic session, 13 days casual leave is available for regular staff and 11 days casual leave for ad-hoc staff.

Submission of application is mandatory non submission of application within 2 days will be considered as violation of the code of conduct.

In an academic session 3 days optional leave shall be available for regular and adhoc staff, prior sanctioning of optional leave is mandatory for all.

#### **MEDICAL LEAVES FOR THE REGULAR FACULTIES**

- Staff eligible for for 10 days medical leaves in an academic session.
- Governing body meeting dates 05/06/2021 to approve.

## FREE WI-FI OFFICE, ICT OFFICE AVAILABLE

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Taxes (GST)				₹305.64
Previous Dues		-		₹1886.20
Payments1				-₹117.00
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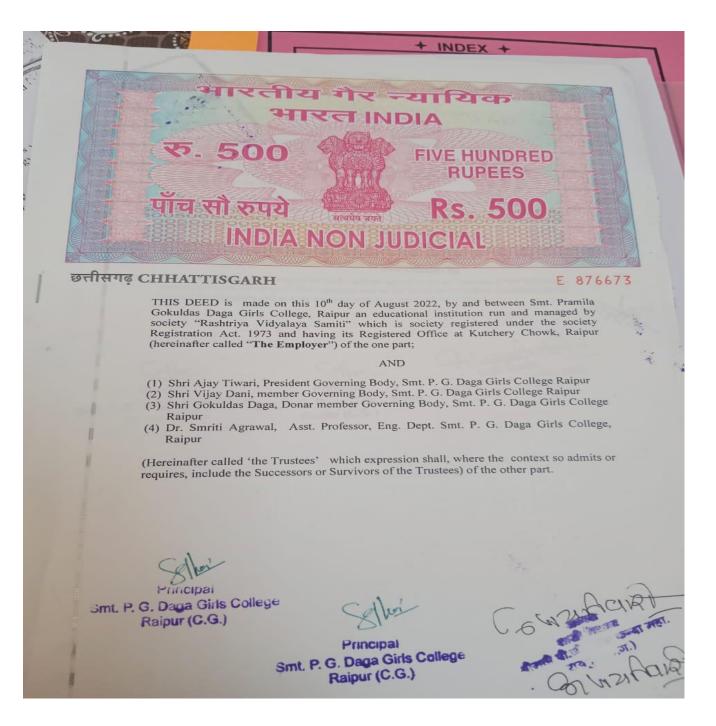
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	Date :- 02/01/2023	Raipur(C.G	) College, Raip	w(c.o.)																								

## YEARLY INCREMENT IN SALARY (REGULAR STAFF)

- A 15 days vacation during summer.
- Government holidays.
- Additional vacation during festive days.

#### **GRATUITY PROVISION**



NOW IT IS HEREBY AGREED AND DECLARED as follows:

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#### Section I: Administration of Fund and the Scheme.

11

Rules.	1.	The Fund shall be governed by the Rules and any reference to the Rules in these presents shall mean the Rules for the time being in force which shall be binding on the Employer, the Members and their beneficiaries.
Definitions	2.	All Words and expressions to which special meanings have been given in the
Date of Commencement	3.	The Scheme shall be deemed to have been established and the Rules shall be deemed to have taken effect from the 10 <sup>th</sup> day of August 2022
Trust Irrevocable	4.	These presents shall constitute a Trust set up and the Trust shall be irrevocable in connection with a Trade or Undertaking carried on in India and not less than 90% of the employees shall be employed in India. No moneys belonging to the Fund in the hands of the Trustees shall be recoverable by the Employer nor shall the Employer have any lien or charge of any description on the Fund.
Trust Funds	5.	Employer have any lien or charge of any description of the reasonable the sums in cash and other assets retained by the Trustees in the Surplus or any other Account as provided for in the Rules and the Master Policy issued by the Corporation shall constitute the funds of the Funds and the Trustees shall hold and employ the said funds according to these presents and the Rules. The Trust Fund shall be vested in the Trustees. The Trustees shall have the entire custody, management and control of the Fund and shall decide all difference or disputes which may arise under these presents or under the Rules either as to the interpretation thereof or as to the rights and obligations of the Employer or of the Members or of their beneficiaries and the decision of the Trustees in all cases shall be final and binding on all parties concerned. PROVIDED THAT if the Income Tax Rules, 1962 it shall be forthwith reported to the Commissioner of Income Tax and if so required by him the Trustees shall review the decision.
Master Policy	6	enter into a master Policy with the Corporation of the Employer as described in death-cum-retirement Gratuity to the Employees of the Employees as provided in the Rules of the Scheme.
Employer to make ontributions	7.	Rules who shall utilise the same for entering T integer all particulars regarding t
Imake onlineEmployertofurnishallinformation and topayalltheexpensesofadministrationoftheFundscheme	8.	The Employer further agrees to furnish to the Trustees an particular region of the Section 2015 and such other information as may be in it's possession as the Trustee may require for the purpose of effecting the Master Policy. All expenses incur by the Trustees in connection with the administration of the Fund and Schwincluding the remuneration of a Secretary or of a person to be employed by Trustees and the audit shall be borne by the Employer. The Employer shal claim such expenses as deductible expenses in computing its profits and gai business, for the purpose of Income Tax. The Trustees may at any time by a resolution in writing signed by not
Power to	9.	The Trustees may at any time of
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Section 2	-	STAMP DUTY PAL
amond the first	PR0 mai any PR0 Cor	than two of them and with the consent of Employee in writing as also of the poration, where the variations have a bearing on the terms and conditions of Master Policy affected with the Corporation but not otherwise, alter, vary or ord any of the provision of this Deed and the Rules. OVIDED THAT no such alteration or variation shall be inconsistent with the n objects of the Trust hereby created nor shall such alteration or variation in way prejudice the rights or interests of any Member or his Beneficiary. OVIDED FURTHER THAT no such alteration or variation in the Rules, initiation, or variation in the Rules, Constitution, Objects or Conditions shall nade without the prior consent of the Commissioner of Income Tas.
Employer's right to amend the Rules of the Scheme	10. (a)	<ul> <li>i) The Employer may at any time give notice in writing to the Trustees of its intention to amend the Rules of the Scherme and it shall be tawful for the Trustees with the previous approval of the Commissioner of Income Tax, to give effect to such amendments.</li> <li>PROVIDED THAT no notice is required to be given to the Trustees if the Commissioner of Income Tax requires as a condition for approval of the Scheme any amendment to be made taking effect from the date of commencement of the Scheme.</li> <li>ii) The amendment shall ordinarily have effect the anniversary of the date of commencement of the Scheme which next follows the date on which the notice has been served on the Trustees. The notice to the Trustees shall be in such form and manner as may be deemed sufficient by the Employer.</li> </ul>
Trustees to carry out directions of the Employer	(b) (c)	The Trustees shall comply with and carry out all such directions put in writing by the Employer from time to time in relation to any matter with respect to which the Employer has power under this Deed or under the Rules to determine or decide and a certificate from the Employer as to the admission of member or as to the death of any Member or his retirement of dismissal from the service of the Employer or as to any other relevan matters shall constitute a good and sufficient authority to the Trustees as shall be conclusive as to all facts stated therein. Every such direction certification shall be notified to the Trustees in writing signed by any of person authorised in this behalf by the Employer and any such notificat purporting to contain the direction or certification as aforesaid shall complete protection to the Trustees in respect of any matter therein refer to.
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Payment Gratuity. Payment of benefits Trustees Liability	of 11. 12.	A         Image: Construction of the second sec
Accounts	13.	<ul> <li>(a) The Accounts of the Scheme shall be maintained in India and shall contain such particulars and in such form as the Trustees shall be maintained in India and shall contain such particulars and in such form as the Trustees shall think proper and as required by law of all financial transactions of the Scheme.</li> </ul>
		(b) As soon as may be after the first day of April in each year, the Trustee shall take a general account of the Assets of the Trust and shall prepare Receipts and Payments Account showing the receipts, payments, dealing and transactions during the preceding year termination on the 31 <sup>st</sup> day March in such form as in considered suitable by the Trustees.
		(c) The Trustees shall appoint auditors who shall have access to all boo papers, vouchers, accounts and documents connected with the Trust who shall in writing report to the Trustees on the receipts and paym Account. A copy of the Audited Accounts shall be furnished to Employer and Income Tax Authorities concerned.

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We Yane Manire Yane Yane Yane Yane Yane Yane Yane Yan		<ul> <li>(b) The Trades shall accept with and any out all such directions is writing by the Indepictor from time to line in training taking the propert is which the Cambridge the process such that. The data and the set of the trade of the</li></ul>	the policy sufficiency and monotories of their of the Corporation. The policy sufficiency and Conditions are sented for the Corporation shall be deem of the Scheme Rules and very endocement placed on the Policy by the Corporation shall be deem of this Policy as full as if recited over the signature affixed herets.
Address and contact details of Insurance Ombudanar Hank Viar Complex Ital Ploor 6, Malvive Nagar Bhogal -42033 to an environment of the Policy for corrections.	Calmi		h
	<ul> <li>(b) It is proper accordance w</li> <li>(c) It is intended of the intended operation of the scheme is expendion of the scheme is expendion of the scheme is accordance wi lives of the M</li> </ul>	that such provision shall, inter-alia, be made by the Trustees entering into surance with the Life Insurance Corporation of India (hereinafter called th and that the truemium mayable therefore shall be mercicled by contributions)	16349 27/07/22 894- UNIT HAA HINAIT DINGUCUT SDOUTHAN WAA HINAIT DINGUCUT SDOUTHAN WILL OF S-2012H ANTRONG TO MILL OF S-2012H ANTRONG TO STRUT AU MARKET STRUCT OFFICE HOM HOM Rates are range (0.3.) H-00206-35215

#### **VACATIONS**

- 15 days vacation during summer.
- Government holidays.
- Additional vacation during festive days.

WASHROOMS FACILITIES FOR TEACHING AND NON-TEACHING STAFF

# LIBRARY AND GYM FACILITIES





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