



KURIAKOSE ELIAS COLLEGE MANNANAM

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STAFF AND STUDENT WELFARE POLICY



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The policy at Kuriakose Elias College is designed to enhance the overall well-being and holistic development of all members of the college community. This policy aims to create an inclusive and supportive environment that promotes emotional, mental and physical health, thereby fostering academic, personal and professional growth.

Objectives

- To ensure the well-being and holistic development of staff and students.
- To provide resources and support systems that promote emotional, mental and physical health.
- To create an inclusive and supportive environment that fosters growth and development.
- To implement fair practices and equitable treatment for all staff and students.
- To offer educational, financial and leisure benefits to staff to enhance their quality of life.

Policy Statements

- Provide salary advances, loans or financial aid for emergencies or personal needs.
- Employees are authorised to take the following leaves like, Casual leave, Commuted leave, Maternity leave, Medical leave, Paternity Leave and leave for Faculty Improvement Programs (FIP), as per the government regulations.
- A well-established Grievance Management System (GMS) for both staff and students.
- All employees are covered by a variety of financial policies like instant loan facility from staff cooperative credit society and Group insurance for teachers.
- Provide adequate recreation facilities for staff. All faculty members and students are given access to the restroom and washrooms.

Implementation

All government and university-approved staff receive increments according to government guidelines. Every grant-in-aid staff receives pension and gratuity benefits based on government regulations. The state government contributes to the General Provident Fund and provides a gratuity upon superannuation. The staff members are encouraged to achieve financial discipline and security through the services of the staff cooperative credit society within the institution.

Kuriakose Elias College boasts a well-developed infrastructure. Teachers are allowed to use ICT, infrastructure and library facilities and receive support from personnel. To protect the physical and emotional health of all parties involved, the college hosts activities such as staff day celebrations, leisure tours for both teaching and non-teaching staff, send-off programs for retiring staff, counselling services, access to yoga, fitness facility and sports facilities in indoor stadium,



among other events. Kuriakose Elias College prioritizes the well-being of its staff and stakeholders and regularly updates its policies to reflect current trends.