



Chhatrapati Shahu Ji Maharaj University Kanpur

(FORMERLY KANPUR UNIVERSITY, KANPUR)

Policy

for

**Performance Appraisal System,
Promotional Avenues and Effective
Welfare Measures for Teaching and
Non-teaching Staff**

Welfare Policy for teaching and Non-teaching Staff

Introduction:

Since its inception in 1966, the CSJM University, Kanpur has striven to provide a conducive environment to its staff and student communities, for them to grow and thrive. The University ensures holistic wellbeing of its teaching and non-teaching staff, and the students, and towards that end, it offers a range of well-constructed welfare measures, aimed towards adequate growth and motivation of its employees and students.

Objectives:

- a. To provide a conducive work environment
- b. To promote highest level of teaching learning
- c. To ensure proper motivation of all beneficiaries
- d. To inculcate a spirit of solidarity in its teaching and non-teaching employees
- e. To promote ardent pursuit of knowledge
- f. To provide adequate environment for the advancement of research-based activities

Beneficiaries:

The teaching staff, and the non-teaching staff

Welfare Measures:

- a. **Health Care Benefits:** The University Health Center is well-equipped, and ensures immediate first-aid, along with pathological tests at subsidized rates for its staff. The University also organizes Medical Camps for free check-ups and basic medical assistance.
- b. **Health Insurance:** There is a provision of Health Insurance for all its staff.
- c. **Leaves:** The Teaching and Non-Teaching staff can avail a number of leaves ranging from Casual Leave, Earned Leave, Special Casual Leave, to Maternity and Paternity Leaves. These leaves are in congruence with the Government Rules.
- d. **Provident Fund:** The University also aims at providing benefits of pension scheme to its employees, and with that in view, it offers the facility of Provident Funds to its employees.
- e. **Loan Facility:** The University Campus has three nationalized banks, and these provide various kinds of loan to the employees of the University. This includes: Vehicle Loan, and Education Loan for higher studies to the students.

- f. **Fee-Concession / Waiver:** It also provides fee-concession for Staff children. During the Covid 19 pandemic, the University provided fee-waiver the students who had lost their guardian / parent in the pandemic.
- g. **Assurance of Employment:** The University ensures employment for the Ward/Wards of the deceased non-teaching staff member.
- h. **Performance Appraisal:** The University has a Performance Appraisal System, and Promotional Avenues, for the teaching staff as per UGC norms and nonteaching staff as per rules laid by Govt. of UP.
- i. **On Duty Status:** CSJMU gives On Duty status to its employees for Research and other Academic Work.
- j. **Fee-Reimbursement:** The University also ensures reimbursement of membership fees of professional bodies and the same of conference/ workshop/ FDP registration.
- k. **Recreational Facilities:** The Campus provides a fully-functional canteen where food and beverages can be bought at reasonable rates, Open air Gym, Swimming Pool, Stadium etc.