



Chhatrapati Shahu Ji Maharaj University Kanpur

(FORMERLY KANPUR UNIVERSITY, KANPUR)

Policy

for

**Welfare of Teaching &
Non-teaching Staff**

Policy for Welfare of Teaching & Non-teaching Staff

Introduction:

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

Objectives:

- a. To provide a conducive work environment
- b. To promote highest level of teaching and 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:

1. **Teacher Welfare Fund**-A welfare fund provided to teachers will act as a cushion in a case of any emergency.
2. **Residential Facility**-Residential facility with 24x7 Wi-Fi, proper parking, adequate water and electricity, regular pest control and round the clock security.
3. **Loans** - Loans for construction /Maintenance of House and purchasing vehicle, are available for its employees on subsided rate to boost their morale and stimulate their functioning.
4. **Health Services** – Fully functional health centre is available for all employees and students. Specialist physicians are available at the Health Centre catering to the health needs of employees. Also, 50% discount is ensured for pathological tests for its employees by the

University. In this view of exigencies medical treatment is available for the employees or their family members from outside, financial support in the form medical insurance and reimbursement is provided. University administration will provide financial assistance to severely ill employees from the discretionary fund under the control of Vice- Chancellor.

5. **Community Centre** the University Campus has community centre to cater the social needs of its employees.
6. **Yoga & Happiness Centre**- The University has a Yoga and happiness centre for its students, staff and faculty members to ensure health and mental wellbeing.
7. **Sports Complex and Gymnasium** - A well-equipped facilities for indoor and outdoor sports beside international standard swimming pool and gymnasium are present in the campus to keep the energy level high for its employees and make them physically and mentally healthy.
8. **Jobs for dependants** - In case of untimely death of an employee, University supports the family by providing job to the dependant as per rules.
9. **Bank and Post Office**- University has 3 banks and a post office inside the campus for its employees.

The Authorities of the University are responsible for ensuring this policy is being implemented in the day-to-day activities, work and learning. This policy shall be reviewed at regular intervals as and when required.

