



WMO Arts and Science College Policy document on Staff Welfare.

At WMO Arts and Science College, we recognize that our staff is our most valuable asset, and their well-being is crucial to the success and growth of our institution. This policy outlines our commitment to ensuring our teaching and non-teaching staff's welfare, development, and satisfaction.

1. Medical Benefits

We prioritize the health of our staff by providing comprehensive medical benefits, including medical leave and maternity leave for eligible employees. We aim to support them during challenging times and ensure their well-being remains a top priority.

2. Professional Development

We foster a culture of continuous learning and growth by encouraging our staff to participate in faculty development programs (FDP), workshops, conferences, and seminars. Financial support and duty leave are provided to facilitate their attendance, ensuring they stay updated with the latest developments in their respective fields.

3. Recognition and Incentives

The college recognizes and rewards the hard work and dedication of our staff. Incentives are provided to faculty members who qualify for National Eligibility Test (NET)/State Eligibility Test (SET) examinations or achieve higher qualifications, such as PhD.

4. Infrastructure and Facilities

To create a conducive work environment, we provide essential facilities such as Wi-Fi access, Gymnasium facilities, and a subsidized Canteen for staff members. Additionally, staff members have access to a Daycare facility, ensuring a seamless work-life balance for those with children.

5. Financial Support

The college extends financial assistance to staff members during times of need, such as medical emergencies or personal milestones like their marriage or marriage of their children. Salary advances are also provided to staff members, ensuring their financial emergencies.

6. Employee Engagement

We organize various staff engagement activities, including sports events, festival celebrations, and social gatherings, to foster companionship and a sense of belonging within the college community.





WMO ARTS & SCIENCE COLLEGE

"education and some more"

Affiliated to University of Calicut

(Aided by Govt. of Kerala)

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7. Training and Development

Both teaching and non-teaching staff members have been provided training programs to enhance their skills and competencies, empowering them to excel in their roles.

8. Performance Based Appraisal System (PBAS)

The college has a structured PBAS in place, collecting individual appraisal reports from faculty and non-teaching staff members. This system encourages staff to showcase their achievements, research contributions, and training programs attended, motivating them to improve and update their knowledge.

9. Grievance Redressal

The college has a dedicated grievance redressal mechanism to address any concern or issue raised by the staff promptly and effectively.

10. Review and Update

This policy will be subject to periodic review to ensure its continued relevance and effectiveness in meeting the evolving needs of our staff.



Principal
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