

### **6.3.1: The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development/ progression**

The institution has employed several welfare measures for the benefit of teaching and non-teaching staff.

- **MCET Staff Family Benefit Fund** was implemented from May 2005. The features of SFBF includes:
  - Rs.100/- is deducted every month from the salary of staff. The management contributes the same amount (Rs.100/-) every year.
  - Rs. 25,000/- shall be paid to deceased staff member's family due to accidental demise.
  - Rs.5000/- shall be paid to meet funeral expenses of staff's family members.

#### **NIA Educational Institution Employees Co-op Thrift & Credit Society.**

- Thrift & Credit society functions from July 2015 onwards with Tamil Nadu Co-operative Thrift & Credit Society act.
- The aim of the society is to persuade the savings custom.
- Loan with nominal interest is sanctioned to the staff who have completed minimum 2 years of continuous service at MCET.
- Criterion for the maximum loan amount is either Rs.4 lakhs or 10 times of the take home salary whichever is less.

**Staff of MCET is covered by the group insurance and accident safety insurance** and the premium is paid by the management.

- On the accidental death of staff / permanent total disability / partial disability - Rs.4,00,000 (Star Health Accidental Insurance policy)
- An amount of Rs.1,50,000/- per annum can be claimed towards Staff Medical Expenses due to hospitalization from Star Health Insurance.
- Staff are eligible for a death benefit of average monthly wages drawn (calculation as per norms of PF) subject to a total ceiling of Rs. 7,02,000 (EDLI)
- Death benefit to staff members to a maximum of Rs.38,000 (EGI)

#### **Other Staff Welfare Activities**

- Superannuation benefits of EPF, Family Pension Scheme for the staff.
- Employee Provident Fund (EPF) and Employee State Insurance (ESI) implemented as per the respective acts.
- Gratuity Scheme is accessible for staff who have completed 5 years of continuous service.
- 50% of the cost will be borne by the institution towards the female staff overcoat.
- 50% cost of shoe or maximum Rs.500 provided to the Lab Assistants once in two years.
- Hygienic canteens are available for staff /Student.
- In-house doctor facility is available to provide medical services to staff/students on need.
- Quarters facilities available for staff.

### **Avenues for career development/ progression**

- Ph.D course work – management provides 50% of salary, during full time course work period.
- Supporting staff are permitted to pursue B.E., (Part Time) with full salary and 50% of the tuition fees is provided by the management.
- Faculty Deputation is provided for abroad / industry training.
- Sponsorship is provided to Teaching / Non-Teaching staff for FDP participation

### **Beneficiaries details (2017 – 22)**

- 128 staff have received gratuity amount.
- 51 staff have benefited by the Mediguard, Road safety, EGI and EDLI scheme.
- 247 staff have availed loans through Thrift society.
- 408 staff have received sponsorship for attending seminars, workshops and other faculty development activities.