



S.S.T. COLLEGE OF ARTS & COMMERCE

The institution has effective welfare measures for teaching and non teaching staff

6.3.1

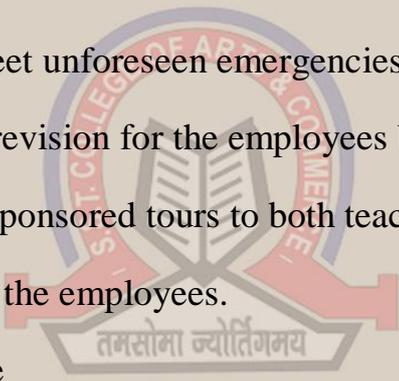
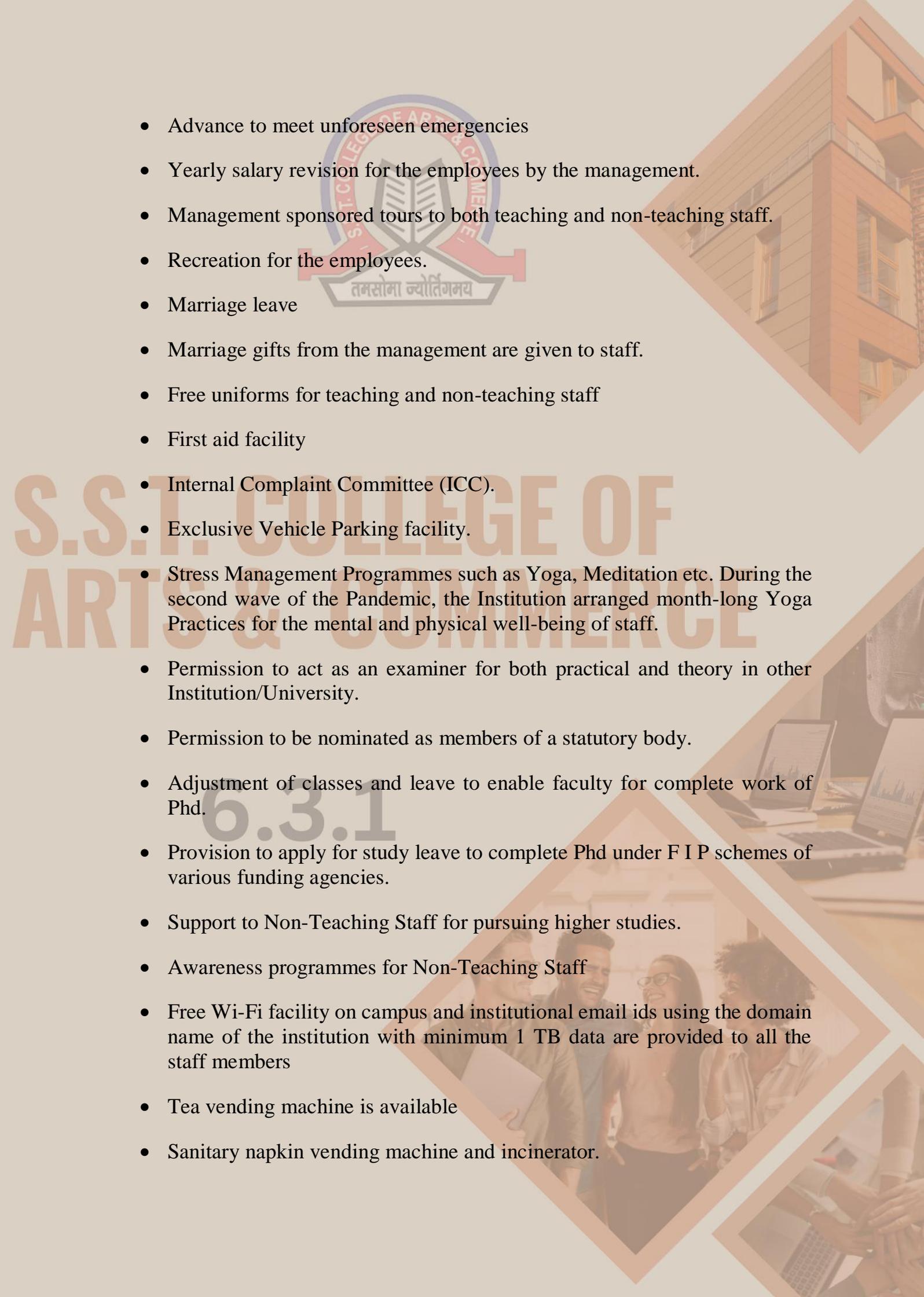


The institution extends all welfare measures to teaching and non-teaching staff. The following are the welfare measures available for teaching and non-teaching staff:

Teachers are incentivized to conduct research in a number of ways, including

- i) Financial support for pursuing a doctorate,
- ii) Publication of scholarly work in journals on the UGC-approved list, and
- iii) Support for attending and presenting at research-related conferences, workshops, and seminars.

- All employees are eligible for casual leave, vacation leave, compensation leave and medical leave
- Maternity leave benefits.
- Financial assistance to teaching staff for attending seminars, conferences, workshops and FDPs.
- Provision to avail On duty to all the teaching staff to attend / present papers in State / National/ International seminars /conferences / workshops /FDPs / BoS / External Valuation etc.
- Concession in tuition fee for the teaching staff who pursue Masters in the Institution.
- Free medical screening for the teaching and non-teaching staff every year in college campus organized by NSS/DLLE/SMC
- Medical facilities during working hours through tie up with nearby hospitals
- Transportation facilities for outstation assignments.
- Computer systems with internet facility in all the departments, laboratory, library and office.
- Library with internet facility is provided in extra hours to facilitate research work.
- Advance payment of salary to the employees as the festival advances during festival occasions.

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- Advance to meet unforeseen emergencies
 - Yearly salary revision for the employees by the management.
 - Management sponsored tours to both teaching and non-teaching staff.
 - Recreation for the employees.
 - Marriage leave
 - Marriage gifts from the management are given to staff.
 - Free uniforms for teaching and non-teaching staff
 - First aid facility
 - Internal Complaint Committee (ICC).
 - Exclusive Vehicle Parking facility.
 - Stress Management Programmes such as Yoga, Meditation etc. During the second wave of the Pandemic, the Institution arranged month-long Yoga Practices for the mental and physical well-being of staff.
 - Permission to act as an examiner for both practical and theory in other Institution/University.
 - Permission to be nominated as members of a statutory body.
 - Adjustment of classes and leave to enable faculty for complete work of Phd.
 - Provision to apply for study leave to complete Phd under F I P schemes of various funding agencies.
 - Support to Non-Teaching Staff for pursuing higher studies.
 - Awareness programmes for Non-Teaching Staff
 - Free Wi-Fi facility on campus and institutional email ids using the domain name of the institution with minimum 1 TB data are provided to all the staff members
 - Tea vending machine is available
 - Sanitary napkin vending machine and incinerator.

- Concession in transportation fee for all both teaching and non-teaching staff.
- Concession /Preference in admission of employees' children.
- Appreciation and awards for Best Performers to both teaching and non-teaching faculty.
- The College organizes several seminars and workshops for the teaching and non-teaching staff on financial literacy, mental well-being, professional growth, etc.
- Orientation for Teaching and non-teaching at the beginning of the Academic Year.
- Facility for indoor and outdoor games.
- Holiday Home / Resort facilities on the recommendation of head of institution.

HERE ARE SOME GLIMPSES:



**Felicitations of Sports Director,
Mr. Rahul Akul @ Goonj: Cultural
Festival of College.**



**Birth Day Celebrations of Faculty:
Asst. Prof. Mrs. Mayra Lachhani**



**Diwali Gift Distribution to Faculty
Asst. Prof. Mrs. Padma Deshpande**

6





Faculties Participating @ Annual Sports



**Birth Day Celebration of faculty
Asst. Prof. Deepa Agarwal**



Outing for faculty members @



**Wedding Day Celebration of Faculty
Mr. Mayur Mathur and Ms. Neha Telani**



**Birthday Celebration of
Asst. Prof. Padma Deshpande**



**Recreational Activities @
Hyderabad**



**Recreational Activities @
Hyderabad**

S.S.T. COLLEGE OF ARTS & COMMERCE

6.3.1





S.S.T. COLLEGE OF ARTS



Faculty Members going for Picnic to



**Excursion of SST Faculty Members @
Hyderabad**



**Excursion @ Salar Jung,
Museum, Hyderabad**



**Farewell Celebration of Faculty:
Asst. Prof. Rishika Pali**



Excursion of Faculty Members @



**Ms. Varsha Sawlani felicitated by
Principal Sir & IQAC Coordinator for
achieving Ph.D Degree**



Women's Day Celebration @ college



6 3 1

Felicitation of Teaching & Non-teaching staff @ goonj (Annual Day)





Name of the Applicant: Neha Singh
 Designation : Asst Prof
 Date : 20/02/2019

To,
 The Principal,
 S.S.T. College of Arts & Commerce
 Ulhasnagar - 4.
 Sir,

I request you please to grant me leave as under:

- 1) Reason of leave maternity leave
- 2) Nature of leave - Casual / Earned / Half - pay commuted to Full pay / Leave without pay / Maternity
- 3) Period of leave From 12.3.19 to 15.9.19 (including both days)
- 4) Total leave : Months 6 Days : 03
- 5) Medical certificate produced / Not produced
- 6) Total casual leaves enjoyed so far _____
- 7) Any other details : _____

Alternative Arrangement before proceeding on any leave

Academic Arrangement:

Sr. No	Date	Schedule Lectures /Practical /Tutorial	Schedule Time	Class and Room No	Alternative arrangement staff name and Department	Signature of Alternative staff	Remarks (Compensation Details)

If outdoor duty: Nature of Duty: _____ Place of Duty: _____

Any allocated departmental work / committee (Yes /No): _____

If yes give details _____

Alternative arrangement: _____

Neha
 Applicant's Signature

Deena
 Committee in-charge's Signature

H.O.D's Comments, if any _____ H.O.D's Signature _____

Leave Recommended: Yes / No _____

Vice Principal's Remark: _____

Vice Principal's Signature: _____

Principal's Signature: _____

Application for Maternity Leave



Asst. Prof. Neha Singh
B.Com Department

To,
The Principal,
SST College of Arts & Commerce,
Ulhasnagar 421004.

Subject: Maternity Leave.

I am writing this letter to inform you about my pregnancy and I want to take the maternity leave. I request to you to grant me leave from 12.8.19 to 15.9.19

In the case of an unforeseen situation that can cause changes in the joining date. I will let you know as soon as possible.

Thanking You,

Yours Faithfully
Neha
(Neha Singh)

Application for Maternity Leave



Name of the Applicant: Sambhaji Khandekar
Designation: Asst. Prof.
Date: 20/06/2019

To,
The Principal,
S.S.T. College of Arts & Commerce
Ulhasnagar - 4.

Sir,

I request you please to grant me leave as under:

- 1) Reason of leave Marriage (Self)
- 2) Nature of leave - Casual / Earned / Half - pay commuted to Full pay / Leave without pay / Maternity
- 3) Period of leave From 21/06/19 to 02/07/2019 (including both days)
- 4) Total leave : Months + Days : 12
- 5) Medical certificate produced / Not produced
- 6) Total casual leaves enjoyed so far _____
- 7) Any other details : _____

Alternative Arrangement before proceeding on any leave

Academic Arrangement:

Sr. No	Date	Schedule Lectures /Practical /Tutorial	Schedule Time	Class and Room No	Alternative arrangement staff name and Department	Signature of Alternative staff	Remarks (Compensation Details)

If outdoor duty: Nature of Duty: _____ Place of Duty: _____

Any allocated departmental work / committee (Yes /No): _____

If yes give details: _____

Alternative arrangement: _____

Applicant's Signature: _____ Committee In-charge's Signature: _____

H.O.D.'s Comments, if any: _____ H.O.D.'s Signature: _____

Leave Recommended: Yes / No _____

Vice Principal's Remark: _____

Vice Principal's Signature: _____ Principal's Signature: _____

From,
Sambhaji Khandekar,
304/04 Vijay Apartment,
Vangani- Thane
Date 20/06/2019

To
The Principal,
SST College of Arts & Commerce,
Ulhasnagar-4

Subject- Leave Application.

Respected Sir,

I want to inform you that my marriage is being scheduled on the 25/06/2019 .Please grant me leave for 12 Days from 21/06/2019 to 02/07/2019.

I would be really grateful for this great compassion.

Thanking you.


Yours Faithfully,
Sambhaji Khandekar

**Earned Salary Leave for Marriage to Staff
Mr. Sambhaji Khandekar**



Tushar Ganpat Wakse
Assistant Professor,
Department of Arts.

To,
The Principal,
S.S.T. College of Arts & Commerce,
Ulhasnagar.

Respected sir,
Sub:- Requisition of Compensatory
leave.

I wish you to inform that
Mumbai University youth festival selection
Round at Bedekar College Thane was
organised on 2nd August I went along
with the students participants of our
College.

Kindly consider the above day
for compensatory leave and grant me
whenever required

Thanking you

(lw
[Tushar G. Wakse])

**Earned Salary Compensatory Leave
of Staff Asst. Prof. Tushar Wakse**



Date: 1/12/2019

From,
Ms. Varsha Sawlani
Assistant Professor,
Commerce Department,
SST College of Arts & Commerce.

To
The Principal,
SST College of Arts & Commerce,
Ulhasnagar-4

Subject- Leave Application.

Respected Sir,

I want to inform you that my marriage is being scheduled on the 11/12/2019. Please grant me leave for 15 Days from 8/12/2019 to 22/12/2019.

I would be really grateful for this kindness.

Thanking you,

Yours Faithfully,
Ms. Varsha Sawlani

**Earned Salary Leave for Marriage to
Staff Asst. Prof. Varsha Sawlani**

