



# SREEKRISHNAPURAM V.T. BHATTATHIRIPAD COLLEGE

Aided and Affiliated to University of Calicut, NAAC Accredited with B+ Grade

Phone (Office) : 0466-2268285 | Email : principalvtbcollege@gmail.com



## CRITERION – VI GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.3 Faculty Empowerment Strategies



[www.vtb.ac.in](http://www.vtb.ac.in)



Mannampatta P.O., Palakkad – 678 633

### 6.3.1. Welfare Measures

Effective welfare measures are provided as an umbrella scheme for all staff of this college. Welfare Schemes are;

- **Financial Welfare Measures:**

All permanent employees in this college, which operates under the Government of Kerala, are entitled to the statutory welfare measures provided by the Kerala Government.

1. SLI: State Life Insurance (SLI) Policy:  
Insurance policy implemented for the State Government Employees and employees of Aided Schools and Private Colleges and Universities.
1. Employees Group Insurance Scheme (GIS):  
Implemented for the State Govt. Employees and employees of Aided Schools and Private Colleges, Universities, City Corporations, Municipalities, Co-operative Institutions, Govt. Owned Boards and Corporations and all other Public Sector Undertakings. The scheme is intended to provide at a low cost and on a wholly contributory and self-financing basis the twin benefits of insurance coverage to help their nominees in the event of death while in service and a lump sum payment to augment their retirement resources.
2. Provident Fund (PF):  
PF is a mandatory scheme for government employees, requiring them to contribute a certain percentage of their salary towards the fund. PF is a mandatory scheme for government employees, requiring them to contribute a certain percentage of their salary towards the fund. The contributions are deducted from the employee's monthly salary, and the amount earns interest at a predetermined rate.
3. Dearness Allowance (DA):  
DA is a component of a person's salary that is adjusted to account for the cost of living index and inflation. It is periodically revised to ensure that employees receive an additional amount to cope with the rising expenses associated with inflation. The current and retired members of the public sector are eligible to avail of dearness allowances.



4. National Pension Scheme(NPS):

NPS was introduced by the Kerala government in 2013. Employees who joined from April 2013 onwards contribute 10% of their salary, including dearness allowance, to their NPS corpus. The government matches this 10% contribution.

5. Medisep:

The scheme is intended to provide comprehensive health insurance coverage to all serving employees of the State Government including the High Court of Kerala who are covered under the existing Kerala Government Servants Medical Attendant Rules [KGSMA Rules, 1960] and pensioners. This also includes newly recruited employees and their families, part-time contingent employees, part-time teachers, teaching, and non-teaching staff of aided schools and colleges and their family and pensioners and their spouses and family pensioners on a compulsory basis.

6. Group Personal Accidental Insurance Scheme (GPAIS):

The Kerala State Insurance Department introduced the GPAIS to various types of employees in the state. The scheme has now been revised and renamed as 'Jeevan Raksha,' with an increased insurance amount of Rs. 15 lakh for accidental deaths and Rs. 5 lakh for deaths due to other reasons.



**GOVERNMENT OF KERALA**  
**Education (Collegiate)**  
**Sreekrishnapuram V T Bhattathiripad College**  
**PAY AND ALLOWANCE IN RESPECT OF teaching FOR January 2024**

Head Of Account : 2202-03-104-99-00-01-01 SALARY

DDO Code : 2105-16A-007

SL No	Employee	B Pay/L.Sal	Basic Less OA/SA	DA	HRA	CCA	Gross Salary	SLI-SUB	GIS	LIC	PLI	IT	KPCSPF	NPSIndSt	MEDISEPS	Ar KPCSPF	CO- OP/EXT	KPCSPF	NPSIndStIA r	Total Dedu r	Amount Payable
<b>Assistant Professor (AGP 6000) (Level10(57700-182400)) - Pre.Scale 15600 - 39100</b>																					
1	792261 ARAVIND G S -Revised	68800	64800	11896	2752	0	79248	1500	1500	625	0	4900	4500	8050	500	0	1250	0	0	22825	56423
2	837470 ASISH -Revised	75200	71200	12784	3008	0	86992	1500	1500	3227	0	7250	5000	8798	500	0	1250	0	0	29025	57967
3	718856 Bhavya P V -Revised	73000	73000	12410	2920	0	88330	1500	1500	0	0	6900	4500	0	500	0	1250	0	0	16150	72180
4	941293 DIVYA C -Revised	61200	61200	10404	2448	0	74052	1300	1000	0	0	3500	4000	7160	500	4000	1250	0	6349	29059	44993
5	837427 KAMAL RAJ MOHAN - Revised	68800	68800	11896	2752	0	83248	1500	1500	2137	0	1400	4500	8050	500	0	1250	0	0	20837	62411
6	941292 MADHAVA SADASIVAN P - Revised	61200	61200	10404	2448	0	74052	1300	1000	0	0	3500	4000	7160	500	4000	1250	0	6349	29059	44993
7	858610 MINI K -Revised	66800	66800	11356	2672	0	80828	1500	1500	4585	3451	0	4000	7816	500	0	1250	0	0	24602	56226
8	588615 Rashmi M P -Revised	79800	79800	13566	3192	0	96558	1500	1500	2990	0	5500	5000	0	500	0	1250	0	0	18240	78318
9	957786 REMYA S -Revised	61200	61200	10404	2448	0	74052	2000	1000	0	0	0	7160	500	0	1250	0	0	6524	18434	55618
10	787676 SANDEEP NARAYAN K R DR -Revised	79800	75800	13566	3192	0	92558	1500	1500	0	0	1000	5000	9337	500	0	1250	4600	0	24687	67871
11	941290 SINU M -Revised	61200	61200	10404	2448	0	74052	1300	1000	0	0	3500	4000	7160	500	4000	1250	0	6349	29059	44993
12	837478 Sruthi P A -Revised	70900	70900	12053	2836	0	85789	1500	1500	0	0	4900	4500	8295	500	0	1250	0	0	22445	63344
13	718858 Subha I N -Revised	75200	75200	12784	3008	0	90992	1300	1500	9246	0	8000	4500	0	500	0	1250	0	0	26296	64696
14	941289 VINITHA A S -Revised	61200	57200	10404	2448	0	70052	1300	1000	0	0	3500	4000	7160	500	4000	1250	0	6349	29059	40993
15	940114 VIVEK S A -Revised	61200	57200	10404	2448	0	70052	1300	1000	0	0	0	4000	7160	500	4000	1250	0	6349	25559	44493
<b>Assistant Professor (AGP 7000) (Level11(68900-205500)) - Pre.Scale 15600 - 39100</b>																					
16	193115 Geetha K Dr -Revised	101100	97100	17187	4000	0	118287	1500	1500	2094	0	12000	20000	0	500	0	1250	0	0	38844	79443
17	683748 Parvathy K P Dr -Revised	95400	95400	16218	3816	0	115434	1550	1750	7006	0	7750	6000	0	500	0	1250	0	0	25806	89628
18	749092 Rathil K N -Revised	77600	77600	13192	3104	0	93896	1500	1500	6439	0	2100	5000	9079	500	0	1250	0	0	27368	66528
19	748215 Sadeep K -Revised	79900	79900	13583	3196	0	96679	1500	1500	3480	0	6500	5000	9348	500	0	1250	0	0	29078	67601
20	770250 Sathyabhama N -Revised	75300	75300	12801	3012	0	91113	1500	1500	0	0	2900	4500	8810	500	0	1250	0	0	20960	70153
21	683812 Sathyavathi M -Revised	79900	79900	13583	3196	0	96679	1500	1500	14122	0	7250	5000	0	500	0	1250	0	0	31122	65557
<b>Assistant Professor (AGP 8000) (Level12(79800-211500)) - Pre.Scale 15600 - 39100</b>																					
22	681712 Bindu T -Revised	89800	89800	15266	3592	0	108658	2000	1500	2947	0	8500	5000	0	500	0	1250	0	0	21697	86961
23	681719 Vijayalakshmi K K -Revised	87200	87200	14824	3488	0	105512	1500	1500	1034	0	8100	5000	0	500	0	1250	0	0	18884	86628
24	683815 Vijayasree K V -Revised	98200	94200	16694	3928	0	114822	1500	1500	1223	0	11250	6000	0	500	0	1250	0	0	23223	91599
<b>Associate Professor(AGP 9000) (Level13A(131400-217100)) - Pre.Scale 37400 - 67000</b>																					
25	465403 HARIDAS P -Revised	181800	181800	30906	4000	0	216706	0	2000	2250	0	42500	0	0	500	0	0	0	0	47250	169456
26	465402 Saritha Nambodiri K - Revised	192900	192900	32793	4000	0	229693	750	2000	6796	0	46500	20000	0	500	0	1250	0	0	77796	151897
<b>Total</b>		<b>2184600</b>	<b>2156600</b>	<b>371382</b>	<b>80352</b>	<b>0</b>	<b>2608334</b>	<b>36600</b>	<b>37250</b>	<b>70201</b>	<b>3451</b>	<b>209200</b>	<b>143000</b>	<b>120543</b>	<b>13000</b>	<b>20000</b>	<b>31250</b>	<b>4600</b>	<b>38289</b>	<b>727364</b>	<b>1880970</b>

Rupees Eighteen Lakh Eighty Thousand Nine Hundred And Seventy Only



- **Non-Financial Welfare Measures**

Leave Benefits

**Ordinary leaves**

- Earned leave,
- Half pay Commuted
- Leave not due and LWA

**Special Leaves**

- Special disability leave
- Maternity
- Paternity
- Child adoption leave
- Hospital leave
- Organ transplantation leave
- LWA for other employment
- LWA for study purposes
- LWA for joining spouse

**Casual Leave**

**Special Casual leave: During Covid Panademic and for disabled**

- **Financial Welfare:**

The college provides IT filing support to enhance staff financial well-being. Additionally, management offers financial assistance to both teaching and non-teaching staff for attending seminars and workshops.

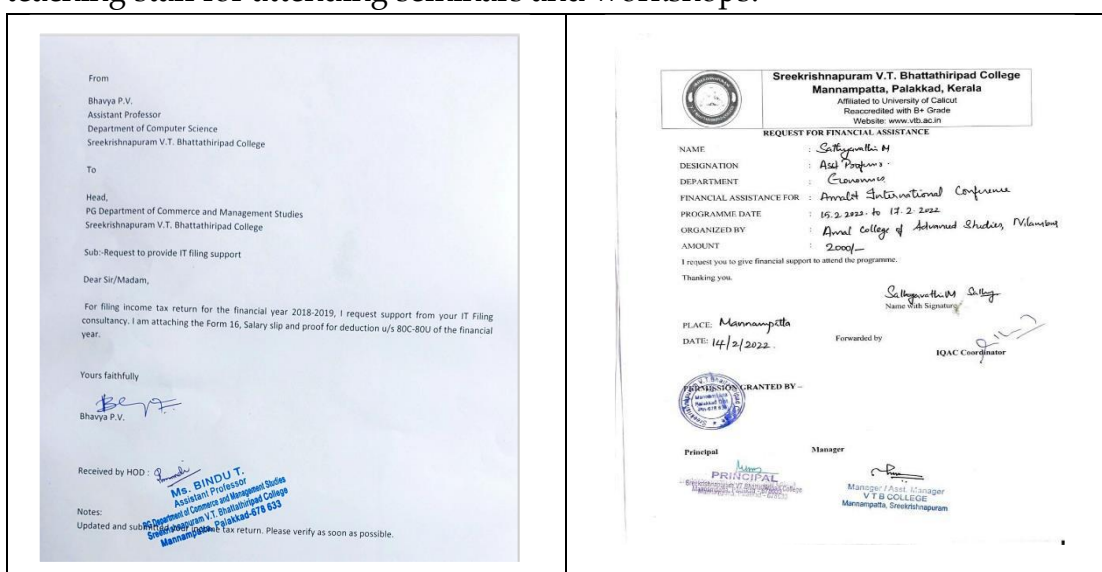


Figure 2 Income Tax Filing Support Request and Financial Support by Management for attending Conference



- **Physical & Mental Welfare:**

The college possesses a full-fledged health club for students and staff. The college possesses an in-house yoga training centre for students and staff. A counselling cell is working within the college for both staff and students. The staff was provided with an opportunity to take part in cultural activities and sports activities on behalf of the staff club. The staff club yearly organizes staff tours which maintains healthy relationships among the staff. All teaching, non-teaching and temporary staff of this institution together celebrate festivals like Onam, Christmas, Ramzan, and New Year.



Figure 3 Medical Check-up for staff





Figure 4 Participation of staff in Onam Celebration



Figure 5 Staff Tour

- **Academic Welfare:**

The PTA and Staff Club collaborate to recognize staff members who have recently earned Ph.D. degrees. The Staff Club also consistently encourages staff by acknowledging their academic and non-academic accomplishments. In 2023, the PTA and Staff Club jointly honored the NSS Program officers and volunteers for their outstanding achievements, including Best Unit, Best Program Officer, and Best Volunteer awards from Kerala.

IQAC organizes various faculty empowerment programs within the college. To facilitate staff participation, both teaching and non-teaching personnel are granted leave from their regular duties to attend seminars and workshops.





Figure 6 Honouring Ceremony for Students and Staff-Merit Day

- **Technological Welfare**

The college offers unlimited Wi-Fi access to staff, facilitating smooth teaching-related activities through Google Workspace's unlimited drive space. Additionally, the EMBASE Pro Suite package supports the teaching-learning process, while a dedicated Media Room provides infrastructure for faculty to develop E-content.



Figure 7 WiFi Facility





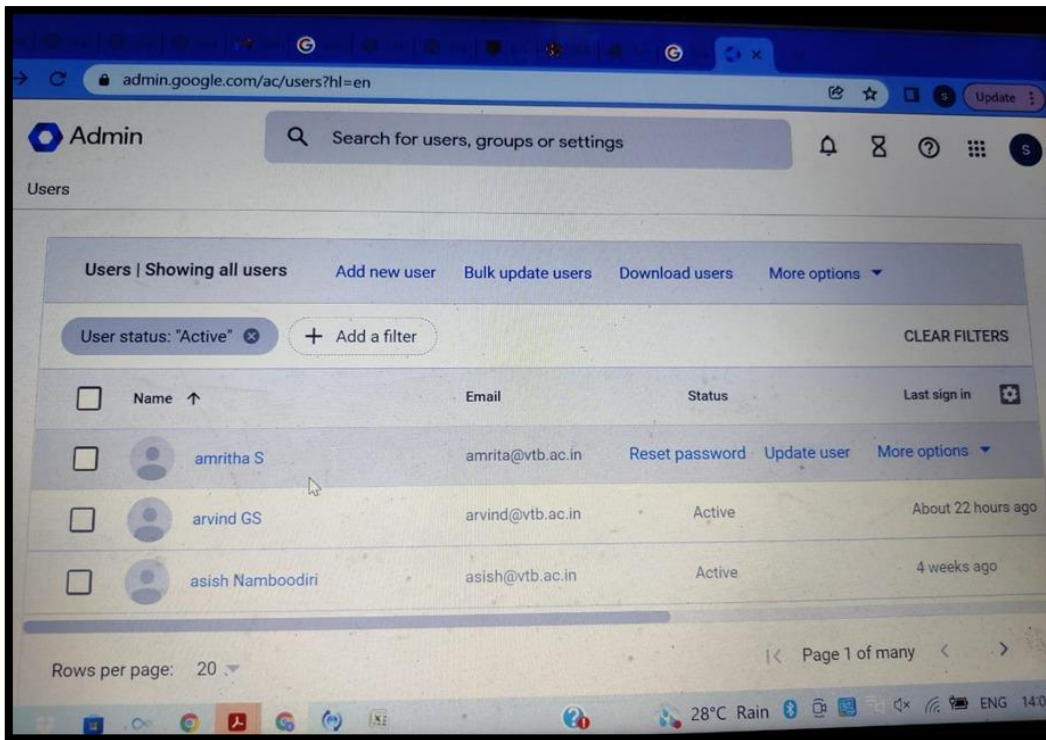


Figure 8 Google Workspace Admin Home Page Screenshot

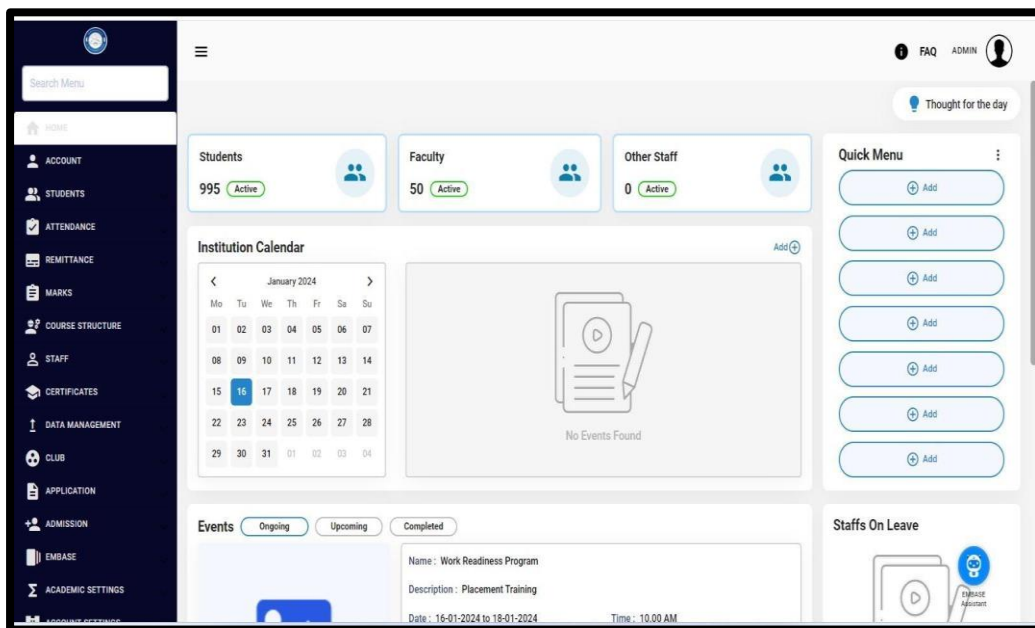


Figure 9 Embase Pro Suit : ERP Home Page Screenshot

- **General Welfare**

The college prioritizes staff welfare by providing amenities such as vehicle parking, a canteen, and a sick room. Temporary staff are also covered under the college's welfare policy, including festival allowances like Onam bonus. The college offered financial support to all staff during the COVID-19



pandemic. Furthermore, a strong emphasis on environmental protection creates a serene, green campus for both staff and students.



Figure 10 Honouring Temporary staff (2021)



Figure 11 Temporary Staff with Onam Gift (2022)



Figure 12 Green Campus



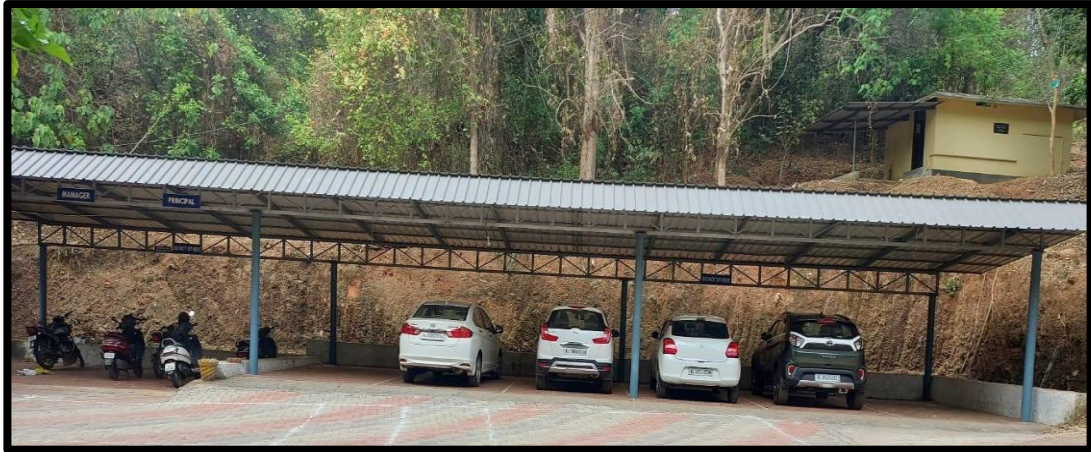


Figure 13 Parking Facility



Figure 14 College Canteen



*[Signature]*  
**PRINCIPAL**  
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