



ST FRANCIS DE SALES COLLEGE

Permanently Affiliated to Bangalore University || AICTE Approved Electronic City, Bengaluru - 100

Reaccredited by NAAC with 'B++' Grade || Recognised under section 2(f) & 12(b) of the UGC Act || An ISO 9001: 2015 Certified Institution

A FRANSALIAN INSTITUTE OF HIGHER LEARNING

Staff Welfare Measures

St. Francis de Sales College creates an ambient atmosphere for the teaching as well as non-teaching staff by having facilities to make them feel comfortable and motivate them to work in a satisfied manner.

The following are the welfare measures provided to create a better workplace for the Staff:

Research and Development

1. Award for Paper Publication

A faculty who publishes his/her research paper in a UGC CARE Listed Journal and Peer-reviewed journals are awarded Rs. 2000 and Rs. 1000 for publishing a book or chapter from the management to encourage the research culture in the institution.

2. Induction Programs and Orientation sessions

Induction programs are conducted by the Head of the institution for all the new joiners to deliberate them on the institution's system and familiarise them with the policies and procedures of the institution. Orientation sessions are also conducted from time to time by the Research Cell, ICT, and Faculty Enrichment Cell.

3. DLH – Desalite Learning Hub

The Desalite Learning Hub, a special platform for the Faculty was inaugurated in the academic year 2021-2022. This platform provided opportunities for faculty to learn new skills. There were sessions on How to design an online certificate and Stock Market.

Monetary Benefits

1. Interest-free loans

The staff in need are provided with interest-free loans in the case of medical emergencies, house construction, and the death of immediate kin.

2. Scholarship to Staff Children studying under the same institutions

The children of the staff studying under the same umbrella of institutions are provided a scholarship of Rs. 5000 by the management.

3. Festival Bonus

The staff receives a festive bonus for Teacher's Day and Christmas Day as a token of appreciation from the management.

4. Medical Reimbursement

Faculty suffering from health conditions are supported by providing them with medical reimbursements and monetary support.

5. Milk and Refreshments

Faculty are provided with Tea every day during the break hour by the management. Refreshments are also provided to them during various programs and events.

6. PF and Gratuity

PF and Gratuity are provided to the staff according to the norms laid by the government.

Mental Wellness

1. MOU with hospitals

MOU has been signed with Narayana Hrudayalaya and Mithra Multispeciality Hospitality where discounts are available in various facilities for faculty as well as students.

2. Special Celebration of Teacher's Day

The institution celebrates Teacher's Day to appreciate and recognize the loyal service of the Faculty to the institution. A bonus amount is also credited to the faculty as a festive bonus.

3. Team building activities

To develop team building the Faculty Enrichment Committee organizes Udaan for the teaching faculty and Vatsalya for the non-teaching staff. Both are cultural and fun competitions where the staff is given a platform to showcase their skills and also have fun.

4. Counsellor

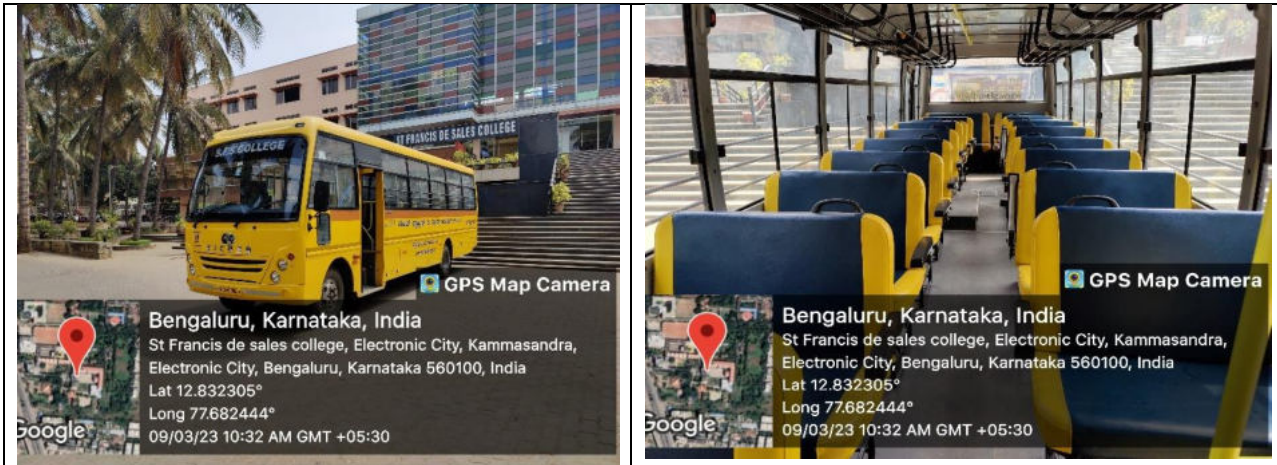
Apart from the welfare measures provided, there is a counsellor who is available on campus to address the issues of the staff. HR also replies to the queries raised by the staff on administrative issues.

5. Staff Picnic

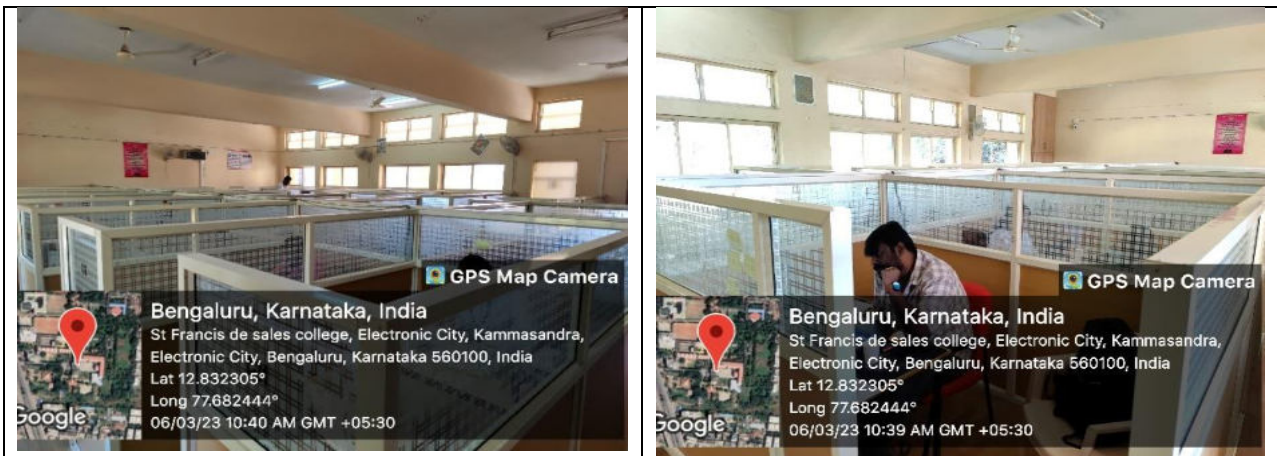
Staff Picnic is organised every year for all the staff and they are usually taken to a resort to have fun and rejuvenate themselves.

Physical Facilities

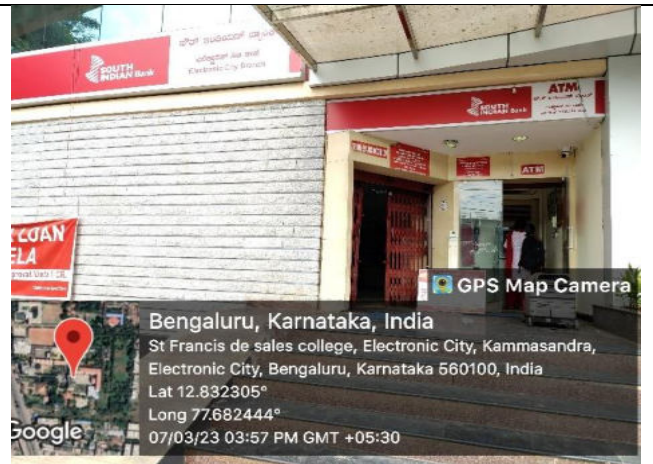
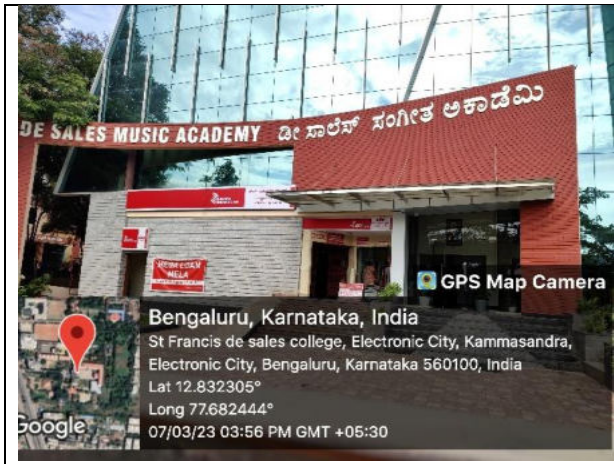
1. Bus facility



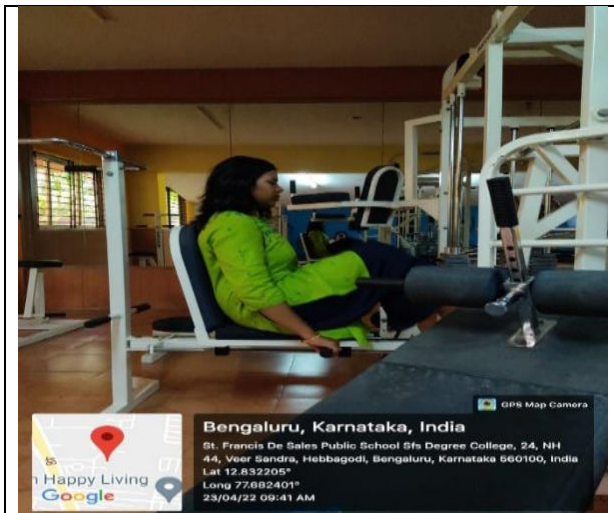
2. Separate Cabin Facilities with Wi-Fi facility



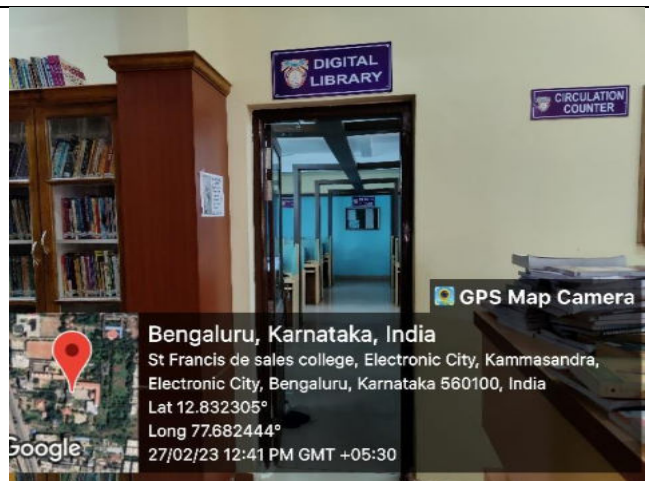
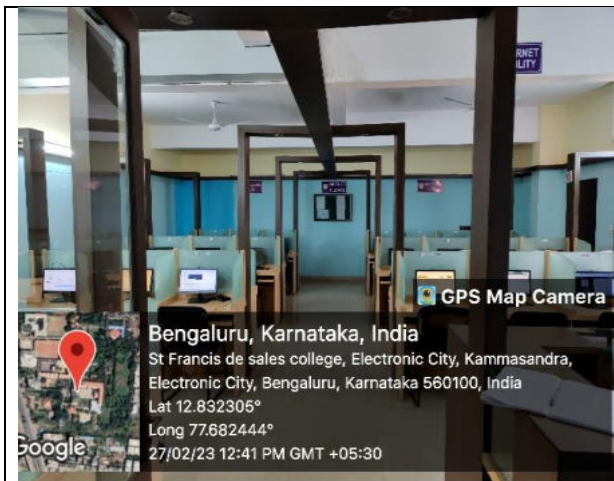
3. On-Campus bank facility



4. Gym Facilities



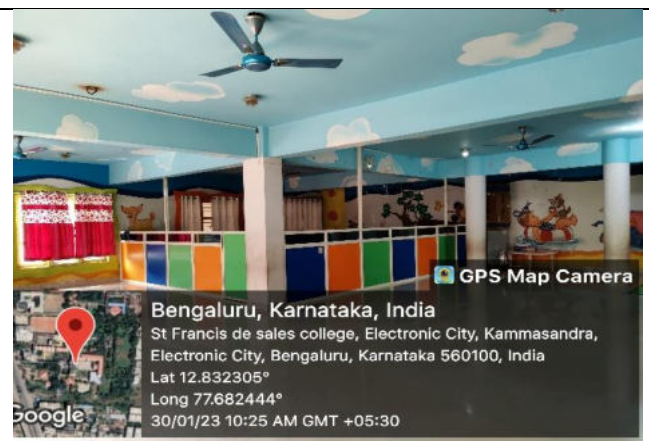
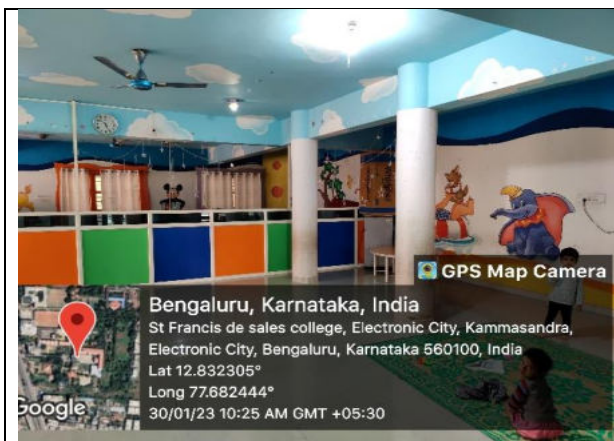
5. Digital library facility



6. Dedicated Computer room with printers for staff



7. Day care facility for staff kids



8. Rooms with lockers for support staff



9. Medical Room

