



GOVT. HRANGBANA COLLEGE

AIZAWL - MIZORAM 796007



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6.3.1

WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF:

The following welfare schemes are available to the permanent teaching and non-teaching staff of the college:

Government Welfare Schemes as per State Government Rules:

- 1.General Provident Fund (GPF)
- 2.Death cum Retirement Gratuity
- 3.Leave Accumulation and Leave Encashment
- 4.Pension scheme
- 5.Leaves like Casual Leave, Earned Leave, Study Leave, Maternity Leave, Medical Leave, Half Pay Leave, etc. as per Government Rules.
- 6.Group Insurance Scheme
- 7.Medical Reimbursement
- 8.Loan / Advance from GPF
- 9.Residential facilities in Government Quarter
- 10.Housing/Car/Festival Loans
- 11.Increment is given to all teaching faculty on completion of M.Phil/ Ph.D by the Government (1 year for M.Phil and 3 Years for Ph.D)

Institutional Welfare Schemes:

- 1.The Welfare Board of the College (Hrangbana College Welfare Board) provides soft loan up to Rs. 2,00,000 at minimal rate of interest to the staff for medical treatment of the family members, renovation and repairing of residential house, loss arises due to natural calamities, children education, marriage, condolence in case of death of family members etc.
2. Hrangbana College Welfare Board gives Rs.1,00,000/- Condolence Gift to the bereaved family in case of death of the Welfare member i.e Permanent Staff of the College.
3. The College Welfare Board maintains and provides Garage in the Ground Floor to the students free of cost and the Staffs at minimal rate. The Welfare Board has contributed Rs.1,00,000/- for the construction of the Garage
4. The Welfare Board can also grant Financial Support to its members as and when needed according to the decision taken by the Board Executive Committee. The cash amount differs according to the gravity of the situation and can amount upto Rs.1,00,000/-

5.The college provides canteen facility at concessional rate during office hours overlooked and managed by the Welfare Board.

6. The College has a well-equipped gymnasium which can be availed of by both the teaching and non-teaching staff of the College.

7.Govt. Hrangbana College also has a Multipurpose Co-operative Society (MULCOS) whereby all the Staffs, both teaching and non-teaching, can buy shares and share bonus are distributed every now and then.

8.There is an ATM Booth in the ground floor which can be availed by all the college staff and students.

8.Retirement benefits like Death cum Retirement Gratuity, Pension, Leave Encashment; Group Insurance Scheme had been availed by all the staff who have retired on superannuation or otherwise. Other welfare schemes have been availed by 100% staff of the college.

Teaching Staff

- Research being one of the priority of the institution, the faculty members are encouraged to engage themselves in a process of continuous research activities by pursuing research works for M.Phil, Ph.D., conducting Major and Minor Research Projects, participating in State Level, Regional Level, National and International Seminars, Workshops, Conferences, UGC sponsored Orientation Programmes and Refresher Courses conducted by various Academic Staff Colleges.
- Study Leave / on duty Leave as per UGC norms are made available for participating various programmes.
- The Research Cell of the institution encourages and motivates faculty members to submit research projects to various funding agencies.
- All departments are supported to conduct seminars and workshops for professional development of faculty members.
- All departments were provided Laptops for use as teaching aid. UGC schemes and Plans are made available to the faculty to enhance their professional development.
- Library of the Institution is equipped with SOUL-2 version Software, INFLIBNET, UGC Network Resource Centre, Broadband Internet facility through which faculty can use e-resources.

Non-teaching Staff

- To meet the rising need of the day, the non-teaching staff are given Computer training for preparation of salary bill, keeping accounts, students data and various other functions of the office.
- Various training programmes on filling system, accounts, official procedures, various rules and regulation conducted by the Administrative Training Institute (ATI), Government of Mizoram, are made available to the non-teaching staff.
- Administrative Office is fully computerized with LAN and internet facility to facilitate and enhance their working skill.


(Dr.H.LALZIDINGA)
Principal
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