

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

The following are the welfare measures and service benefits provided to the teaching and non-teaching staff of DHSK Commerce College:

- The College provides services within the campus including provision of canteen, library, drinking water, washing facilities, housing facilities (only for chowkidars) etc.
- Welfare facilities for the teachers' include departmental room with adequate seating provisions and stationery grants.
- Welfare facilities available for staff include the benefits of Group Life Insurance Policy.
- All Staffs are eligible for availing 12 days Casual Leave.
- 6 months Maternity leave and Child Care Leave to female employee and 15 days paternity leave to male employee.
- The provision of earn leave facility is also available for all permanent staff
- Complete support and assistance is provided to the faculty members for pursuing their higher studies .Their leave of absence is treated as official-on-duty.
- The institution has a security guard. He is stationed at the entrance of the college for security check and to keep a vigil on all those who come in and leave the institution.
- College has one Co-operative thrift society where loans are provided at a very low interest rate and get an opportunity for saving their money for emergency purposes.
- Staff may use the telephone and internet services for academic and administrative needs.
- All the departments, main offices and library are equipped with the facilities of laptop, desktop and internet.
- Free Wi-Fi facility is also available in certain areas of the institute like classroom, departmental rooms, office and library etc.
- Staffs enjoy the benefits of gratuity after the superannuation of service as per the State Government rules.
- Staff, who have joined services before February, 2005 are eligible to draw pension after the superannuation of service as per the government rules of OPS.
- In the event of death of an employee, while in service his/her dependent will be considered for employment on compassionate grounds, subject to eligibility of the individual concerned and the availability of the vacant post.

DHSK COMMERCE COLLEGE: DIBRUGARH (ASSAM)

- Permanent staffs are eligible for Employees General Provident Fund Scheme as well benefit of loan against the scheme. But those members of faculty, who have joined service after February, 2005 subscribe the Contributory Provident Fund (CPF) instead of GPF.
- A faculty member may be granted a maximum of 24 months of leave with salary for pursuing higher studies.



Annual General Meeting of DKCCEQ Society, DJSK Commerce College held on 12th April, 2021