



**D. E. S. SMT. SUBHADRA K. JINDAL COLLEGE OF NURSING, PUNE**

**STAFF WELFARE SCHEMES**

**Introduction:**

Deccan Education Society's Smt. Subhadra K. Jindal College of Nursing has set a culture and acknowledges an invaluable contribution of its staff to the overall success of the institution. Understanding that a motivated, healthy, and contented workforce directly impacts the academic and administrative performance, the college has various Welfare Schemes and retention policies aimed at supporting the mental and physical well-being, growth, and long-term association of its faculty and staff.

This report outlines the various in place staff welfare initiatives and retention policies at the college, designed to enhance the working experience, job satisfaction, and professional development of employees.

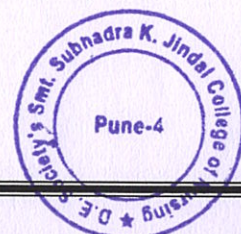
**Objectives:**

- To ensure the holistic well-being and job satisfaction of the staff.
- To provide a supportive, inclusive, and nurturing work environment.
- To improve staff retention and reduce turnover through effective retention strategies.
- To foster a sense of belonging, engagement, and growth among faculty and staff.

**Staff Welfare Schemes:**

**1. Health and Medical Benefits:**

- **Health Insurance:** All teaching and non-teaching staff are provided with comprehensive health insurance that covers medical expenses for them and their





immediate families. This includes both inpatient and outpatient treatments, preventive care, and health check-ups.

## 2. Work-Life Balance and Flexibility:

- **Leave Policies:** A generous leave policy is in place. It includes Medical leave, Vacation leave, Earned Leave and Casual leave as needed by the staff.
- **Maternity Leave:** As per the Government norms, college provides 06 months of paid maternity leave to support the staff during family milestones, ensuring they can take time off to care for newborns without financial strain. The college also constantly supports and allows the staff to get adjusted with the new change.

## 3. Career Development and Training:

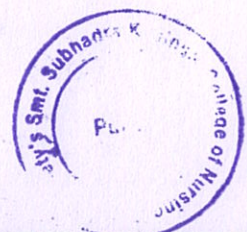
- **Professional Development Programs:** The college invests in the professional growth of its staff by offering opportunities for attending local, state level, as well as national level Workshops, Seminars, Conferences, and other training programs related to their academic and professional fields.

The staff is also encouraged to attend various skill development trainings such as the programs organised by Indian Nursing Council every year.

- **Leadership and Mentorship:** Faculty members are encouraged to take on leadership roles within departments by providing opportunities to do various tasks with appropriate support and guidance. The college also provides ongoing counselling and mentoring for all the staff to guide them in their career development as well as helping them in managing the personal or family issues which helps in their mental and physical well-being of the staff.

## 4. Employee Recognition and Appreciation:

- **Annual Awards:** The college conducts an annual awards ceremony to appreciate an outstanding staff members in various categories, such as "Best Teacher Award," "Outstanding Administrative Staff," and "Exemplary Service." This acknowledgment boosts morale and reinforces a culture of excellence.





## 5. Social and Recreational Activities:

- **Recreational Facilities:** The campus is equipped with recreational facilities such as a gymnasium, sports courts, and leisure areas where staff can relax and engage in physical activities to reduce stress.
- **Team-building Activities:** The college organizes annual picnics, outings, and team-building events that promote social interaction and foster a sense of camaraderie among staff members.
- **Cultural and Festive Celebrations:** Staff are actively involved in celebrating various festivals, events, and cultural activities, which enhance the sense of community and work satisfaction.

It includes celebration of all staff's birthday, Diwali, Christmas, New year etc.

## 6. Financial Welfare and Support:

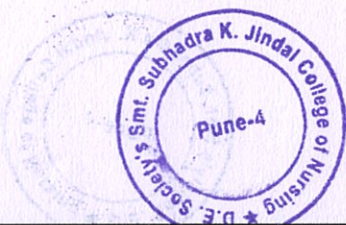
- **Salary and Increments:** All staffs are paid their salary every month on regular basis. Annual increment is given to all staff as per the policies of the management.
- **Provident Fund and Pension Plans:** All staff members are provided with a provident fund scheme, ensuring financial security for their future.
- **Gratuity:** Eligible staffs are given the Gratuity securing post-retirement period.

## STAFF RETENTION POLICIES

### 1. Competitive Compensation and Benefits:

- The college ensures that faculty and staff are offered competitive salaries in line with industry standards and local cost-of-living rates. Additional performance-based bonuses, allowances, and benefits further encourage retention of staff. Various opportunities such as MUHS theory examinations, practical examinations etc. including monetary benefits are provided equally to all the staff.

### 2. Career Growth and Advancement:





- **Promotions and Appraisals:** The college has a well-defined promotion and appraisal process, with clear criteria for career advancement. Regular performance reviews are conducted to assess staff performance and potential for growth.
- **Career Pathways:** Opportunities for professional advancement and knowledge updation within the institution are communicated to staff in an appropriate way. The college emphasizes internal recruitment/promotion, encouraging employees to take higher responsibilities as they grow in their careers.

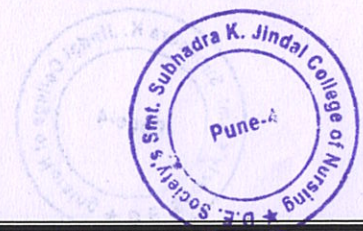
### 3. Inclusive and Supportive Environment:

- **Open Communication:** An open-door policy exists where staff can voice their concerns, suggestions, or grievances directly to the Principal and management through proper channel. The Principal as well as management respond the staff very fast and works towards resolving any issues that arise, creating a transparent and supportive work environment.
- **Diversity and Inclusion:** The college promotes a diverse and inclusive culture where all staff, regardless of caste, colour, creed, religion etc. are treated with respect and dignity. Meetings, training on diversity and inclusion is periodically conducted.
- **Workplace Culture:** The college strives to create a positive and collaborative workplace culture that values each individual's contribution. Efforts are made to ensure that staff feel valued, supported, and have the goals same as that of the institution's mission.

### 4. Employee Engagement:

- **Staff Feedback and Surveys:** Regular staff surveys and feedback sessions are taken to understand employee satisfaction levels, gather suggestions for improvement, and make informed decisions regarding policies and practices.
- **Staff Involvement in Decision-making:** Faculty and staff are involved in key decision-making processes related to academic and administrative matters, giving them a sense of ownership and contribution to the institution's success.

### 5. Job Security:





- **Stability and Long-Term Employment:** The college prioritizes job security by offering long-term contracts and ensuring stable employment conditions for staff members, contributing to a positive work environment and reducing turnover.
- **Transparent Policies:** Clear and transparent policies regarding promotions, appraisals, leave, and other benefits ensure that staff members feel confident about their roles and the long-term prospects within the college.

#### 6. Employee Wellness Programs:

- **Mental Health Support:** The college provides counseling and mental health support to employees who may be experiencing personal or professional stress. This is essential to ensuring staff remain emotionally healthy and motivated.
- **Stress Management Programs:** Regular workshops on stress management, time management, and work-life balance are organized to help staff manage the demands of their roles effectively.

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#### Conclusion:

The staff welfare schemes and retention policies at D.E.S.S.K. Jindal College of Nursing have been designed with the goal of creating a nurturing, supportive, and fulfilling work environment. These initiatives focus not only on the professional development and job satisfaction of employees but also their overall well-being. By offering competitive compensation, growth opportunities, and a positive work culture, the college ensures that its staff remain motivated, loyal, and committed to the institution's mission and values.

Through these well-structured welfare schemes and retention strategies, the college has successfully maintained a highly engaged and dedicated workforce, contributing to its continued success and the holistic development of students.

These initiatives ensure that D.E.S.S.K. Jindal College of Nursing remains an employer of choice in the academic and healthcare sectors.



  
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