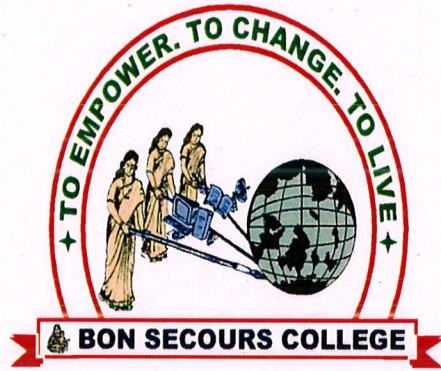


**Policy for Providing
Financial Support to the
staff members**

*Bon Secours
College for
Women,
Thanjavur*





Policy for Providing Financial Support to the staffs

Bon Secours College is keen on staff welfare and well being measures as their impact on the students is the investment made for the future of the students as well as of the institution. The college realizes that the career growth and the academic progress of the teachers correspond and contribute to the growth of the Institution. Hence, the college takes every measure to keep up the progress of teachers and hence cares for their welfare, wellness and well-being.

Considering that finance should never be a constraint to the academic accomplishments of the teachers, the institution has opened up a large number of avenues to assist them.

Objectives: To encourage and support the staff members for academic growth and career advancement in terms of finance.

Initiatives for financial assistance to teachers:


- Travel grants for attending Seminars/Conferences/FDP Programmes.
- Seed money for Research projects.
- Concession in the college bus fee.
- Incentive Financial participation in publication of Research papers in UGC recognized journals and books.
- Study leave with half pay for research.
- Festival Bonus.
- Loan on easy installments.
- Additional payment for overtime and work during holidays.
- Cash awards for producing centum results and university rank holders.
- Additional increment based on academic excellence and contributions.

- Fee Concession for the children of the staff studying in any of the institutions run by the society.

Procedure:

- A teacher who needs financial assistance applies to the Principal through the staff welfare committee for others benefits and Research and development cell for Research.
- The Research and Development Cell scrutinizes the applications and forward them to the Principal with its recommendation.
- The list of teachers eligible for cash awards for their academic achievements is prepared by the Deans and the Vice Principal (Academics)
- These teachers are honored and given awards during the college day celebration
- The amount of cash awards is determined by the Principal in consultation with the Secretary of the Board of Management.

The policy is subjected to periodical review and amendments.


Principal,
Bon Secours College for Women
(NAAC Accredited with 'A' Grade),
Vilar Bypass, Thanjavur-613 006