



पण्डित सुन्दरलाल शर्मा (मुक्त) विश्वविद्यालय छत्तीसगढ़, बिलासपुर

(छ.ग. शासन के अधिनियम क्रमांक 26 सन् 2004 द्वारा स्थापित)

कोनी-बिरकोना मार्ग , बिलासपुर (छ.ग.) 495009

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6.3.1 Welfare means for teachers, other academic and non-academic staff

University has effective measures in place for its teaching and non-teaching staff. The various welfare measure are as follows-

- ✚ Creation of Employee Emergency Fund under Teacher Employee Beneficiary Scheme (TEBF) –
University facilitates its employees by providing financial assistance in form of loans for various purposes to the needy with the help of committee who monitors and supervises this under finance department.
- ✚ Contribution to National Pension Scheme (NPS) –
The University makes contribution to government sponsored National Pension Scheme for both Permanent & Temporary employees.
Gratuity and other benefits like leave encashment
- ✚ Contribution to Provident Fund –
University also makes contribution of its share to the Employee Provident Fund (EPF) for higher authorities of the University.
- ✚ Financial Assistance for Career Advancement
- ✚ Funding of Research Projects of Teaching Faculty
- ✚ Staff Quarters for Professors, Assistant Professors, Class III and Class IV employees
- ✚ Medical Reimbursement
- ✚ Leave –
University follows norms of the State Government to grant leave to its employees, which are
 - Academic Leave for Teaching Staff
 - Study Leave for Teaching Staff

- Maternity Leave for Female employees of both Teaching and Non-Teaching Staff
- Casual Leave to both Teaching and Non-Teaching Staff
- Earned Leave to both Teaching and Non-Teaching Staff
- Medical Leave to both Teaching and Non-Teaching Staff
- Commuted Leave for both Permanent & Temporary Staff
- Leave not due for Permanent Staff
- Special Disability Leave in case of injury at work
- Other leaves as per norms of the State Government

+ Workshops, Seminars, Conferences are arranged and managed by the faculty members with the help of the administrative staff

+ Concession of Fee if any staff takes admission in any course of the University

+ Summer and winter vacation for faculty members

+ Skill Development courses for non-teaching staff to enhance their skills in work environment

+ Free/Subsidized Transport facility

+ Equal Opportunity Cell

+ Health Check Up Programs

+ Blood Donation Camps

+ Safe & Secured campus with CCTV Surveillance & 24-hour Security Guards deployed at all buildings/blocks

Following facilities are also provided to employees for efficient functioning:

+ Psychological Counselling

+ Internet and Wi-Fi Facility

+ Canteen

+ Day Care facility

+ University has a multicultural environment in the campus, which ensures the celebration of all the festivals together

+ All the staff members are treated on par with each other in obtaining benefits from the University

- + Women Development Cell is established for creating venues for women members to flourish and gain momentum
- + Sports, Cultural activities, Anand Mela, Musical Chairs, Rangoli, Mehndi Competition, Chess Competitions
- + Bramharishi Vasith Yog Arogya Centre for in campus Yoga Classes
- + Human Rights Awareness Programme
- + Festival Advance

Future Plan for Employees Welfare:

- + Group Insurance & Health Insurance
- + Correspondence with the State Govt. for approval of new posts.

The staffs are encouraged to give suggestions and regular feedback to improve and initiate the welfare measures in the University. In a nutshell, the University strives hard to keep our staff happy and healthy.

WEBLINKS & DOCUMENTS UPLOADED –

(1) Policy document on welfare measures

<https://pssou.ac.in/index?page=element&id=RULES>

https://pssou.ac.in/attachment/statute/statute_13.pdf

https://pssou.ac.in/attachment/statute/statute_14.pdf

(2) List of beneficiaries