

**6.3.1:** The institution has effective welfare measures for teaching and non-teaching staff. संस्थया अध्यापकेभ्यः अध्यापकेतरकर्मचारिभ्यश्च प्रभाविसंक्षेमोपायाः अनुस्रियन्ते।

The Shri Lal Bahadur Shastri National Sanskrit University consistently strives for the educational, physical, and familial well-being of its teaching and non-teaching staff. The university implements various initiatives for educational excellence through diverse programs, for physical well-being through yoga, exercise facilities, and healthcare, and for family welfare through provisions for education, health, and financial support for children.

For instance: The faculty and non-teaching staff of Shri Lal Bahadur Shastri National Sanskrit University are its valuable human resources. Therefore, the university is always committed to their welfare. It does not limit its concern to active employees but also extends it to their entire family. A physically, mentally, financially, socially, and family-wise satisfied employee can contribute effectively and responsibly to the university's operations. With this in mind, the university undertakes numerous initiatives for the well-being of its staff. These include:

### **1. Medical and Health Facilities**

The university has established various facilities for the health care of employees, such as medical treatment, leaves for medical recovery, and first-aid services, which are provided free of cost to all university staff.

### **2. Educational Facilities**

To ensure the children of teaching and non-teaching staff receive quality education, the university provides an additional educational allowance for annual expenses such as admission fees, uniforms, transportation, and books. This relieves families of the financial burden of their children's education, with the university covering these costs.

### **3. House Rent Allowance (HRA)**

Special salary benefits such as travel allowances, dearness allowances, and house rent allowances are provided to staff. These allowances are determined by the government, keeping in mind the country's inflation rates.

### **4. Leave Provisions**

The university grants various types of leave, including casual leave, maternity leave, childcare leave, educational leave, study leave, and special leave. Recognizing its employees as its core assets, the university ensures they can avail themselves of necessary leave in diverse situations.

### **5. Housing Loans (HBA)**

Eligible staff can avail substantial loans for house construction or purchase. Before the implementation of the 7th Pay Commission, the university also facilitated loans for vehicle purchases, including two-wheelers.

## **6. Travel Facilities**

Special travel facilities are provided for domestic air and sea travel, local commutes, India tours, home travel during leave, retirement-related travel, and advance travel arrangements. Staff can also convert earned leave into paid days, allowing them to travel comfortably with their families.

## **7. Voluntary Retirement**

Special provisions exist for voluntary retirement based on medical grounds, early retirement, and exceptional cases.

## **8. Retirement Benefits**

Post-retirement, specific benefits are provided to teaching and non-teaching staff. This includes financial compensation for unused leave and opportunities for further engagement with the university in accordance with rules.

## **9. Residential Quarters**

The university has constructed 48 residential quarters for its staff:

- 7 for Grade V
  - 8 for Grade IV
  - 8 for Grade III
  - 8 for Grade II
  - 15 for Grade I
- additionally, a Vice-Chancellor's residence is also constructed.

## **10. Miscellaneous Facilities**

- **Internet and Wi-Fi:** The university offers Wi-Fi and internet access as per the Ministry of Education guidelines.
- **Library:** A library with excellent facilities is available for teachers, students, and non-teaching staff.
- **Canteen:** A canteen on campus provides high-quality Indian meals and snacks at minimal rates.
- **Guest House:** A two-story guest house within the campus is available for academic purposes.
- **Gymnasium:** A fully air-conditioned gymnasium with modern equipment caters to the fitness needs of all staff and students.
- **Childcare Center:** A daycare center provides a safe and secure environment for the children of female staff members.
- **Recreation Room:** A recreation room has been created for female employees, offering them a space for relaxation, informal discussions, and study during their free time.

In summary, the university has implemented numerous welfare measures for its staff, adhering to government regulations and directives. The university regularly reviews salary commission recommendations and updates its policies to ensure its teaching and non-teaching staff lead comfortable and secure lives.