



T. N. RAO COLLEGE OF TEACHER EDUCATION

Managed by : સવ્યસાચી Education Trust, Rajkot

Welfare Measures at T.N. Rao College of Teacher Education

At T.N. Rao College of Teacher Education, we prioritize the well-being and professional development of our esteemed teaching and non-teaching staff. Through a range of comprehensive welfare measures, we ensure their holistic growth and fulfillment. Our welfare initiatives include:

1. Credit Society and Loan Facilities: Staff members have access to our Credit Society, enabling them to avail loans conveniently.
2. Professional Development Opportunities: We offer regular training sessions, workshops, Faculty Development Programs (FDPs), seminars, and conferences for both teaching and non-teaching staff to enhance their skills and knowledge.
3. Duty Leave for Skill Enhancement: We provide duty leave to facilitate staff attendance at workshops, orientation courses, refresher courses, and conferences, encouraging continuous learning and development.
4. Research Support: Dedicated research facilities are available for teachers pursuing their Ph.D. We support their endeavors by granting leave for Doctoral Research and Development Committee (DRDC) activities and actively promoting their research paper publications.
5. Provident Fund and CPF: As per Gujarat Government policy, we offer Employees Provident Fund (EPF) and Contributory Provident Fund (CPF) schemes for the welfare of both teaching and non-teaching staff.
6. Leave Entitlements: Staff members are entitled to vacation leave, casual leave, medical leave, and sick leave in accordance with the regulations of the State Government.



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7. Maternity/Paternity Leave: We recognize the importance of family and provide maternity and paternity leave benefits to support our staff during significant life events.
8. Access to ICT Facilities: Our staff are encouraged to utilize college ICT facilities for their research work, facilitating seamless academic pursuits.
9. Support for Pre-Ph.D. Coursework: We grant duty leave to staff members attending Pre-Ph.D. coursework or engaging in Ph.D.-related activities, fostering their academic aspirations.
10. Financial Assistance for Medical Emergencies: In times of medical emergencies, we extend financial support to our staff members, ensuring their well-being and peace of mind.
11. Consultancy Autonomy: We empower our staff with autonomy in consultancy endeavors, allowing them to explore and engage in consultancy projects aligned with their expertise.

At T.N. Rao College of Teacher Education, we are committed to nurturing a conducive and supportive environment where our staff can thrive both personally and professionally. These welfare measures reflect our dedication to their welfare and advancement.


Principal
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Report on Welfare Measures for Teaching and Non-Teaching Staff at T.N. Rao College of Teacher Education

Introduction: At T.N. Rao College of Teacher Education, we are committed to nurturing a conducive and supportive environment where our staff can thrive both personally and professionally. These welfare measures reflect our dedication to their welfare and advancement.

1. Study Leave for Research Support

We provide study leave to our staff members to support their research activities and academic growth. ([Evidence](#))

- **2020:**
 - Ramu Khint: External session on research (09/03/2020)
 - Maya Jilka: Study leave for research (18/03/2020)
- **2021:**
 - Darshini Bhojani: Ph.D. Literature Review Work (25/06/2021 to 30/06/2021)
- **2022:**
 - Darshini Bhojani: Ph.D. Research Work (26/07/2022)
 - Dr. Trusha Koradiya: Guideship Work (27/06/2022)
 - Dr. Ramu Khint: Guideship Work (01/07/2022 to 04/07/2022)
 - Dr. Maya Jilka: Guideship Work (26/07/2022)



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2. Loan Facilities

We offer financial support to non-teaching staff through convenient loan facilities. [Evidence](#)

- **Loans Provided:**

- Nimish Chokhaliya: ₹60,000
- Brijbhushan Vaishnav: ₹60,000
- Manishaben Rathod: ₹10,000

3. Financial Support for Seminars, Workshops, and Conferences

We provide financial support to staff members for participating in seminars, workshops, and conferences to enhance their professional development.

[Certificates of Participation](#)

- **2018:**

- National Seminar "Modern Teacher Education: New Vistas - Challenges & Remedies" (01/04/2018) organized by ICSSR Mumbai, with a one-time fee of ₹1,000 for each participant:
 - Jasmin Joshi
 - Dr. Ramu Khint
 - Dr. Trusha Koradiya
 - Jignasha Gadhiya
 - Dr. Sejalba Chudasama
- The membership fees for these seminars were paid by the institute.



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4. Leave Entitlements

We ensure that staff members can take necessary leave as per regulations.

- **Types of Leave:**
 - Vacation leave
 - Casual leave
 - Medical leave
 - Sick leave
- Sick leave for all staff was approved by the Principal.

5. Maternity/Paternity Leave

We support staff members during significant family events by providing maternity and paternity leave benefits.

6. Provident Fund and CPF

We offer financial security and savings for staff members through the following schemes:

- Employees Provident Fund (EPF)
- Contributory Provident Fund (CPF)

7. Duty Leave for Skill Enhancement

We encourage continuous learning and development among staff members by providing duty leave for attending workshops, orientation courses, refresher courses, and conferences.

8. Research Support

We promote and support research activities among staff members by providing dedicated research facilities and leave for Doctoral Research and Development Committee (DRDC) activities.

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9. Access to ICT Facilities

We facilitate seamless academic and research pursuits by encouraging staff members to utilize college ICT facilities for their research work.

10. Financial Assistance for Medical Emergencies

We ensure the well-being and peace of mind of staff members during medical emergencies by extending financial support.

11. Consultancy Autonomy

We empower staff members to engage in consultancy projects aligned with their expertise by providing them with autonomy in their consultancy endeavors.

12. Professional Development Programs

We conduct professional development programs for both teaching and non-teaching staff to enhance their skills and knowledge. [Certificates of Participation](#)

Professional Development Programs for Teaching Staff:

- 2018:
 - Computer Fundamental Course (19/12/2018) - 4 participants
- 2019:
 - Use of Microsoft Office (12/09/2019) - 10 participants
- 2020:
 - Effective use of email, video conferencing, and other communication tools in education (14/05/2020) - 7 participants
 - Adapting to Remote Teaching: Strategies and Best Practices (02/06/2020) - 5 participants

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- Utilizing online Learning Platforms Effectively (08/07/2020) - 16 participants
- Engaging Students in Virtual Classrooms (17/08/2020) - 7 participants
- **2021:**
 - Familiarization with common software applications like Microsoft Office suite (15/09/2021) - 7 participants
 - Understanding the role of IT in various sectors and its relevance in education (10/11/2021) - 5 participants
- **2022:**
 - Introduction to educational software and tools for teaching and learning (13/10/2022) - 6 participants
 - Basic computer literacy including file management, word processing, and internet browsing (26/08/2022) - 4 participants

Professional Development Programs for Non-Teaching Staff:

- **2020:**
 - Miracle Software training (06/01/2020) - 1 participant
- **2021:**
 - Sun ERP Software Demonstration Program (25/11/2021) - 1 participant
- **2022:**
 - Miracle Accounting Software Demonstration Program (30/11/2022) - 1 participant



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Conclusion: At T.N. Rao College of Teacher Education, we are dedicated to the welfare and advancement of our staff. These welfare measures demonstrate our commitment to creating a conducive and supportive environment where our staff can thrive both personally and professionally. Effectively implementing these welfare measures ensures the holistic growth and fulfillment of our teaching and non-teaching staff.


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