**6.3.1 The Institution has effective welfare measures for teaching and non-teaching Staff and avenues for their career development/progression.**

**Response:**

The following measures promote the welfare of **ALL STAFF:**

* The wards of the Staff are given **admission** to programmes of their choice.
* Financial assistance is provided through the **Staff Club.**
* **Medical check-up**  conducted periodically.
* **Cash prizes** are given for research publications .
* Foreign language courses organized for the teaching staff.
* Free internet facility
* Mandatory welfare schemes like gratuity and contributions to EPF (**Employees Provident Fund)** are in place. Staff who are in the unaided section are members of ESI (Employees’ State Insurance Corporations).
* Pongal **Bonus** is given to all teaching and non-teaching staff.
* Salary is revised periodically for the staff of the self-financing section.
* All **Jubilarians** and retiring staff are felicitated with mementos in silver and gold.
* **Retreats** organized for the Catholic staff.
* A **family tour** is arranged for the non-teaching and support-staff annually. The Management bears half the expenses.
* Academic and professional competency is recognized by way of **Best Performance Awards** in 4 categories - Arts, Science, Self-financing and Professional.
* Financial assistance for staff to participate in seminars hosted by other institutions.

No. of Words: 186