

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The institution demonstrates a strong commitment to the welfare and career advancement of both teaching and non-teaching staff through a comprehensive set of support measures. A Group Insurance Scheme provides financial protection, while study leave and financial support for conferences, FDPs, STTPs, and workshops promote higher education, research, skill development, and professional growth.

A structured leave policy, including casual, medical, and earned leave, supports personal and professional balance. The provision of six months of maternity leave reflects the institution's sensitivity towards gender equity and support for women employees. Long-term financial security is supported through Provident Fund, gratuity benefits, and fee concessions for employees' children, along with salary advances during emergencies.

The Women Empowerment Cell supports the needs of female staff. Centralized reprographic facilities reduce administrative workload, while campus-wide internet and Wi-Fi enable efficient academic and administrative functioning. Scheduled vacations provide time for rest and rejuvenation.

Access to sports and cultural activities promotes physical fitness and well-being, while celebrating diverse festivals fosters inclusiveness and collegial harmony. These welfare initiatives create a supportive environment that improves staff motivation, satisfaction, and professional development.



**JAYAWANT SHIKSHAN PRASARAK MANDAL'S
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The institution has effective welfare measures for teaching and non-teaching staff

In our Institution Staff welfare is given foremost importance. Welfare measures for teaching and non-teaching staff are summarized below:

- Group Insurance scheme for staff members.
- Study leaves for Ph D, higher education and training programmes.
- Reimbursement of claim for registration of conference/FDP/STTP/Workshops.
- Casual leave, medical leave, earn leave facility. Grant of Maternity Leaves to female staff for six months.
- Provident fund.
- Employee gets fees concession for their ward in JSPM associated schools.
- As Institution has a multicultural environment in the campus, the management ensures the celebration of all the festivals together.
- Internet and free Wi-Fi facilities are available in campus for staff.
- Summer and Winter Vacations for faculty members.
- Faculty development programs(FDP) and Skill development courses for faculty members on regular basis to enhance their skills in work environment.
- Gratuity for the employees of the institution.
- Women Empowerment Cell is established for creating venues for women members to flourish and gain momentum.
- Centralized reprography facility (Xerox) for Teaching & Non Teaching staff.
- Centralized canteen facility for Teaching and Non Teaching staff.
- Salary advance facility for teaching and non teaching staff in case of urgency.
- Sports and Cultural facilities for teaching and non teaching staff.



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