



JAMIA NADAWIYYA TRAINING COLLEGE EDAVANNA

SALAH NAGAR EDAVANNA , MALAPPURAM DT . KERALA -6764541

Staff Welfare measures Provided by the Institution

1. Salary hikes are given to the teaching and non-teaching staff based on qualification, years of experience and outcome of the performance appraisal.
2. Research assistance are given to the faculty members. Leave also permitted to teachers for research study. This commitment to continuous learning contributes to the intellectual enrichment of the teaching staff.
3. Conduct Faculty Development Programmes for improving competencies and contributes to the academic growth of the institution.
4. Funds are given to attend seminars, classes, workshops etc.
5. Invite experts to conduct classes, seminars, workshops.
6. ESI is availed- the employees' state insurance provides social security benefits according to the individual needs without distinctions. The contributions are related to the paying capacity as a fixed percentage of the workers' wages; it can avail medical benefit, sickness benefit, maternity benefit, dependents benefits, disablement benefits and other benefits.
7. Free food and accommodation provided for teaching and non-teaching staff.

8. Adequate recreation facilities are provided in the campus including physical fitness center, shuttle court, yoga center and play ground.
9. Fee concession to the wards of staff members for various institutions inside JNTC.
10. Free Wi-Fi facilities are provided- teachers can assess online educational resources in an easy way and also promotes lifelong learning, explore their interests from anywhere at any time.
11. Library resources are provided- it helps to broaden knowledge horizons, better research skills, strengthens the reading habits, builds critical thinking etc to the teaching staff.
12. Faculty recreational programmes are organized for teaching and non-teaching staff. The cultural programmes are also organized where all the teaching and non-teaching staff members have annual get together with their family members.
13. Salary timely credited to bank account of employees. In each month the employee gets the salary on time through bank accounts only.
14. Leave entitlements is another landmark of JNTC in its teaching and non-teaching staff members. The college acknowledges the need for a work like balance and offers generous leave entitlements. The teaching staff are provided with 15 days of casual leave, while non-teaching staff receive 20 days. This allows employees to attend to personal matters and rejuvenate when needed, promoting their physical and mental well-being.