

Padm. Dr. V. B. Kolte Abhiyantriki Mahavidyalay Staff Welfare Association
Rules and Regulations

1. With the keen interest of Padm. Dr. V.B.Kolte College of Engineering staff, Padm. Dr. V.B.Kolte Abhiyantriki Mahavidyalay staff welfare association a private registered association was started on dated 4 January 2022 with 11 members, presently the association consists of 80 active members.
2. Aim of the association is to safeguard the members by providing financial assistance at the time of their emergencies such as serious diseases, Education loan for Staff Children, Insurance of staff etc.
3. Membership is open for all VBKCOE staff members including teaching and non-teaching staff.
4. An office bearer is constituted for the care of association. The office bearers are President, Vice president, treasurer, secretary, joint secretary, joint treasurer and five members.
5. The byelaw is been established by the consent of all the members of the association. The amendment of bye law can be done through the consent of minimum 3/4th of the association members.
6. Every Teaching Staff member is required to pay the prescribed share of Rs. 200/- and Non-teaching Staff Rs 100/- per month as the deposit amount. and same amount will be deposited by VBKCOE staff welfare association.
7. In case the member leaves the institution, the share amount will be reimbursed and his membership will be terminated from the association.
8. All financial transactions of the association will be audited internally by any two members who owes the knowledge of auditing the accounts.
9. At a time of joining institute, He will be eligible for membership of VBKCOE staff welfare association.
10. Those Staff completed one year after doing registration in VBKCOE staff welfare association will be given financial Assistance at the time of their emergencies.
11. The objective of the Staff Welfare Association is to keenly listen, communicate and recognize staff needs based on a foundation of the organization, faith, reason, service and community.
12. The Committee shall ensure that the staffs are deeply connected to the range of Institutional issues contributing to the success of organization while supporting and enhancing the growth, welfare, and best interests of staff through productive leadership.
13. The Committee does so by promoting active participation, open dialogue, and collaboration between staff, faculty and organization leadership.
14. Ensure favorable working environment for all the staff members.

15. Maintain high moral standards by looking after the needs of the staff
16. Coordinate for benevolent facilities for the members of staff.
17. Plan for general welfare activities for teaching and administrative staff.
18. Build a healthy working environment and foster good relationship among the staff.
19. Collect and compile databases of faculty and staff working in the campus.
20. Provide opportunities for attending various workshops, seminars, symposiums, and conferences conducted by various institutions and agencies in and outside the locality /region/state.
21. Plan and organize regular programs and activities for the Faculty Development Programs (FDPs) / Faculty Improvement Programmes (FIPs) and Staff (Administrative) Development Programs.
22. Organise staff motivational / recreational activities such as, Felicitations, Picnics, etc.
23. Ensure for the compliance to the guidelines issued by competent authorities of the state such as Council of Higher Education in matters related to Confirmation of services, Career Advancement, Pay Fixation etc. of the staff.
24. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration.
25. The Staff Welfare Association is formed to contribute to a greater success of the Institutional community by promoting a positive and supportive work environment.
26. As a constituent organization, the Staff Welfare Association shall operate for providing a forum for open communication and ongoing dialogue among staff.
27. The Staff Welfare Association shall be a consultative and deliberative body with authority to make recommendations on all matters which have a significant bearing on the working environment across the Institute.
28. To foster healthy relationships and ambiance among the employees.
29. To provide assistance and aid to the members in professional matters.
30. To assist the members in personal affairs as and when needed.
31. Promote employee well-being and welfare by encouraging a culture of open and honest conversation.

32. Only by building good communication skills and a positive working relationship with your team will you be effective in your role of ensuring everyone is happy in the workplace.

33. The various Welfare activities that can be provided to the staff include provision of loans, free medical facilities, retirement benefits, education facilities for the employee's and their families, housing benefits, etc

34. Staff welfare is important for two major reasons: Boosts staff morale & confidence. No employee wants to leave a job worse than when they got it. Staff welfare boosts Staff morale and confidence that the employer is interested in their overall well-being and not just profit.

35. The death of any Staff member became , Some money will be given to the staff family member.

36. Any other than the above activity, arrange other activity for welfare of staff may be undertaken in due course of time with prior permission of the board.

Padm. Dr. V.B.Kolte Abhiyantriki Mahavidyalay Staff Welfare association committee

Sr. No.	Name of Member	Designation
1	Dr. A. W. Kharche	President
2	Prof. S. R. Shekokar	Vice president
3	Prof. S.H. Chaudhari	Secretary
4	Mr. R. M. Rane	Joint Secretary
5	Prof. G. V. Gadge	Treasurer
6	Prof. Ms. M. D. Patil	Member
7	Prof. Ms. M. U. Karande	Member
8	Prof. J. D. Sonone	Member
9	Prof. Y. P. Sushir	Member
10	Prof. M. V. Shastri	Member
11	Mr. A. A. Barhate	Member