



Lekshmpuram College of Arts and Science
Neyyoor-629802
(Affiliated to Manonmaniam Sundaranar University, Tirunelveli)
Kanyakumari District, Tamilnadu

Welfare Schemes for Teaching and Non-Teaching

The College has effective welfare measures for the faculty and non-teaching staff and avenues for career development. The following welfare schemes are available for the teaching and non-teaching staff.

1. Permission and issue of no objection certificate to pursue higher education to all eligible staff members.
2. Permission to publish scholarly works in the form of Text Books and Reference Books.
3. Medical Leave, maternity and other eligible leaves as per the government norms for eligible staff members.
4. Duty leave for attending Orientation Courses / Refresher Courses / Faculty Development Programme/seminars/workshops/conferences/training programme is available for both teaching and non-teaching staff.
5. Travelling allowance to attend/visit apex bodies namely University, Joint Directorate of Collegiate Education, Director of Collegiate Education, Collector Office and similar.
6. Members of the faculty are permitted to undertake on duty leave for attending university assignments namely Examinations/Board of Studies/Senate/Syndicate, etc.
7. The NSS Programme Officer, NCC officer and physical director can avail on duty leave for extension and outreach activities.
8. Career Advancement Scheme (CAS) for the teaching faculty and promotion opportunity from one cadre to other cadre based on performance appraisal.
9. Aided College Provident Fund (ACPF) and Contributory Provident Fund facility for those in the aided category.
10. Pension, gratuity and other benefits as directed by the government from time to time for those in the aided stream.
11. Surrender of earned leave (EL) facility as directed by the state government from time to time.
12. Health insurance and group insurance facility for the eligible teaching and non-teaching staff.

13. Festival advance and bonus to the eligible staff members.
14. Salary certificate to avail loan from the nationalised banks and signed the agreement for the eligible staff members to avail loan from the Teachers Thrift Society.
15. Employees Provident Fund (EPF) facility for the teaching and non-teaching in the Self-financing stream.



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PRINCIPAL
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