

Best Practice

1. Title of the Practice- **Shillong College Employees' Welfare Scheme 1995**

2. Objectives of the practice

The objectives of the **Shillong College Employees' Welfare Scheme** are:

- (i) To give monetary benefit to all full time employees of the college;
- (ii) To boost the morale of employees and keep them motivated at all times;
- (iii) To create a loyal, contented workforce in the organization;
- (iv) To create a better image of the institution in the minds of the employees;
- (v) To enable the workers to live comfortably and happily post retirement;
- (vi) To help develop efficiency of the workers;
- (vii) To expose philanthropic and benevolent activities of the institution;
- (ix) To foster a feeling of well being;
- (x) To develop a sense of belonging to the institution;

3. The Context

In view of the fact that the college administration could create a comfortable "SURPLUS" from sources other than Government Grants-in aid or monthly tuition fees collected from students, (thus totally outside the purview of Government Grants in Aid rules)through efficient and prudent financial management all along ,the Governing Body of the College decided to extend monetary benefits to the employees of the institution in recognition of their services and contribution in various capacities towards development of the College. **Shillong College Employees Welfare Scheme, 1995** was thus framed by the Governing Body on 23-10-1995 and came into effect on 01-01-1995. **(150 words)**

4. Practice

The scheme has been formulated taking into account the resource position and liability.

The Welfare Scheme categorically states that all college employees would be entitled to the benefits under the Scheme provided they are full time employees of Shillong College, duly appointed against substantive posts and approved by the Government of Meghalaya /(Assam).The benefit under this scheme is made available (a) on Retirement or,(b) on Resignation ,or,(c) on complete disablement ,or, death in harness.

However, at least 10 (ten) years of uninterrupted and continuous service in this college is taken into account for giving full benefit under the scheme except on complete disablement or, death in harness.

Sources of the Fund-The Fund was initially created by transferring two Fixed Deposits set aside by the College out of Miscellaneous Fund, which does not include any amount received from the Government of Meghalaya in the form of Grants-in- aid. The FDs are renewed from time to time.

The Fund is managed by Shillong College Employees Welfare Scheme Committee constituted by the Governing Body of the college. The Committee plans on how profitably the fund of the Scheme can be utilized and advises the Governing body accordingly.

The receipts to the Fund are made up of:-

- i. The corpus contribution by the college Governing Body or such contribution as may be made from time to time.
- ii. Contributions/ subscriptions as may be specified by the competent authority, made by the employees.
- iii. Any contribution or donation by the public or any authority, institution, body or endowments.
- iv. An amount of Rs.50/- (subject to an increase from time to time) is collected from students during admission as “Staff Welfare Fee”.

The Fund is vested in the college Governing Body.

Amount

Shillong College Employees Welfare Scheme sanctions a maximum amount of **Rs.7, 00,000/- (Rupees Seven Lakhs Only)** as emoluments/ex-gratia grant for teaching and **Rs.6,50,000/- (Rupees Six Lakhs Fifty Thousand Only)** for non-teaching staff of the college.

The calculation/Assessment of the admissible amount of benefits under the scheme are done on the basis of provisions of the Scheme.

Challenges-

1. With an increase in the number of members (both teaching and non-teaching) further enhancement of the present amount may become a major challenge.
2. The investment in a profitable scheme has also become a hurdle because of liquidity and security reasons.
3. Due to absence of a professional in the Fund Managing Committee, management of the enormous fund (running into crores) has become a problem.