



# R. J. COLLEGE of Arts, Science & Commerce (AUTONOMOUS)

(Hindi Vidya Prachar Samiti's RAMNIRANJAN JHUNJHUNWALA COLLEGE of Arts, Science & Commerce)

Opposite Ghatkopar Railway Station, Ghatkopar (West), Mumbai 400086, Maharashtra, INDIA.

Website: www.rjcollege.edu.in Email: rjcollege@rjcollege.edu.in Tel No: +91 22 25151763 Fax No: +91 22 25150957

College is recognized under Section 2(f) & 12(B) of the UGC Act, 1956

Affiliated to UNIVERSITY OF MUMBAI II NAAC Re-Accredited 'A' Grade (CGPA: 3.50)

## WELFARE SCHEMES FOR TEACHING AND NON-TEACHING STAFF MEMBERS

1. Festival advance for members of supporting staff which they pay in easy instalments before the financial year ends

a. Advance slip

b. Repayment

### 2. Annual celebration of Ganesh festival

For the past six decades Lord Ganesha has been showering his blessing on our Institution. The members of the non-teaching staff this year also brought the eco friendly Ganesh idol and celebrated the Ganesh Ustav on 31<sup>st</sup> August and 1<sup>st</sup> September 2022. The next day the Ganesh idol was immersed in a small bucket of water which was then poured to the trees. Prayers were held to bring back normalcy to the entire world, good health for one and all.

### 3. Annual celebration of Satyanarayan Pooja

The Annual Satyanarayan Pooja and non-teaching staff lunch was held on 10<sup>th</sup> December 2022. Mr. Rakesh Dubey and his wife sat in the pooja and performed it with devotion. This annual Satyanarayan pooja had our former retired staff coming to seek the blessings and to meet their colleagues over a cup of tea. All members also joined for the Bhajan.

### 4. Staff Welfare Fund

When teaching staff superannuated as a gesture of appreciation, they wanted to give something to the members of the non-teaching staff. This initiative started the non-teaching staff welfare fund which now also has members from the teaching staff, The staff welfare fund is attached to the Mumbai cooperative bank. The credit society is known as Hindi Vidya Prachar Samiti Sanchalit Ramniranjan Jhunjunwala College. Cooperative Credit Society Ltd. Mumbai. The reserve funds are kept with Mumbai Cooperative bank. There are committed members of the non-teaching staff who ensure the smooth operation of the committee. They sanction loans to staff members at a very nominal rate of interest. The members come together for the annual meeting and get bonus. At the time of retirement, the member gets the money back with interest. The repayment of loan is linked to their salary accounts. The accounts are audited by a statutory auditor and annual report is submitted.



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2019: Star College Status by DBT

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2011: 'Best Teacher Award' by Government of Maharashtra 2013: DST-FIST 2014: DBT STAR College

2013 & 2014: 'Jagar Jaanivancha Award' by Govt. of Maharashtra 2016: ISO 14001:2015 2016: ISO 9001:2015 2017: ISO 27001:2013

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## 5. Recruitment of the wards of non-teaching staff

The non-teaching staff of our college are very committed and do their work very sincerely. Whenever there are vacancies the wards of the non-teaching staff if desirous and deserving are given preference. The papers of the deceased non-teaching staff are processed so that their ward can be recruited on compassionate grounds.

6. Encouraging members of non-teaching staff to continue their education, acquire new skills by organising capacity building workshops. Encourage them to attend workshops and seminars.

7. Annual picnic sponsored by the Management for teaching and non-teaching staff which they organise themselves. This brings them close to each other, builds harmonious relationship. This year the non-teaching staff members went to Shangrila Resort and Water Park.

8. Teaching staff motivated to enrol and complete PhD and get recognised as PhD guides. In academic year 2022-2023. Dr. Sanket Tikare was recognized as a Ph.D Guide in the subject of Mathematics. Dr. Laxmi Desiti (Commerce), Dr. Subodh Barve (Commerce), Dr. Jitendra Girase (Chemistry) and recently Dr. Ashishkumar Yadav (Physics) successfully completed their Ph.D. All teachers were recognised, appreciated during the last working day of the year.

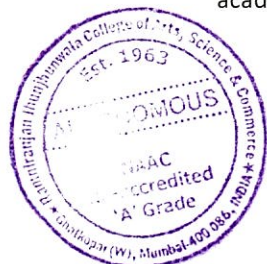
9. Providing registration fees, travel for teaching staff to attend seminars, conferences and workshops.

10. Flexibility in timetable to help women staff to balance career and home when children are small.

11. Encouraging teaching staff to progress in their field and apply for grants by notifying as and when opportunities come and timely processing of papers.

12. Teaching staff provided with all learning resources for research.

13. The supporting staff of the Chemistry department are provided with milk for the last six decades. During Covid since no one is in the premises. However, with everyone resuming duty in person in academic year 2022-2023, this best practice has been revised.



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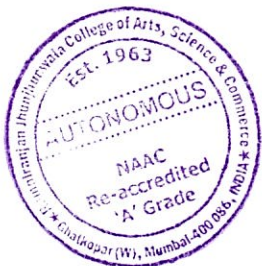
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14. RJC Sadabahar a compilation of data of teaching and non-teaching staff of RJC who have retired so they can be appraised of post-retirement benefit. In the event of the demise of the retired employee the family is provided with the required support.

15. Safety kit for supporting staff of Chemistry department.



  
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