



## MES' Pillai College of Education & Research, New Panvel (W)

### POLICY DOCUMENT

#### Policy Statement: **Provision of Financial Support to Teachers**

#### **Policy No: FA/pcerp/Rev.2020**

IQAC of Pillai College of Education & Research, New Panvel (W) fosters a work culture wherein staff members are motivated to upgrade themselves and enhance their intellectual insight. In order to encourage professional development and capacity development, financial support is provided to the teachers as per the stated policy for smooth & equitable disbursement.

Major categories for providing financial support:

#### **1. Professional Development activities:**

The teaching and non-teaching staff are encouraged to take part in conferences and seminars. Office staff will be provided the travel allowance and registration fee for attending the workshops. For teachers, in an academic year, an amount of Rs 500/- for a national level seminar and Rs 1000/- for an International level seminar will be given by the college. Teaching staff desirous of doing their professional development without disturbing the normal functioning of the college like orientation/ refresher/FDPs and STC organized by UGC HRDC will be paid the registration fee.

The institution will bear the cost of the ISSN and ISBN book if teachers and librarian publish their conceptual and research papers in in-house peer-reviewed Journals or seminar proceedings. However, the total amount in any given year per staff shall not exceed Rs. 2000.

#### **2. Teaching-Learning activities:**

Teachers are given full freedom to conduct various activities related to their subjects and the required materials will be provided by the college.

#### **3. Research-related activities/ Patent/ Innovation:**

The college encourages research activities and hence freedom to execute their research ideas. Minor research and Major research if taken up by the teachers will be entitled to the seed money. The teachers doing their Ph.D. will be provided a certain degree of concession in the workload and duty leave to collect data for their research. Free access to plagiarism checks of the thesis and papers will be provided.

Teachers interested in filing patent design/idea/research through the institution will be given assistance and support to upload the content through a proper channel. In case the patent is fully paid by the institution the patent rights will remain with Mahatma Education Society.

#### **4. Registering for career advancement schemes:**

Teachers desirous of registering for CAS will be provided the registration fee and support to complete the process.

  
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