

Desh Bhagat College, Bardwal-Dhuri

Staff welfare policy

1. Desh Bhagat College, Bardwal-Dhuri provides on duty leave to attend workshop, conferences, seminar and training programmes.
2. The college provides TA/DA or registration fees to teaching staff for attending conferences/seminars/workshops and training programmes.
3. Paid maternity leave is provided to female teaching staff and paternal leave for teaching staff.
4. Faculty development programmes are conducted for teaching and non-teaching staff for career development /progression
5. MI room is available in the college campus and serious cases are referred to civil hospital, Dhuri.
6. The college has adopted 'CAS' (Career Advancement Scheme) as per the guidelines of UGC.
7. The college provides PF/Insurance scheme for the employees.
8. Staff member are provided higher study leave for pursuing PhD.


Principal

Principal
Desh Bhagat College
BARDWAL-DHURI



Desh Bhagat College Bardwal-Dhuri

Recruitment Policy

Administrative Structure

At Desh Bhagat College Bardwal, our administrative structure is designed to be transparent, participatory and efficient aligning with the norms laid by UGC and DPI (Colleges Punjab) and Punjabi University, Patiala,. We ensure that all the policies are formulated with adherence to these established norms to maintain consistency and quality recruitment process.

Staffing and Recruitment

We adhere strictly to the guidelines set forth by the Govt. of Punjab regarding filling of sanctioned posts under the grant-in-aid scheme. The remaining are sanctioned by the management to ensure a balance in requirement. All appointments are based on merit and in accordance with qualification norms set by UGC.

Employee Welfare and Career Advancement

Our employees are governed by the service rules outlined by the University Calendar/ UGC/ State Government ensuring a fair and consistent framework for their employment. We prioritize the career advancement of our staff, ensuring timely implementation of CAS promotions and disbursement of salaries, despite any delays in grants from State Govt.

Retirement Benefits and provident Funds

We are committed to providing our employees with retirement benefits in accordance with Punjab Government norms, including gratuity and leave encashment, disbursed from college management account. These benefits are provided promptly upon retirement, with no delays. Additionally, both employees and Trust shares of the contributory provident fund are promptly paid upon retirement.

Infrastructure Development and Procurement

Our procedure for purchasing equipment and infrastructure development are transparent, well-defined and executed efficiently. We prioritized timely acquisition of resources in a cost-effective manner, ensuring that infrastructure augmentation is undertaken promptly and effectively.



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