



S.A.S. GOVERNMENT DEGREE COLLEGE
NARAYANAPURAM, WEST GODAVARI DISTRICT-534411
(AFFILIATED TO ADIKAVI NANNAYA UNIVERSITY, RAJAMAHENDRAVARAM)

Phone: [08818 252189](tel:08818252189), E-mail: narayananapuram.jkc@gmail.com



FACULTY EMPOWERMENT STRATEGIES

THE INSTITUTION HAS EFFECTIVE WELFARE MEASURES FOR TEACHING AND NON TEACHING STAFF

The SAS Govt. Colleges takes various welfare measures for Teaching and Non-Teaching Staff. The various welfare measures include steps for providing social security to the staff and for maintaining their health and mental well being. The institution implement various welfare measures offered by the Government from time to time and also institution provides the facilities.

THE VARIOUS WELFARE MEASURES

I.FINANCIAL AND RETIREMENT BENEFITS

1. General Provident Fund (GPF)
2. Gratuity NPS (National Pension Scheme) for employees who joined Service after 1.1.2004.
3. Contributory Pension Scheme (CPS)
4. Group Insurance Scheme (GIS)
5. Encashment of Earned Leave
6. Encashment of Half pay leave
7. APGLI (Andhra Pradesh Government Life Insurance)
8. Employees Welfare Fund. (EWF). 9. Pay Revision. (PRC)

II. HEALTH BENEFITS

1. Employees Health Scheme (EHS)
2. Medical Reimbursement facility.

III. LOAN BENEFITS.

1. Both teaching and Non- teaching can avail loan as per govt rules.
2. Festival advance to Non - Teaching Staff

IV. LEAVE BENEFITS.

Various types of Leaves can be availed by the staff members-

1. Casual Leave (CL)
2. Compensatory Casual Leave
3. Special Casual Leave (SCL)
4. Optional Holiday Leave
5. Duty Leave
6. Earned Leave (EL)
7. Half Pay Leave (HPL)
8. Commuted Leave
9. Extraordinary Leave
10. Leave not Due

11. Study Leave /Sabbatical Leave / Academic Leave /
12. Maternity Leave
13. Paternity Leave
14. Adoption Leave
15. Special Disability Leave
16. Hospital Leave
17. Child Care Leave (CCL)
18. Leave for Employment in Abroad
19. Miscarriage / Abortion Leave
20. Leave for Hysterectomy Operation

V . ICT FACILITIES

1. Internet and Wi-Fi Facility
2. Computer lab and JKC
3. Virtual class rooms
4. e-class rooms
5. Computers with data base in the library
6. Computer lab with facilities for research work

VI. SUPPORT FACILITIES.

1. Canteen
2. Clean filtered drinking water
3. recreational Activities for Physical and Emotional Wellbeing.
4. Annual excursion for both teaching and non- teaching staff.
5. Outdoor and indoor Gymnasium facility
6. Separate Department rooms
7. Special facilities for disabled staff at the college
8. Support facilities by Grievance Redressal Cell
9. Internal Complaints Committee (ICC)
10. Desktop facilities are Provided in the library
11. RAMPS



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GOVERNMENT EMPLOYEES WELFARE MEASURES AND RELATED GOs

S. No.	NAME OF THE WELFERE MEASURE	RELATED GO
1	LEAVES	
	1.15 DAYS CASUAL LEAVES	GOs Ms 52 Dt 4-2-1981
	2.7 DAYS SPECIAL CASUAL LEAVES	GOs Ms 47 Dt 19-2-1965
	3.5 OPTIONAL HOLIDAYS	GOs Ms No. 52 Dt 4-2-1982
	4.COMPENSATORY LEAVE	CCL MEMO NO 13112 Dt 1-3-1958
	5.EARNED LEAVE	GO Ms NO. 317.Dt 15-9-1994 & 232 F& P Dt 16-09-2005.
	6. HALF PAY LEAVE	GO Ms No. 28 Dt. 09-03-2011 & GO Ms No. 148 Dt. 21-08-2017.
	7. COMMUTED LEAVE	GO Ms NO 188. Dt. 30-07-1973.
	8. SURRENDER LEAVE	GO Ms No. 306. Dt. 08-11-1974
	9.SPECIAL DISABILITY LEAVE	GO Ms No 133. Dt. 10-06-1981.
	10.EXTRA-ORDINARY LEAVE ON LOSS OF PAY	GO Ms No. 214. F & P 1996.
	11. STUDY LEAVE UP TO 3 YEARS	GO Ms No. 342. Dt. 30-08-1977, MEMO No. 13422/C/274/FR-1/2009 Dt. 21-05-2009 & GO Ms No. 70 SE Dt. 6-7-2009.
	12. ENCASHMENT OF EARNED LEAVE	GO.MS NO.153 Fin.dt.04.05.2010
	13.ENCASHMENT OF HALF PAY LEAVE	GO.MS NO.154 Fin.dt.04.05.2010

	14. PRESERVATION OF EARNED LEAVES	GO Ms No. 35. Dt. 19-1981, GO Ms No. 114. Dt. 28-04-2005. & MEMO No. 20214/PE . 2009, 362/E1-1/2013.2013
	15. PATERNITY LEAVE	GO Ms NO. 231. FIN Dt. 16-0902005, MEMO NO. 20129-C/454/FR-1/210 Dt. 21-07-2010 & MEMO No. 40601/371/FR-1/206 Dt. 24-06-2006.
	16. MATERNITY LEAVE	GO Ms No. 152FIN Dt. 04-05-2010
	17. MATERNITY LEAVE FOR CONTRACT WOMEN EMPLOYEES	GO.MS.NO.17.Fin.dt.31-01-2019
	18. CHILD CARE LEAVE	GO Ms No. 209. Dt, 21-11-2016
	19. HISTERECTOMY LEAVE FOR WOMEN EMPLOYEES	GO Ms No. 52.Dt, 01-04-2011.
	20. FIVE SPECIAL CLs FOR WOMEN EMPLOYEES	GO Ms No. 374.Edn Dt. 16-3-1996.
	21. 1 SPECIAL CASUAL LEAVE FOR WOMEN EMPLOYEES ON THE OCASSION OF INTERNATIONAL WOMEN'S DAY	GO Ms No. 433 GAD Dt.4-8-2010.
	22. JOINING PERMISSION AFTER LEAVE	GO Ms No. 58 Edn Dt. 22-4-2008.
	23. DUTY LEAVE OF MAXMUM 30 DAYS FOR ATTENDING ORIENTATION PROGRAMMES , REFREHSER COURSES , FACULTY INDUCTION PROGRAMMES etc.	UGC GUIDELINES -2018
	24. CHILD CARE LEAVE REMOVING AGE LIMIT	G.O Ms No. 36 DATED 16.03.2024
II.	FINANCIAL / RETIRMENT BENEFITS	
	1.GPF (GENERAL PROVIDENT FUND)	GO Ms No.42.Fin.dt.09-01-2003
	2. GRATUITY NPS (NATIONAL PENSION SCHEME)	GO Ms No.653.Fin.dt.22-09-2004
	3. CPS (CONTRIBUTED PENSION SCHEME)	GO Ms No.653.Fin.dt.22-09-2004
	4.GIS (GROUP INSURANCE SCHEME)	GO Ms No.293.Fin.dt.08-10-1984
	5.APGLI	GO Ms No.26.Fin.dt.22-02-1995
	6. EWF (EMPLOYEES WELFARE FUND)	GO Ms No.173(P).dt28-05-1980
	7. ENCASHMENT OF EARNED LEAVE	GO.MS NO.153 Fin.dt.04.05.2010
III.	HEALTH BENEFITS	
	1. EMPLOYEES HEALTH SCHEME	GO Ms No.175.dt.01-11-2013
	2.MEDICAL RE-IMBURSEMENT	GO Ms No.105.HM&FW.dt.09-04-2007

SAS GOVERNMENT DEGREE COLLEGE, NARAYANAPURAM
WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF

YEAR-2018-19

S.No.	Name of the Employee	Designation	Name of the Bill	Date	Amount Rs.
1	B. Papa Rao	Jr Typist	EL	3/1/2018	415898/-
2	B. Papa Rao	Jr Typist	EL	3/1/2018	138632/-
3	B. Papa Rao	Jr Typist	GIS	3/1/2018	25434/-
4	Y Radha Krishna	I/c Principal	EL	5/2/2018	194181/-
5	G Narayana Rao	Jr Asst.	EL	4/5/2018	563200/-
6	V V B Swamy	Lec. Telugu	GPF	4/5/2019	1687883/-



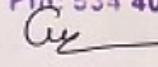
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WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF

YEAR-2019-20

S.No.	Name of the Employee	Designation	Name of the Bill	Date	Amount Rs.
1	A. Rashid	Lec. In Chemistry	GPF	4/5/2019	260000/-
2	C.Tyaga Raju	Lec. In Commerce	MR	25/11/2019	13339/-
3	V. V. Swamy	Lec. In Telugu	GPS	25/11/2019	24498/-
4	V. V. Swamy	Lec. In Telugu	GPS	25/11/2019	90181/-
5	B. Krishna Reddy	Lec. In Botany	MR	13/02/2019	100000/-
6	B.V. Rao	Lec. In Botany	EL	12/05/2020	1061175/-
7	B. V. Rao	Lec.in Botany	EL	12/05/2020	267018/-

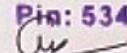


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WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF
YEAR-2020-21

S.No.	Name of the Employee	Designation	Name of the Bill	Date	Amount Rs.
01	A.Rashid	Lec. In English	MR	08/09/2020-21	66526/-
02	A Saraswathi	Jr. Asst.	GPF	11/09/2020-21	870857/-
03	B V Rao	Lec. In Botany	GIS	11/9/2020-21	28008/-
04	B V Rao	Lec. In Botany	GIS	11/9/2020-21	140987/-

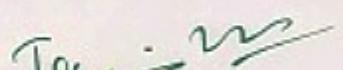
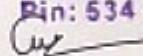



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WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF

YEAR-2021-22

S.No.	Name of the Employee	Designation	Name of the Bill	Date	Amount Rs.
1	G Narayana Rao	Jr. Asst.	MR	07/06/2021-22	182592/-
2	V.V. Swamy	Lec in Telugu	GPF	07/06/2021-22	57499/-
3	M.Durgamma	Jr Asst.	GPF	18/08/2021-22	650000/-
4	S.Nathaniel	Lec in Phy.D	GPF	18/08/2021-22	700000/-
5	G. Venkateswara Rao	Lec. In Commerce	MR	07/09/2021-22	14000/-
6	G. Venkateswara Rao	Lec. In Commerce	MR	07/09/2021-22	14000/-
7	M. Ram Babu	Lec.in Economics	MR	14/09/2021-22	26000/-
8	G.N. Rao	Jr Asst.	MR	05/06/2021-22	182592/-
9	Y.P.S. Reddy	Rec.Asst.	GPF	05/06/2021-22	577749/-


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WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF

YEAR-2022-23

S.No.	Name of the Employee	Designation	Name of the Bill	Date	Amount Rs.
1	A .Rashed	Lec.in Chemistry	GPF	2022-23	270606/-
2	Y Radha Krishna	Lec. In Commerce	GPF	2022-23	267708/-
3	A Rashed	Lec. In Chemistry	EL	2022-23	767954/-
4	A Rashed	Lec. In Chemistry	EL	2022-23	631371/-
5	Y Radha Krishna	Lec. In Commerce	EL	2022-23	59432/-
6	Y Radha Krishna	Lec. In Commerce	EL	2022-23	450947/-
7	Ch Jhansi Rani	Sr Asst.	GPF	2022-23	48298/-
8	G Rama Rao	Jr Asst.	EL	2022-23	106660/-
9	G Rama Rao	Jr Asst.	EL	2022-23	532223/-
10	A Saraswathi	Jr. Asst.	EL	2022-23	296494/-
11	A Saraswathi	Jr. Asst.	EL	2022-23	68200/-
12	Y P S Reddy	Rec. Asst.	EL	2022-23	197760/-
13	Y P S Reddy	Rec. Asst.	EL	2022-23	186551/-
14	Y P S REDDY	Rec. Asst.	GIS	2022-23	656638/-
15	Ch Jhansi Rani	Jr Asst.	GPF	2022-23	48298/-
16	Y Radha Krishna	Lec. In Commerce	GIS	2022-23	58130/-
17	M Dharma Rao	Jr. Asst	GPF	2022-23	425000/-
18	G Kalyani	Sr. Asst.	GPF	2022-23	55000/-



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EMPLOYEE WELFARE MEASURES

STAFF GETTING RECREATED BY INDOOR GAMES





Narayanapuram, Andhra Pradesh, India

RCC3+M76, NH16, Narayanapuram, Andhra Pradesh 534411, India

24/03/24 12:01 PM GMT +05:30



GPS Map Camera

RECREATION ACTIVITY FOR STAFF



RECREATING ACTIVITY FOR STAFF



STAFF AT GYM



HEALTH CHECK UP FOR STAFF



➤ MEDICAL TESTS TO THE STAFF IN THE COLLEGE

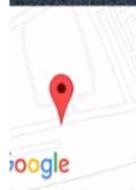


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RCC3+M76, NH16, Narayanapuram, Andhra Pradesh 534411, India

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STAFF RECREATING AT OUTDOOR GAMES



RAMP FACILITY



Narayanapuram, Andhra Pradesh, India

RCC3+M76, NH16, Narayanapuram, Andhra Pradesh 534411, India

23/03/24 12:38 PM GMT +05:30



GPS Map Camera

➤ WHEEL CHAIR