



### **STAFF WELFARE MEASURES AT CAIL**

CAIL is pleased to announce the following welfare measures available for the Faculty/Staff members:

- **Book Publication – Rs. 7000/-**
- **Publication of Research Article/Chapters in Scopus Indexed Journals - Rs. 6000/-.**
- **Publication of Research Article/Chapters in UGC CARE List Journals - Rs. 4000/-**
- **Publication of Papers/Articles in ISBN / ISSN Journals – Rs.1000/-.**
- **Paper Presentation in National Conference, International Conference (Offline/Online) and Faculty Development Program / Refresher Course (Outside Colleges) -** on attending 1 each in a semester for all 3 category (i.e., minimum 2 each in an academic year) and on submission of certificate - **Rs. 5000/-**. Also, OD can be availed upon permission from the Principal.
- **To be invited as Resource Person** - OD can be availed on submission of certificate/ 1 per semester with the permission of the Principal.
- **Health Insurance Policy** for Faculty & Staff.
- **National Pension Scheme –** Employer Contribution: for **Faculty Rs.700/-**, for Non-Teaching Staff – **Rs.750/-** and for House Keeping Staff **Rs.800/-** with minimum contribution of Rs.1000/- by the Employee.
- **Staff Concession Policy for Children –** Available for Faculty/Staff working at CAIL and have completed 1 year of service in Christ Academy.
- **Free Transportation Facility** for Faculty & Staff.
- **30 Days of Vacation Leave** in an academic year for Faculty (15 days in each semester), and **18 days for Non-Teaching Staff**.
- **10 Days of Deepavali/Christmas Vacation**, depending on the KSLU Calendar.
  - **Maternity Leave** - Full salary can be availed till 4 months and thereafter half pay for remaining 2 months.
- **Faculty Retreat/Trip** - Once in a Year:
  - Within the Country – Rs.2000/-
  - International Trip – Rs.5000/-
- **Faculty Family Meet –** Celebration, Dinner, Cultural Evening etc. will be conducted yearly.
- **Common Room Facility** - To promote relaxation and holistic development of Faculty/Staff members.

