

**Rayat Shikshan Sanstha's**  
**Abasaheb Marathe Arts and New Commerce, Science College, Rajapur**  
**(Vikhare Gothane), Dist. Ratnagiri (MH) - 416702**

**List of Existing Welfare Measures for Teaching and Non-Teaching Staff**

The Management of Rayat Shikshan Sanstha and the institution have several welfare measures for well-being of teaching and non-teaching staff. Following is the list of existing welfare measures for teaching and non-teaching staff.

❖ **Existing Welfare Measures by the Management:**

1. For various reasons, The Rayat Sevak Co-operative Bank provides the loans viz. Emergency loan, Festival loan, educational loan, House loan, Guarantor loan, etc. Also, Rayat Mauli Laxmibai Bhaurao Patil Patpedhi provides the educational loan.
2. Upto 15 lakh Loan waiver for the deceased staff.
3. Job offers to one of the family members after the sudden death of the non-teaching staff in service.
4. Felicitations by the management for achievements of the employees and their wards.
5. Fund raising drive for the employee affected by an unforeseen calamity.

❖ **Existing Welfare Measures by the Institute:**

1. Advance payment to the staff to meet emergency needs in case a delay of salary/payment.
2. Concession in the college fees for the wards of employees
3. Deputation of faculties and staff for the competence building programmes / FDP.
4. In a medical emergency, advance is given to the teaching and non-teaching staff.
5. Advance are paid to temporary faculties.
6. Financial help to the non-teaching staff to upgrade and complete their education.
7. The college supports the staff in their happy and stressful moments.
8. Special provisions in the terms of leaves for women.



  
**I/C Principal**  
A.M.A. & N.C.S. College  
Rajapur, Dist. Ratnagiri,

**Rayat Shikshan Sanstha's**  
**Abasaheb Marathe Arts and New Commerce, Science College, Rajapur**  
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The Institution has effective welfare measures for teaching and non-teaching staff

To enlighten the deprived and downtrodden classes of the society, Padma Bhushan Dr. Karmaveer Bhaurao Patil established Rayat Shikshan Sanstha on 4<sup>th</sup> October 1919. Further to solve economic problems of the employees working in the sanstha, he also established 'The Rayat Sevak Cooperative Credit Society on 16<sup>th</sup> Aug. 1940. The society was transformed in a bank on 21<sup>st</sup> Oct. 1969. The reserved bank also issued license to this bank on 12<sup>th</sup> September 1986.

The Rayat Bank aims to solve the problems of Rayat employees through various facilities, like bank loan for house, car education, gold and overdraft savings like pension plan, family welfare plan and Laxmibai Patpedhi Yojana. Audit of the bank held according to Govt. rules and the details regarding are published in the annual report. The magazine of the annual report is given to every customer.

The details regarding could be found on the following websites:

1. [www.rayatsevakbank.co.in](http://www.rayatsevakbank.co.in)
2. [rayatbank.ho@gmail.com](mailto:rayatbank.ho@gmail.com)

  
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### STAFF ACADEMY AND WELFARE COMMITTEE 2023-24

Name of the Chairman: Mali. A. S

Members: Dr. Bawaly S. K, Mr. Varak L.R.

- **Objectives of the committee:**

The objectives of the Staff academy and Welfare committee are as following

1. To promote the well-being and professional development of the faculty members and staff.
2. To foster a positive and inclusive work environment
3. To felicitate /congratulate the staff for their unique achievements
4. To motivate the staff to improve their involvement j in their career
5. To co-ordinate with the management of the college
6. To give a scope to inculcate the social harmony by providing opportunity to express their views in delivering lectures before staff.

- **Activities Proposed**

1. To support the staff in happy and stressful moments
2. To promote the help to needy staff
3. To arrange the lectures of various teachers for staff.
4. To avail platform for faculty to exchange their ideas, thoughts and knowledge through lecture's.

- **Activities conducted.**

1. Organized Felicitation of Dr. G. G Pawar for acquiring Ph. D Degree From Shivaji university, Kolhapur
2. Felicitation of Dr Akolkar Hemant Saasane Kulbjushan for their book publication entitled S-Heterocycles indexed in Scopus Google books. It is published by Royal society of Chemistry, London
3. Organisation of mourning prayer meeting for the death of Dr, Kamble S. K 's father on 22 /7/2024
4. Felicitation programme of Mr. Pawar G. B for his Book Chapter publication
5. Felicitation of D.R. Kambale S. K for acquiring patent in research in Botany
6. Organization of the felicitation programme to Dr. Harale G D, Dr. Mestry S. R and Dr. Bhavate Atul on the promotion for Professor





Rayat Shikshan Sanstha's  
**Abasaheb Marathe Arts and New Commerce, Science College, Rajapur,**  
**Dist.:-Ratnagiri, 416 702 (MH)**

*Affiliated to University of Mumbai, Mumbai*  
*Reaccredited with B<sup>+</sup> grade by NAAC/ Best College Award by University of Mumbai, Mumbai*

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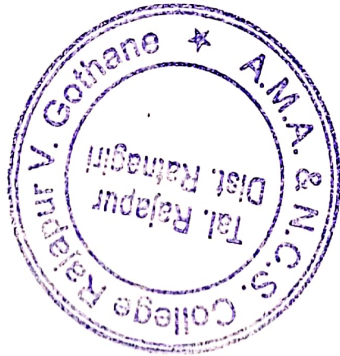
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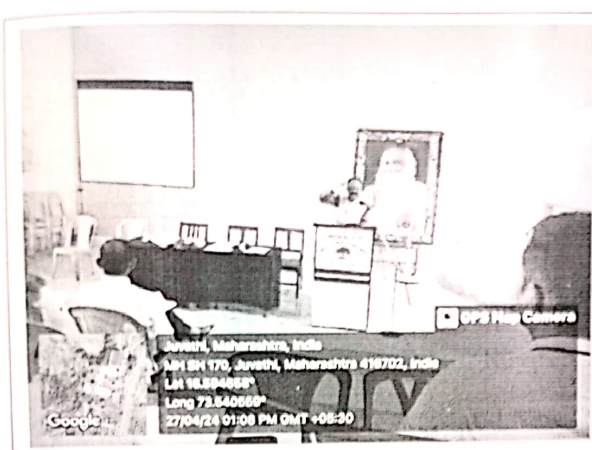


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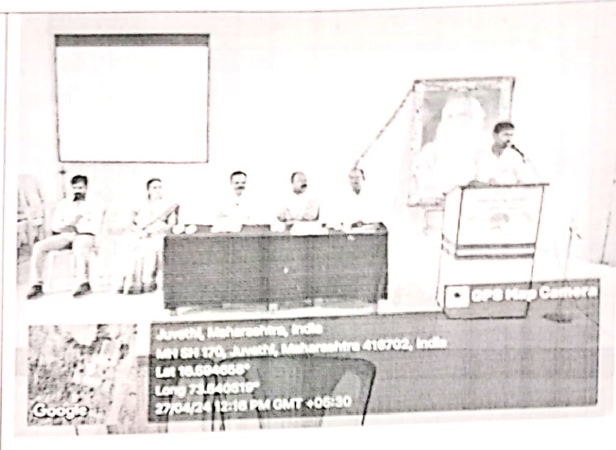
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STAFF ACADEMY AND WELFARE COMMITTEE 2023-24

Annual Photo 2023-24



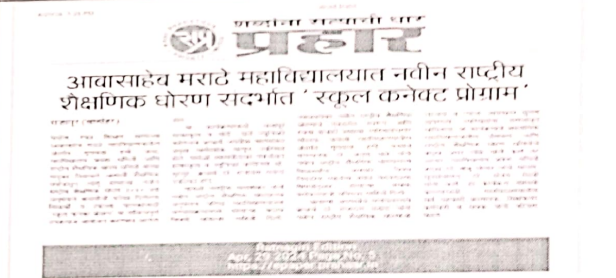
Shri Gwaikwad R Y from karad \delevring lecture in workshop for non teaching staff



Shri varak introducing chief guest in workshop organised by the college



Felicitation of Dr. G. G Pawar for acquiring Ph. D Degree From Shivaji university, Kolhapur



Felicitation of D.R. Kambale S. K for patent



Felicitaton of Dr. Alkolkar research paper publication



Felicitaton of Dr., Harale G D for the promotion for the post of Professor

*[Handwritten signature]*  
Chairman



*[Handwritten signature]*  
Principal  
Rajapur  
College  
&  
N.C.S.  
Dist. Rajapur