

Two Best Practices

FIRST BEST PRACTICE

Title: Employees' Welfare Scheme 2000: A Reflection of Security and Involvement

Goal:

To provide domiciliary medical reimbursement benefits and loan facility to the employees of the MLSM College and allied Institutions.

Context:

As the employees of 95% grant-in-aid and privately managed institutions were not entitled for Medical reimbursement, the college introduced employees' welfare scheme. which raised a sense of security, feeling of involvement and participation among the employees.

Practice:

Initially, the corpus for the scheme was contributed by the Managing Committee with a sum of Rs. 10 lac. In the beginning, the employees and the employer regularly contributed an amount of Rs 100 on the basis of 1: 4; which is now in the ratio of 1:1. The members of the scheme and their dependents are reimbursed any amount which the employee has to pay for medical emergencies on 100% basis as per government norms. The college adheres to all the welfare schemes of the state government such as GIS (Group Insurance Scheme) and EPF. To oversee the operation of the corpus the Managing Committee has appointed a three member committee consisting of the Principal of the College, the senior among the teacher representatives on the Managing Committee and the representative of the non-teaching staff on the Managing Committee. Out of the corpus, the amount specified under the rules can be utilized to sanction loans to the permanent employees who are members of this scheme at the rate of interest to be decided by the committee from time to time (simple interest).

Evidence of success

During the last five years, 11.5 % employees claimed Medical reimbursement and 7.85 % raised loan.

Problems encountered:

To check the Fake bills

SECOND BEST PRACTICE

SPORTS AND CULTURE: A NECESSITY FOR HOLISTIC DEVELOPMENT

GOAL

To impart an education that will help the students in their holistic development.

CONTEXT

The college lays equal emphasis on curricular as well as sports and cultural activities which are an integral part of our vision for the students in today's complex and competitive world.

PRACTICE

For over forty years, our college has consistently maintained a tradition of excellence in sports and culture. Our sports persons have brought glory not only to the college but also to the H P University, state and the nation. It has participated in many sports, games & cultural activities at state and national level. Recognizing the excellent performance of our students in the game of Boxing at the National level, the District Sports Council, Mandi, has designated this college as a Centre of Excellence for Boxing.

EVIDENCE OF SUCCESS

Our students have got highly commended and commended positions in Himachal Pradesh University Youth Festival and represented the H P University many times. Many students of this college have represented Himachal Pradesh University in Inter-Varsity Championships in various sports and games.

PROBLEMS ENCOUNTERED AND RESOURCES REQUIRED

Lack of adequate financial resources to establish and upgrade facilities and also provide proper nutrition to sportspersons.