



THE COCHIN COLLEGE

Koovapadam, Kochi-2

Affiliated To Mahatma Gandhi University

Re-accredited by NAAC With B+ Grade



Fourth Cycle
NAAC Accreditation 2024

Criterion 6 Governance, Leadership and Management

6.3 - Faculty Empowerment Strategies

Metric No. 6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Welfare Programs

Submitted to



National Assessment and Accreditation Council



THE COCHIN COLLEGE

KOCHI - 682 002

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Website: www.thecochincollege.edu.in

email: email@thecochincollege.edu.in

1 Welfare Programmes for Staff

The Cochin College has implemented a range of welfare programs aimed at improving the physical, mental, and financial well-being of its staff members. These initiatives are designed to enhance job satisfaction, increase productivity, and create a positive, supportive work environment for both teaching and non-teaching staff. Two vibrant clubs dedicated to staff welfare and engagement are functioning in the college.

1.1 Staff Recreation Club

The Staff Recreation Club at The Cochin College takes the lead in organizing social and recreational activities for all staff members. The club plays an integral role in fostering a sense of community and belonging among staff by organizing celebrations for festivals like Onam and Christmas, and by hosting periodic get-togethers. These events help staff relax and bond outside of the formal work environment. The club encourages staff participation in various cultural competitions and performances, especially during major celebrations like Onam and Christmas, where staff showcase their talents and enjoy the festive spirit.

1.2 Teachers' Club

The Teachers' Club is another important initiative that focuses on the welfare of the teaching faculty at The Cochin College. This club fosters a sense of camaraderie among teachers and creates opportunities for professional and social engagement. The club actively felicitates faculty members on their professional achievements, recognizing their contributions to academia and research. It also conducts send-off meetings for retiring teachers, ensuring that their years of service are celebrated with dignity and gratitude. The Teachers' Club provides a platform for faculty members to support and encourage one another, building a strong sense of community among educators.

1.3 Health and Wellness Programs

- **Medical Camps**,: vaccination drives, and health awareness programs.
- **Mental Health Support**: Counseling services and mental health workshops to support emotional well-being.





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Figure 1: Anaemia Detection Camp for staffs and students

Work-Life Balance Initiatives

- **Flexible Working Hours:** Provide flexible working hours, especially for female staff and employees with young children or elder care responsibilities.





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Subject: Invitation to Orientation on Dementia Awareness

Dear Faculty Members and Staffs,

We are pleased to invite you to an important orientation session organised as part of the "Bodhi" project, a collaborative initiative aimed at enhancing the societal and health safety of individuals affected by dementia.

Event Details:

- **Topic:** Dementia Awareness and Care
- **Date:** October 27, 2022 (Thursday)
- **Time:** 2:30 PM
- **Venue:** Seminar Hall, The Cochin College

This session is organised by the Emakulam District Administration in collaboration with the Center for Neurosciences, Cochin University of Science and Technology (CUSAT), and the Department of Social Justice. It aims to provide valuable insights into dementia care and awareness, reaching out to the community at the grassroots level.

Your presence and active participation in this orientation are highly valued, and we look forward to your contribution to this significant cause.

Please confirm your attendance to ensure all arrangements are made for your comfort and participation.

Thank you for your support and cooperation.

Sincerely,

Programme Coordinators

Anila Jain

Dr Manju V Subramanian & Shri Renjith S

Community Mobilizer, Bodhi Project

NSS-PO, The Cochin College, Kochi-2

Figure 2: Invitation for Dementia care and Mental health awareness





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Figure 3: Dementia care and Mental health awareness

1.4 Felicitations for faculties for their achievements

- **Staff** : Introduce awards for outstanding contributions to the institution in teaching, research, or administrative roles.





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Figure 4: Felicitations for faculties for their achievements





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Figure 5: Seven PhD awarded faculties felicitated by the Teachers club of The Cochin College



Figure 6: Felicitations for faculty for qualifying MA Psychology from IGNOU





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1.5 Send off Meetings on Retirement

The Teachers' Club and Staff Recreation Club at The Cochin College jointly organize send-off meetings to honor and celebrate the careers and contributions of retiring staff members. These gatherings provide a heartfelt opportunity to express gratitude for the retiree's years of dedicated service and their significant impact on the institution. Retired staff are also invited to these events, allowing them to reconnect with colleagues and share cherished memories. These send-off meetings serve as a meaningful platform to reflect on the retiree's milestones, offer warm wishes for the next phase of life, and celebrate their professional journey in the presence of both current and former staff members.



Figure 7: Annual Retirement Gatherings





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Figure 8: Teachers Sent off by Teachers Club



Figure 9: Annual Retirement Gatherings





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1.6 Retired Teachers Group

There is also an Association of Retired Teachers at the college, which meets regularly, providing a structured opportunity for retired educators to continue engaging with the academic community and to stay connected with their former colleagues. These regular meetups are a testament to the college's commitment to fostering lasting relationships with its retired staff.



Figure 10: Retired Teachers Gathering

1.7 Recreational and Cultural Programs

Staff tours have become a regular feature at The Cochin College, providing opportunities for relaxation and social bonding among colleagues. These tours help staff members unwind, rejuvenate, and develop strong personal connections with one another outside the campus setting.

The college staff actively participates in cultural competitions and performances during festive seasons such as Onam and Christmas. These cultural activities not only foster team spirit but also allow staff members to showcase their talents in various art forms. Performances, competitions, and celebrations make these festivals vibrant, enhancing the overall work environment and strengthening the sense of community within the institution.

Sports and Cultural Events are also organised to promote camaraderie and team spirit among the staff. Annual retreats or day-out programs for staff also also organised to relax and bond outside the work environment.





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Figure 11: Onappattu - Recreational and Cultural Programs



Figure 12: Margamkali- Recreational and Cultural Programs by Recreation club





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Figure 13: Onapookkalam by Recreation Club



Figure 14: Onappattu by Physcis Faculties- Recreational and Cultural Programs





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Figure 15: Training by Digital solutions





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Figure 16: Staff Tour





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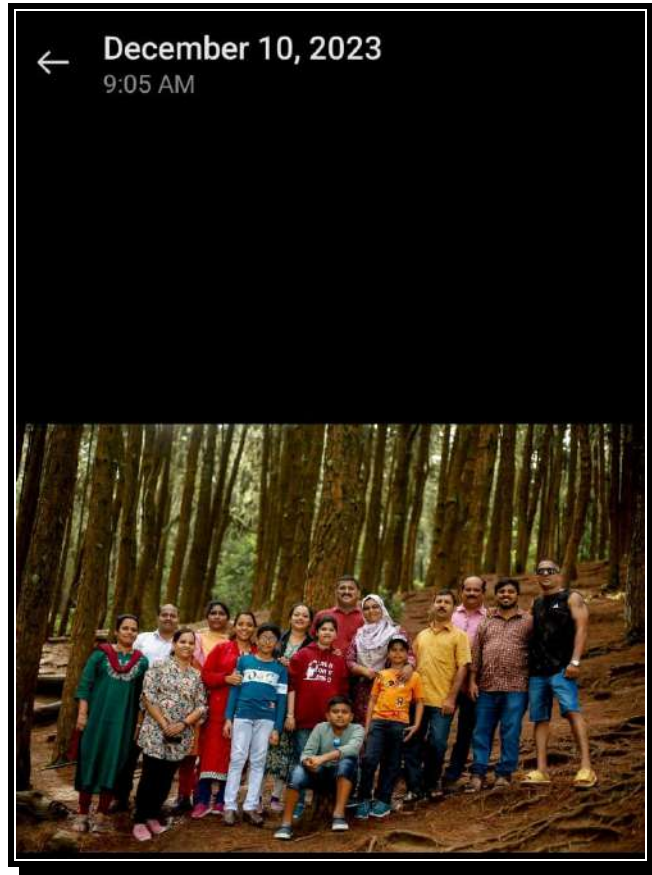


Figure 17: Staff Tour





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Figure 18: Staff Tour

SPARK
Service and Payroll Administrative Repository for Kerala
Establishment Interface

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[#Administration](#) | [#Service Matters](#) | [#Salary Matters](#) | [#Income Tax](#) | [#Accounts](#) | [#Queries](#) | [#Sign Out](#)

Leaves Availed

Department: Education (Colleges) | Office: COCHIN COLLEGE | Employee: 000101 LAKSHMINRISHI R

View details: Last 8 leave records | Full leave records

Leave Type	From	FNAN	To	FNAN	No of Days	Reason	Sanction, holiday if not granted in the professional/leave leave	Address during leave period	Sanction No	Sanctioned By	Updated On
Compensated Leave	10/01/2023	FULL	14/01/2023	FULL	5	Personal	100 Prebn, 15,16,17 Stuffs	Shw Ragan, Arjuman Lane, Chandralal Road, Edappally	CC.L.2023.01	Manager	20/01/2023 09:28:14
Maternity Leave	07/12/2020	FULL	04/06/2021	FULL	180	maternity	Int. dt. in govt. mode	Shw Ragan, Arjuman Lane, Chandralal Road, Edappally	CC.L.70/2020	Manager	05/01/2021 11:30:18
Half Pay Leave	13/12/2019	FULL	10/12/2019	FULL	7	Medical		Shw Ragan, Arjuman Lane, Chandralal Road, Edappally	CC.L.2019	Manager	10/12/2019 14:44:20
Half Pay Leave	16/04/2019	FULL	20/06/2019	FULL	5	Medical	Tel Speds 2100210	Shw Ragan, Arjuman Lane, Chandralal Road, Edappally	CC.L.2019	Manager	16/10/2019 12:25:34
Half Pay Leave	31/08/2019	FULL	03/09/2019	FULL	8	Medical		Shw Ragan, Arjuman Lane, Chandralal Road, Edappally	CC.L.2019	Manager	24/09/2019 14:02:33
Half Pay Leave	01/07/2019	FULL	11/07/2019	FULL	11	Personal	206, Jijo nattu	Shw Ragan, Arjuman Lane, Chandralal Road, Edappally	CC.L.2019	Manager	28/08/2019 10:35:02
Half Pay Leave	14/02/2018	FULL	18/02/2018	FULL	5	Medical	15 prebn, 17 & 18 Stuffs	Shw Ragan, Arjuman Lane, Chandralal Road, Edappally	CC.L.2.2018	Manager	19/02/2018 14:27:55
Half Pay Leave	05/02/2018	FULL	09/02/2018	FULL	5	Medical	15a Prebn, 100-11 Stuffs	Shw Ragan, Arjuman Lane, Chandralal Road, Edappally	CC.L.02.2018	Manager	18/02/2018 14:25:53

Figure 19: Maternity Leave availed





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Figure 20: "Bride to be" celebrated by Teachers club





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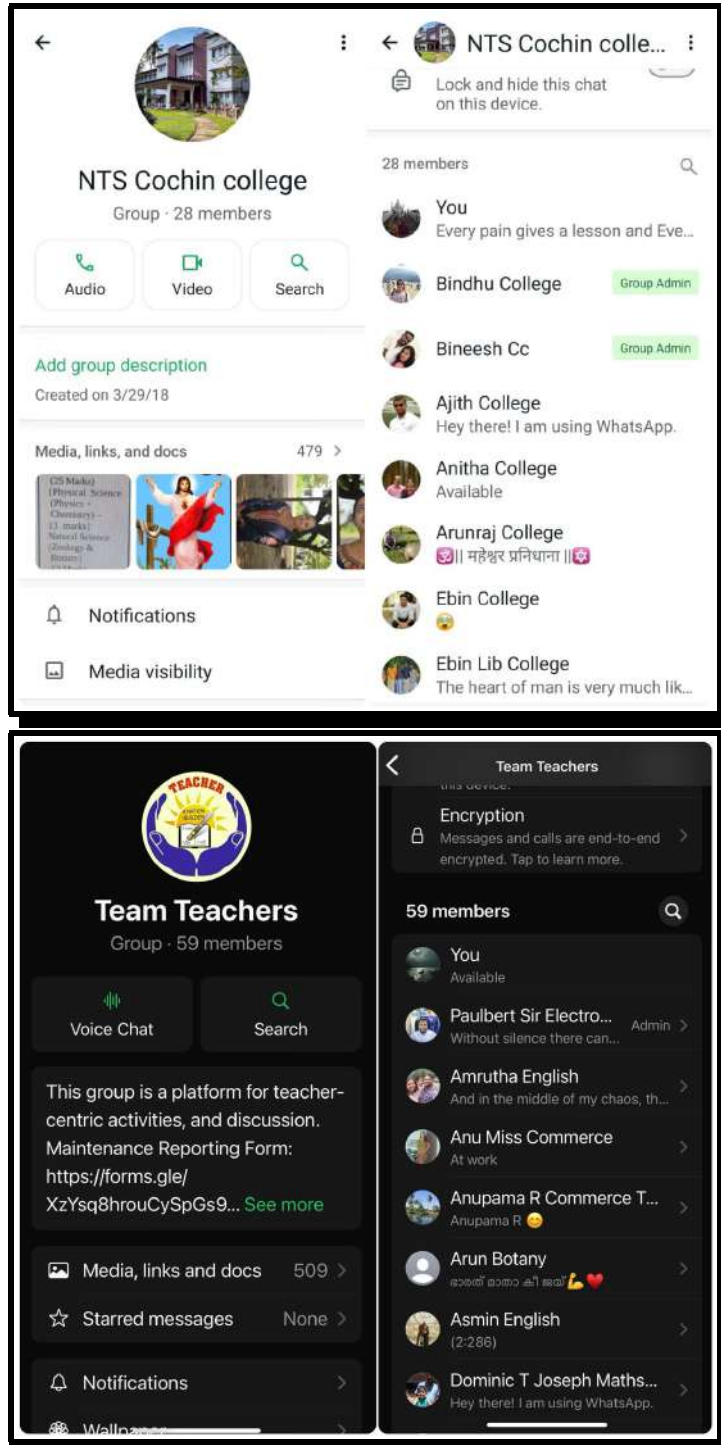


Figure 21: Non Teaching and Teaching staffs whats app group for easy communication





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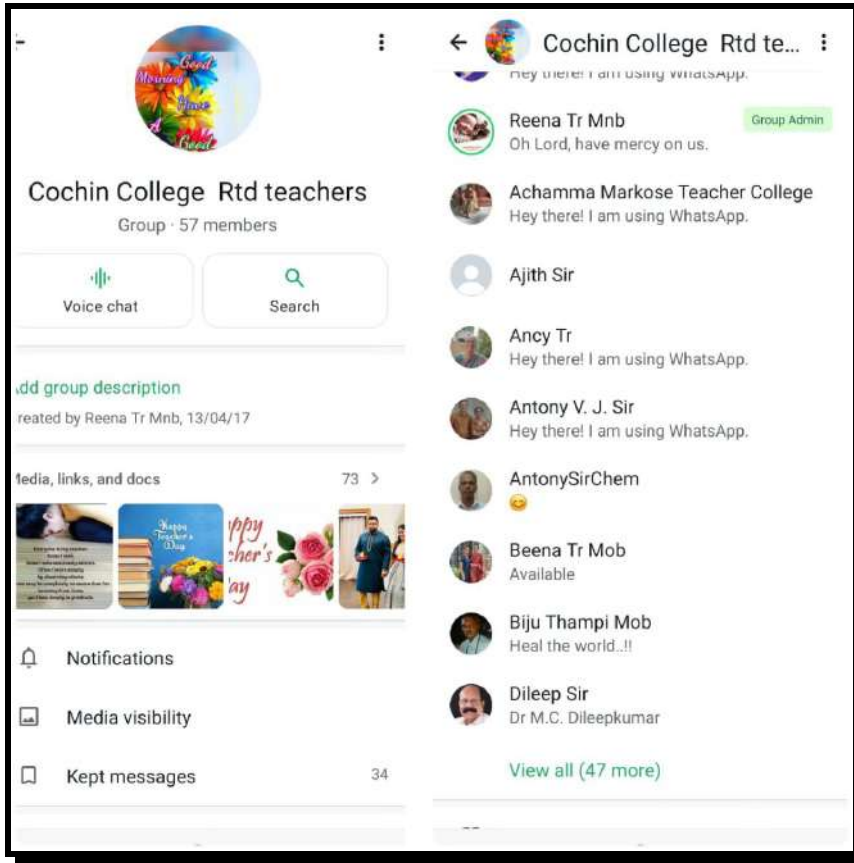


Figure 22: Post-Retirement gatherings-Retired teachers whats app group for easy communication





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Figure 23: Teachers participation in Sports Day



Figure 24: Present and Former Staff of the Cochin College

These welfare programs not only contribute to the well-being of staff but also increase their morale and productivity, fostering a positive and supportive work environment at The Cochin College.

