



Policy Document
on
Employees Welfare Measures



ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮುಕ್ತ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

KARNATAKA STATE OPEN UNIVERSITY

Mukthagangothri, Mysuru - 570 006

www.ksoumysuru.ac.in



ಉನ್ನತ ಶಿಕ್ಷಣ ಎಲ್ಲರಿಗೂ ಎಲ್ಲೆಡೆ | Higher Education to Everyone, Everywhere



ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮುಕ್ತ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

KARNATAKA STATE OPEN UNIVERSITY
Mukthagangothri, Mysuru - 570 006



Policy Document
on
Employees Welfare Measures

Centre for Internal Quality Assurance

Foreword



Karnataka State Open University was established in June 1996 with a motto “**Higher Education to Everyone, Everywhere**”. The University blossomed in the era of globalization in which the economies of the world are being transformed from their original closed self-sustaining structure to the globalized context, where they can expose themselves to the competitive world. This transition forced the arena of knowledge emphasizing itself to more of its application than of accumulation of facts. The University, in order to cope with the present global environment, is attempting to integrate interdisciplinary approaches in the dissemination of knowledge with the aim of achieving overall human personality development.

The University is situated at heart of Mysuru city. It operates in 50 Acre of land in a fully green ambience. The University is offering UG, PG and Ph.D. programs besides Diploma and PG Diploma programs in various disciplines such as Humanities, Social Science, Science, Education, Commerce and Management. The Institution is fully equipped with 33 Academic Departments monitored by the chairpersons and supported by other faculty and non-teaching staff. The University is carved mainly with the motto of promoting unprivileged section of society and hence the fees for all the programmes are at affordable rate. KSOU operates in a 3 tier system with its Headquarters in Mysuru, 23 Regional Centres and 134 Learner Support Centres across the state of Karnataka.

The University has considered its employees as human capital. The transparent policy put in place regarding employees apparently ensure fair and consistent treatment of them at the workplace without any bias. The equitable treatment of employees builds trust, enhances morale, deepens loyalty and spurs productivity. The University with the faculty members, administrative personnel, supporting staff, technical staff etc. strives for its overall development.

The CIQA has drafted this policy regarding employees welfare measures based on the recommendations of the committee and government orders from time to time. The policy motivates employees to work in team, which contribute to the growth of the university both at micro and macro level.

Prof. Sharanappa V. Halse
Vice-Chancellor

Contents:

SL No	Contents	Page No
1	Introduction	1
2	Objectives	2
3	Employees Welfare Measures A. Statutory Benefits B. Voluntary Benefits	3 - 7
4	Internal Complaints Committee/ Employee Welfare Committee	7
5	Annexure 1. Committee for Developing Policy for Employees Welfare Measures 2. Extract of Academic Council (AC) Proceedings 3. Extract of Board of Management Proceedings to Approve AC Proceedings 4. Extract of Finance Committee (FC) Proceedings 5. Extract of Board of Management Proceedings to Approve FC Proceedings	8 - 13

1. Introduction:

Karnataka State Open University recognizes the valuable services being rendered by the employees. The employees are one of the stake holders who play an important role for its successful operations. The University is fully aware of the fact that sustainability cannot be achieved without fulfilling basic requirements of the employees. The employees comprises of teachers, administrative staff, supporting staff and technical staff. The contribution of each and every employee is significant in building the university both overtly and covertly.

“Employees Welfare Measures” refers to the various services, benefits and facilities extended to the employees by the employer. It includes anything that is done for the comfort and improvement of employees and is provided over and above the salary/wages. Employees Welfare Measures are as per the government order and initiative taken up by the university on its own.

The University is proactive in providing benefits and facilities to its employees and thereby motivates them to perform the assigned tasks efficiently. The policy relating to employees welfare measures pave the way for fulfilling the demand of employees based on the orders of the university from time to time. Over and above, the university extends other facilities based on the humanistic approach. The employee welfare measures inspire employees to perform the assigned tasks like team. The employees enthusiastically work in a conducive working environment without any conflict. These activities are undertaken by the university to ensure that the employees shall have a comfortable and an ethical working environment and quality of work life. Welfare activities contribute to good work culture and better working environment in the university. The measures adopted apparently help promoting employees’ morale and satisfaction thereby promotes the goodwill of the university.

2. Objectives:

The objectives of employee's welfare measures are as follows:

- 1.** To ensure an ethical and conducive working environment for the employees.
- 2.** To assure employees safety from physical or mental abuse, humiliation or harassment at the workplace.
- 3.** To provide better and safe life and health to the employees.
- 4.** To relieve employees from frustration, fatigue and depression.
- 5.** To improve intellectual and quality of work life conditions of employees.
- 6.** To make the employees happy and satisfied.
- 7.** To enhance employees motivation and morale.
- 8.** To create congenial and healthy atmosphere so as to enable the workers to enjoy their leisure.
- 9.** To provide good working conditions with adequate light, ventilation, toilets, rest rooms, lunch room, recreation room etc.
- 10.** To take disciplinary action against any employee who use threats or undue influence on the other employees.
- 11.** To treat all employees equally without any discrimination based on religion, gender, caste, standard, ethnicity, marital status and pregnancy.
- 12.** To ensure that the employees shall have all-time access to the sanitary facilities without any restrictions.
- 13.** To orient the employees about the latest guidelines issued by the government and regulatory bodies on the welfare measures and employee safety.

3. Employees Welfare Measures:

The Employees welfare measures provided by the university are:

- A. Statutory Benefits**
- B. Voluntary Benefits**

A. Statutory Benefits:

Statutory benefits are the benefits extended as per the provisions of the regulatory bodies.

1. Retirement Benefits:

- a. Pension:** All permanent employees of Karnataka State Open University are eligible for pension as per the norms of Karnataka State Government.
- b. Gratuity:** Regular employees are entitled to get gratuity benefits on superannuation as per prevailing order of the State Government.
- c. Temporary Employees** are entitled to the benefits of Provident Fund under the “Employees Provident Funds and Miscellaneous Provisions Act, 1952”
- d. Pension:** Temporary Employees are eligible for pension benefits as per the provisions of the “Employees Provident Funds and Family Pension Fund Act, 1952” and the rules framed there under.

2. Financial Benefits:

- a. GILS:** All employees are covered under GILS (Group Insurance Linked Scheme). Under this scheme the immediate family member/ nominee of the employee is eligible for benefits as per the GILS.
- b. Festival advances** as per orders of Karnataka State Government.
- c. Financial support** for purchasing Computers, Vehicles and Solar Heaters as per the government norms.

3. Health Care Benefits:

- a. Medicare Benefits:** All permanent employees of Karnataka State Open University are eligible for medical reimbursement of the expenditure incurred towards self and dependent family members as per the rules of the Karnataka State Government.

- b. **E.S.I:** Temporary employees are eligible for medical benefits as per the provisions of the “Employees State Insurance Act, 1948” and the rules framed there under.

Personal Accident Insurance: All employees are covered under Personal Accident Insurance scheme whereby the immediate family member /nominee of the employee will be eligible for an assured sum of Rs.1 lakh in case of death or in the event of permanent total disability while in service.

4. For Women Employees:

- a. **Maternity Leave Benefit:** Women employees are entitled to 180 days full-term Maternity leave (inclusive of prenatal and post-natal leave), twice during her entire service, based on the Maternity Benefit (Amendment) Act, 2017. Maternity leave in the case of miscarriage shall not exceed 30 days.
- b. **Child Care Leave:** Women employees are also eligible for child care leave as per the rules of Karnataka State Government.
- c. **Women Safety:** Sexual harassment prevention committee is in existence, which works as per the order of the Apex court.

5. Paternity Leave for Men Employees:

Men employees are entitled for 15 days full-term paternity leave.

6. For all Employees:

- a. Teaching staff are entitled to 10 days earned leave per year.
- b. Faculty members on deputation to administration are also entitled to 30 days earned leave.
- c. Non-teaching employees are entitled to get 30 days earned leave (EL) per year which can be accumulated up to a total of 300 days. Employees can encash their unused earned leave once in every year as per the norms of Karnataka State Government.

7. Qualification Allowance:

Teaching staff, who upgrade their educational or professional qualification during service, are entitled to additional increments/ qualification allowance as per UGC norms.

8. Stagnation Increment Benefit:

Non-teaching employees, who remain in the same scale, are given stagnation benefit as per the government norms.

9. Study Leave:

The employees willing to go for higher studies are eligible to study leave on the condition that they study advanced and relevant program in recognized university. Study leave may be either full pay or partial pay as per the norms.

10. Sabbatical Leave:

Teachers are eligible for Sabbatical Leave for the following objectives:

- a. To conduct research or advanced studies/ training in India /abroad.
- b. To write text books, standard works and other literature.
- c. To visit or work in industrial concerns, institutions of excellence and technical departments of Indian/ Foreign Government/ Institutions of excellence to gain practical experience in their respective fields.
- d. Any other purpose of academic development of the staff as approved by the Board of Management.
- e. Sabbatical Leave shall not exceed one year at a time inclusive of vacations during entire service. The academic staff shall, during the period of Sabbatical Leave, be paid full salary and allowances as admissible, if he/she is not a recipient of financial assistance from any other source.

11. Miscellaneous Benefits:

All other such benefits extended by State/ Central Government shall be provided to employees as applicable from time to time.

B. Voluntary Benefits:

These are the benefits extended by university on its own.

1. Fee Concession:

The spouse and their children of university employees (only 2 children) will get 25% concession on total admission fees for any particular programme.

2. Library:

Library cards are issued to teaching and non-teaching staff to avail information resources.

3. Safety Measures:

Safety Kits are provided to the employees who are engaged in cleaning work of the toilets, buildings/office premises in the campus.

4. Creche:

Free creche facility is established in the campus for day care of children of the employees.

5. Academic Support for Teaching Staff:

- a. Deputation to the teachers to present papers in the conferences/ seminars/ workshops.
- b. Financial support to the academic staff to attend the seminars/ conferences/ workshops/ academic meets etc. The support includes payment of registration fee, DA and travel expenses to national and international destinations, beside Special Casual leave for the said event.
- c. Free laptops given to the faculty members, so as to enable them to perform their task efficiently.

6. Felicitation of all the employees on their retirement from their service.

7. Financial Benefits:

The salary and other admissible allowances are credited to the employees' bank account within the stipulated time. The University has set up a fund for this purpose.

8. Health Care Benefits:

- a. Health center with duty doctor and other staff assure good health to the employees.
- b. Annual health check-up Program for the employees.
- c. Yoga, Sports, Gym facilities in the campus for all the employees of the University.

9. For Women Employees:

- a. Exclusive restrooms at each wing of the campus.
- b. Separate cottage for relax.

10. Employee Award:

Best Employee Award for non-teaching.

11. Transparent HR Policies:

The University shall have transparent HR policies for administering the employees including transfer of employees.

4. Internal Complaints Committee/ Employee Welfare Committee:

The University has constituted an Internal Complaints Committee/ Employee Welfare Committee to resolve the grievances of the employees. The structure of the committee constituted for this purpose is as below.

1. Chairman (Professor working in the University, other than Statutory Officer)
2. A Member from Teaching Staff
3. A Member from Non-Teaching Staff
4. Deputy Registrar (General) - Member
5. A Women Employee - Member
6. Assistant Registrar - Member Convener

The employees concern can submit their grievance/ requests to the convener in person, e-mail and post. The committee shall convene meetings based on the needs. It shall verify case by case and submit recommendations to the Registrar for further actions.

Any requested benefits not covered in this policy document shall be discussed in the Internal Complaints Committee/ Employee Welfare Committee. Its recommendations shall be placed before the Board of Management for approval.

Annexure

Annexure-1: Committee for Developing Policy for Employees Welfare Measures



ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮುಕ್ತ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ

ಮುಕ್ತಗಂಗೋತ್ರಿ, ಮೈಸೂರು- 570 006

ನ್ಯಾಕ್ ಘಟಕ



email:naacksou@gmail.com

Extn No: 255,256,257

ಕಛೇರಿ ಆದೇಶ

ವಿಷಯ: Welfare Measures ಕುರಿತಾದ Policy Documentನ್ನು ಸಿದ್ಧಪಡಿಸುವ ಸಂಬಂಧ ತಜ್ಞರ ಸಮಿತಿಯನ್ನು ರಚಿಸುವ ಬಗ್ಗೆ.

ಉಲ್ಲೇಖ: ಮಾನ್ಯ ಕುಲಪತಿಗಳ ಅನುಮೋದನೆ ದಿನಾಂಕ: 07.01.2022

ಪ್ರಸ್ತಾವನೆ:

ವಿಶ್ವವಿದ್ಯಾನಿಲಯಕ್ಕೆ NAAC ಮಾನ್ಯತೆಯನ್ನು ಪಡೆಯುವ ಸಂಬಂಧ NAAC Manual ನ Criteria-6 ರಲ್ಲಿನ ನ 6.3.1 Welfare Measures for teachers, other academics and nonacademic staff ನಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದಲ್ಲಿ ಅಧ್ಯಾಪಕ ಮತ್ತು ಅಧ್ಯಾಪಕೇತರ ನೌಕರರ ಕಲ್ಯಾಣಕ್ಕಾಗಿ ಕೈಗೊಳ್ಳಬೇಕಾದ ಕ್ರಮಗಳ ಸಂಬಂಧ Welfare Measures ಕುರಿತಾದ documentಅನ್ನು ಹೊಂದುವುದು ಅವಶ್ಯವಾಗಿರುತ್ತದೆ. NAAC ಮಾನ್ಯತೆಯನ್ನು ಪಡೆಯಲು ಸದರಿ Policy Document ಗಾಗಿ 05 weightage points ಗಳನ್ನು ನಿಗದಿಪಡಿಸಲಾಗಿರುತ್ತದೆ. ಈ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ Welfare Measures ಕುರಿತಾದ Policy ಅನ್ನು ಸಿದ್ಧಪಡಿಸಲು ಈ ಕೆಳಕಂಡಂತೆ ತಜ್ಞರ ಸಮಿತಿಯನ್ನು ರಚಿಸಲಾಗಿರುತ್ತದೆ.

ಆದೇಶ ಸಂಖ್ಯೆ: ಕರಾಮುವಿ/NAAC/Policy/16/2021-22 ದಿನಾಂಕ: 10.01.2022

ಮೇಲಿನ ಪ್ರಸ್ತಾವನೆಗೊಳಪಟ್ಟು ಹಾಗೂ ಮಾನ್ಯ ಕುಲಪತಿಗಳ ಅನುಮೋದನೆ ಮೇರೆಗೆ, ವಿಶ್ವವಿದ್ಯಾನಿಲಯಕ್ಕೆ NAAC ಮಾನ್ಯತೆಯನ್ನು ಪಡೆಯುವ ಸಂಬಂಧ ಅವಶ್ಯವಿರುವ "Policy Document on Welfare Measures" ಅನ್ನು ಸಿದ್ಧಪಡಿಸಲು ಕೆಳಕಂಡ ಸಮಿತಿಯನ್ನು ರಚಿಸಿ ಆದೇಶ ಹೊರಡಿಸಲಾಗಿರುತ್ತದೆ.

ಸಮಿತಿಯು ಆಗತ್ಯ ಸಭೆಗಳನ್ನು ನಡೆಸಿ Policy Documentಅನ್ನು ಸಿದ್ಧಪಡಿಸಿ ಕುಲಸಚಿವರಿಗೆ ಸಲ್ಲಿಸುವಂತೆ ಈ ಮೂಲಕ ಸೂಚಿಸಲಾಗಿದೆ.

ಕ್ರಮ ಸಂಖ್ಯೆ	ಹೆಸರು ಮತ್ತು ಹುದ್ದೆ	ಪದನಾಮ
1	ಕುಲಸಚಿವರು.	ಅಧ್ಯಕ್ಷರು
2	ಪ್ರೊ. ಕಾಂಪ್ಲೇ ಅಶೋಕ್, ಡೀನ್ (ಶೈಕ್ಷಣಿಕ), ಕರಾಮುವಿ.	ಸದಸ್ಯರು
3	ಡಾ. ಹೆಚ್. ರಾಜೇಶ್ವರಿ. ಸಂಯೋಜನಾಧಿಕಾರಿ, ನ್ಯಾಕ್ ಘಟಕ.	ಸದಸ್ಯರು
4	ಡಾ. ನಟರಾಜ, ಅಧ್ಯಕ್ಷರು, ಇಂಗ್ಲೀಷ್ ಅಧ್ಯಯನ ವಿಭಾಗ	ಸದಸ್ಯರು
5	ಡಾ. ಅಪ್ಪಾಜಿ ಗೌಡ, ಸಹಾಯಕ ಪ್ರಾಧ್ಯಾಪಕರು, ಸಮಾಜಶಾಸ್ತ್ರ ಅಧ್ಯಯನ ವಿಭಾಗ.	ಸದಸ್ಯರು
6	ಶ್ರೀ. ನಂದೀಶ್. ಎಂ. ವಿ, ಉಕುಸ, ಪ್ರವೇಶಾತಿ	ಸದಸ್ಯರು
7	ಶ್ರೀ. ದೀಪಕ್. ಎನ್, ಸಕುಸ, ಆಡಳಿತ ವಿಭಾಗ	ಸದಸ್ಯರು
8	ಪ್ರೊ. ಎನ್. ಲಕ್ಷ್ಮಿ, ಅಧ್ಯಕ್ಷರು, ಶಿಕ್ಷಣಶಾಸ್ತ್ರ ಅಧ್ಯಯನ ವಿಭಾಗ.	ಸದಸ್ಯ ಸಂಚಾಲಕರು

ಆದೇಶದ ಮೇರೆಗೆ,

(Signature)
ಕುಲಸಚಿವರು
12/1/22

ಗೆ:

ಸಮಿತಿಯ ಅಧ್ಯಕ್ಷರು ಹಾಗೂ ಎಲ್ಲಾ ಸದಸ್ಯರುಗಳಿಗೆ, ಕರಾಮುವಿ, ಮೈಸೂರು

ಪ್ರತಿ,

1. ಎಲ್ಲಾ ಶಾಸನಬದ್ಧ ಅಧಿಕಾರಿಗಳು, ಕರಾಮುವಿ, ಮೈಸೂರು.
2. ಡೀನ್ (ಅಧ್ಯಯನ ಕೇಂದ್ರಗಳು), ಕರಾಮುವಿ, ಮೈಸೂರು.
3. ನಿರ್ದೇಶಕರು, CIQA, ಕರಾಮುವಿ, ಮೈಸೂರು.
4. ಸಂಯೋಜನಾಧಿಕಾರಿ ನ್ಯಾಕ್ ಘಟಕ, ಕರಾಮುವಿ, ಮೈಸೂರು.
5. ವಿಶೇಷ ಕರ್ತವ್ಯಾಧಿಕಾರಿಗಳು, ಮಾನ್ಯ ಕುಲಪತಿಗಳ ಅಭ್ಯರ್ಥನಾಲಯ, ಕರಾಮುವಿ, ಮೈಸೂರು.

ವಿಷಯ ಸಂಖ್ಯೆ: 59.18

ವಿಷಯ: Policy Document on Employee Welfare Measures ಗೆ ಅನುಮೋದನೆ ಕೋರುವ ಬಗ್ಗೆ.

ವಿಶ್ವವಿದ್ಯಾನಿಲಯಕ್ಕೆ NAAC ಮಾನ್ಯತೆಯನ್ನು ಪಡೆಯುವ ಸಂಬಂಧ NAAC Manualನ Criteria-6 ರಲ್ಲಿನ ನ 6.3.1 Welfare Measures for Teachers, other Academics and Non-Academic staff ನಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದಲ್ಲಿ ಅಧ್ಯಾಪಕ ಮತ್ತು ಅಧ್ಯಾಪಕೇತರ ನೌಕರರ ಕಲ್ಯಾಣಕ್ಕಾಗಿ ಕೈಗೊಳ್ಳಬೇಕಾದ ಕ್ರಮಗಳ ಸಂಬಂಧ Employee Welfare Measures ಕುರಿತಾದ Document ಅನ್ನು ಹೊಂದುವುದು ಅವಶ್ಯವಾಗಿರುತ್ತದೆ. NAAC ಮಾನ್ಯತೆಯನ್ನು ಪಡೆಯಲು ಸದರಿ Policy Document ಗಾಗಿ 05 weightage points ಗಳನ್ನು ನಿಗದಿಪಡಿಸಲಾಗಿರುತ್ತದೆ.

ಈ ಸಂಬಂಧ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ Policy Documents on Employee Welfare Measures ಅನ್ನು ಸಿದ್ಧಪಡಿಸಲು ಮಾನ್ಯ ಕುಲಪತಿಗಳ ಅನುಮೋದನೆ ಮೇರೆಗೆ ತಜ್ಞರ ಸಮಿತಿಯನ್ನು ರಚಿಸಲಾಗಿದ್ದು, ಸದರಿ ಸಮಿತಿಯು ದಿನಾಂಕ: 11.05.2022 ರಂದು ಸಭೆ ಸೇರಿ Policy Document on Employee Welfare Measure ನ ಕರಡನ್ನು ಸಿದ್ಧಪಡಿಸಲಾಗಿರುತ್ತದೆ.

Policy Document on Employee Welfare Measures ಅನ್ನು ಶೈಕ್ಷಣಿಕ ಮಂಡಳಿ ಸಭೆಯ ಅಧ್ಯಕ್ಷರಾಗಿಯೇ ಹಾಗೂ ಅನುಮೋದನೆ ಕೋರಿ ವಿಷಯ ಮಂಡಿಸಿದೆ.

ತೀರ್ಮಾನ : Policy Document on Employee Welfare Measures ಅನ್ನು ಅನುಮೋದಿಸಲಾಯಿತು.

ಅದರ ಅನ್ವಯ ಈ ಕೆಳಕಂಡ ಕ್ರಮಗಳನ್ನು ಕೈಗೊಳ್ಳಲು ಶೈಕ್ಷಣಿಕ ಸಭೆಯು ತೀರ್ಮಾನಿಸಿತು.

1. ವಿವಿ ನಿಲಯದಲ್ಲಿ ಶಿಶುಪಾಲನಾ ಕೇಂದ್ರವನ್ನು ಹಾಗೂ ಮಹಿಳಾ ವಿಶ್ರಾಂತಿ ಗೃಹವನ್ನು ಸ್ಥಾಪಿಸಲು ತೀರ್ಮಾನಿಸಲಾಯಿತು. ಈ ಬಗ್ಗೆ ಕ್ರಮ ಕೈಗೊಳ್ಳಲು ವಿವಿಯ ಅಭಿಯಂತರರಿಗೆ ಸೂಚಿಸಲು ಒಪ್ಪಿಗೆ ನೀಡಲಾಯಿತು.
2. ಉದ್ಯೋಗಿಗಳ ಕಲ್ಯಾಣಕ್ಕಾಗಿ ಆಂತರಿಕ ದೂರು ಘಟಕವನ್ನು ಸ್ಥಾಪಿಸಲು ಒಪ್ಪಿಗೆ ನೀಡಲಾಯಿತು.
3. ವಿವಿಯ ಸಿಬ್ಬಂದಿಗಳಿಗೆ, ಅವರ ಪತಿ/ಪತ್ನಿ ಮತ್ತು ಇಬ್ಬರು ಮಕ್ಕಳಿಗೆ ಪ್ರವೇಶಾತಿ ಶುಲ್ಕದಲ್ಲಿ ಶೇ. 25% ರಷ್ಟು ರಿಯಾಯಿತಿ ನೀಡಿರುವುದನ್ನು ಅನುಸಮರ್ಥನೆಗೊಳಿಸಲಾಯಿತು.
4. ವಿವಿಯ ಎಲ್ಲಾ ಭೋದಕೇತರ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಉಚಿತವಾಗಿ ಲೈಬ್ರರಿ ಕಾರ್ಡ್‌ಗಳನ್ನು ನೀಡಲು ತೀರ್ಮಾನಿಸಲಾಯಿತು.
5. ಸ್ವಚ್ಛತಾ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಸುರಕ್ಷ ಪರಿಕರಗಳನ್ನು ನೀಡಲು ತೀರ್ಮಾನಿಸಲಾಯಿತು.
6. ಕಚೇರಿ ವೇಳೆಯಲ್ಲಿ ಆರೋಗ್ಯ ಕೇಂದ್ರವು ತೆರೆದಿರುವಂತೆ ಕ್ರಮವಹಿಸಲು ತೀರ್ಮಾನಿಸಲಾಯಿತು.
7. ವಿವಿ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಕಾಲಕಾಲಕ್ಕೆ ಆರೋಗ್ಯ ತಪಾಸಣೆ ನಡೆಸಲು ತೀರ್ಮಾನಿಸಲಾಯಿತು.
8. ವಿವಿ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಯೋಗ, ಆಯು ಕ್ರೀಡೆಗಳು ಮತ್ತು ಜಿಮ್ ಸೌಕರ್ಯಗಳನ್ನು ಸ್ಥಾಪಿಸಲು ತೀರ್ಮಾನಿಸಲಾಯಿತು.


ಕುಲಸಚಿವರು


ಕುಲಪತಿಗಳು

Annexure-3: Extract of Board of Management Proceedings to Approve AC Proceedings

Extracts of the proceedings
of the 168TH BOM Meetings
held on.....17-06-2022

ವಿಷಯ ಸಂಖ್ಯೆ : 168.14

ವಿಷಯ : 59ನೇ ಶೈಕ್ಷಣಿಕ ಮಂಡಳಿ ಸಾಮಾನ್ಯ ಸಭೆಯ ನಡವಳಿಯನ್ನು ಅನುಮೋದಿಸುವ ಕುರಿತು.

* * * * *

ದಿನಾಂಕ: 20.05.2022ರಂದು ನಡೆದ 59ನೇ ಶೈಕ್ಷಣಿಕ ಮಂಡಳಿ ಸಾಮಾನ್ಯ ಸಭೆಯ ನಡವಳಿಯನ್ನು ಮುಂದಿನ ವ್ಯವಸ್ಥಾಪನಾ ಮಂಡಳಿ ವಿಶೇಷ ಸಭೆಯಲ್ಲಿ ಮಂಡಿಸಲು ಕೋರಿರುವುದರಿಂದ ಅನುಮೋದನೆಗಾಗಿ ಮಂಡಿಸಲಾಗಿದೆ.

* * * * *

ತೀರ್ಮಾನ :

59ನೇ ಶೈಕ್ಷಣಿಕ ಮಂಡಳಿ ಸಾಮಾನ್ಯ ಸಭೆಯ ವಿಷಯದ ಬಗ್ಗೆ ಚರ್ಚಿಸಿದ ಸಭೆಯು, ಸಭೆಯ ನಡವಳಿಯನ್ನು ಅನುಮೋದಿಸಿತು.

* * * * *

Aswini
ಕುಲಸಚಿವ

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮುಕ್ತ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ
ಮುಕ್ತಗಂಗೋತ್ರಿ, ಮೈಸೂರು 560 006.

Abk
08-07-22
ಡಿನ್ (ಶೈಕ್ಷಣಿಕ)
ಕ.ರಾ.ಮು.ವಿ.



Annexure-4: Extract of Finance Committee (FC) Proceedings held on 25-08-2022

ವಿಷಯ ಸಂಖ್ಯೆ: 85.10E

ವಿಶ್ವವಿದ್ಯಾನಿಲಯದಲ್ಲಿ ರಚಿಸಲಾಗಿರುವ ವಿವಿಧ Policy Documents ಗಳಿಗೆ ಅನುಮೋದನೆ ಕೋರುವ ಬಗ್ಗೆ.

ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಮಗ್ರ ಅಭಿವೃದ್ಧಿಗಾಗಿ ಈ ಕೆಳಕಂಡ Policy Documents ಗಳನ್ನು ಮಾನ್ಯ ಕುಲಪತಿಗಳಿಂದ ಅನುಮೋದಿಸಲ್ಪಟ್ಟು ಪರಿಣಿತರ ಸಭೆಗಳಲ್ಲಿ ರಚಿಸಲಾಗಿರುತ್ತದೆ.

1. Policy Document on Employee Welfare Measure
2. Policy Document on Quality and Strategic Plan.
3. Policy Document on Promotion of Research.
4. Policy Document on Consultancy.
5. Policy Document on Learner Welfare System.

ಸದರಿ Policy Documents ಗಳನ್ನು ದಿನಾಂಕ 20.05.2022 ರಂದು ನಡೆದ 59ನೇ ಶೈಕ್ಷಣಿಕ ಮಂಡಳಿ ಸಭೆ ಹಾಗೂ ದಿನಾಂಕ 17.06.2022 ರಂದು ನಡೆದ 168ನೇ ವ್ಯವಸ್ಥಾಪನಾ ಮಂಡಳಿ ಸಭೆಯಲ್ಲಿ ಮಂಡಿಸಿ ಅನುಮೋದನೆ ಪಡೆಯಲಾಗಿರುತ್ತದೆ. ಇವುಗಳನ್ನು ಯಥಾವತ್ತಾಗಿ ಹಣಕಾಸು ಸಮಿತಿ ಸಭೆಯ ಅನುಮೋದನೆ ಕೋರಿ ವಿಷಯ ಮಂಡಿಸಿದೆ.

ತೀರ್ಮಾನ :

59ನೇ ಶೈಕ್ಷಣಿಕ ಮಂಡಳಿ ಸಭೆ ಹಾಗೂ 168ನೇ ವ್ಯವಸ್ಥಾಪನಾ ಮಂಡಳಿ ಸಭೆಯ ತೀರ್ಮಾನದಂತೆ ವಿಶ್ವವಿದ್ಯಾನಿಲಯದ ಸಮಗ್ರ ಅಭಿವೃದ್ಧಿಗಾಗಿ ಅಳವಡಿಸಿಕೊಳ್ಳುವ Policy Documents ಗಳನ್ನು ಪರಿಶೀಲಿಸಿ ಹಣಕಾಸು ಸಮಿತಿಯು ಅನುಮೋದಿಸಿತು.

Page 13 of 14

Annexure-5: Extract of Board of Management Proceedings to Approve FC Proceedings

Extracts of the proceedings
of the...169th BOM Meetings
held on...26-08-2022

ವಿಷಯ ಸಂಖ್ಯೆ : 169.16

ವಿಷಯ : ಹಣಕಾಸು ಸಮಿತಿಯ 85ನೇ ಸಭೆಯ ನಡವಳಿಯನ್ನು ಅನುಮೋದಿಸುವ ಕುರಿತು.

* * * * *

ದಿನಾಂಕ: 25.08.2022ರಂದು ನಡೆದ ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮುಕ್ತ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಹಣಕಾಸು ಸಮಿತಿ 85ನೇ ಸಭೆಯ ನಡವಳಿಯನ್ನು ವ್ಯವಸ್ಥಾಪನಾ ಮಂಡಳಿಯ 169ನೇ ಸಾಮಾನ್ಯ ಸಭೆಗೆ ಅನುಮೋದನೆಗಾಗಿ ಮಂಡಿಸಲಾಗಿದೆ.

* * * * *

ತೀರ್ಮಾನ :

ಹಣಕಾಸು ಸಮಿತಿಯ 85ನೇ ಸಭೆಯ ವಿಷಯದ ಬಗ್ಗೆ ಚರ್ಚಿಸಿದ ಸಭೆಯು, ಸಭೆಯ ನಡವಳಿಯನ್ನು ಅನುಮೋದಿಸಿತು.

* * * * *



ಕುಲಸಚಿವ

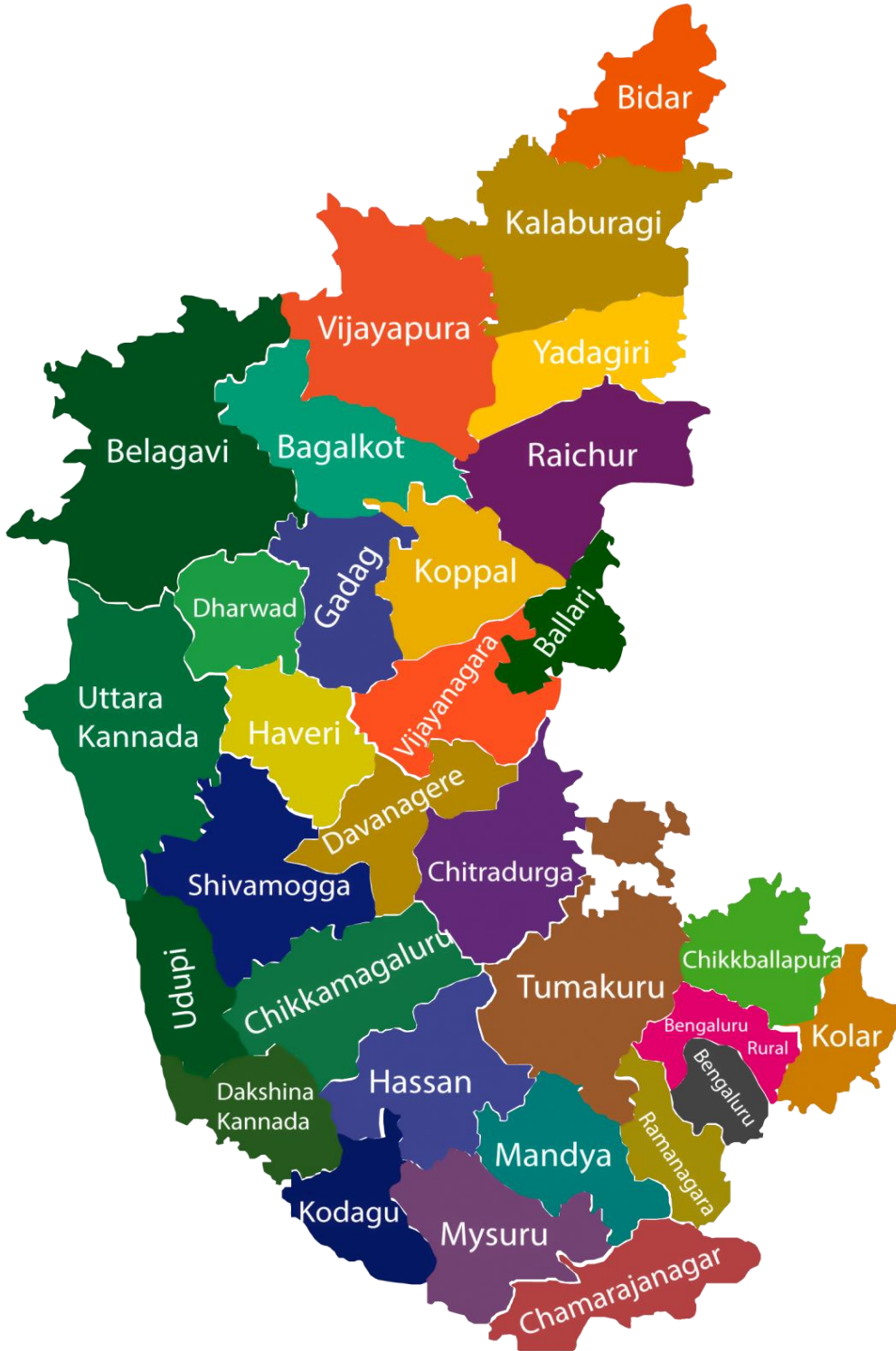
ಕುಲಸಚಿವ

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಮುಕ್ತ ವಿಶ್ವವಿದ್ಯಾಲಯ
ಮುಕ್ತಗಂಗೋತ್ರಿ, ಮೈಸೂರು 570 002.



KARNATAKA STATE OPEN UNIVERSITY

Mukthagangothri, Mysuru - 570 006



Exclusive University to offer Distance Education in the State of Karnataka