



BEST PRACTICES-3

STAFF CAFETERIA AS A WELFARE MEASURE FOR BOTH TEACHING AND NON TEACHING STAFF

The SJHMCT staff cafeteria ensures that employees have access to wholesome meals by providing high-quality cuisine at no cost. This type of welfare policy fosters an environment that extends beyond professional needs, addressing the overall well-being of both teaching and non-teaching staff. These activities demonstrate the institution's commitment to creating a friendly and fulfilling workplace culture.

Objectives:

- Providing free food daily for faculty and staff of SJHMCT from the college canteen.
- Improved Morale and Well-being of Faculty and Staff
- Regular access to healthy food on-site can significantly boost staff productivity.
- Time & Efficiency: Serving meals on campus saves staff time, allowing them to concentrate more on their work and yield better results.
- Attractiveness for Prospective Employees: Offering this benefit can make the college more appealing to potential faculty and staff, aiding in retention and reducing turnover.
- Enhanced Sense of Community: Shared meals can cultivate a sense of community and camaraderie among faculty and staff.
- Financial Benefits to Staff: This amenity helps staff save on food expenses, which can lead to significant financial savings, less commuting for meals, less time spent on dining, and ultimately contributes to a better work-life balance.

The Context

The staff cafeteria at SJHMCT offers high-quality, complimentary meals to all faculty and staff, addressing the well-being of both teaching and non-teaching personnel. This initiative not only enhances physical health through regular access to nutritious food but also boosts morale and job satisfaction. By saving time otherwise spent on meal preparation or commuting for food, staff can focus more on their professional responsibilities, leading to increased productivity and efficiency. Additionally, the shared dining experience fosters a sense of community and camaraderie, strengthening interpersonal relationships within the institution. Financially, the provision of free meals reduces personal expenses, contributing to

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a better work-life balance for employees. Overall, the staff cafeteria exemplifies SJHMCT's commitment to creating a supportive, healthy, and cohesive workplace culture.

The practice

The staff cafeteria at SJHMCT is a cornerstone of the institution's commitment to the well-being of its teaching and non-teaching staff. By providing high-quality, complimentary meals, the cafeteria addresses multiple facets of staff welfare, creating a holistic and supportive work environment.

Physical Well-being:

Regular access to nutritious and wholesome food is crucial for maintaining good health and energy levels. The staff cafeteria ensures that employees do not have to compromise on their dietary needs, offering balanced meals that support physical well-being. This is particularly important for non-teaching staff who may have physically demanding roles and benefit from the energy provided by a well-rounded diet.

Mental Well-being:

A nutritious meal can significantly impact mental clarity and mood. By alleviating the stress of meal planning and preparation, the cafeteria helps reduce daily stressors for the staff. Knowing that a healthy meal is guaranteed allows employees to focus better on their work, leading to improved job satisfaction and mental health.

Time Efficiency and Productivity:

Having meals readily available on campus saves staff considerable time. They no longer need to leave the premises to find food, which can be both time-consuming and disruptive to their workday. This convenience allows them to allocate more time to their professional duties, enhancing overall productivity. For teaching staff, this means more time to prepare for classes and engage with students, while non-teaching staff can dedicate more time to their essential roles without interruptions.

Community Building and Morale:

The communal dining experience fosters a sense of belonging and camaraderie, breaking down barriers between teaching and non-teaching staff. Shared meals create opportunities for informal interactions, which can lead to stronger teamwork and a more cohesive work environment.

Financial Benefits:

Providing free meals also has significant financial implications for the staff. The money saved on daily meals can accumulate, providing substantial financial relief, especially for

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lower-income employees. This financial benefit contributes to a better work-life balance, as employees have more disposable income for other personal needs and activities.

Attractiveness to Prospective Employees:

Such a comprehensive welfare policy makes SJHMCT an attractive place to work. Potential employees are likely to be drawn to the institution not only for its professional opportunities but also for its commitment to employee well-being. This can aid in recruiting top talent and reducing turnover rates, as satisfied employees are more likely to remain with an employer that values and supports them.

The staff cafeteria at SJHMCT plays a pivotal role in promoting the well-being of both teaching and non-teaching staff. By addressing physical health, mental well-being, time efficiency, community building, financial savings, and practical training, it embodies the institution's dedication to creating a nurturing and effective workplace.

Evidence of success

The staff cafeteria at SJHMCT serves as a tangible demonstration of the institution's commitment to the well-being of both teaching and non-teaching staff, reflecting its success through various measurable outcomes.

Improved Health and Reduced Absenteeism:

One of the most significant indicators of the cafeteria's success is the improved health of employees. Regular access to nutritious meals has led to noticeable reductions in health-related absenteeism. Staff members report fewer instances of fatigue and illness, attributing their better health to the balanced diets provided by the cafeteria.

Increased Productivity and Job Satisfaction:

The convenience of having meals available on-site has translated into higher productivity levels. Staff members are able to focus more on their work without the distraction of planning meals or leaving campus for food. Surveys conducted among employees show a marked increase in job satisfaction, with many citing the cafeteria as a key factor. The time saved and the improved focus contribute directly to better performance and efficiency.

Enhanced Community and Collaboration:

The cafeteria has become a central hub for social interaction, fostering a sense of community among employees. Shared meal times have encouraged collaboration and camaraderie, breaking down silos between departments. Feedback from staff indicates that these informal interactions have led to stronger working relationships and a more cohesive team environment.

Financial Relief and Employee Retention:

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The financial benefits of providing free meals have been significant for staff, especially those in lower-income brackets. The cost savings on daily meals have allowed employees to allocate their resources to other essential needs, improving their overall financial well-being. This benefit has also contributed to higher employee retention rates, as staff are more likely to remain with an employer that provides tangible support for their well-being.

Attractiveness to Prospective Employees:

The cafeteria has become a key selling point in attracting new talent. Prospective employees view the provision of free, high-quality meals as a major perk, making SJHMCCT a more attractive workplace. This benefit is frequently highlighted in recruitment materials and has been instrumental in drawing qualified candidates to the institution.

Problems Encountered

Providing free food for staff and non-teaching personnel at SJHMCCT, while beneficial, can present several challenges. These problems must be effectively managed to ensure the initiative's success and sustainability.

- **Budget Constraints:** The cost of providing free meals to all staff can strain the institution's budget.
- **Dietary Restrictions and Preferences:** Catering to diverse dietary needs (e.g., allergies, vegetarian, vegan, religious restrictions) can be challenging.
- **Food Quality and Consistency:** Maintaining high-quality and consistent meals is essential to meet staff expectations.
- **Waste Management:** Free meals can lead to increased food waste if not managed properly.
- **Staff Dependency and Expectations:** Staff may become overly dependent on free meals, leading to unrealistic expectations or dissatisfaction if the service is disrupted.
- **Administrative Burden:** Managing the cafeteria adds an administrative burden to the institution

By proactively addressing these challenges, SJHMCCT can continue to provide high-quality, free meals to its staff while maintaining the benefits of this welfare initiative.

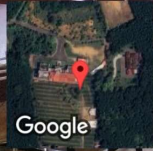
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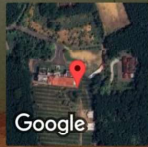


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Menu Approved By The Dietician

SJCET HOSTELS - MESS MENU

16-04-2024

DAYS	BREAKFAST	LUNCH	TIFFIN	SUPPER
Sunday	Bread, Vella Kadala Curry, Egg, Bru Coffee	Rice, Sambar, Fish Curry, Mathanga-Payar	Tea, Beetroot Cake	Rice, Parippu Curry, Chicken Fry, Carrot Thoran
Monday	Dosa, Sambar, Coffee	Rice, Pachamoru, Fish Curry, Cabbage Thoran	Tea, Ullivada	Fried Rice (Jeera), Chilli Chicken, Pappadom, Salad
Tuesday	Uppumavu, Cherupayar, Coffee	Rice, Pachamoru, Fish Curry, Cherupayar Thoran	Tea, Dilkhush	Chapathi, Chicken Curry / Veg. Curry
Wednesday	Bread, Vella Kadala Curry, Egg, Coffee	Rice, Kaalan, Fish Curry, Mathanga-Payar	Tea, Bolly	Porotta, Beef Curry/ Veg. Curry
Thursday	Idiyappam, Kadala Curry, Coffee	Rice, Pulissery, Fish Curry, Aviyal	Tea, Egg Puffs	Biriyani, Butter Chicken, Pappadom, Salad
Friday	Puttu, Kadala Curry, Pazham, Bru Coffee	Rice, Parippu Curry, Cabbage Thoran, Cherupayar, Pappadom, Payasam	Tea, Cream Bun	Kappa, Fish Curry / Rice, Sambar, Fish Curry, Potato Mezhukkupuratti
Saturday	Idli, Chammanthi, Coffee	Rice, Rasam, Fish Curry, Vazhakka-Payar	Tea, Sweetnan	Kanji, Chammanthi, Cherupayar, Mango Pickle, Pappadom

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