



# SRI VENKATESWARA COLLEGE OF PHARMACY

ETCHERLA, SRIKAKULAM - 532 410 (A.P.)

(Affiliated to Andhra University, Visakhapatnam & Approved by P.C.I., New Delhi  
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## **6.3.1 The institution has effective welfare measures for Teaching and Non-Teaching staff**

The institution supports the faculty members and non-teaching staff to enhance their professional development by:

Permitting On-Duty to the faculty members with 100% sponsorship for attending Faculty Development Program on subjects, attending seminars, workshops, and conferences. Encouraging faculty members to associate with State, National, and International professional bodies. Encouraging participation of faculty in workshops, orientation programs, refresher courses, seminars, workshops, and conferences. An exclusive induction training for new faculty members. Expert lectures on advanced techniques are organized regularly. Awarding all the faculty as per their eligibility in all categories like best teacher, publishing a journal, completed a online certification course, Ph.D. awarded and in house experience etc., every year on special occasions like Teachers day, Pharmacist's day.

**Our campus has well-defined initiatives for faculty empowerment through training and encouragement.**

Senior faculties evaluate new faculty member's performance and give peer comments to help them improve their teaching-learning process. The Department Head or senior faculty members in the department instruct junior faculty members on how to effectively maintain the department file system. All faculty members are deputed to attend Faculty Development Program that are conducted at various institutions.

**Measures were taken by the institution for attracting and retaining eminent faculty:** An institution always recognizes and retains talented faculty members with the following attractive measures for a better career prospectus.



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Maximum 21 days summer vacation for teaching faculty members as per their eligibility and 15 days for nonteaching staff. Maximum 25 days On-Duty per year for faculty members. 12 days of Casual Leave per year. One week of Wedding leave (Adjusted in Vacation). Free transportation for both the faculty members and non-teaching staff members. Faculty members and non-teaching staff are eligible to avail compensatory leaves working for the institute on non-working days and general holidays. The faculty members and non-teaching staff shall avail permission for emergency purposes during their working day without affecting their academic work and non-academic work. Faculty members interested in pursuing a Ph.D. On part-time basis shall submit an application to the management through the principal seeking permission for registration. The college shall grant On Duty to the Ph.D. scholars to meet their supervisors for discussion related to their research. The faculty member who is in the completion of his/her research work and ready to submit the thesis shall be granted a special leave of 1 month during summer vacation to enable him/her to write the thesis for submission. The institute provides EPF Scheme to its entire non-teaching staff.

### **Some other welfare measures provided by our institution:**

- Pregnant ladies and lactating mothers are given necessary concessions in their day-to-day work and they are given flexible timings as per their requirements,
- Study leaves for pursuing higher studies,
- Uniform is provided to peon and security
- Management funded training programs for teaching and non-teaching employees.

**PRINCIPAL**

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