

Effective welfare measures for teaching and non-teaching staff

- The institution places a significant emphasis on ensuring the well-being and job satisfaction of its teaching and non-teaching staff through a well-rounded framework of **effective welfare measures** including financial benefits, career advancement opportunities, health and wellness provisions, and support systems that cater to the diverse needs and aspirations of the workforce. These measures are pivotal in fostering a positive and conducive work environment, ultimately enhancing the overall effectiveness and productivity of the entire staff.

UPSKILLING & EDUCATIONAL FACILITIES

1. **Institutional Level FDPs** are conducted regularly to empower and enrich the teaching staff and **pay the fee for FDP conducted by Nodal Resource Center (NRC)/APCCE as per norms.**
2. **Training on Technical skill** have been providing to Teaching & Non-Teaching through Computer Department every year
3. **Research Guideship** is provided to the faculty by paying **Rs 1,00,000** to affiliating university.

MEDICAL FACILITIES - HEALTH CARD SYSTEM:

1. **Reimbursement of amount incurred** for hospital expenditures in case of self-payment. The principal process bills and submitted to Higher Authority for Approval Intime.
2. Supported the faculty to avail the **Employee Health Scheme (EHS) facility up to 8 Lakhs** by paying Subscription amount
3. **Cashless treatment** will be offered through the **health card** at all government and selected corporate hospitals.

LEAVES FACILITY

1. On Duty leaves to staff for attending FDPs, which will be useful for CAS.
2. **For women staff:** Maternity leave of 180 days per year, 5 days per year Extra Causal leave for year, 180 days child care leave per year, 60 days for hysterectomy per year
3. **For men staff:** 15 days Paternity Leave per year
4. 20 days of medical leave per year
5. 15 days of casual leave per year
6. 7 days of special casual leave per year
7. 5 days of optional holidays per the year
8. Earned Leave, Half Pay Leave

FINANCIAL ASSISTANCE & INCENTIVES

1. Regular salary increments
2. **CAS** for teaching staff

3. **Financial Support (Travelling Allowances) is provided** to the faculty, who attended FDPs officially.
4. Education Concession for 2 Children of Non-Gazetted Officers every year @ Rs 2500/- each.

INSURANCE FACILITIES:

Andhra Pradesh Group Life Insurance (APGLI) Group Insurance Scheme (GIS) & General Provident Fund (GPF) as per Govt. norms. The college deduct the subscription amount every month from staff the salary and their funds get saved till the maturity period.

PENSION SCHEMES:

Faculty appointed prior to 2004 are eligible for **Old Pension Scheme (OPS)** benefits, after 2004 are covered under **Contributory Pension Scheme (CPS)**.

EMPLOYMENT & PROMOTIONAL FACILITIES

1. 10 % quota is providing for Non-Teaching Staff to promote as Junior College Lecturer as per Govt. norms.
2. **75% quota is providing** for Teaching Staff to promote as Govt. Degree College Lecturer by Govt. Junior College Lecturers as per Govt. norms.

PERFORMANCE APPRAISAL SYSTEM

The Institution has Annual Performance Appraisal System for Teaching and Non-teaching Staff as per the guidelines issued by APSHE and UGC from time to time. Annual Performance Report (APR) of each employee is assessed annually at the end of every academic session by Principal.