

6.3.1 Effective welfare measures for teaching and non-teaching staff

6.3.1: The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

We as an institution have evolved an outstanding work ethnicity of respecting each other and thus creating an ambience agreeable for academic and individual development. We trust that when the staff grows, the institution also grows. The institute has set high standards for imparting excellence education and thus relevant faculty with higher academic profiles; serve the students and the institution with high quality standards. All the faculty members are experienced in all the academic courses.

The institution has established a professional advancement allowance for a variety of academic activities for all levels and encouraged faculty to participate in conferences, workshops, training programs and faculty development programs etc. The institute encourages faculty to register for their Ph.D.

For the non teaching staff, the institution has organized computer proficiency updating programs, training on equipment, preparation of reagents, cleaning and maintenance of glassware , equipment etc to accomplish the preferred standards. The non teaching staff has been motivated to undergo for demonstration programs to handle the equipment as per SOP.

Along with these, the institution provides welfare measures like:

1. As per the norms, pay commission are implemented.
2. Registration fee, dearness allowance and travel grants for faculty attending conferences.
3. Workshops are provided.
4. Incentives for best research work.
5. Study, maternity and medical leaves are sanctioned for the required staff.
6. Salary advance, loans to desired teaching and non-teaching staff.
7. Transport facility for all the staff.
8. Organizing health awareness programs.
9. Organization of sports and cultural activities in which all the staff can participate.
10. Gifts to the staff members on occasion of marriage, house warming ceremony, children marriage.

Medical facility in Mahathi College of Pharmacy:

1. First-aid boxes with all accessories are kept in laboratories and other strategic locations.
2. Head of the institution, respective department heads and staff take care of the medical complaints of students and pass on information to the parents.
3. General medicines are made available within the first aid centre.

Games and sports in Mahathi College of Pharmacy:

1. The college has been actively encouraging staff to participate in the various sports and games.
2. Facilities are also made available even beyond college hours.


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Transport facility in Mahathi College of Pharmacy:

1. Bus facility is available for faculty.
2. Bus starts from source place to MCPM by 09:00 AM and evening bus starts from 04:30 PM

Faculty development programs in Mahathi College of Pharmacy:

1. Every semester faculty development programs will be organized to enhance the performance of faculty to achieve the best output.
2. Institute encourages this type of activities for staff to move forward and motivate students in their own carriers.



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