

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development/ progression

Our organisation has created a wonderful workplace culture that emphasises respect for one another and fosters an atmosphere that is encouraging of both personal and intellectual growth. We believe that as the institution grows, so does the staff.

All of the academic staff members that were hired are qualified and able to teach in all academic fields. The lengthy tenure of senior teachers at the college reflects the management's success in hiring staff and providing them with amenities.

The management and principal support and motivate the teaching staff to improve their careers for all academic activities at various levels by enabling them to participate in conferences, symposia, seminars, training sessions, work-related research activities, industrial tours, etc. by providing duty leave, the bare minimum in travel expenses, and the registration cost.

The institution has created computer proficiency improvement programmes, equipment training, reagent preparation training, cleaning and maintenance training for glassware, equipment, etc. to satisfy the standards required for non-teaching employees. The non-teaching staffs have been urged to take part in demonstration programmes showing how to use the equipment in line with SOP under programmes for hands-on training and skill development. The Principal treats every employee equally when it comes to receiving rewards from the organisation.

The following are the welfare actions done by the institution for the teaching and non-teaching faculty as well as the teaching staff's evaluation in the form of raises and time off for professional development:

- ✓ Self-Appraisal form Casual Leaves Duty Leaves for Attending Scientific Programmes Medical Leaves, Maternity Leave, and Extended Medical Leave up to two weeks as and when Required (COVID) Provision of RO water Transportation facility for Ward Rounds
- ✓ Management and the institute recognise all faculty members who improve their research work through high-caliber publications during the academic year with research prizes.
- ✓ Assistance with the cost of attending FDPs, workshops, and seminars.

- ✓ The teaching staff receives PhD increments (a PhD allowance), and academics are covered by group health insurance.
- ✓ For qualified employees, an ESI facility is offered.
- ✓ To promote a healthy atmosphere, HOD's and senior faculty members are given their own cabin and computer system. This also permits academics to go to foreign universities for study and research.
- ✓ Department heads plan faculty development programmes and provide financial support so that participants can regularly attend FDPs held at other institutions.
- ✓ Non-teaching personnel is organised skill orientation and handling training programmes on various equipment to improve their skills in the regular and research laboratories.
- ✓ CCTV cameras for security
- ✓ Fire prevention measures.
- ✓ A barrier-free environment, a backup electrical source, and a portable water source are all required.