



## Aditya Pharmacy College

Aditya Nagar, ADB Road, Surampalem-533437, Kakinada, Dt., A.P

### HR Policy

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## **Vision**

To induce higher planes of learning by imparting technical education with

- International standards
- Applied research
- Creative Ability
- Value based instruction and to emerge as a premiere institute.

## **Mission**

Achieving academic excellence by providing globally acceptable technical education by forecasting technology through

- Innovative Research and development
- Industry Institute Interaction
- Empowered Manpower

## **Goals - Short Term**

- Achieving academic success by obtain a passing grade in all semesters of all programmes of the University Examination.
- Generating active research promotion among staff and students which results in national and international publications.
- Providing placement to all eligible students through the development of soft skills, technical ability, and domain knowledge.
- Improving leadership quality of Staff members and Students by involving them in college level committees, thereby grooming them to work autonomously.
- Memorandums of Understanding with prominent industries to improve Industry-Institution relations which help in student placements, internships, projects, in-house trainings and knowledge transfer on current technologies.



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## Goals - Long Term

- To make all Departments as Research Centre recognized by the University
- To attract more grants from funding agencies viz. AICTE, DST, SERB, etc.,
- Aiming towards getting accreditations from NBA & achieve Autonomous status

## Quality Policy

The Institute is committed to create and improve the teaching learning process through the following quality initiatives

- Innovative methods in teaching and learning process
- Provide good academic and research environment to students and faculty for a complete real time learning experiences
- Industry collaborations
- Inculcating moral and ethical values among the students and staff

## 1. Human Resource Planning

1. Every year in the month of April there will be Manpower planning and submission of requirement to the management for the next Academic year.
2. The Principal will obtain the staff requirement lists from all the head of departments.
3. The Principal will appoint a senior faculty of the department as Head of every discipline, along with other faculty members.
4. The Principal should appoint a selection committee for each discipline's recruitment. The senior staff is made up of this group.
5. The Principal will recommend the increments based on the Performance appraisal of the individual faculty members.



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## 2. Eligibility Criteria

1. Faculty members are hired based on the qualifications required by the AICTE and PCI for various cadre's time to time.
2. There will be only three teacher designations Assistant Professors, Associate Professors, and Professors.
3. No one may be appointed, promoted, or labelled as Professor unless he or she holds a Ph.D. and meets other academic requirements as set forth by the AICTE and PCI.

### B.Pharm /Pharm.D/Post graduate course in Pharmacy -

Director/Principal/ Head of Institution	First Class B.Pharm with Master's degree in Pharmacy (M.Pharm) in appropriate branch of specialization in Pharmacy or Pharm.D (Qualifications must be PCI recognized).  With  Ph.D degree in any of Pharmacy subjects (Ph.D. Qualifications must be PCI recognized).	<u>Essential</u> 15 years experience in teaching or research out of which 5 years must be as Professor/HOD in a PCI approved/ recognized pharmacy college.  <u>Desirable</u> Administrative experience in a responsible position .
Professor	First Class B.Pharm with Master's degree in Pharmacy (M.Pharm) in appropriate branch of specialization in Pharmacy or Pharm.D (Qualifications must be PCI recognized).  With  Ph.D degree in any of Pharmacy subjects (Ph.D. Qualifications must be PCI recognized).	<u>Essential</u> 10 years experience in teaching in PCI approved/ recognized Pharmacy College or research experience out of which 5 years must be as Associate Professor in PCI approved/recognized Pharmacy College.
Associate Professor	First Class B.Pharm with Master's degree in Pharmacy (M.Pharm) in appropriate branch of specialization in Pharmacy (Qualification must be PCI recognized).	3 years experience in teaching or research at the level of Assistant Professor or equivalent in PCI approved/ recognized Pharmacy College.



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### 3. Recruitment

1. A job description and specification for the candidate to be hired must be prepared by the selection committee.
2. The committee will supplement candidates in a 1:3 ratio from any or all of the following sources for each position to be filled:
  - 2.1 Advertisements in the Newspapers and in faculty plus
  - 2.2 Direct applications
  - 2.3 Employee referral
3. If the committee believes it necessary, walk-in interviews may be conducted to supplement the requisite candidates.
4. Recruitment process are
  - 4.1. Scrutinization of Applications
  - 4.2. Panel/Selection Committee Formation
  - 4.3. Conducting Interview – (i) Class room demonstration (ii) Personal interview
5. The committee will finalize the short-listed applicants and submit their recommendations, along with the candidates' personal data sheets, to the Principal.
6. An order of appointment for selected candidates will be given.
7. A joining report will be collected from the candidates.
8. Staff members appointed in the Institute will be given a brief introduction about the Institute by the Principal on the day of his/her joining.
9. The Principal forwards the joining letter along with credentials to the Head of the Department and to the office.
10. The Principal will give a brief overview of the department and introduce the new staff member to the members of the department.



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#### 4. Positions

1. The Institute mainly consists of two working wings – Teaching & Administration. The teaching wing comprises of following positions
  - Principal
  - Professor
  - Associate Professor and
  - Assistant Professor
2. In addition, each department is having supporting staff like Lab Technicians/Programmers
3. The Administration wing consists of the following positions
  - Administrative officer
  - Office Superintendent
  - Computer Operator
  - Accountant
  - Office Assistant
4. In addition to the above-mentioned positions, the institute also maintains ministerial staff.

#### 5. Leave

##### 1. Permission

Maximum of three permissions per month can be availed by the faculty for the duration not exceeding one hour each, without affecting the routine academic activities. Permission can be availed either at the beginning of the day or at the end of the day only. Each excess permission or late will be treated as half day casual leave.

##### 2. Intimation of Leave

- 2.1 Faculty member should make necessary alternate arrangements of their classes before applying leave.
- 2.2 Faculty should submit their leave application to the Principal.
- 2.3 Everyone who are taking more than one day should submit the leave application to the Principal.



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### 3. Casual Leave

Number of Casual Leave permitted is 12 days per year.

### 4. Maternity Leave

Six months maternity leave is permissible for female faculty members and this period will be accounted for service.

### 5. On Duty

5.1 The staff on Office Duty will be sanctioned as OD by the Principal.

5.2 On the following grounds on duty can be sanctioned by the Principal

- University Practical External Examiner ship
- University Representative
- University Valuation
- Attending Conferences, Training Programs

## 6. Service Rule

1. While the faculty in the service of the institute the faculty shall not enter into any contract or agreement with any other institute.
2. Staff members should not disclose any confidential information of the institute.
3. Faculty must strictly maintain discipline and dress code.
4. Faculty should not misuse the position in the institute and involve any kind of unauthorized transactions.
5. Faculty members are required to carry out all the duties that may be assigned by the Principal or Head of the Department.
6. Faculty members may be relieved from their duties at end of the academic year and will not be relieved in the middle of the academic year. This is exempted for those who get Government / University posting or marriage (Proof should be enclosed with resignation letter)
7. You can refer all your work difficulties / grievances to the management through the Principal.
8. Faculty performance will be reviewed by the Principal.
9. During the employment the faculty will be governed by the rules & regulations of the institute that are enforced and as amended from time to time.



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## 7. Welfare Schemes

The teaching and non – teaching staff play a vital role in the growth of the institute and therefore the institute is recognizing their productiveness and acknowledges their needs and requirements. As a result, the institute is implementing various effective welfare schemes. These welfare measures enrich the physical and mental health of the employees and thus promote a dynamic and encouraging work atmosphere. This stimulates the employee productivity and commitment towards the institute.

The following list shows the various welfare schemes:

1. Children of our employees who are all studying in our group of institutions are eligible for a 50% concession in tuition fee.
2. The institute provides subsidized lunch for both teaching and non-teaching staff members.
3. The institute provides three sets of uniform per year and other safety gadgets for non-teaching staff like security, scavengers, attenders, and drivers.
4. To the teaching and non-teaching staff the institute provides health insurance policy by contributing 50% of the premium amount.
5. Residential quarters are allotted teaching staff based on the availability.
6. Provision of free exclusive transport facility for teaching and non-teaching staff from various parts of the district.
7. Extension of ESI benefits to non-teaching staff.
8. The institute has assisted the COVID-19 effected faculty.
9. Employee Provident Fund (EPF) is applicable to some of the staff of our college from their date of joining the institution.
10. Incentives are provided for SCOPUS/SCI indexed journals.




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## 8. Financial Assistance

The faculty members of the institute will be given financial assistance to attend Conference, Faculty Development Programs or Short-Term Training Programs, Workshops and the registration fee to attend the above mentioned program and professional body memberships can be reimbursed by producing the payment receipt & participation certificate. The application has to be forwarded to the Principal for approval.



  
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