

# ADITYA

## COLLEGE OF PHARMACY

An AUTONOMOUS Institution

Approved by PCI • Affiliated to JNTUK • Accredited by NAAC with "A" Grade

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### 6.3.1 The institution has effective Welfare Measures for Teaching and Non-Teaching Staff

Employee welfare is a cornerstone of a productive and satisfied workforce. For teaching and non-teaching staff, welfare measures foster a positive work environment, enhance performance, and ensure personal and professional growth. These initiatives address financial security, mental and physical well-being, and work-life balance.

1. **Health and Well-being:** Institutions should provide health insurance, regular health check-ups, and wellness programs. Ergonomic workspaces, stress management workshops, and gym facilities are beneficial for promoting physical and mental well-being.
2. **Financial Security:** Competitive salaries, provident funds, gratuity, and pension schemes ensure financial stability. Loans for housing or education at subsidized rates also support employees' long-term goals.
3. **Professional Development:** For teaching staff, opportunities like workshops, seminars, and research grants help in skill enhancement. Non-teaching staff can benefit from training programs that improve administrative and technical skills.
4. **Recognition and Rewards:** Recognizing achievements through awards, promotions, and performance bonuses motivates employees to excel in their roles.
5. **Social Security Measures:** Providing group insurance, transportation facilities, and subsidized meals ensures overall comfort and security.
6. **Residential quarters:** The institution provides residential quarters on a nominal rent basis for teaching staff. These quarters are intended to support faculty members, ensuring they have comfortable and affordable housing. The rent is structured to be affordable, allowing staff to focus on their professional duties without financial strain related to housing. The facilities are well-maintained, ensuring a conducive living environment for the teaching staff, fostering their overall well-being and work-life balance
7. **Uniforms and safety gadgets Non-teaching staff to:** Non-teaching staff, including security personnel, scavengers, attenders, and drivers, are provided with three sets of uniforms per year. Additionally, they are equipped with necessary safety gadgets to ensure their well-being and safety while performing their duties. This initiative reflects our commitment to maintaining a safe and professional working environment for all staff members.
8. Children of our faculty members who are enrolled in any of the institution schools



Formerly known as Sri Sai Aditya Institute of Pharmaceutical Sciences & Research

Aditya Nagar, ADB Road, Surampalem - 533 437, Kakinada Dist., Andhra Pradesh, INDIA.

within our group are eligible for a 50% reduction in their tuition fees. This benefit is extended to support the education of faculty members' children, making it more affordable for them to pursue their studies within our esteemed institution.

These measures not only boost morale but also contribute to institutional growth by retaining talented and committed staff. Institutions should periodically review and upgrade welfare measures to align with evolving needs.



*Principi Chau*

**PRINCIPAL**

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