

Metric No.	Key Indicator - 6.3 Faculty Empowerment Strategies
<p>6.3.1</p> <p>QM</p>	<p><i>The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression:</i></p> <p>Enumerate the existing welfare measures for teaching and non-teaching staff (within a maximum of 200 words).</p> <p>The institution has effective welfare measures for teaching and non- teaching staff and known for its employee friendly policies.</p> <p><u>Welfare measures</u></p> <ul style="list-style-type: none"> • 7th pay commission for teaching staff. • Incentives for publishing in referred journals, undertaking funded research projects under Research promotion policy. • Institutional funding to undertake research projects to faculty. • EL Encashment • Salaries and scales [including DAs & TAs] revised periodically. • Drinking water, rest rooms, adequate lighting and ventilation, canteen facility, safety and First aid facility. • Maternity leave and leave for miscarriage / medical termination of pregnancy facility. • Leave policy CL, EL, extraordinary leave, Duty leave, etc. • Group Insurance • Regular yearly increment. • Gratuity, ESI, PF • Fee concession to children of employees. • Felicitation to staff members for exemplary achievements • Promotions to eligible staff members by the Trust. <p>Teaching staff receive financial aid for FDPs, workshops, seminars, and conferences. Faculty are urged to give guest lectures, assist with FDPs, and receive OOD facility. Completing a Ph.D. earns faculty members a 3-increment salary boost. Entire staff is supported in training programs. Revenue from consultancy work is shared 60:40 between faculty and the institution.</p>