



SAROJINI NAIDU VANITA PHARMACY MAHA VIDYALAYA
(Sponsored by the Exhibition Society), Tamaka, Secunderabad
Affiliated to Osmania University, Approved by AICTE & PCI
ISO 9001: 2015 Certified Institution, NBA Accredited B. Pharmacy Course

6.3 FACULTY EMPOWERMENT STRATEGIES

6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

Response:

Yes, the institution has effective welfare measures that are put into practice for teaching and non-teaching staff, besides a wide range of facilities, services, and other amenities meant for the well-being of the workforce.

The Governing Body through its periodic meetings ensures the successful implementation of welfare policies, thus boosting the morale and motivating the employees.

The college also provides well-equipped ICT-enabled classrooms, modular laboratories and a centrally air-conditioned library for better research and teaching along with other recreational and supporting benefits.

Here are some effective welfare measures for teaching and non-teaching staff as incorporated in Governing Rules and Regulations (GRR):

Leave benefits:

- Both teaching and non-teaching staff are provided with 15 days of casual leave.
- After completing one year of service, 20 half-pay medical leaves and 5 Earned Leaves can be availed by the regular teaching staff and non-teaching staff.
- Academic Duty leaves of a maximum of 30 days to the teaching staff and non-teaching staff are provided for attending Refresher courses/ seminars/ workshops/ and Training Programs.
- Maternity Leave of 180 days with full pay can be availed by female teaching and non-teaching staff and facilitates availing extra leaves if required.
- Male teaching and non-teaching staff can avail of Paternity Leave of 15 days.
- Sanctioning of all applicable leaves (CL's, EL's, Half pay Leaves, Medical Leave, Child Care Leave O.D.) promptly after checking eligibility
- Summer and winter holidays for faculty


T. Sarayyaiah
PRINCIPAL
Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S.Lalaguda, Tamaka,
Secunderabad-500 017.



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Retirement benefits:

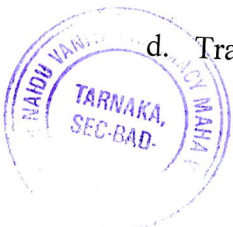
- As per guidelines of the Government, a Contributory Provident Scheme is provided whereby the Management contributes an equal share to the share of the employee every month.
- Gratuity benefit is extended to all employees as per the Gratuity Act.

ICT Facilities:

- The college has a technologically well-equipped and Wi-Fi-enabled campus.
- There are 12 ICT-enabled classrooms with LCD projectors to facilitate the e-learning process.
- Three well-equipped computer labs are used by the teachers for taking practical classes in various subjects.
- The college trains the faculty and students on various Software such as Ex Pharm series for practical clinical pharmacology, Clinirex Drug Information software for training on the pharmacy practice, ERP software for better Office administration, Tally software for better accounting practices and EWL software for training on English language skills and NewGenlib (LIMS) for better library services.

Financial Benefits:

- Increments:** Besides the laydown norms of the 3% standard increment, there exists a system of rewarding the faculty commensurate with excellence based on performance.
- Loan:** The institute provides festival loans, educational loans and personal loans at zero percent interest rates to staff members for medical expenses, education, or housing
- Group Health Insurance Scheme:** Group health insurance is provided for all employees without deducting even a nominal amount from their salaries.
- Travel/Research grant** is given for paper presentations and conferences.



T. Sarathyosh
PRINCIPAL
Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S.Lalaguda, Tarnaka,
Secunderabad-500 017.



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- e. Financial Support is provided for membership of Professional Bodies.
- f. Transport facility is provided by the Institute for the staff and students visiting the Hospital and Examination centers as a part of their Academics.
- g. Providing subsidized canteen facilities

Support and Recreational Facilities:

The institution provides recreational facilities to staff members, such as

- Gymnasium facility for staff.
- Well-equipped sports facilities are provided for staff and students.
- Annual picnic and excursions are organized for staff and students.
- Supports a healthy lifestyle and provides highly nutritious food and snacks in the college canteen at subsidized prices.

For the Professional Development of the Faculty

- The institute encourages and supports financially to attend Seminars, Workshops, Conferences, and Faculty Development Programs.
- Encourages presenting and publishing research papers in high-impact journals.
- Encourages undertaking minor/major research projects by sharing the Revenue generated.
- Managerial skills of faculty are groomed by appointing them in positions like Co-coordinators, Chief Warden, Placement officer among others
- The institute provides 50% financial support for staff to register in training programs to develop their skills and advance their careers.
- Professional activities are conducted in association with bodies like the Indian Pharmaceutical Association, Pharmexcil and Osmania University, Osmania Graduates Association, Hyderabad.
- SNVPMV facilitates career advancement of teaching staff by deputing the faculty for PG/Ph.D programs under quality improvement programs (QIP).



T. Saravesh
PRINCIPAL
Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S.Lalaguda, Tarnaka,
Secunderabad-500 017.



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For the Professional Development of Non-teaching Members.

- The institution deutes the non-teaching staff for training on laboratory handling, firesafety, and first aid.
- The institution deutes library staff to attend training programs on novel library practices
- The institution deutes accounts staff to attend training programs organized by the Osmania Graduates Association (OGA) on GST and Tally software
- The institution promotes acquiring computer literacy skills.
- The institution provides uniforms every year to the Class IV staff, free of cost.
- The institution has a transparent policy on promotions of non-teaching staff regularly.

Other benefits:

- Clean and green working environment with zero air pollution and noise pollution. Adequate working space with clean restrooms and common rooms.
- Free Health check-up camps are organized regularly for staff. The doctor-on-demand facility is also available.
- The institution has over 75% women among the faculty and the administrative staff, and various activities are conducted to empower them. These include awarerness programs, self-defense workshops, general health checkups, and financial literacy programs, healthy living and work-life balance, Yoga, and wellness as well as soft skills.



T. Sarathyosh
Principal
Sarojini Naidu Vanita Pharmacy Maha Vidyalaya
Vijayapuri Colony, S.Lalaguda, Tarnaka,
Secunderabad-500 017.