



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

The Institute has been supporting the faculty members/Staff members financially to attend Seminars, Conferences, Workshops at other places which will sharpen their teaching skills and enhance knowledge in their field of study. Certain amount is earmarked as Seed Money for this purpose.

The teaching staff/non-teaching staff are given certain amounts as loan without any interest, so as to enable them purchase laptops, which will be recovered in installments. Even the staff are supported when they buy two-wheelers on case by case. They are also encouraged to take Health Insurance for themselves and for their family members.

1. EPF
2. Transport facilities: Free transport for non – teaching staff and concessional transport of 50% for teaching faculty.
3. Medical Facilities:
 - Free Medical consultancy is provided to the staff through medical officer. One medical officer and one medical assistant are appointed on full time basis. 100% of faculty and staff are availing the benefit.
 - Permanent Female teaching and non-teaching staff are sanctioned maternity leave on full pay twice in their career.
4. Leaves:
 - Casual Leaves of 20 per year
 - Maternity Leave two times in a career with full pay.
 - Study Leave on full pay for 3 years for doing Ph.D. and 2 years for M.Tech. in reputed institutions. However they have to give an undertaking to serve the institute for a period of 5 years in case of Ph.D. and 3 years in case of M.Tech.
 - Extra Ordinary Leave on Loss of Pay.



5. Incentives For Paper Publication:

- Faculty is provided about 50% grant for publishing the technical papers in National/International reputed Journals having good impact factor. Faculty are provided TA & DA for presenting technical papers at National /International Conferences subject to a maximum of Rs.25,000.00. Almost all the teaching staff are availing the above facilities.

The following measures are initiated by the management for attracting and retaining talented faculty and staff.

1. EPF: All the eligible non-teaching staff are provided with EPF.
2. 6th Pay: The entire teaching faculties who are ratified are eligible for 6th Pay Commission scales.
3. Incentive for acquiring Ph.D. degree during service: Two increments will be given to those who are awarded Ph.D. degree during the service in this Institution.
4. Other Incentives:
 - Rs.5000/- incentive to the faculty for publishing a research paper in International peer reviewed Journals.
 - Rs.3000/- incentive to the faculty for publishing a research paper in National peer reviewed Journals.
 - Registration fee along with TA and DA will be provided to the faculty for attending National and International Conferences / Workshops / FDP's.
 - DA will be enhanced whenever the state government enhances DA.
 - Promotions in teaching positions will be given as per the UGC/AICTE norms.

It is evident that because of the effective welfare measures, a good number of employees are being retained by the Institution over the last many years, who are the real asset to the growth and strength of the College. It is not an exaggeration to say that the 'we-feeling' among the employees owning the Institution is a sign for the social stability and healthy growth of the institute.


PRINCIPAL
Vaagdevi College of Engineering
Bollikunta, Warangal-506003