



6- Governance, Leadership and Management

6.3.1 The institution has effective welfare measures for teaching and nonteaching Staff . Provide the list of existing welfare measures for teaching and Staff.

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The institution always extends a great concern towards its' staff welfare to satisfy their essential needs and to also motivate them towards an enhanced working environment. Management ensures the consistent upgradation of knowledge and skills of faculty fraternity by means of various developmental activities like Faculty Development Activities, motivation for online courses by IITs through NPTEL, conducting conference and workshops, etc. The following enlists the various incentives, allowances and benefits provided to the teaching fraternity.

- Faculty Academic Performance Incentive-Rs.2000/- cash award for 100% results
- Seed money for a prospective project/ a worthy innovative idea
- Travel Grants to attend national international conference, workshop, FDP, etc.
- Group Medical Insurance for all staff
- Gift for marriage- cash of Rs.5000/- and three days of holidays
- Diwali gifts for all staff
- Fee concession for the wards of staff members who secured admission at Prathyusha Engineering College
- Food at subsidized cost for teaching and non teaching staff
- Sponsorship for Full time M.E. and Part Time B.E.

- Free Transport for all staff
- Three months Maternity leave for ladies staff
- Sponsorship for Conferences/Workshops/FDPs/Seminars
- Supporting membership and active involvement in local, state, national and International professional associations.
- Providing access to the Internet, audio-visual aids, software packages etc., as required for research and other development activities.
- Facilitating institutional infrastructure, learning resources for effective curricular transaction.
- CPL is given to Staff Members for carrying out the assigned works during Holidays
- Yearly 28 days of Vacation leave (winter-7 & summer -21) is given to faculty members.
- Monthly one Casual Leave and two one hour permission is allowed to avail.
- 15 days winter and 30 days summer vacation holidays are given to teaching staff.

Welfare measures for non-teaching staff

The college has taken initiatives to enable the staff to function more effectively. Employees need training in advanced skills related to their works. In this regard college provides training to the lab staff on the technologies being utilized in laboratories. Supporting staff are employed to carry out the activities of the college as well as the overall maintenance and smooth functioning of laboratories and the entire campus.

- Group Medical Insurance for all staff
- Diwali gifts for all staff
- Ayudha Pooja gifts for all non-teaching and maintenance staff.

- Fee concession for the wards of staff members who secured admission at Prathyusha Engineering College
- Free Food for all non teaching staff
- Free Transport for all staff
- Three months Maternity leave for ladies staff
- Provident fund for non-teaching staff
- 15 days vacation is given during summer.

File Description	Document
Staff Welfare	View
HR Policy	View