



Shaneshwar Shikshan Prasarak Mandal's

# V P COLLEGE OF PHARMACY, MADKHOL

Tal. Sawantwadi, Dist. Sindhudurg 416510 (Maharashtra)

DTE Code-3490

D. Pharmacy & B. Pharmacy

MSBTE Code-2030

Approved by PCI - New Delhi, Govt. of Maha., DTE - Mumbai & Affiliated to Dr. B. A. T. University, Lonere & MSBTE, Mumbai

Ref. No. VPCP/

Date : / /20

## Welfare Measures for Teaching and Non-teaching staff

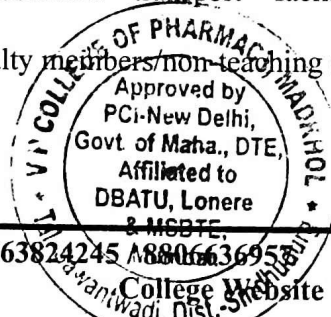
### Faculty and staff welfare schemes have been defined while:

- Creating a harmonious and conducive work environment for effective functioning of all the faculty and staff members across its campus.
- Ensuring high level of efficient and effective support system to meet the requirements of the faculty and staff.
- Ensuring compliance of the guidelines by the Government Statutory Bodies.
- Making SSPM's V P College of Pharmacy, Madkhhol a competitive and lucrative place for work capable of attracting and retaining competent staff.
- Streamlining the administrative functioning of faculty and staff welfare issues.

## FACULTY AND STAFF WELFARE SCHEMES

The College has adopted measures to promote the welfare of the employees. Special measures are taken to recognize the needs of the female staff.

- Seed Money: Faculty members are provided with seed money for research projects.
- Cash rewards for indexed Publications: Provision for Award of cash incentive to the faculty members for publication of research papers in the reputed 'Research Journals' have been made.
- Study Leaves: There is a provision for the faculty members to avail higher study leaves including pursuing Ph. D. from other Universities to avail study leave for attending their Ph.D course work.
- Fee Concession to wards of faculty/staff: SSPM's V P College of Pharmacy, Madkhhol provides the benefits of acquiring education with SSPM' V P College of Pharmacy, Madkhhol by providing fee concessions to the wards of faculty and staff members of SSPM's V P College of pharmacy.
- Day Care Facility: In house Day care crèche facility has been provided for the children of teaching and non-teaching members. The employees (both teaching and non-teaching) of SSPM's V P College of Pharmacy, Madkhhol Mad are eligible to avail this facility during their working hours. This facility has been made available with well-trained day care staff to provide the best care to children and to engage them in meaningful manner.
- Medical Facility
- Long Service Association Rewards: Faculty members and staff members with a stay of minimum 10 years are honoured every year on the occasion of celebration of New-Year in the College.
- Food courts and canteen facilities have been made available for food and refreshment.
- Accidental insurance cover for faculty & staff members and students
- Excellent civic amenities and subsidized transport facility to the various destinations.
- Conduct of Sports Tournaments for faculty members/non-teaching staff.
- Advance against salary



*[Signature]*

Principal

V P College of Pharmacy, Madkhhol  
Tal. Sawantwadi, Dist. Sindhudurg

Office Contact No. 9763824245 8806636957

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College Website : www.vpcpm.org



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- Financial support to its faculty/staff members to participate in Faculty Development Programs, Staff Development Programs, Workshops, Conferences, Short Term Courses, Short Term Training Programs etc.

## APPRECIATION/INCENTIVES OF TEACHING/NON-TEACHING STAFF FOR RECOGNITION AT STATE, NATIONAL AND INTERNATIONAL LEVELS

SSPM's V P College of Pharmacy, Madkhhol has a policy in place to encourage, motivate and incentivize its team members to strive to excel in the outside environment in a whole lot of domains. The College does not confine to professional activities alone but treats achievements in cultural, societal, environmental, sports, performing arts on equal footing. The appreciations of laudable feats are itemized as under:

1. One-time financial incentive
2. Recognition at a College function.
3. Appreciation certificate
4. Announcement on College Web site, Social-Media, Annual Reports and Newsletters
5. Weightage in annual appraisal forms.

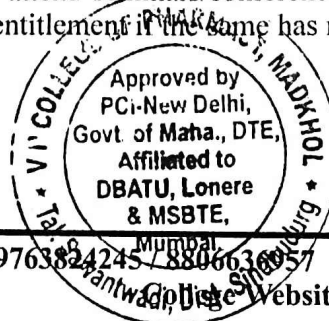
## PARTICIPATION IN SEMINARS/CONFERENCES/WORKSHOPS/ TRAINING PROGRAMS /SHORT TERM COURSES ETC.


SSJP's believes in investment in the people to have an enriched pool of teachers. To fulfil this:

- a) The College permits the employees to attend Faculty Development Programs, Workshops, Conferences, Short Term Courses, Short Term Training Programs etc.
- b) The College provides the financial support to its faculty members to participate in Faculty Development Programs, Workshops, Conferences, Short Term Courses, Short Term Training Programs etc. Apart from this the entitled financial support is also be provided towards the membership fee of Professional Bodies.
- c) Each faculty member submits the request application on the prescribed Proforma well in advance as per the devised standard operating procedures.
- d) The post event report is submitted by the respective faculty member to the reporting head.

The implementation of policy of Participation of employees in Seminars/Conferences/ Workshops/Training Programs/Short Term courses etc. is being governed by the standard operating procedures as outlined below.

- a) The teachers of College are allowed to attend seminars/conference/workshop etc. and be paid T.A. and delegation fee according to entitlement if the same has not been allowed by the hosting Institution/Organization.



  
Principal  
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b) Only those teachers whose papers get accepted for reading in the conference or who are the office bearers of the Organization/Society/Association which organizes conference/seminar/ workshop are allowed.

c) College employees permitted to attend the conferences etc. are treated on duty leave.

d) A teacher who has availed of this facility are considered for further financial support only after the expiry of a period of at least one year.

e) The payment for attending seminar/conferences shall be made as per the following criteria:  
i) In addition to this, faculty members are also supported financially/allowed to attend the development programmes as organized within SSPM's



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