

	Andhra Christian College, Guntur Affiliated to Acharya Nagarjuna University Sambasivapet main road, Guntur -522001, A. P. E mail: accollegguntur@gmail.com website: www.accollegguntur.com	Criterion: VI
		Metric: 6.3.1

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

Our institution being government aided degree college Government of A.P offers the following welfare schemes for all of its employees. The dedicated Teaching and Non-Teaching Staff are the major strength of the institution. An inclusive environment ensures their physical and psychological well-being is taken care.

- Welfare measures are formulated and monitored by the Principal and Management. Monetary Welfare Schemes.
- Provident Fund for Teaching and Non-Teaching Staff EPF facility for Teaching and Non-Teaching Staff.
- General Welfare Measures Career Advancement Schemes for periodic promotion of faculty adhering to UGC norms Annual Performance Appraisal (APA) for Career promotion and annual increment based on APA score Faculty Improvement Program (FIP) for completion of Ph.D.
- Leave on-duty for Swayam/NET/ SET/conferences/workshops/ seminars/ invigilation/boards of studies/paper valuation/external practical examiner/special lectures.
- Special Leave on-duty for industrial training and consultancy work Medical Leave provided to Teaching and Non-Teaching Staff Summer camps for wards.
- Fitness Center facilities extended to Staff.
- Our institution being government aided degree college Government of A.P offers the following welfare schemes for all of its employees.
- The co-operative society of the college give loans to the staff on the basis of need. The bank in the college premises give advance to the staff and personal loans.
- Maternity (180 days) and paternity (15 days) leave can be availed by the teaching and non-teaching staff as per the leave rules of the AP State government.
- Casual leave, Optional Holidays and Half Pay Leave can be availed by the employees as per state government norms.
- Management gives loans to non-teaching staff basing on the need.

- Revision of the pay scales, once in 5 years to non-teaching and teaching staff who are drawing state scales and once in 10 years for the teaching staff who are drawing UGC scales.
- DA rises twice a year HRA 18% of the basic pay for UGC scales. Pension sanctioned to the family of expired employee.