

6.3 Faculty empowerment strategies:-

Our institution being government aided degree college Government of A.P offers the following welfare schemes for all of its employees.

1. Revision of pay scales once in 5 years to non-teaching and teaching staff who are drawing state scales.
2. Once in 10 years for the teaching staff who are drawing UGC scales
3. D.A rises twice a year.
4. HRA range is between 9% and 16% of the basic pay.
5. G.I.S contribution.
6. Reimbursement facility for the self or dependents.
7. Festival advances will be provided by the management through the bank which on campus.
8. CAS for UGC scales and AAS for state scales.
9. Our staff (both teaching and non teaching) will be provided with
 1. C.L
 2. Sp.Cl.
 3. Women sp.cl.
 4. Medical leave commuted halfpay
 5. Maternity leave
 6. Paternity leave
 7. Miscarriage leave
 8. Child care leave

6.3.5: Institution performance appraisal system for teaching and non-teaching staff 1. Our institution has adopted the PBAS) procedure developed by UGC for assessment of the performance of the teaching staff.

2. These API scores are forwarded to CLE for CAS and pay fixation.

3. Assessment of teachers by students is conducted through feedback forms. Result analysis is also recorded.

4. Along with the principal a committee will be held to decide the best teacher award every year.

5. For non teaching staff also best employee of the year was recorded every year.

6. (AAA) Administrative and academic audit is done at the end of every year by the team of academic advisors deputed by the CCE, in order to measure the adequacy of the academic inputs of the institution.

