



6.3 Faculty Empowerment Strategies

6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

The sole objective of Dhule Charitable Society's, A. R. A. College of Pharmacy is to empower the employees with welfare measures, all possible efforts and initiatives have been taken to develop welfare schemes for the betterment of our stakeholders, especially students and employees. The institute has prepared a policy for the effective implementation of performance appraisal and welfare measures for teaching and non-teaching staff. Institute implements an academic and administrative performance appraisal in a structured form every year to evaluate the academic skills and performance of the staff. Achievements in curricular, co-curricular, and extracurricular activities are considered and critically evaluated by HOD and then by the Principal to encourage the overall development of the staff.

❖ **Objective: -**

- To provide sufficient opportunities for welfare of staff.
- To provide opportunities to acquire higher education in continuation with service.
- To provide opportunities to excel academic/administrative excellence through
- To enhance the overall development of staff.
- To provide facilities to carry on Research/PhD work.

❖ **Who can avail these facilities: -**

Full time Teaching/Non-teaching staff.

❖ These welfare measures are including different financial and non-financial support mechanisms for teaching and non-teaching staff members.

➤ Leave facilities as per the college policy (Casual /Medical/ On duty leave)

- i) Casual leave: - Each staff shall be entitled to 15 days casual leave in an academic year.
- ii) Medical leave: - Each staff shall be entitled to 15 days medical leave in an academic year.

ANNASAHEB RAMESH AJMERA COLLEGE OF PHARMACY



Approved by PCI, New Delhi and affiliated to KBC North Maharashtra University, Jalgaon.
Accredited by NBA (B. Pharmacy)

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(B.Com, MBA)


Principal
Dr. Rajendra D. Wagh
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Date:

- iii) Duty leave: - The teacher attending the official meeting/ conference/ seminar/ any other non-remunerative official business of the university/Institute.
 - iv) Vacations: - Staff who are in regular service are eligible for a vacation of university and institute.
- Financial support for skill gradation- attending seminars / workshops / conferences / FDPs / training programs/poster presentations/oral presentations etc.
 - Festival bonus was given to non-teaching staff.
 - In the afternoon break college provide the tea for all teaching and non-teaching staff. (02:00 pm to 02:30 Pm)
 - For eligible staff members, a Gratuity scheme is applicable as per the Government act.
 - Provident Fund is given to employees as per the norms.
 - Women's grievance redressal cell: The Institute has an internal complaint committee to handle staff issues.
 - To Encourage non-teaching staff to attend laboratory training programs, fire safety training, library training, etc.




Principal
Dhule Charitable Society's
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Content Sheet

| Sr. No. | Particular of Documents | Documents |
|---------|------------------------------|-------------------------------|
| 01 | Performance Appraisal Policy | View Document |
| 02 | Sample Performance Appraisal | View Document |
| 03 | Welfare measures | View Document |