

FACILITIES OF FACULTY

Faculty development programs,

1. personal teaching audit,
2. Attendance and performance audit,
3. Academic Performance Indicator (API) system are the efforts made to enhance the professional skill of the teaching staff.
4. Computer skills were taught to all non-teaching staff and administrative leadership workshops conducted to improve the competencies of non-teaching staff. These are detailed in 7.3.1 The research interests and the work done by the faculty are displayed in their work areas, in each of the departments.
5. Reviewing the appraisal by the immediate superior, feedback was provided immediately to the individual concerned.
6. Some faculty members were also counseled by
The Dean of Faculties.
Director (Academic Administration) and
Deans/Principals of faculties conduct meetings with the constituent departments and appraise them of the department performance based on agenda.
7. The implementation of academic performance indicator system, for appointment and promotion of teachers from 2012-13 .

Introduction of Performance Linked Incentive Scheme (PLIS) from the year 2012-13 as a motivational mechanism for maximizing teaching, health care, research and consultancy, and resource mobilization potentials of faculty members have been implemented.

Welfare schemes are available for all teaching and non-teaching staff.

a. Statutory provisions under staff welfare measures:-

Type of Scheme	2009-2010	2010-2011	2011-2012	2012-2013
Provident fund (Settled)	560	623	681	635
Gratuity (Settled)	78	97	91	104
Gold Coin -4 Grams for 10 years continuous service	42	45	57	85
Gold Coin - 06 grams for 20 years continuous service	336	20	5	4
Festival Advance (Per Annum)	1029	845	945	993
Salary Advance (Per Annum)	11	16	12	5
Education loan (Per Annum)	285	207	213	195
Marriage Advance (Per Annum)	34	26	28	18
Welfare Fund loan (Per Annum)	260	295	330	400
Preferential rate for personal and vehicle loan(Per Annum)	-	238	499	372
Stitching charges (Per Annum)	874	1054	1196	1538
Washing allowance - Rs. 200/p.m. (Per Month)	2651	2830	3085	3276
CL Encashment -50% (Per Annum)	815	794	888	914
OP Treatment –Lab Rs.2,000/-p.a. (Per Annum)	2632	3538	3079	3341
Pharmacy -Rs.1,000/p.a (Per Annum)	2632	3538	3079	3341
Funeral Expenses Rs.5,500/- (Per Annum)	-	2	4	2
Marriage Gift- Rs. 500/- (Per Annum)	100	146	111	119
Free Tea/Coffee (Per Month)	1631	1899	2494	2500
Free accommodation for Nurses (Per Month)	735	868	870	948
Food for nurses staying inside the campus – 50% paid by management (Per Month)	718	847	858	922
Food for nurses staying outside the campus – 50% paid by management (Per Month)	24	23	22	24
Food for Employees at Rs. 2/- per token (Per Month)	275	357	373	265
ESI (Per Month)	46	40	1720	2508

b. Financial Support /Other Facilities:-

The following are available for all academic staff:

- Financial support for attending /presenting paper at national & international seminars & Conferences.
- Financial support for publication of journals.
- Encourage research activities including awarding GATE / Young scientist Project grant.
- Support for Hosting Seminars & Conferences including CMEs and Workshops within the campus.
- Research grants / Fellowships for Ph D students.
 - Research financial support for faculty, students and researchers is provided as described in Criterion III.

c. Other Welfare Measures:-

- Group insurance
- Accident coverage
- Earned leave Encashment
- Staff quarters
- Uniform for all employees
- Food at subsidized rates
- Health Insurance- self & dependents
- Creche and lactation support programs
- Lactation program for working women employees with infants.

Number of faculty who availed sabbatical or special leave:

Year	Study leave & Place of Study / Training		Sabbatical / Special leave Places		Outcome of Training
	Domestic	International	Domestic	International	
2009	13 (Chennai/ Hyderabad / Trivandrum)	1 (Taiwan)	-	5 (China, Libya, Qatar, USA)	Higher degree/ Fellowships specific superspecialty or Focused Research area training
2010	12 (Chennai)	2 (USA & Thailand)	-	6 (Canada, UAE, Kuwait, USA, Qatar)	
2011	7 (Chennai)	2 (UK, Singapore)	1 (Andhra)	-	
2012	9 (Chennai/ Trivandrum)	1 (UK)	3 (Chennai)	1 (USA)	
2013	8	4 (Taiwan, Korea)	-	-	
2009- 2013	49	10	4	12	