



NARAYANA COLLEGE OF NURSING

Chinthareddypalem, Nellore - 524003, A.P.

Ph No: 0861-2317969 | Fax: 0861-2311968.

Recognized by Indian Nursing Council and A.P. Nurses & Midwives Council

Affiliated to NTR University of Health Sciences, A.P. Vijayawada.

Accredited by "International Accreditation Organization (IAO)"

website: www.narayanannursingcollege.com || e-mail: narayana_nursing@yahoo.co.in



FACULTY WELFARE POLICY

TITLE	FACULTY WELFARE POLICY		
POLICY NO	09	ISSUE NO	001
NO OF PAGES	5	DATE	31.12.2021
EFFECTIVE FROM	31.12.2021	NEXT REVISION	31.12.2025

A. Indira
Principal

Principal

NARAYANA COLLEGE OF NURSING
Chinthareddypalem,
NELLORE - 524 003

D. R. Anuraj
Principal

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Objectives:

1. To Promote physical, mental, and emotional health among employees.
2. To Enhance job satisfaction and morale to boost productivity and reduce turnover.
3. To Encourage a balance between professional and personal lives, offering flexible working arrangements where possible.
4. To Ensure a safe working environment and provide access to health resources.
5. To Foster a supportive workplace culture that values diversity, inclusion, and respect.
6. To Facilitate training and development opportunities to help employees grow in their careers.
7. To Provide financial benefits, such as fair compensation, retirement plans, and other financial assistance programs.

Scope:

A staff welfare policy's purview includes a variety of programs designed to enhance workers' well-being, such as financial benefits, work-life balance, professional development, and health and safety measures. In order to improve job happiness and organizational commitment, it also discusses support networks, recognition initiatives, and initiatives to create a pleasant workplace culture.

D. R. Arany
Principal

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All employees of Narayana College of Nursing are entitled to the following welfare schemes.

1. Maternity leave for female employees
2. Subsidized canteen facility
3. Accommodation facility
4. In campus childcare facility (Crèche)
5. Paid conference leave
6. Birthday celebrations
7. Time offs
8. Access to fitness center
9. Access to Central Library
10. Faculty tour
11. Family Health Care Scheme
12. School concession
13. Employee Provident fund Scheme
14. ESI Scheme
15. Gratuity Scheme

Dr. R. Anji
Principal

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1. Maternity leave for female employees

All teaching and non-teaching faculty are entitled to 60 days of maternity leave after completion of 2 years of continuous service in the institution. For nonteaching staff the benefits of ESI scheme shall be availed for Maternity leave benefits. Young mothers who stay nearby the campus are allowed to take care of their children during break time.

2. Subsidized canteen facility

All employees of Narayana College of Nursing are entitled to a 10% reduction in charges at all canteens in the college Campus. The employees can also avail credit pay facility at the outpatient canteen. The employee should start an account in the outpatient canteen register and will be assigned a specific page number in the register under specific category. The employees can pay their canteen dues on a monthly basis according to the credit system. The employee shall obtain a no due certificate from all the canteens while resigning from the job.

3. Accommodation facility

Subsidized accommodation inside the campus hostel is provided at a minimal rate of Rs.400/- per month can be availed by female teaching faculty if needed.

4. In campus childcare facility (Crèche)

There is a play school for kids, within the campus. It is provided at a nominal rate for employees of Narayana College of Nursing.

5. Paid conference leave

Policy: The institution implements financial support to teaching faculty and decides to make the following policies and procedures:

- Participation in CNE / seminar / Conference / Workshop / Webinar/ short term course / Training Programme / Membership in Professional bodies: Faculty participating in CNE/seminar/Conference/Workshop/Webinar will be provided with a maximum of Rs.1500/per year as the registration fees and provide a maximum of 5 days of duty leave.
- **Paper/Poster presentation:** Faculty presenting paper / poster in State/ National / International Seminar / Conference / Workshop /Webinar will be provided with a financial assistance of Rs 1000/per year.
- **Publication in indexed journals:** Publication of the research projects in indexed journals will be provided financial support ofRs.3000/per year.

D. S. D. D.
Principal
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- **Research Grant:** Provision of Rs.25000/- cash award as an endowment for the faculty who has been selected as the best research performer based on the criteria.

To claim the sanctioned amount: Reimbursement of the amount will be only carried out only after the faculty submits the application form along with the brochure, participation certificate, and receipts/bills of the payment. In case of sanctioning extra amount besides from the above said can be permitted after discussion with the authority.

6. Birthday celebrations

Each teaching and non-teaching staff birthday is celebrated as common get together. The employee's birthday will be intimated by Office Superintendent to the Academic Coordinator and the employee will be personally wished by the Academic Coordinator on their birthday.

7. Time offs

A register is maintained in the principal office for the faculty to record the extra hours of duty they have done for accreditation or other college related activities. The register will be personally monitored and verified by the Principal and one day duty off will be allotted after completion of 8 hours of extra duty. The faculty is entitled to take 2 hours permissions in a month after getting prior approval from the Principal.

8. Access to fitness center

Interested faculty can utilize the Gymnasium facility present in the campus with a concessional rate of Rs.150/month.

9. Access to Central Library

All faculty are entitled to utilize the central library for referencing and allowed to take photo copies with free of charge.

10. Faculty tour

Every year both teaching and non-teaching faculty undertakes one day picnic along with their family members, Principal, Academic Coordinator which will be partially sponsored by the Management. Religious sisters have special tour facility with management other than common faculty tour.

Dr. B. S. Devi
Principal

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11. Family Health Care Scheme

Under Family care scheme each employee is eligible for registering 4 (3 + 1) family members for concessional treatment of 10% at total cost.

12. School concession

Scholarships/concession are provided specifically for the children of faculty members, helping them cover educational costs.

13. Employee Provident fund Scheme

All faculty with basic salary less than 15000/- is eligible for Provident Fund.

14. ESI Scheme

All teaching and non-teaching faculty with wage limit less than 21000/- is eligible for ESI benefit.

15. Gratuity Scheme

All teaching and non-teaching staff except on contract basis, on termination of employment after 5 years of continuous service due to retirement will be eligible for gratuity.

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Approved by	Dr.A.Indira (Principal)	 Principal

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