

6.3.1 Faculty Welfare Measures

St. Ann's Management strongly believes that quality employees are the foundation of a healthy and balanced working environment, which is necessary for cultivating excellence and enhancing the art of teaching and learning. To support this belief, the management provides vibrant employee welfare measures aimed at **improving their quality** of life and ensuring their well-being. The management is committed to supporting its employees and ensuring that they have the resources and environment they need to thrive.

The College makes arrangements for availing the following welfare schemes:

Cater to Emotional Needs

Staff grievance redressal cell to address concerns and grievances.

Provide access to professional counselors for both staff and students.

Show public appreciation for staff achievements and after successful completion of events.

Foster a sense of community by inviting staff to lunch on special occasions such as St. Ann's Feast, Christmas, Teachers' Day, and Women's Day.

Avenues for Career Development and Progression

At the beginning of the academic year, the teaching staff attends annual orientation and workshops.

During the Ph.D. process, the staff is given paid leave and the provision of part-time facilities.

Completing a Ph.D. degree results in an incentive in the form of a salary hike.


Quarterly Faculty Development Programmes are conducted for the teaching staff.

Provision of suits and Vests

Access to free stationery to maintain staff records.

Training for non-teaching staff.

- The college regularly arranges training sessions in administrative skills, financial management, internal management, and software training for both teaching and non-teaching staff.
- - Periodic medical camps are organized for health and eye examinations of staff members, promoting their well-being.
- - Staff enjoy access to the college's indoor and outdoor recreational facilities during their leisure time, enhancing their work-life balance.
- - The Sister home is open for staff visits on holidays from 9 a.m. to 3 p.m., fostering a sense of community.
- - The management Sisters demonstrate empathy by addressing the personal and professional challenges faced by staff members, providing understanding and support.
- - Essential amenities, such as clean drinking water, personal cabinets, designated parking, and departmental PCs, are readily available for staff use, enhancing their comfort and productivity.
- Free provision of Vests and suits
- Auditorium is available for hire by staff for their personal celebrations.


Principal
St. Ann's College for Women
Maikapuram, Visakhapatnam-18


- Educational assistance and medical allowances for economically poor non-teaching staff and their children.
- Timely credit of salary to the bank account
- He/she shall receive moderate gifts at Christmas and on Teachers' Day.
- Excursion for staff and non-teaching staff.
- Maternity benefits without loss of pay for six months
- Casual leaves up to 12 days per year
- Medical leave for the staff
- Medical assistance for employees
- Financial support for the publications and seminars
- PT, ESI and EPF facilities for the employers.
- Yearly increment in the salaries

Material Benefits

- The campus has separate staff rooms for males and females.
- Staff residential assistance is provided on the college premises if needed.
- Provision of free Wi-Fi facility for the staff within the college campus.
- Spacious library equipped with the latest books, articles, magazines, and journals, as well as N-List.
- Food is available at the canteen at a reasonable price.
- Access to digital services- LCD Projectors, White Screen and Interactive Flat Panels

Financial Support

- The staff is encouraged to attend workshops and conferences at both national and international levels.
- Sponsor the education of children of non-teaching staff.
- The non-teaching and domestic staff can claim a festival advance for celebrating festivals.
- The staff can also claim Provident Fund and monetary support.
- The staff can attend Faculty Development Programmes or other workshops and publish research publications with prior permission.


 Principal
 St. Ann's College for Women
 Maikapuram, Visakhapatnam-15