

### 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

**St. Ann's College for Women  
Malkapuram, Visakhapatnam -11  
Faculty Welfare Measures  
PUBLIC APPRECIATION**



**EYE AND HEALTH CAMPS**



**VESTS**



**BLAZERS**



*for Principal*  
Principal  
St. Ann's College for Women  
Malkapuram, Visakhapatnam-11



# St. Ann's College for Women Malkapuram, Visakhapatnam -11



## FACULTY DEVELOPMENT PROGRAMMES



## VISITING SISTERS' HOME



## STAFF FUN



## STAFF AS RESOURCE PERSONS



*Dr. [Signature]*  
Principal  
St. Ann's College for Women  
Malkapuram, Visakhapatnam-11



**St. Ann's College for Women  
Malkapuram, Visakhapatnam -11**



## **SPACIOUS PARKING LOT**



## **CANTEEN**



## **DEPARTMENT PC**



## **INTERACTIVE PANELS**



## **WIFI FACILITIES**



*Dr. J. J. J.*  
Principal  
St. Ann's College for Women  
Malkapuram, Visakhapatnam-11



# St. Ann's College for Women Malkapuram, Visakhapatnam -11



## LIBRARY



## STAFF ROOM



## DRINKING WATER



## PERSONAL CABINETS

*S. Prabhavathi*  
Principal  
St. Ann's College for Women  
Malkapuram, Visakhapatnam-11



# St. Ann's College for Women Malkapuram, Visakhapatnam -11



## GIFTS ON CHRISTMAS AND TEACHERS'S DAY



## Outing for Teachers Day



## Fun time for Teachers



*S. Prabhavathi*  
Principal  
St. Ann's College for Women  
Malkapuram, Visakhapatnam-11

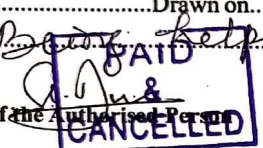
# ST. ANN'S COLLEGE, MALKAPURAM

A unit of St. ANN'S SOCIETY  
VISAKHAPATNAM - 530 011, ANDHRA PRADESH

318

## PAYMENT VOUCHER


Date : 17/2/2024

Head of A/C: Help to the poor  
 Paid to.....  
 The sum of Rs. 15000/-  
 Rupees Fifteen thousand only  
 In the form of Cash/Cheque/D.D./NEFT/RTGS. No.....  
 Dated..... Drawn on.....  
 Towards Being helped to the students for the School fee  
 Signature of the Authorised Person:   
 Signature of the Payee: M. Sugeela

PAID & CANCELLED

RE

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### SARASWATHI VIDYA VIHAR

(ENGLISH MEDIUM SCHOOL)  
 Recognised by the Govt. of A.P.  
 Jawaharnagar, Sriharipuram, Visakhapatnam - 530011.  
 PH: 0891-2578591 / 9052523167

#### FEE RECEIPT

Receipt No. : 16059 / 2023-2024	Receipt Date : 19-Feb-2024
Session Id : L09	Class/ Section : IX - B1
Student Name : ALLA KUNDANA SRI	Roll No. : 39
Parent Name : NAGESWARA RAO	Manual Rct. No. : -
	Date : -

Particulars	Total	Concession	Paid	Paid Now	Balance
ADMISSION FEE	25200.00	0.00	8000.00	15000.00	2200.00
<b>Total</b>	<b>25200.00</b>	<b>0.00</b>	<b>8000.00</b>	<b>15000.00</b>	<b>2200.00 bal</b>

Payment : ONLN 4597955162094 19-Feb-2024 (March)

Discount on Fine : 0.00 Total Fine : 0.00

Amount : 15000.00 [ Fifteen Thousand Only ]

This is a computer generated print out. No signature required.

PAID & CANCELLED

All the amounts are in Rupees ( Rs.).

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*S. Prabhakar*  
 Principal  
 St. Ann's College for Women  
 Malkapuram, Visakhapatnam-530011



**ST. ANN'S COLLEGE, MALKAPURAM**

A unit of St. ANN'S SOCIETY  
VISAKHAPATNAM - 530 011, ANDHRA PRADESH

**PAYMENT VOUCHER**

Date : 20/02/2024

323

Head of A/C: *Help to the poor*

Paid to.....

The sum of Rs. *14300/-*

Rupees..... *fourteen thousand three hundred only.*

In the form of Cash/Cheque/D.D./NEFT/RTGS. No.....

Dated..... Drawn on.....

Towards *Beine helped for the education of P. Mary Thirumala*

Signature of the Authorised Person *[Signature]*

**PAID**  
**CANCELLED**

*P. S. Babu*  
Signature of the Payee

*pk*

online transaction

2023-24



# SARASWATHI VIDYA VIHAR

(ENGLISH MEDIUM SCHOOL)

Recognised by the Govt. of A.P.

Jawaharnagar, Sriharipuram, Visakhapatnam - 530 011.

10200

CASH RECEIPT

Date: 20/2/24

Received with thanks from Kumari / Mrs. P. Mary Therisa  
of Class IX Section C Roll No. \_\_\_\_\_  
sum of Rupees four thousand three hundred  
wards II, III & IV terms only  
Rs. 4300/-  
I. Mayjai  
Cashier  
Principal

Saraswathi Vidya Vihar

State Bank of India

Ac-no - 10051100411

IFSC - SBIN0003436

Branch - Sriharipuram.

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*S. Prabhakar*  
Principal  
St. Ann's College for Women  
Malkapuram, Visakhapatnam-11

**ST. ANN'S COLLEGE, MALKAPURAM**

A unit of St. ANN'S SOCIETY  
VISAKHAPATNAM - 530 011, ANDHRA PRADESH

326

**PAYMENT VOUCHER**

Date : 22/02/24

Head of A/C. Help to the poor

Paid to.....

The sum of Rs. 12,000/-

Rupees Twelve thousand only.

In the form of Cash/Cheque/D.D./NEFT/RTGS. No.....

Dated..... Drawn on.....

Towards Being helped to the poor student for the Education.

Signature of the Authorised Person

PAID &  
CANCELLED

PK

S.V. Ravikiran  
Signature of the Payee

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**ST. ANN'S COLLEGE, MALKAPURAM**

A unit of St. ANN'S SOCIETY  
VISAKHAPATNAM - 530 011, ANDHRA PRADESH

327

**PAYMENT VOUCHER**

Date : 22/02/24

Head of A/C. Help to the poor

Paid to.....

The sum of Rs. 10,000/-

Rupees Ten thousand only.

In the form of Cash/Cheque/D.D./NEFT/RTGS. No.....

Dated..... Drawn on.....

Towards Being helped to the poor student for the Education.

Signature of the Authorised Person

PAID  
CANCELLED

PK

Signature of the Payee

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*S. Prasad*  
Principal  
St. Ann's College for Women  
Malkapuram, Visakhapatnam-11

**ST. ANN'S ENGLISH MEDIUM SCHOOL**

BUTCHIRAJUPALEM, VISAKHAPATNAM-530 027

Affiliated to the Council for I.S.C. Delhi, No. 2059/11-34 (377) 14th Sept. 1987

TO WHOMSOEVER IT MAY CONCERN

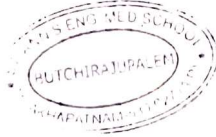
**FEE RECEIPT**

n. No. 10573

This is to certify that Master/Kumari Bandaru Yonish Vinay  
n / Daughter of Sri/Smt. Bandaru Triveni is/was  
studying/studied in this institution class VI - A He/She had paid  
Rs. 10000/- towards tuition fees PAID & RECEIVED and other  
fees - for the period from JAN 2023 to April 2024

Place : Butchirajupalem

Date : 20 / 02 / 2024



S. Balya J  
PRINCIPAL  
St. Ann's Eng. Medium School  
BUTCHIRAJUPALEM  
VISAKHAPATNAM-530 027 (A.P.)

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S. P. S. S.  
Principal  
St. Ann's College for Women  
Malkapuram, Visakhapatnam-14

**SISTERS OF ST.ANN, VISAKHAPATNAM**  
**APPLICATION FOR REQUEST FOR FCRA**  
**ACCOUNT CUM UTILISATION STATEMENT**

From  
Dr. Sr. Prema Kumari  
Principal  
St. Ann's College for Women Malkapuram  
Visakhapatnam -11.

To  
The Provincial Superior  
Sisters of St. Ann's Arunodaya  
Visakhapatnam.

S.No	Month/Year of Approval	Name of the project	Amount approved
1.	27-07-2024	Educational Project	67,000/-

  
Principal  
St. Ann's College for Women  
Malkapuram, Visakhapatnam-11

Utilization details of the budget:

Project amount sanctioned: 67000/- Amount received from the Province: 67000/-				
DETAILS OF AMOUNT SANCTIONED AS PER THE PROPOSAL		PAYMENTS		
Particulars of budget heads	Amount approved as per project proposal	Expenditure details	Balance amount forwarded as per budget heads	Remarks if any
S. Charan Sandhesh.	67,000	Term Fee : 30,000/- Books Fee : 15,000/- Vehicle Fee : 10,500/- Other Extra Fee : 11,500/-	Nil	Nil
		Closing balance		
<b>TOTAL</b>		<b>TOTAL = 67,000/-</b>		

Fee Details of : S. Charan Sandhesh.

Intermediate I<sup>st</sup> Year MPC

College Fee of I<sup>st</sup> Year : 67,000/-


Term Fee : 30,000/-

Books Fee : 15,000/-

Vehicle Fee : 10,500/-

Other Extra Fee : 11,500/-

Total : 67,000/-

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

Dear Sister,  
Greetings from Sr. Prema.

We are happy to acknowledge and thank you for sanctioning the project money to continue the studies of S. Charan Sandhesh.


As the academic year began, we need to pay his fees, kindly send the sanction amount for the following account number.

	Name of A/C	Account No	Amount
Intermediate I <sup>st</sup> Year MPC Fee	MAST SADHASIVUNI CHARAN SANDHESH 2. MRS SADHASIVUNI RAMADEVI	16870100099199	67,000

Name of the bank : THE FEDERAL BANK LTD  
Branch : GAJUWAKA  
IFSC Code : FDRL0001687

The total amount is 67,000/-  
Thank you for all the help you extend to us.

Yours Sincerely,  
Dr. Sr. Prema Kumari.

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