



Shellino Education Society's

ARUNAMAI COLLEGE OF PHARMACY

- Gat No 285, Vidgaon Road, Mamurabad, Jalgaon, (MS) 425002
- Approved by PCI, New Delhi & Affiliated to KBC North Maharashtra University, Jalgaon
- www.acopmamurabad.com | jalpharmaedu@gmail.com | [9403739090](tel:9403739090) | [9403710774](tel:9403710774)

Nanasaheb R. G. Patil
(President)

Dr. T. A. Deshmukh
(Principal)

The objective of SES, Arunamai College of Pharmacy in Mamurabad is dedicated to empowering its employees with welfare measures. Taking initiatives and making efforts to develop welfare schemes is crucial for the betterment of stakeholders, particularly students and employees. The institute has recognized the importance of performance appraisal and welfare measures for both teaching and non-teaching staff, and has prepared a policy to ensure their effective implementation.


To evaluate the academic skills and performance of the staff, the institute conducts an annual academic and administrative performance appraisal. This appraisal is carried out in a structured form, allowing for a comprehensive evaluation. The achievements in curricular, co-curricular, and extracurricular activities are taken into consideration during the appraisal process. The Head of the Department (HOD) plays a role in critically evaluating the staff's accomplishments, and subsequently, the Principal reviews and provides feedback to encourage the overall development of the staff.

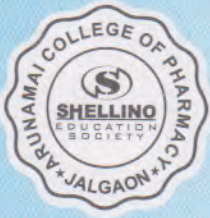
By implementing performance appraisal and welfare measures, SES, Arunamai College of Pharmacy aims to support and enhance the skills and performance of its employees. This approach demonstrates a commitment to fostering a positive and conducive environment for both the staff and the students.

Nature of Assistance available under the Scheme

Under the welfare scheme at SES, Arunamai College of Pharmacy, Mamurabad, various forms of assistance may be available to employees. While the specific details of the scheme would need to be obtained from the college administration, here are some common types of assistance that are often included in employee welfare schemes:




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1. Employee Provident Fund:

Institute Shall provides EPF Scheme to all teaching and Non-teaching staff for every month the specified amount will redacts from **Employee** salary and deposited , with management share to **Employee** PF Account. The **Employee** can contact to institute accountant and Administrative staff for further details.

2. Financial support for Conferences/Seminar/Workshop/Membership:

Teachers will get financial assistance for attending State notational/International level Seminars, Workshops, Conference in the field of pharmaceutical sciences. Teachers will also get financial support to obtain professional membership of relevant field.

3. Organization of Conferences/Seminar/Workshop/Administrative training program of teaching/Non- teaching staff.

The institute will conduct various academic/administrative training programs to improve the skill knowledge of teaching and non-teaching staff.

4. Leaves:

Staff members are able to advantage the leave facilities as per the eligibility criteria and norms of SES, Arunamai College of Pharmacy, Mamurabad.

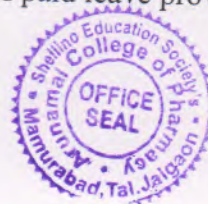
Casual Leave: The teacher shall be entitled to Twelve days casual leave in an academic year.

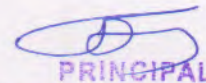
Duty Leave: A teacher attending a meeting/seminar/workshop will be treated on duty if he has received prior permission for any other non-salaried official business of the university college institution.

Medical Leave: All the employees are entitled for Ten Medical Leaves in an academic year.

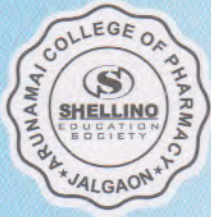
Maternity Leave: The Indian Maternity Benefit Act of 1961 stipulate that new mothers are permitted to take six months or 26 weeks of paid leave provided.

The various welfare measures for the staff:




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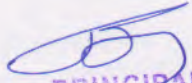
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- Provident Fund is given to employees as per the norms.
- Wi-Fi enabled campus is there to facilitate the teaching learning & research activities.
- Leave facilities as per the college policy (Casual /Medical/Earned leaves/Duty leave /Earned Leaves /Maternity leaves).
- Financial support for skill gradation- attending seminars/workshops/ conferences/ FDPs /training programs/poster presentations/oral presentations etc.
- Women's grievance redressal cell: The organization has an internal grievance committee to deal with employee issues.
- A sanitary napkin vending machine with an incinerator machine is available for ladies.

The Institute provide uniforms to security staff, laboratory technicians, and peons.

To encourage non-teaching staff to attend laboratory training programs, fire safety training, library training




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