



WEST GODAVARI INSTITUTE OF SCIENCE AND ENGINEERING

(Approved by AICTE –New Delhi and Affiliated to JNTU – Kakinada)

An ISO 9001 – 2008 Certified College

AVAPADU, PRAKASARAOPALEM – 534112, Nallajerla Mandal, W.G.Dist. (A.P)

Cell : 9951277789, E-mail : principal.wise@gmail.com, website : www.wise.ac.in

6.3.1 The Institution Has Effective Welfare Measures For Teaching And Non-Teaching Staff

Institution carries out several welfare measures for teaching and non teaching staff.

Faculty members are eligible to utilize 12 casual leaves in an academic year..Vacation leaves are also provided to teaching and non teaching staff during summer. In any special case the faculty can avail three permissions in a month. Increments and special incentives are given to faculty members yearly based on their performance in the academics. Maternity leaves are provided to female staff after completing minimum two years probation in the institution. On duty leave is given to the teaching faculty to attend seminars, conferences, workshops, training Programs and faculty development programs. Subsidized transportation for teaching and non teaching. The staff is provided a fee concession for their children education in the sister concerned institutions..Monetary benefits are provided for those with higher qualifications such as M Phil /PhD and appreciation to faculty and staff for performing good work and completing PhD program. Monetary benefits are also provided to faculty for publishing papers in National/International seminars. Salary advance facility is provided for teaching and non teaching staff for the special occasions and festivals.

Our campus has well-defined initiatives for faculty empowerment through training and encouragement.

Senior faculty evaluate new faculty members' performance and give peer comments to help them improve their teaching-learning process. The Department Head or senior faculty members in the department instruct junior faculty members on how to effectively maintain the department file system. All faculty members are deputed to attend Faculty Development Program that are conducted at various institutions. If any faculty still feel difficult to handle the subjects will be sent for training once again in the consecutive semesters.

Measures were taken by the institution for attracting and retaining eminent faculty

Maximum 21days' vacation for teaching faculty members as per their eligibility and 15 days for nonteaching staff. Maximum 25 days On-Duty per year for faculty members. The faculty members and non-teaching staff shall avail permission for emergency purposes during their working day without affecting their academic work and non-academic work. Faculty members interested in pursuing a Ph.D. on Part- Time basis shall submit an application to the management through the principal seeking



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permission for registration. The college shall grant On Duty to the Ph.D. scholars to meet their supervisors for discussion related to their research.

Some other welfare measures provided by our institution:

- Pregnant ladies and lactating mothers are given necessary concessions in their day-to-day work and they are given flexible timings as per their requirements,
- Study leaves for pursuing higher studies,
- Uniform is provided to peon and security
- Management funded training programs for teaching and non-teaching employees.


PRINCIPAL
Principal

West Godavari Institute of
Science & Engineering (W.G.I.E.)
Avapadu, Prakasaraopalem
W. G. Dt. (A. P.)