



### INFORMATION

#### Criteria6 : Governance, Leadership and Management

#### Key Indicator : 6.3 Faculty Empowerment Strategies

#### Metric : 6.3.1

**Metric Description : The Institution has effective welfare measures for teaching and non teaching staff and other beneficiaries**

**Describe the existing welfare measures for teaching and non-teaching staff and other beneficiaries, within 500 words**

The administration accords its human resource as the most crucial and important resource of the university. In addition to a structured system for professional development of the staff, the University has implemented well defined service rules, promotion policies, leave as per state civil services rules, welfare schemes and grievance redressal mechanisms.

#### **Welfare measures for teaching staff**

1. Annual appraisal system and corresponding salary increment and time bound promotion for teachers of Faculty of Medicine is based on the academic and research performance.
2. Dearness allowance is disbursed biannually to as per state government notification.
3. The teachers are admissible to financial support for attending national/ international conference, seminar, workshop which covers all aspects of the event.
4. The university offers various structured allowances such as LRA, CEA, TA, CRA, NPA, Conveyance allowance, Mobile and newspaper allowance and reimbursement of registration fee of professional bodies, as per the university norms.
5. In house medical facilities are provided to all the teaching staff and their dependents inclusive of medical expenses incurred on referral to higher centre as per state government rules.
6. The leaves admissible to the staff include Casual leave, Earned leave, Maternity Leave, Paternity Leave, Half-Pay Leave, Medical Leave, Special Leave, Half- Day Leave, Summer and Winter Vacations and Duty Leave.
7. Residential accommodation is provided to all the teaching staff with in the campus. The university campus is provided with 24 X 7 security, water and electricity supply and CCTV surveillance at strategic points in the campus. The university also has parks and play areas and adequate green cover.
8. The well equipped University gymnasium provides an important opportunity for the staff to engage in physical activity to lead a healthy and active lifestyle.
9. Officers Club within the University campus is a place for recreational activities and for holding small gatherings for small scale events.
10. Transportation facility for official purpose is provided to the staff.
11. AC/ non-AC bus is also available for the wards of teaching and non-teaching staff for ferrying them to Etawah at very nominal fees.
12. Chauffeur driven cars on solitary basis are admissible to senior officials.
13. Superannuation benefits are provided as per University norms.

#### **Welfare measures for Non-teaching staff:**

1. Annual Appraisal System and corresponding salary increment is based on their performance.
2. Dearness Allowances is admissible biannually to all the ministerial and non - teaching staff in accordance



# उत्तर प्रदेश आयुर्विज्ञान विश्वविद्यालय

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to government notification.

3. Non- teaching staff residing beyond University campus has been provided with transport facility for to and fro transport.

4. The university also covers medical expenses of non-teaching staff and their dependents incurred on referral to higher center as per up government rules.

The non- teaching staff is admissible to the leaves stated in the section for teaching staff, are benefited by residential accommodation and have access to gymnasium.

| Details                                   | Supporting Documents          |
|---|-------------------------------|
| Policy document on welfare measures       | <a href="#">View Document</a> |
| List of beneficiaries of welfare measures | <a href="#">View Document</a> |
| Any other relevant information            | <a href="#">View Document</a> |