Atreya Ayurveda Pratisthana®
Spoorthi Ayurveda Medical College and
Dr S.V.Savadi Ayurvedic Hospital Gangavathi
ISO 9001:2015 Recognized Institution
(Recognized By Govt. of Karnataka & N.C.I.S.M. New Delhi)
(Affiliated to Rajiv Gandhi University of Health Sciences, Bangalore)

Ref: NAAC 6.3.1 **Date: 30-10-2026**

6.3.1 The institution has effective welfare measures for teaching and Non-Teaching staff

Spoorthi Ayurveda Medical College and Dr. S. V. Savadi Ayurvedic Hospital, Gangavathi, functioning under Atreya Ayurveda Pratisthana®, is committed to promoting the professional development, physical well-being, financial security and job satisfaction of its teaching and non-teaching staff. The institution has implemented various **staff welfare measures** to create a supportive, inclusive and motivating working environment.

1. Professional Development and Financial Support for Teaching Faculty

The institution encourages teaching faculty to participate in National and International Conferences, Workshops, Faculty Development Programmes (FDPs), Continuing Medical Education (CME) programmes, seminars and research-related activities. Financial assistance, registration fee reimbursement, travel allowances or other eligible compensation are provided as per institutional policy. Faculty members are encouraged to upgrade their academic, clinical, research and teaching competencies through continuous professional development.

2. Maternity and Menstrual Leave Benefits

The institution provides **six months (180 days) of paid maternity leave** to eligible female employees in accordance with applicable rules and institutional leave policies. Additionally, **one day of menstrual leave per month** is provided to eligible female staff to support their health, comfort and workplace well-being.

3. Performance-Based Appraisal System

A periodic **Performance-Based Appraisal System (PBAS)** is implemented for teaching faculty to assess academic performance, teaching effectiveness, clinical contributions, research publications, student mentoring and institutional responsibilities. The appraisal process identifies professional strengths, areas for improvement and training requirements. Performance outcomes are considered for recognition, professional development and career advancement, as applicable.

4. Welfare Measures for Non-Teaching Staff

The institution recognizes the valuable contributions of administrative, technical, laboratory, hospital and supporting staff. Non-teaching employees are provided with **annual bonuses and performance-based rewards**, subject to institutional policies. Dedicated and

meritorious employees are recognized for their commitment, punctuality, efficiency and quality of service.

5. Festival Benefits and Staff Recognition

The institution promotes employee satisfaction and cultural harmony by providing festival-related leave benefits and distributing dresses or clothing materials to eligible non-teaching and supporting staff on special occasions. These initiatives strengthen institutional belonging, mutual respect and employee morale.

6. Training and Skill Upgradation Programmes

Regular training and skill enhancement programmes are organized for teaching and non-teaching staff. Teaching faculty receive training in innovative teaching methodologies, clinical competency, research methodology and quality assurance. Non-teaching staff are encouraged to participate in programmes related to computer literacy, office administration, laboratory practices, hospital management, patient safety, infection control and communication skills.

7. Supportive Working Environment

The institution promotes a healthy working environment through transparent administrative practices, accessible grievance redressal mechanisms, employee recognition and opportunities for professional growth. Staff members are encouraged to participate in institutional committees and quality improvement initiatives.

Conclusion

Through financial assistance, paid leave benefits, performance appraisal, annual bonuses, festival benefits, employee recognition and continuous skill development, the institution demonstrates its commitment to comprehensive staff welfare. These measures enhance employee satisfaction, professional competency, institutional loyalty and the overall quality of Ayurveda education and healthcare services.

CHAIRMAN

IQAC COORDINATOR

IQAC CO-ORDINATOR
Spoorthi Ayurvedic Medical College
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