



अखिल भारतीय आयुर्वेद संस्थान
ALL INDIA INSTITUTE OF AYURVEDA (AIIA)
(आयुष मंत्रालय, भारत सरकार के अंतर्गत स्वायत्त संस्थान)
(An Autonomous Organization under the Ministry of AYUSH, Govt. of India)

POLICY FOR WELFARE MEASURES POLICY FOR TEACHING AND NON-TEACHING STAFF

All India Institute of Ayurveda has effective welfare measures in place for its teaching and non-teaching staff. The various welfare schemes are as follows:

1. Medical facilities
2. Maternity benefits as per norms
3. Child Care Leave
4. Leave Travel Concession
5. All the non-doctoral staff members are encouraged to get enrolled for part-time Ph.D. program.
6. Opportunities for international exposure, as per norms.

The following facilities are also provided to employees for efficient functioning :

1. Medical leave
2. Yoga classes
3. Psychological counseling
4. 24 hour power back-up (100%) through solar power plants
5. Wi-Fi facility
6. Workspace
7. Computing facility
8. Cafeteria
9. Free e-transport in campus and Free transport to Faculty and Staff for official purposes.
10. Identity cards
11. Sports facilities

Other facilities: Psychological counseling is available for the staff. A large number of faculty members have been supported for International visits by Staff members to MoU Institutions and Conferences. In order to encourage the young faculty to pursue a vibrant research career internal projects and Seed money have been provided early in their career.

Special scholarships are available for students with less means pursuing PhD.

Mechanism is available for providing non-refundable loans in case of medical emergencies to staff as per need.

The staff is encouraged to give suggestions and regular feedback to improve the welfare measures in the Institute.



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1. FACULTY DEVELOPMENT:

- Fostering research and development, as well as consulting, by involving faculty at all levels.
- Encouraging non-doctoral faculty to enrol in PhD programmes and providing On-duty for the same Providing Ph.D increments for teaching staff.
- Providing Professional body membership fees Encouraging faculty to participate in in-house R&D with students and to obtain patents.
- Encouraging faculty to participate in different online academic webinars and other online courses.
- Providing financial support to attend FDP, seminars and workshops.
- Sponsoring faculty to deliver guest lectures at other higher learning institutes.
- Allowing staff to attend industrial tours in order to improve technical expertise, share/create modern tool facilities, and encourage research activities.

Recognition and awards

- Recognition for producing 100% results.
- On Teachers day celebration every teaching and non-teaching staff are given gifts by the management and lunch is hosted by the Management every year.
- Best Performance Awards given during women's' day celebrations.
- Sports events are conducted for faculty on sports day and prizes are awarded.
- Faculty is encouraged to participate in sports events conducted every year.
- There are recreation activities and various events are conducted every year.

2. NON TEACHING STAFF DEVELOPMENT

- Conduct and encourage attending programmes in modern tools to upgrade.
- Providing support to attend skill development Programme, Seminars, workshops.
- Encourage to attend training programs to hone their computer and e skills.
- Conducting Communication Skills lecture to improve their communication skills.
- Encouraging for higher studies and providing on duty for the same.
- Appreciation for technical research work.

3. PROMOTION:

- The objective of the promotion is to recognize and reward, merit and competence. It improves the organizational and functional effectiveness.
- All promotions shall be subject to completion of minimum qualifying period, other requirements such as employee's current academic performance, their research work, number of publications, commitment of the staff to the improvement of the institution etc.
- The promotion of an employee is purely based on the merit and commitment to institutional development.



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4. WELFARE:

Leave related benefits :

- The Central Civil Services (Leave) Rules, 1972, as amended from time to time, shall apply, mutatis mutandis to the employees of the institute appointed other than on contract basis.
- Employees appointed on contract basis are granted leave under the same rules as are applicable to such employees of Govt of India.
- The Institute grants Paid maternity and paternity leave.
- Paid maternity leave for women employees, limited to the first two children, for a duration of 60 days.
- The Institute also grants CCL (Child care leave).
- Summer and winter vacations are provided.

Finance and related support

Financial assistance:

- Financial assistance is provided to faculty to participate in training programmes, Seminars, workshops, conferences and publication of books.
- Permission are being granted to faculty to serve as resource persons.
- Support and help to participate and present papers in International conferences abroad as per Ministry of AYUSH Guidelines

Free Transport:

The College have one 25 seater bus and One e-Rickshaw to provide travel free of cost from nearest metro station/Bus stop and to distant areas wherever health camps are being organized.

5. MEDICAL FACILITIES:

- The employees of the Institute shall be governed by the Central Civil Services (Medical Attendance) Rules, mutatis Mutandis.

Director
ALL INDIA INSTITUTE OF AYURVEDA,
Sarita Vihar, New Delhi -110076