



TRIMURTI SHIKSHAN PRASARAK MANDAL'S

TRIMURTHI INSTITUTE OF PHARMACY

Approved by AICTE New Delhi, DTE & Government of Maharashtra
Affiliated to MSBTE Mumbai

6.3.1: The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

As a group, we have developed a remarkable culture of mutual respect at work, which fosters an environment that is conducive to both academic and personal growth. We believe that as the institution expands, so does its workforce. The school has high expectations for providing excellent instruction, and as a result, qualified teachers with distinguished academic backgrounds serves the students and the school with high calibre standards. Every member of the faculty has expertise teaching all academic courses. For a range of academic activities at all levels, the school has developed a professional advancement allowance. Faculty members are also encouraged to take part in conferences, workshops, training programmes, faculty development initiatives, etc.

The faculty is encouraged by the institute to apply for Ph.D. programmes. To achieve the desired standards, the university has set up computer proficiency update programmes, equipment training, reagent preparation, glassware and equipment cleaning and maintenance, etc. for the non-teaching staff. To manage the equipment in accordance with SOP, the non-teaching staff has been encouraged to participate in demonstration programmes. In addition to this, the organisation offers welfare programmes such as:

1. Pay commissions are applied in accordance with the rules.
2. For academics attending conferences, there are registration fees, dearness allowances, and travel grants.
3. Workshops are available.



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4. Rewards for the top research projects.
5. For the necessary staff, study, maternity, and medical leaves are approved.
6. Pay advance and loans to selected staff members, both teaching and non-teaching.
7. Transport services for every employee. 8. Planning campaigns to raise health awareness.
9. Planning recreational and cultural events in which all employees are welcome to take part.
10. Presents to employees on special occasions like marriage, housewarming parties, and child marriages.



PRINCIPAL
Principal

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