



SANDRA SHROFF COLLEGE OF NURSING

Recognized by INC, GNC & affiliated to Veer Narmad South Gujarat University-Surat
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POLICY WELFARE MEASURES FOR TEACHING & NON-TEACHING STAFF

At Sandra Shroff College of Nursing, staff welfare is accorded the highest priority. The institution firmly believes that a satisfied and motivated workforce contributes significantly to organizational excellence. In this regard, several welfare measures are implemented for both teaching and non-teaching staff.

Worker engagement is recognized as a vital dimension that reflects, both qualitatively and quantitatively, the strength of the relationship between the institution and its employees. To promote professional growth and well-being, the college provides sponsorships for faculty members to attend and present research papers at conferences within India and abroad. Faculty Development Programs (FDPs) are conducted regularly to enhance academic and professional competencies. Timely promotions, increments, and incentives are ensured as part of career advancement. Free Hepatitis vaccination is provided to faculty members, and attendance and leave management are automated through a biometric system.

The institution offers campus residence and hostel facilities for faculty members, along with medical benefits under ESIC and concessional treatment at the parent hospital. Staff members are entitled to special leave, casual leave, earned leave, and paid maternity leave of six months, as per institutional norms. The multicultural campus environment encourages the collective celebration of festivals, along with recreational activities for staff. Additional facilities such as Wi-Fi connectivity, travel and food support are also provided. The management extends financial assistance to deserving faculty and students for pursuing higher education, based on need.

In summary, Sandra Shroff College of Nursing consistently strives to ensure a healthy, supportive, and employee-friendly work environment.

Welfare Measures for Non-Teaching Staff

Non-teaching staff are provided with medical benefits under ESIC, casual leave, and provident fund facilities. The institution organizes picnic outings and festival celebrations to promote social bonding. Loan facilities are made available as per policy, and skill development programs are conducted regularly to enhance professional efficiency and workplace performance.




Dr. Anita Nawale
I/C. Principal
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