

## **POLICY FOR FACULTY SUPPORT**

1. **Introduction.** A loyal, hardworking and capable faculty is the backbone of any educational institution. It is imperative to extend support in different walks of everyday life of the faculty to provide them peace of mind to get the optimum from them. Wah Medical College (WMC) administration is concerned about the wellbeing of its faculty and provides support in various domains.

2. **Objectives.** The objectives of this policy are to:

- a. Motivate the faculty by providing them peace of mind to perform their duties enthusiastically.
- b. Facilitate the faculty in accomplishing the academic and administrative goals by sparing them from personal problems
- c. Motivate the faculty by acknowledging their performance

3. **Implementation of the policy.** The WMC administration will provide support in the following domains through the procedures laid down as under:-

a. **Academic Support**

- (1) **Learning Resource Center (LRC).** Under this policy a learning resource center (LRC) will be established to offer a number of different support services for faculty like text books, reference books, e-books & e-journals (e learning).
- (2) Respective Coordinators will constitute block committees in consultation with the concerned HODs for support in integrated teaching
- (3) The Department of IT will provide internet facility to the academic departments.

b. **Continued Professional Development**

- (1) The Department of Medical Education will organize workshops, inter active meetings, seminars and training sessions for the faculty regarding curriculum development, teaching methodology and assessment tools.
- (2) The WMC Administration will grant:
  - (a) Leave Ex-Pakistan/Academic leave up to 10 days per year to a faculty attending medical conference.

- (b) Study leave on due basis for qualification improvement as per WMC Vacation and leave rules.
- (c) The college will facilitate the faculty for in- service higher education.
- c. **Support for Research.** The College will encourage the faculty to undertake research by :-
  - (1) Constituting Institutional Review Board (IRB).
  - (2) Providing funds for research work that has been approved by IRB.
- d. **Health care support.** WMC Administration and POF Teaching Hospital will provide the basic health coverage to faculty and staff (Health and Medical policy)
- e. **Transport Facility.** WMC Administration will provide pick and drop facility to the faculty members on subsidized rates.
- f. **Family Support.** The college will provide:-
  - (1) Day care facility at institute premises for the kids of female faculty members.
  - (2) Family support of the employee in case of in-service death as per welfare policy on death.
- g. **Acknowledgement of Performance / Achievement.** Award of Merit Certificate to faculty for extraordinary academic / research / medical education / any other achievement.
- h. **End of the Service Benefits.** Earned leave encashment as end of the service benefits at the rate of last pay drawn maximum up to 180 days as per WMC Service Rules.
- i. **Loan:** Loan deductible from salary on installments as per SOPs.
- j. **Grievance Resolution:** This will be done by Grievance Redressal Committee.

**Ratified by: Board of Studies WMC**