

NANDHA NATUROPATHY AND YOGA MEDICAL COLLEGE AND HOSPITAL

Recognized by Government of Tamilnadu
(Affiliated to The Tamil Nadu Dr. MGR Medical University, Chennai,
Pitchandampalayam (P.O), Vaikkalmedu, Erode- Perundurai Road,
Erode- 638 052

Phone: 04294-222 004. Mobile: 76677 11200 / 90033 36764.

Website: www.nandhanaturopathyoga.org

E.mail: nny@nandhainstitutions.org

Human Resources Policy

Vision

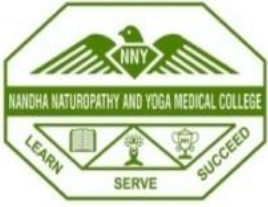
Importing Excellence in Education, Research to produce health care professionals in the field of Traditional Medicine in Naturopathy and Yoga

Mission

- Educate and inspire next generation of Naturopathic physicians by providing comprehensive, evidence-based Education and Clinical training.
- Fostering a deep understating of Natural healing modalities, empowering our students to become compassionate and skilled Naturopathic Physicians.
- Promote Holistic wellness and personalized care for individuals and communities.

Quality Policy

We commit ourselves to provide quality education & enhance our student's educational quality, by adopting innovative teaching-learning methods, and assessing them is a continuous process through continuous improvement in our teaching and learning processes.



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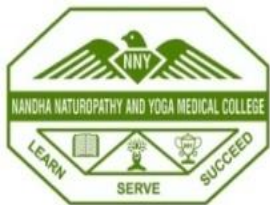
E.mail: nny@nandhainstitutions.org

Category of Staff

- ❖ Teaching
- ❖ Administrative
- ❖ Non-Teaching
- ❖ Drivers
- ❖ Maintenance

Teaching Faculty Cadre

- ❖ Tutor/ Demonstrator
- ❖ Assistant Professor / Lecturer
- ❖ Associate Professor/ Reader
- ❖ Professor
- ❖ Principal



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Leave Rules

Type of leave / On Duty	Teaching	Non-Teaching
Casual Leave (CL)	12 Days / year	12 Days / year
Medical Leave (ML)	10 Days / year for hospitalization (Above 3 years' service)	10 Days / year for hospitalization (Above 3 years service)
Maternity Leave (MAL)	6 Months with LOP	6 Months with LOP
Vacation (V)	Winter - 2 Weeks Summer - 2 Weeks	Winter - 1 Week Summer - 1 Week
On Duty (OD)	12 Days / year (Not limited)	12 Days / year (Not limited)
Higher Study OD	6 days / Semester	6 days / Semester

Permissions

- ❖ Total two permissions / late attendance (up to 15 minutes in the morning) for all teaching, academic support and administration staff for coming one hour late or leaving one hour early will be permitted in a month.
- ❖ Extra late attendance will be treated as permission.
- ❖ Extra permission will be treated as casual leave for ½ a day.

Resignation

Those faculty/staff desirous of leaving the service has to submit their resignation letter by last date of February in the academic year so that they will be relieved off by the end of May every year or end of the semester. Normally they will not be relieved in the middle of the semester and year.



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Other Benefits

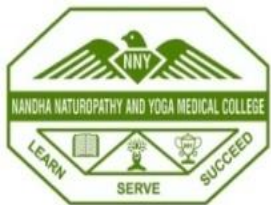
1. Group Insurance
2. Emergency advance for Medical Treatment
Sponsorship for Higher Studies – Ph.D, M.sc, MPH, MHA, Fellowship
(Acupuncture, ozone therapy, Pranic Healing,), M.D (Acupuncture, Naturopathy, Yoga) Full Time / Part Time, PDF
3. Sponsorship to attend Seminar / Paper presentation / Conference – in India & Abroad
4. Sponsorship to attend quality improvement and faculty development programme
5. Revenue sharing by staff in consultancy / testing (60:40 and 40:60)
6. Free Lodging facility to staff members who are staying in hostels
7. Bank Loan facility at concessional interest rates through the Indian Bank .

Age of Superannuation

The age of superannuation of all faculty members and Principals / Directors of institutions shall be 65 years. An extension of 5 years (till the attainment of 70 years of age) may be given to those faculty members who are physically fit, have written technical books, published papers and has average 360° feedback of more than 8 out of 10 indicating them being active during last 3 preceding years of service.

Teaching Engagement

The faculty members working is not less than 40 hours per week including teaching contact hours and other activities. The work of tutorial / project / research / administration may be distributed among the faculty members as per the need and availability of staff. The laboratory engagement will also be counted towards teaching hours. The minimum teaching contact hours for various positions shall be as given in table below.



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Teaching Engagement of Faculty Members in Degree Level Institutions

Designation	(Teaching / Laboratory hours) / week
Tutor/ Demonstrator	16
Assistant Professor / Lecturer	16
Associate Professor/ Reader	14
Professor	14
Principal	6

Relaxation of 2 hours per week in teaching contact hours shall be granted to faculty members handling additional responsibilities like HOD / Dean/ Principal.

Minimum Qualification for Recruitments

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for direct recruitment and promotions for the faculty members are as follows.

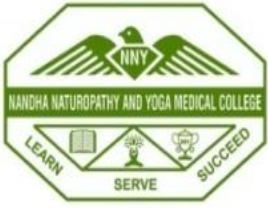
Minimum Qualifications for direct recruitment as a Tutor/Demonstrator

- B.N.Y.S

Minimum Qualification Norms for Direct Recruitments

A. Qualification for Tutor/Demonstrator

- ❖ B.N.Y.S
- ❖ Should have 1 to 2 years of experience
- ❖ Candidates preferably with, Ph.D, M.sc, MPH, MHA, Fellowship (Acupuncture , ozone therapy, Pranic Healing,)



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B. Qualifications for Assistant Professor / Lecturer

- ❖ B.N.Y.S
- ❖ Should have 3 years of experience
- ❖ Candidates preferably with, Ph.D, M.sc, MPH, MHA, Fellowship (Acupuncture , ozone therapy, Pranic Healing,)

C. Qualifications for Associate Professor /Reader

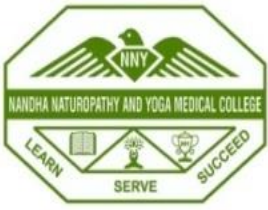
- ❖ B.N.Y.S
- ❖ Should have 5 years of experience
- ❖ Candidates preferably with, M.D(Acupuncture, Naturopathy, Yoga), Ph.D, M.sc, MPH, MHA, Fellowship (Acupuncture , ozone therapy, Pranic Healing,)

D. Qualifications for Professor

- ❖ B.N.Y.S
- ❖ Should have 10 years of experience
- ❖ Candidates preferably with , M.D(Acupuncture, Naturopathy, Yoga), Ph.D, M.sc, MPH, MHA, Fellowship (Acupuncture , ozone therapy, Pranic Healing,)

E. Qualifications for Promotion to principal

- ❖ B.N.Y.S,
- ❖ Should have 10 years of experience
- ❖ Candidates preferably with, M.D(Acupuncture, Naturopathy, Yoga), Ph.D, M.sc, MPH, MHA, Fellowship (Acupuncture , ozone therapy, Pranic Healing,)



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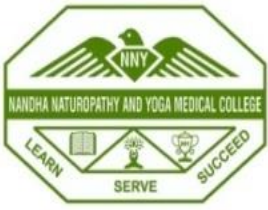
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<u>Faculty Promotion Norms</u>				
Cadre	Qualification	Experience in Years	Pay Scale	Salary
Tutor/ Demonstrator	B.N.Y. S	0 Years	Basic 25000 + +FELLOWSHIP 1000 +Ph.D. Allowance 7000 + M.sc 2000 + MPH, MHA 5000+ 2500 increment every year	25,000
Assistant Professor / Lecturer	B.N.Y. S	3 years	Basic 35,000 +FELLOWSHIP 1000+ Ph.D. Allowance 7000 + M.sc 2000 + MPH,MHA 5000 +3000 increment every year	35,000
Associate Professor/ Reader	B.N.Y. S, M. D, M.sc, MPH, MHA, Fellowship, Ph.D.	5 years	Basic 45,000 +FELLOWSHIP 1000+ Ph.D. Allowance 7000 + M.sc 2000 + MPH, MHA 5000 +3000 increment every year	45,000
Professor	B.N.Y. S, M. D, M.sc, MPH, MHA, Fellowship, Ph.D.	10 years	Basic 60,000 +FELLOWSHIP 1000+ Ph.D. Allowance 7000 + M.sc 2000 + MPH, MHA 5000 Academic Grade Pay 8,000 + 5000 increment every year	60,000
Principal	B.N.Y.S , M.D, M.sc, MPH, MHA, Fellowship, Ph.D.	10 years	Basic 80,000 +FELLOWSHIP 1000 +Ph.D. Allowance 7000 + M.sc 2000 + MPH, MHA 5000 Academic Grade Pay 10000 - 50,000 + 10000 increment every year	80,000



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Non -Teaching Staff - Salary Norms

Qualification	Salary Package
S.S.L.C & H.Sc	Rs.6000+Rs.400 increment every year
Diploma	Rs.8000+Rs.500 increment every year
Degree	Rs.10000+Rs.600 increment every year
Data Analyst	Rs.11000+Rs.600 increment every year