

# SUMANTAI WASNIK INSTITUTE OF NURSING, NAGPUR

## PART -III ACADEMIC DETAILS

S. NO. 17

### Staff Welfare Schemes, HR Policy, Staff Retention Policy

The various strategies adopted by the management of our college to retain the nursing faculty of our college for a longer period include the following: -

1. Communicate expectation during their hiring process: - At the time of appointment, the nursing faculty is made aware regarding the expectation from them, their duties and responsibility and rules and regulation of college and MUHS Nashik, they are required to follow.
2. Salary: - all the rules and regulation related to their salary are told to them salary is given every month on time.
3. Offering extra benefit: -
4. The nursing faculty are made aware about all the professional and personal benefit they will be offered during the period of their employment.
5. Continuing education and Training: - the nursing faculty are supported for undertaking higher education Inservice education and attending workshops, conference training etc. during the tenure of their service.
6. Provide opportunity for growth: - the nursing faculty are provided for their all-round growth, personal and Professional enhancement and progress.
7. Creating Mentorship Program: - the senior faculty provide mentorship to the newly employed nursing staff to get oriented and adapt their new job and place of work.
8. Avoiding shortage of staff/ faculty: - the college management plans in advance about the rules and regulation to be followed and strategies to be adopted to prevent the shortage of faculty and appoint new ones in advance.
9. Maintaining good work culture and Environment: - the management and principal of the college, conduct meeting periodically to plan the protocols and policies. To aid in providing a compatible, compassionate and healthy environment to all staff and students in the college premises.
10. Promoting work place safety: - the management and principal are always enthusiastic to plan and implement activities for providing a safe and secure campus to the staff and students of the college.
11. Keep up the technology: - all the latest technology is used to provide good quality education to the students. The teachers can use the material for provide good quality nursing education in the college.
12. Offering flexible working opportunities flexible working opportunity can give the nursing faculty a break from they find the challenged they can be given different types of job in college and clinical area in different
13. Recognizing and appreciated and giving incentives for extra ordinary performance.
14. Building a Strong positive institutional culture in the campus.
15. Taking feedback from the nursing faculty time to time and periodically.
16. Performance evaluation of the nursing faculty is coordinated from time to time these are the retention strategies adopted by our nursing college.

Date: - 26/02/26

Place: - Nagpur



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