



Bapuji Educational Association (R.)
COLLEGE OF DENTAL SCIENCES
IQAC
INTERNAL QUALITY ASSURANCE CELL



POLICY DOCUMENT FOR STAFF WELFARE MEASURES


Institution does have certain welfare measures for its employees.

Teaching staff:

1. **Maternity benefits** (according to Maternity benefit act, 1961 amended in 2017) – Women employees are given the benefit of paid maternity leave for a period 135 days (4.5 months), for two deliveries.
2. The institution is registered under the **Employees Provident Fund scheme** since 2002 with a separate code number viz., KN/27161 for the benefit of its employees.
3. The long serving faculties who have contributed for the development of the institution have been given the privilege of **pension scheme** as amended by the management.
4. As a part of welfare for the staff, **loans** are provided from the Bapuji Co-operative bank with a **discount in rate of interest** up to 3% from that of general rate of interest.
5. Free of cost or concessional charges for dental treatment in the institute to staff and family members on discretion by Head of the institute.
6. Staffs are provided with **quarters** for their accommodation from the Bapuji educational association.
7. Institution also provides **Special casual Leaves** (Paid Leaves) to the staffs for attending Conferences, CDE programs and for being as an examiner for other institutes.
8. The staff parents who are having differently abled children are also provided with **Special consideration leaves** (without pay).
9. Institution provided aprons and scrubs for all their staff members.

Non-teaching Staff:

- The same benefits are provided for non-teaching staffs as that for teaching staffs, where applicable.
- Non-teaching staffs and Group – D employees along with their spouse and children can avail the dental treatment facilities at concessional charges in the institute on management's discretion.
- **ESI** scheme benefits for employees drawing monthly salary up to 21,000/- and below. For ESI contributions @4.75% is paid by the management.
- Any other case as indicated by Principal.


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