



WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF

The staff and the faculty are the most vital components of any organization. Their well-being, satisfaction and motivation propel any organization to its peak.

Here our institution has a welfare mechanism in place, for teaching and non-teaching staff. The various welfare schemes are:

1. Self development programs and higher education
2. Leaves
3. Subsidized health care (applicable to all staff)
4. Employee provident fund
5. Loan facility is available for institute staff through MMS
6. Ambulance and doctor
7. Uniform to non-teaching staff
8. Accommodation
9. Transportation facility
10. Duty leave for attending seminars, conferences and workshops

1. Self development programs and higher education

The institution facilitates faculty participation in programs for professional development, organized by the College and also provided opportunities for higher educations; through grant of leave.

2. Leaves

The institution facilitates various leave to teaching and non-teaching staff.

It contains vacation leave, casual leave, medical leave and maternity leave for female employees as per institute policy.

Here 12 casual leaves are provided per year to all staff after completion of their Probation period.

For Maternity Leave, upon the birth of her child, a full-time member of the Female faculty is entitled to a year with 3 months maternity leave with half pay is provided

A male employees (including an apprentice, probationer) with less than two surviving children, may be granted Paternity Leave for a period of 15 days before or up to six months from the date of delivery of the child. If paternity leave is not taken within 6 months of the birth of child, it is treated as lapsed.



3. Subsidized health care

The institution facilitate 50% of discount in medicine & health care to non- teaching staff and tutors.

4. Employee provident fund

Keeping in view the future safety of employees, the institute contributes specific amount towards PF of an employee as per PF rules.

5. Loan facility is available for institute staff through MMS

The Mahagujarat Medical Society (MMS) tries to get loans from such financial institutions as Banks by standing guarantee for home loan and education loan to the teachers and employees for their children.

6. Ambulance and doctor

The institution have parent hospital with 24*7 availability of doctor and ambulance.

7. Uniform to non- teaching staff

The institute provides college uniform for peon and driver.

8. Accommodation

The institution facilitates staff quarters in the campus for staff.

9. Transportation facility

The institution provides transportation facilities to students and staff for any academic activities and clinical postings.

10. Duty leave for attending seminars, conferences and workshops


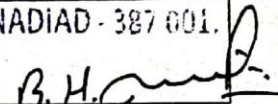
For encouraging the faculty towards research and development, the management permits the employees to attend national and international conferences, seminar and workshops by sanctioning them duty leave.

Further it also reimburses the registration fee and required transport allowances for attending two seminars per faculty in a year.

On duty leave will be given as following:

- Conference/seminar/ workshop : 07 days
- As an Examiner(Internal & External) : 10 days



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