



Ref.No. DPCN/2019-20/09/

Date: 30/09/2019

REVISED POLICY DOCUMENT ON THE WELFARE MEASURES

Policy statement:

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. Institute has the policy to implement on various welfare measures to its below mentioned points.

Here our institution has a welfare measures for employees. The various welfare schemes are:

Sr. no.	Welfare measures
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	Transport facility
10	Grievance and Appraisal system for increment and promotions

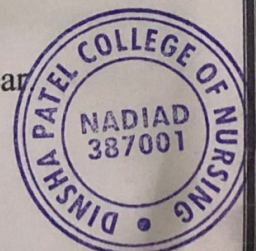
1. Self development programs and higher education

The institution facilitates faculty participation in programs for professional development, organized by the Institute and also provides encouragement and motivation for higher education.

2. Leaves

- **Casual Leave (CL)**

Teaching staff are eligible for 12 days of casual leave as per academic year



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

3. Subsidized health care

The institution facilitates 50% of discount in medicine & health care at parent hospital to the employees.

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 college tries to get loans from such financial institutions as Banks by standing guarantee for house loan and education loan to the teachers and employees for their children.

6. Ambulance and doctor

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

7. Uniform to non- teaching staff

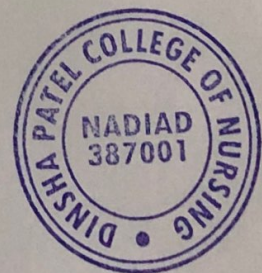
The institute provides college uniform to non teaching staff like peon and driver.

8. Accommodation

The institution facilitates staff quarters in the campus for staff.

9. Transport facility

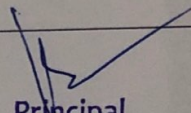
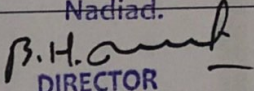
The institution provides transportation facilities to students and staff for any academic activities and clinical postings.



10. Grievance and Appraisal system for increment and promotions

- Institute will maintain transparent system of grievance handling. Every employee will have the right to voice any complaints they face, seeking the solution.
- Institute will carry out unbiased yearly appraisal for increments and promotions.

This will be effective from 1st October 2019 to 30th September 2024

Ref No:	Issue Date: 01/10/2019 Issue No: 02	
Implementation	1 st October 2019	
Revision	30 th September 2024	
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Approved By	Dr. B.H. Shelat Director	 DIRECTOR DINSHA PATEL COLLEGE OF NURSING NADIAD - 387 001.



Forward to Serhona madam for
file in staff welfare
Committee



MAHAGUJARAT MEDICAL SOCIETY

SHETH H. J. MAHAGUJARAT HOSPITAL • D. Z. PATEL CARDIOLOGY CENTRE
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તા-૧૭-૦૭-૨૦૨૦

પરીપત્ર

મહાગુજરાત મેડીકલ સોસાયટીએ તેમના દરેક કર્મચારીઓને કોવીડ-૧૯ થી રક્ષણ આપવાના શુભ આશયથી ક્યુચર જનરલ ઇન્ડીયા ઇન્સ્યોરન્સ કંપનીની કોરોના રક્ષક પોલીસી હેઠળ આવરી લેવાનું નક્કી કરવામાં આવેલ છે. જે મુજબ સંસ્થા ધ્વારા તેના કર્મચારીઓને કોરોના રક્ષક પોલીસી આપવામાં આવશે.

પરંતુ જો કોઈ કર્મચારી કોરોના રક્ષક પોલીસીના બદલામાં કોરોના ક્વચ પોલીસીમાં જોડાવા માંગતા હોય તો કર્મચારી કોરોના ક્વચ પોલીસી માં પણ જોડાઈ શકશે પરંતુ આ અંગેના પ્રીમીયમના તકાવતની રકમ કર્મચારીએ જાતે ભોગવાની રહેશે.

કોવીડ-૧૯ માં સંસ્થામાં જે ડોક્ટર ફરજ બજાવવાના છે તેમને સંસ્થા ધ્વારા કોરોના ક્વચ પોલીસી હેઠળ રક્ષણ આપવામાં આવશે. આ સાથે કોરોના રક્ષક તથા કોરોના ક્વચ પોલીસીના ઉમર પ્રમાણેના પ્રીમીયમની રકમની માહિતી દર્શાવેલ છે.

કોરોના રક્ષક પોલીસી

ક્રમ નં.	ઉમર	પોલીસીની રકમ	પ્રીમીયમની રકમ રૂ.
૧	૧૮ વર્ષથી ૩૯ વર્ષ	૨,૫૦,૦૦૦/-	૬૦૪/-
૨	૪૦ વર્ષથી ૫૯ વર્ષ	૨,૫૦,૦૦૦/-	૧૨૭૩/-
૩	૬૦ વર્ષથી ૬૫ વર્ષ સુધી	૨,૫૦,૦૦૦/-	૨૫૮૩/-

કોરોના ક્વચ પોલીસી

ક્રમ નં.	ઉમર	પોલીસીની રકમ	પ્રીમીયમની રકમ રૂ.
૧	૦ વર્ષથી ૩૯ વર્ષ	૫,૦૦,૦૦૦/-	૯૯૦/-
૨	૪૦ વર્ષથી ૫૯ વર્ષ	૫,૦૦,૦૦૦/-	૨૧૮૩/-
૩	૬૦ વર્ષથી ૬૫ વર્ષ સુધી	૫,૦૦,૦૦૦/-	૪૬૭૫/-

Dinsha Patel College of Nursing
Nadiad.

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