

POLICY DOCUMENT 2020-2021

WELFARE MEASURES FOR THE TEACHING STAFF MEMBERS

S.No.	Type of benefit	Particulars
1	Maternity Benefits	All the women staff will be getting 1 month salary with leave
2	Earned leave encashment	12 days EL allotted and unused leaves are will be encashed
3	Conference	The faculties who are presenting papers at International, National level Conferences, 50% of the registration fee will be awarded for a national conference and halting allowance Rs.2,000/- is Permitted once in a year.
4	Publications	Rs.5000/- per publications of National and Rs.10000/- per publications of International
5	Travelling Allowance	Travel by III AC Train or AC sleeper bus will be refunded.
6	Providend fund	12% contribution from the employee and 12% from the employer from their basic will be accountable for PF

WELFARE MEASURES FOR THE NON TEACHING STAFF MEMBERS

S.No.	Type of benefit	Particulars
1	Maternity Benefits	All the women staff will be getting 1 month salary with 3 months leave
2	Earned leave encashment	12 days EL allotted and unused leaves are will be encashed
3	Providend fund	12% contribution from the employee and 12% from the employer from their basic will be accountable for PF
4	Employee state insurance	ESI benefits are covered to all the staff



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EMPLOYEES'S PROVIDENT FUND ORGANISATION (EPFO)

Employees' Provident Fund (EPF) is a retirement benefit scheme maintained by the Employees' Provident Fund Organization (EPFO). The employee and the employer contribute to the EPF scheme on monthly basis in equal proportions of 12% of the basic salary and dearness allowance. Out of the employer's contribution, 8.33% is directed towards the Employee Pension Scheme.

EPF Eligibility Criteria

- Employees need to become active members of the scheme in order to avail of benefits under this scheme
- Employees of an organization are directly eligible for availing Provident Fund, insurance benefits as well as pension benefits since the day they join the organization
- Any organization employing a minimum of 20 workers is liable to give EPF benefits to the workers
- This scheme does not cater to the needs of people residing in Jammu and Kashmir

Benefits of EPF Scheme

EPF scheme is among one of the largest and biggest saving schemes available to Indian employees. The key benefits of the scheme are mentioned below:

Long-Term Financial Security: Funds deposited in this account cannot be withdrawn easily and hence, helps in ensuring savings.

Retirement Period: The accumulated fund under this scheme may be used at the time of retirement of the employee. This provides relief to the retired employee in the form of monetary security.

Unseen circumstances: The accumulated fund can be used by the employee in case of any kind of emergency. The employee may choose to withdraw his/her fund prematurely. The scheme provides for such pre-term withdrawals in certain special cases.

Unemployment/Income Loss: In case, where the employee loses his/her current job owing to any reason, then these funds may be used to meet expenses.

Resignation/Quitting of Job: The employee post-resignation is free to withdraw his/her 75% of the EPF fund after one month of the date of having quit the job and remaining 25% after 2 months of unemployment.


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EMPLOYEE'S STATE INSURANCE CORPORATION (ESIC)

The Employees' State Insurance Scheme is an integrated measure of Social Insurance embodied in the Employees' State Insurance Act and it is designed to accomplish the task of protecting 'employees' as defined in the **Employees' State Insurance Act, 1948** against the impact of incidences of sickness, maternity, disablement and death due to employment injury and to provide medical care to insured persons and their families. The ESI Scheme applies to factories and other establishments viz. Road Transport, Hotels, Restaurants, Cinemas, Newspaper, Shops, and Educational/Medical Institutions wherein 10 or more persons are employed. However, in some States threshold limit for coverage of establishments is still 20. Employees of the aforesaid categories of factories and establishments, drawing wages upto Rs.15,000/- a month, are entitled to social security cover under the ESI Act. ESI Corporation has also decided to enhance wage ceiling for coverage of employees under the ESI Act from Rs.15,000/- to Rs.21,000/-.

The ESI Scheme is financed by contributions from employers and employees. The rate of contribution by employer is 4.75% of the wages payable to employees. The employees' contribution is at the rate of 1.75% of the wages payable to an employee. Employees, earning less than Rs. 137/- a day as daily wages, are exempted from payment of their share of contribution.

BENEFITS

The section 46 of the Act envisages following six social security benefits :-

(a) **Medical Benefit** : Full medical care is provided to an Insured person and his family members from the day he enters insurable employment. There is no ceiling on expenditure on the treatment of an Insured Person or his family member. Medical care is also provided to retired and permanently disabled insured persons and their spouses on payment of a token annual premium of Rs.120/- .

(b) **Sickness Benefit(SB)** : Sickness Benefit in the form of cash compensation at the rate of 70 per cent of wages is payable to insured workers during the periods of certified sickness for a maximum of 91 days in a year. In order to qualify for sickness benefit the insured worker is required to contribute for 78 days in a contribution period of 6 months.

1. **Extended Sickness Benefit(ESB)** : SB extendable upto two years in the case of 34 malignant and long-term diseases at an enhanced rate of 80 per cent of wages.
2. **Enhanced Sickness Benefit** : Enhanced Sickness Benefit equal to full wage is payable to insured persons undergoing sterilization for 7 days/14 days for male and female workers respectively.


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