



# Policy for Staff Welfare Measures

AL BADAR RURAL DENTAL COLLEGE AND HOSPITAL, KALABURAGI

ARDCH | IQAC | 2022-2023

## Introduction

Al Badar Rural Dental College and Hospital(ARDCH), Kalaburagi offers various initiatives toward the welfare of employees. These welfare measures help the institution to keep employees motivated toward overall development of the institution. This policy document is prepared by considering the various needs and available resources with the institutions for the welfare of the fulltime teachers and non-teaching staff of the institution.

## PURPOSE

This document is designed to provide guidelines about welfare measures offered by the Al Badar Rural Dental College and Hospital, Kalaburagi for its full-time staff members during the employment period at the institution.

## SCOPE

This policy document applies to both Teaching and Non-Teaching staff of the dental and allied health sciences departments of Al Badar Rural Dental College and Hospital, Kalaburagi.

## OBJECTIVES

- To enhance the staff motivation
- To provide financial assistance to attend professional development programs
- To Provide opportunity to pursue higher education while continuing service
- To facilitate innovative ecosystem to carry out research activities

## WELFARE MEASURES FOR STAFF

1. **Employee Provident Fund (EPF)** –Provident Fund will be paid as per Employee Provident Fund Act 1952 to all full-time staff members of ARDCH, Kalaburagi.
2. **ESI:** As per the state government norms ARDCH is providing ESI facility to all its staff members.
3. **Advance Salary from ARDCH:** The Advance Salary facility is available to meet urgent medical expenses for self & dependent family members / marriage / education of children etc. This given amount will be recovered from the employee's monthly salary without any additional cost.
4. **Marriage Gift:** For the purpose of Marriage of children of non-teaching staff of the college management provides some fund based on availability as a marriage gift.
5. **Bonus to Non-Teaching Staff:** Yearly bonus scheme is available for the non-teaching staff members of the college.

6. **Concession in IP/OP Treatment:** IP/OP Treatment at concessional rates is provided to the staff and their family members at Dental clinic facilities of ARDCH.
7. **Cafeteria:** Cafeteria facility with concessional rates is provided to staff members of ARDCH.
8. **Yoga Center:** Staff members can also avail the facility of Yoga and Meditation Center established by the Institution in the campus.
9. **Gymnasium at Hostel:** Staff members can utilize the gym facility established in hostel.
10. **Casual Leave/ Special Casual Leave/OOD facility:** Staff members are given CL, SCL and OOD facility for the personal and professional purposes.
11. **Residential Facility:** College have allocated dedicated two 2 BHK flats located in accessible area to college as residential facility to staff members. Based upon the request the residential facility will be allocated to staff members.

**12. Financial Assistance to attend seminar/conference/workshop:** The fulltime staff members are provided with financial assistance to present their research finding during seminar/conferences and workshops.

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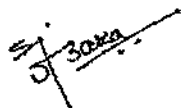
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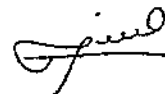
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Principal  
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Chairman  
Al Badar Rural Dental College  
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