



Policy for Staff Welfare Measures

AL BADAR RURAL DENTAL COLLEGE AND HOSPITAL, KALABURAGI

ARDCH | Curriculum Committee | 2016-2021

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 MESAURES 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/ODD 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.

POLICY VERSION 1.0 1.7.2016
REVISED VERSION 2.0 1.7.2021

Drafted By :

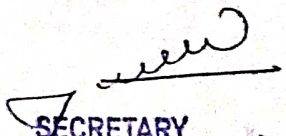
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Dr. Heena Zainab, Co-ordinator, IQAC

Approved by

Dr. M A Mujeeb, Secretary, Al Badar Charitable Trust

Dr. Syed Zakaullah , Principal


SECRETARY
Al-Badar Educational & Charitable
KALABURAGI

AL-BADAR DENTAL COLLEGE & HOSPITAL
Sy.No.12, Daryapur Village, Naganhalli Road, Gulbarga.

From January 2016 to December 2016

Sl.No.	Date	OPD No.	Patient Name	Staff Relations	Concession given amount
1	21/7/2016	AN1948	Meer Wajeed Ali	Baba	1200
2	22/7/2016	AN2194	Abdul Sattar	Mirza	900
3	25/7/2016	AN2612	Basavaraj	Md Noor	1000
4	28/7/2016	AN3318	Priyanka	Mallamma	950
5	16/8/2016	AN6723	Ramesh	Reshma	800
6	03/8/2016	AN4421	Md Nayceem	Meera Patel	750
7	11/8/2016	AN6103	Md Rafeeq	Khadar Bee	800
8	10/9/2016	OO1250	Md Adil	Md Ismail	900
9	14/10/2016	OO6359	Namdev	Iliyas	600
10	22/10/2016	OO7359	Sallim	Rasheed	350
11	10/11/2016	PP695	Srikanth	Dr.Heena	950
12	9/12/2016	PP5844	Ambika	Dr.Arshiya	1000
Total					10200

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From January 2017 to December 2017

Sl.No.	Date	OPD No.	Patient Name	Staff Relations	Concession given amount
1	5/1/2017	OO329	Mamata	Meera Patel	800
2	10/1/2017	OO1153	Mohiuddin	Shoukat Ali	700
3	4/2/2017	OO5607	Janaki Bai	Ibrahim	600
4	3/3/2017	RR440	Sridevi	Rasheed	650
5	6/3/2017	RR868	Shaheen Begum	Shafi	1000
6	4/4/2017	RR6815	Md Irfan	Gulam Rasool	1200
7	15/4/2017	RR8790	Yasmeen	Dr.Mahesh	500
8	2/5/2017	SS1364	RukumBi	Dr.Shah	600
9	8/5/2017	SS2973	Md Yousuf	Dr.Parvez	650
10	21/6/2017	TT438	Khushi	Baba	750
11	29/6/2017	TT1074	Syed Nadeem	Majeed	1200
12	6/7/2017	TT2411	Ajay	Abdul Mannan	1100
13	5/8/2017	TT8199	Shivkumar	Md Khaleel	900
14	4/9/2017	OO3017	Rubeena	Khadar	500
15	14/9/2017	OO4841	Abdul Razaq	Khaisar	700
16	9/10/2017	OO8307	Surykanth	Aqeel	750
17	16/11/2017	OO4685	Afifa	Mirza	650
18	30/11/2017	VV7292	Kaveri	Shilpa	500
19	18/12/2017	WW300	Arvind	Archana	600
Total					14350

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From January 2018 to December 2018

Sl.No.	Date	OPD No.	Patient Name	Staff Relations	Concession given amount
1	6/1/2018	WW3550	Shankar Gouda	Reshma	750
2	12/1/2018	WW4646	Asif	Noor	900
3	29/1/2018	WW7228	Sharanappa	Ayyub	950
4	8/2/2018	WW9163	Maimuna Dastagir	Sharanu	800
5	5/3/2018	XX3330	Kiran Pawar	Saba	600
6	15/3/2018	XX5188	Najma	Rehana	550
7	2/4/2018	XX7804	Laxman	Majeed	450
8	5/5/2018	YY3082	Deepa	Dr.Aziz	350
9	16/5/2018	YY4706	Rahul	Dr.Pushpa	300
10	29/5/2018	YY6807	Supriya	Iliyas	900
11	11/6/2018	YY9004	Prashanth	Sharanamma	1000
12	28/6/2018	ZZ1593	Afreen	Banu Bee	820
13	20/7/2018	ZZ5479	Mubarakh	Jaina Bee	910
14	2/8/2018	ZZ7859	Anas	Mehrun Bee	510
15	8/9/2018	AB3551	Shoaib Ali	Baba	750
16	19/9/2018	AB5000	Md Israr	Khaleel	760
17	9/9/2018	AB7891	Wasi	Jaganath	960
18	3/11/2018	AC1634	Aditya	Abdul Khaleel	980
19	6/12/2018	AC8831	Md Shoaib	Shafi	800
20	24/12/2018	AC9439	Meenakshi	Asma	1200
Total					15240

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From January 2019 to December 2019

Sl.No.	Date	OPD No.	Patient Name	Staff Relations	Concession given amount
1	22/3/2019	AE3518	Samuel Devis	Abdul Gani	750
2	4/4/2019	AE5698	Md Ali	Suma	650
3	9/4/2019	AE6286	Noor Mohammed	Dr.Shrishail	620
4	3/5/2019	AE9765	Lingraj	Dr.Pushpa	500
5	9/5/2019	AF592	Md Ayyub	Reshma	510
6	18/5/2019	AF2182	Varun	Saba	450
7	8/6/2019	AF5084	Chetan	Asma	380
8	18/6/2019	AF6717	Soumya	Mallamma	400
9	12/7/2019	AG885	Shanta	Sharada	1000
10	24/7/2019	AG3059	Md Ayyub Ali	Savita	800
11	4/8/2019	AG5828	Moula Sab	Dr.Shahabaz	900
12	20/8/2019	AG7065	Manjula	Dr. Humera	770
13	3/9/2019	AG9342	Mehboobi	Dr. Uzma	600
14	26/9/2019	AH3231	AlSaba	Gulam Rasool	950
15	9/10/2019	AH4671	Abdul Sattar	Atta Mohammad	810
16	23/10/2019	AH7127	Md Khrushid	Zaheda	390
17	6/11/2019	AH8968	Afreen	Habeeba	400
18	14/11/2019	AI168	Eranna	Sharanu	500
Total					11380

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From January 2020 to December 2020

Sl.No.	Date	OPD No.	Patient Name	Staff Relations	Concession given amount
1	4/1/2020	AI8506	Zoya	Somashekar	650
2	18/1/2020	AJ764	Sharan Gouda	Chandru	720
3	3/2/2020	AJ3447	Deepak	Sharanu	820
4	15/2/2020	AJ5637	Abdul Raheem	Iqbal	960
5	20/5/2020	AJ9899	Akash	Jaganath	1000
6	16/6/2020	AK125	Mariya Shireen	Abdul Khaleel	820
7	27/6/2020	AK222	Santosh	Abdul Mannan	900
8	24/8/2020	AK374	Sakira Begum	Shahbuddin	580
9	3/9/2020	AK416	Shaikh Mohd Afzal	Shoukat Ali	620
10	13/10/2020	AK901	Syeda Heena Kousar	Khan Sab	500
11	20/11/2020	AK2442	Sultana	Aqeel	600
12	24/11/2020	AK2728	Shaikh Shahid	Azmat	500
13	02/12/2020	AK3355	Prem Jyothi	Mallamma	900
14	11/12/2020	AK4024	Owaiz Ahmed	Dr.Rehman	700
15	21/12/2020	AK4819	Sangeeta	Dr.Pavan	500
16	28/12/2020	AK5330	Laxmi	Dr.Sangeetha	600
Total					11370

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From January 2021 to December 2021

Sl.No.	Date	OPD No.	Patient Name	Staff Relations	Concession given amount
1	6/1/2021	AK6218	Sidra	Dilip Kumar	1000
2	11/1/2021	AK6706	Arvind	Noor	500
3	8/2/2021	AK9595	Sajid	Mirza	700
4	16/2/2021	AL645	Nagesh	Laxmi	500
5	25/2/2021	AL1797	Pratibha	Kareem	600
6	12/3/2021	AL3662	Asma Sultana	Dr.Tasveem	450
7	24/3/2021	AL5291	Prem Sagar	Dr. Parvez	580
8	10/4/2021	AL7411	Zaina Hussain	Dr.Ayesha	670
9	27/4/2021	AL9065	Md Zia Ul Haq	Dr. Md Abdullah	530
10	29/6/2021	AL9503	Seema	Savita	450
11	16/7/2021	AM189	Zuber Ahmed	Nuzrat	350
12	30/7/2021	AM806	Sai Kiran	Sajida	500
13	7/8/2021	AM1458	Yallappa	Peer Ahmed	400
14	16/8/2021	AM2178	Md Kashif	Noor Pasha	710
15	6/9/2021	AM4543	Sana Begum	Khaisar	850
16	14/9/2021	AM5588	Asma	Dr. Roopali	500
17	25/9/2021	AM7492	Arvind	Dr. Pavan	560
18	11/10/2021	AM8445	Siraj	Mirza	760
19	12/11/2021	AN3485	Siddama	Sharanu	820
Total					11430