

6.3.1

Policy Document on Welfare Measures

KRISHNA INSTITUTE OF MEDICAL SCIENCES

“DEEMED TO BE UNIVERSITY”, KARAD

Policy on Welfare Measures w.e.f. 01st July 2019

(For Teaching Staff)

KIMSDU is committed to providing the staff with transparent, conducive and fair work environment to all its staff, thereby enabling them to perform at optimal effectiveness and efficiency.

Goal: To provide clear directive for staff welfare measures, outlining the responsibilities of employer and employees.

Responsibility of employer:

1. The institution is an equal opportunity employer.
2. Institution provides its employees with confidential support, practical solutions and effective counseling.
3. There will be no discrimination on basis of gender, caste, religion etc.
4. Institution lays emphasis on transparent professional relationship and communication with its employees.
5. Institution provides effective grievance redressal mechanism.
6. Institution provides appropriate and effective liaisoning with external institutions and organizations for employee benefit.
7. Institution is aware of employment laws in force and abides by them.

Responsibility of employees:

1. Employees should concern themselves with welfare of others at workplace.
2. Employees should be aware of administrative hierarchy for grievance redressal.
3. Employees should co-operate in all endeavors undertaken by the Institute in the benefit of the stakeholders.
4. Every employee should undertake responsibility of their own welfare.

Welfare measures include:

1. Residential quarters are provided on nominal maintenance charges.
2. Free annual medical check-up of all teaching staff.
3. Free medical treatment to staff and retired employees.
4. 50% tuition fee concession for wards of staff.
5. Contribution to employees provident fund and pension funds.
6. A well-equipped modern sports complex is available at nominal fees.
7. Adventure club which undertakes activities like trekking and hiking to historical places and mountains of high altitude.
8. The Institution has a crèche for the children of the staff.
9. Grievances redressal cell and Prevention of sexual harassment at workplace cell are functional.
10. Campus Wi-Fi facility available.
11. Apart from the above measures financial support is provided for research which includes seed money for research, incentives for research publications, book chapters and IPR. Financial support is also provided for attending state, national and international conferences and membership fee of professional bodies.
12. Career advancement scheme to prevent stagnation in attaining higher positions is available. Recognition and rewards for academic, research, community or any other institutional activities.



**Registrar
KIMSDU, Karad**

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Krishna Institute of Medical Sciences
"Deemed To Be University", Karad**

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Policy on Welfare Measures w.e.f. 01st July 2019

(For Non-Teaching Staff)

KIMSDU is committed to providing the staff with transparent, conducive and fair work environment to all its staff, thereby enabling them to perform at optimal effectiveness and efficiency.

Goal: To provide clear directive for staff welfare measures, outlining the responsibilities of employer and employees.

Responsibility of employer:

1. Institution is aware of employment laws in force and abides by them.
2. Institution lays emphasis on transparent professional relationship and communication with its employees.
3. There will be no discrimination on basis of gender, caste, religion etc.
4. The institution is an equal opportunity employer.
5. Institution provides effective grievance redressal mechanism.
6. Institution provides its employees with confidential support, practical solutions and effective counselling.
7. Institution provides appropriate and effective liaisoning with external institutions and organizations for employee benefit.

Responsibility of employees:

1. Every employee should undertake responsibility of their own welfare.
2. Employees should be aware of administrative hierarchy for grievance redressal.
3. Employees should concern themselves with welfare of others at workplace.
4. Employees should cooperate in all endeavors undertaken by the Institute in the benefit of the stakeholders.

Welfare measures include:

1. Residential quarters are provided on nominal maintenance charges.
2. Crèche facility for the children of the staff.
3. Grievances Redressal cell and Anti-Sexual Harassment cell are fully functional.
4. Yearly medical check-up.
5. Free medical treatment to staff and retired employees.
6. 50% tuition fee concession for wards of staff in university and sister educational institutes.
7. Contribution to employees provident fund and pension funds.
8. Employment on compassionate grounds to next of kin.
9. Free on-demand psychiatric counselling for employees.
10. Annual and need based check of all Radiation safety equipment's and practices.
11. Safety practices as a part of induction for all new hires
12. Annual and scheduled monthly training for all staff.
13. Allocation of appropriate safety equipment's to all concerned staff members.
14. Robust needle prick injury handling protocol.
15. Mandatory credentialing and privileging for nursing staff and laboratory technicians.
16. Program on identification and safety protocol development for employee safety.
17. Separate dining areas for all staffs.
18. Campus Wi-Fi facility available.



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(For Students)

KIMSDU is committed to providing the students with transparent, conducive and fair learning environment to all its students, thereby enabling them to engage in a holistic learning exercise.

Goal: To provide clear directive for student welfare measures, outlining the responsibilities of Management and Students.

Responsibility of Management:

1. Institution is aware of student related regulations in force and abides by them.
2. Institution lays emphasis on transparent, free and fair relationship and communication with its students.
3. There will be no discrimination on basis of gender, caste, religion etc.
4. Institution provides effective grievance redressal mechanism.
5. Institution provides its students with confidential support, practical solutions and effective counseling.

Responsibility of Students:

1. Every student should make himself / herself aware of the rule and regulations in force from regulatory authorities.
2. Every student should make himself / herself aware of the rule and regulations of the institution.
3. Every student should undertake responsibility of their own welfare.
4. Students should be aware of hierarchy for grievance redressal.
5. Students should concern themselves with welfare of others at the institution.
6. Students should cooperate in all endeavors undertaken by the Institute in the benefit of the stakeholders.

Welfare measures include:

1. Scholarships, cash incentives and prizes to meritorious students
2. Policy for Fee Concession in place.
3. A well-established Students Guidance Clinic, Grievances Redressal cell and Anti Sexual Harassment cell
4. Anti-Ragging Committee is established as per guidelines by Hon'ble Supreme Court, UGC and Statutory Councils.
5. A well-furnished hostel facility
6. A cafeteria along with mess services in the hostels.
7. Free medical treatment and checkup
8. Sports complex with cardio gym, weights gym, badminton court, half Olympic size swimming pool, tennis court, volley ball court, cricket and football ground.
9. Institution provides Creche facility (Residential PGs)
10. Offline and online learning resources
11. Programs for bottom quartile performers
12. Online communication and complaints redressal mechanism
13. Escalation for grievance redressal (Personal and Sexual)
14. Campus and hostel Wi-Fi facility available
15. Student Progression cell arranges lectures on career guidance.
16. Safe learning environment.



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