

Policy on Welfare Measures

Policy	: Dr.M.G.R. Educational and Research Institute (DRMGRERI) aims to develop and implement welfare measures to provide the socio-psychological support to (DRMGRERI) family members. It creates a culture of belonging among the employees in the organization, ensuring higher commitment to teaching, research and administration. The employees are made to feel that the Management is concerned and is taking care of their welfare. This results in sincerity, commitment and loyalty of the employees to the institution.
Aim	: The Institution has effective welfare measures for Teaching and Non – teaching staff in place to achieve Institutional progress through human capital, which is healthy, motivated and committed. For successful sustainability of an effective human capital, our institution has the best practices of implementing various welfare schemes for the employees as a whole, to build a strong bond of relationship between employees and management.
Scope	: The Institution has in place 100% of compliance for Teaching and Non teaching staff related statutory welfare measures. Each welfare measure has specific eligibility criteria. All fulltime employees who are eligible will be benefited as described in this policy.
List of Welfare Measures	: <ol style="list-style-type: none">1. Employee Provident Fund (EPF) – Statutory2. Employees State Insurance Corporation (ESIC) – Statutory3. Group Insurance Scheme Policy (EDLI)4. Cash award for employees DRMGRERI who have completed 10 years, 20 years, 25 years and 30 years of continuous service, and they will be awarded on Founders Day celebrations during the month of September every year.5. Health Insurance6. Health Card Employees who have completed one year of service will be eligible for highly subsidized / free OP treatment / hospitalization Additionally Concession is provided for purchase of medicine from Pharmacy for all employees.

7. **Staff Quarters / Hostel**
Accommodation will be provided in Quarter / Hostel for employees on priority based on requirement and availability.
- Senior Residents and Medical Officers are provided free accommodation inside the campus in order to provide 24 x 7 patient care.
- Free Hostel accommodation is provided to the Nurses along with concession on mess bill
- The administrative / Paramedical / technical, essential services employees are provided accommodation at concessional rate in the campus based on requirement.
8. **Financial Support for attending / presenting paper at National & International Seminars & Conferences.**
Administration, Nursing and Paramedical staff are also likewise encouraged to attend conference to enhance their educational skills.
9. **Financial Support for Research Publications.**
Teachers are encouraged to publish research publications in accredited and indexed National / International Journals. The processing fee for publication by the Journals will be reimbursed as per norms.
10. **Sponsoring for Academic Programmes.**
Fee concession for higher studies at University courses will be provided to both Teaching and Non Teaching.
11. **Marriage Gift to self and to Children**
The Policy is applicable to all confirmed teaching and Non – teaching employees.
Gift Cheque for Rs.5,000/- for Teaching.
Gift Cheque for Rs.3,000/- for Non Teaching Staff.
12. **Personal Loan / Salary Advance**
DRMGRERI is giving an opportunity to employees to avail the following interest free loans.
1. Marriage Loan Advance
 2. Educational Loan Advance
 3. Festival Advance
13. **Employee Welfare Society Loan**
Eligibility & Applicability:
The policy is applicable to all employees of DRMGRERI who have become a member in DRMGRERI Welfare Fund.
- Saving at 9% per annum, Loan maximum of two months gross salary can be availed as Welfare Fund Loan with repayment in 10 equal installments, with 11% interest rate per annum.
14. **Transportation**
Transportation facility is available for employees on

	<p>subsidized rate in the University Transports.</p> <p>15. Annual Pay increase Annual increment will be given to all employees on July every year after the annual appraisal completed.</p> <p>16. Other Facilities available on Campus</p> <ul style="list-style-type: none">❖ Gymnasium for Faculty and Staff❖ Staff Recreation Club❖ Sports and Cultural activities <p>All these welfare measurements are aimed at creating a healthy and productive working environment.</p>
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**APPROVED BY 64th BOARD OF MANAGEMENT IN ITS MEETING
HELD ON 25.07.2016**



C. P. S. S. S. S.
REGISTRAR

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