

**(MEDICAL COLLEGE & HOSPITAL)****Accredited by NAAC 'A' Grade****ISO 9001:2008 Recognised**

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## **POLICY DOCUMENT FOR STAFF WELFARE MEASURES**

MIMSR Medical College, Latur considers all of its Teaching and Non-teaching staff members as one big family as 'MIMSR PARIWAR'. Hence it has a well-established welfare mechanism as listed below:

- Employees Provident Fund Scheme – Through EPF scheme, deduction of specific amount from employee's salary and equal contribution from institution is done as per norms. After retirement the employee will be benefited with total deposited amount and can avail pension as per norms
- For differently abled employees, traveling allowance given is four times more than the other employees
- Dhanwantari Medical College Cooperative Society Ltd. Latur provides loan for any financial needs and emergencies of Teaching and Non-teaching Staff such as Home construction, Education to the Ward, Emergency Health Issues, Marriage purpose, Festival Celebration, etc.
- Advance payments are issued to needy Teaching and Non-teaching staff on occasion of any emergency/major medical expenditure and on occasion of various family festival celebrations.
- A set of uniform is provided for all the class IV employees of the institution per year free of cost.
- Free Internet facility is made available to all the staff members in the campus.
- Bank of India, Brach Kasargaon with ATM facility is available in the Campus
- Free Health Services
- Fee Concession Policy in Hospital charges for first degree relatives of staff
- Financial support attending conferences/workshops
- Special leave to attend conferences
- Organizing Professional and personality development trainings

- Rewards for Meritorious Performance- Felicitation of Teaching and Non-teaching staff and their wards for their achievement in academic and social life at the time of flag hoisting ceremony
- Those employees who have lost their life during COVID-19 pandemic, their families were benefited with additional 7 lakhs from EPF office.
- Leave policy for employees – a structured and well defined leave policy consisting of Causal Leave, Earned Leave, Medical Leave Special Leave to attend conferences/seminar/training / university examinations and other academic activities.
- 90 days maternity leave is provided.
- Discount on tuition fees to the wards of employees is offered after getting admission to any unit of MAEER Trust.

  
Co-Ordinator, IQAC  
M.I.M.S.R. Medical College, Latur



  
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