



VIDYA SHIKSHAN PRASARAK MANDAL'S  
**DENTAL COLLEGE & RESEARCH CENTRE,**

DIGDOH HILLS, HINGNA ROAD, NAGPUR-440 019 PH: (07104) 306200, 306101, 306202, 306203 Fax: (07104) 232904, Email: vspmdentalcollege@gmail.com

**WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF**

VSPM's Dental College and Research Center recognize the contribution of the employees towards the development and progress of the Organization. The Institution offers/provides rewarding welfare schemes to all the employees to ensure and increase their work efficiency. Some of the welfare schemes prevalent in the Institution are:

**1) Provident Fund:**

VSPM's DC & RC as the employer contribution to PF at the 'rate of 13%' of the basic wages. Provident Fund is available to the members of both teaching and non-teaching.

**2) Medical Facility:**

- The self-financing social security and health welfare scheme, Medical facility is provided to all the teaching and Non-teaching faculty members of VSPM's DCRC from the inception of the institute.
- Special Medical leave upto 01 year is granted for severe diseases like Cancer, TB, Kidney Failure.
- 50% concession/discount on Investigations/IP is given to all employees & their Spouse, Children (2) and dependent parents (mother & father).
- Free Annual Health check-up for all staff members.

**3) Maternity Leave:**

All women members of staff are given maternity leave for a period of 180 days with full paid salary.

**4) Abortion Leave:**

All female staff are given abortion leave of 45 days with full paid salary.

**5) Special Paid Leave for Blood Donation:**

Special paid leave for Blood Donation is given to all staff members (an be availed max. 2 times in a year).

**6) Loan Facility:**

All the employees of the Institution can avail loan with lesser interest and higher rate of interest on FDs can avail in the Employee Credit Co-Operative Society for both teaching and non-teaching staff members.

**7) Creche Facility:**

Creche facility for Children of employees upto 03 years is given at the basement area of Ganesh Temple in the Campus.

**8) Free Transport:**

To ensure the comfort travel of all the teaching and non-teaching staff, VSPM's DCRC provides free transportation from selected pick up points.

**9) Subsidized Accommodation:**

VSPM's DCRC provides cheaper/free accommodation (depending on case to case basis) for teaching and non-teaching staff in the Institutions, Hostels and Quarters near the campus.

**10) Conference sponsorship:**

Sponsorship / Grants is being provided for the teaching faculty to attend Seminars / Conferences / Paper Presentations / Paper Publications both in India and Abroad during the last 5 years.

### 11) **Vacation Leave:**

A 15-days paid summer and winter vacations are given for teaching faculty members. Faculty members are also given sabbatical (max. upto 01 year) to pursue their higher studies.

### 12) **Dress:**

One pair of uniform is provided free of cost to all the Non-teaching staff members.

### 13) **In campus facilities:**

- Σ Food courts are available for food and refreshment with subsidized rates.
- Σ A 24 hr ATM is available. During working hours, a bank "Arvind Sahakari and Co-Operative Bank" is available for the benefit of faculty.
- Σ A 24x7 Pharmacy is also available inside the campus with 10% discount on medicines.
- Σ Wi-Fi is available for students and faculty members
- Σ Subsidized Parking facilities for faculty and students
- Σ A spacious guest house (free of cost) is available inside the campus for new employees on request.

### 14) **Development Programs:**

For the benefit of teaching and non-teaching faculty members, training and Skill Development courses are conducted regularly.

### 15) **Attendance:**

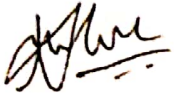
- SPINE Biometric Attendance system is implemented for all the teaching and non-teaching faculty members for more transparency in the leaves & attendance for all employees.
- 2 hours Benefit can be availed by all staff twice in a month for their personal work.

16) **Appointment of one family member in case of untimely death of staff in service:**

In case of untimely death of staff in service, one family member (wife/son/daughter) is appointed on contractual basis after approval of management (on case to case basis).

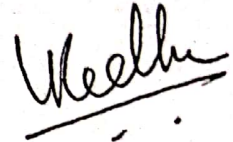
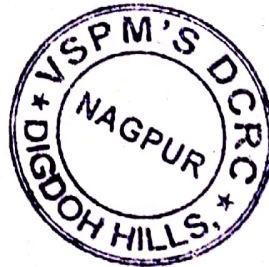
17) **Appointment of spouse of existing staff in case of vacancy:**

Preference is given to spouse of existing staff in case of vacancy if they fit the required criteria of the job profile with respect to qualification and work experience



(Dr. Nishant Dhodre)  
Group HR Head  
VSPM AHE

Group HR Head  
VSPM AHE, Nagpur



(Dr. Usha Radke)  
Dean  
VSPM'S DCRC

**DEAN**  
VSPM'S Dental College &  
Research Center, Digdoh Hills  
Nagpur, Maharashtra 441119