



PSPM MAHILA HOMEOPATHIC MEDICAL COLLEGE

23/1/B Kolgiri Nagar Hotgi road Majrewadi Solapur Tel: 0217-2991315

WELFARE POLICY FOR TEACHING &NON-TEACHING STAFF

The institution is governed by one of the best management which is known for its generous and professional attitude towards its teaching and nonteaching staff. Welfare measures help with various monetary benefits through its various schemes. For last 12 years our management has constantly made its efforts to take some welfare measures for the staff. Welfare measures for teaching and nonteaching staff.

1. Maternity Leave:

The institute will provide six months of maternity leave with salary to all staff.

It is also important to note that these leaves can be taken maximum of 8 weeks prior to the childbirth and rest of the leaves can be availed after the childbirth.

2. Paternity Leave:

The facility of paid special 15 days leave provided for teaching staff.

3. Bereavement Leaves: The facility of paid special 3 day leave us provided for all teaching staff.

4. Medical Leave: The facility of 8 days medical leave is provided for all teaching staff.

5. Casual Leave: The facility of 12 days casual leave is provided for all teaching staff.

6. Medicine and laboratory facilities:

The institute will provide the 15% discount for the laboratory investigations, and the medicines and treatment procedures at OPD and IPD levels at hospital which is the attached hospital of the institute.

7. Ambulance facilities: Institute provide ambulance facilities to staff

8. Institute carry out unbiased yearly appraisal for increments and promotions.

9. The institute provide duty leave to attend seminars and conferences as a delegate or an invited guest or speaker or chairperson

10. Institute will carry out free annual health check-up of its employees.

11. FACULTY DEVELOPMENT:

Encouraging non-doctoral faculty to enrol in PhD programmes and providing On-duty for the same Providing PhD increments for teaching staff Encouraging faculty to participate in different online academic webinars and other Online courses.

Providing financial support to attend FDP, seminars and workshops.

Sponsoring faculty to deliver guest lectures at other higher learning institutes.

Allowing staff to attend industrial tours in order to improve technical expertise,

Share/create modern tool facilities, and encourage research activities

12. The following facilities are also provided to employees for efficient functioning :

1. Yoga classes
2. Wi-Fi facility
3. Computing facility.
4. Identity cards
5. Sports facilities


PRINCIPAL

PSPM's
Mahila Homeopathic Medical College
Dr. Vilas Harpale PG Homeopathic Institute
& Yugandhar Multispeciality Hospital
& Research Center, Solapur.