



# **SRI BALAJI VIDYAPEETH**

(ACCREDITED WITH 'A' GRADE IN THE FIRST CYCLE BY NAAC)

Pillaiyarkuppam, Pondicherry - 607 402

## **SBV POLICY ON WELFARE SCHEMES FOR TEACHING EMPLOYEES 2019**

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(DEEMED -TO –BE- UNIVERSITY)

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Prepared by	Reviewed by	Approved by
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<b>Date:</b> 01-02-2019	<b>Date:</b> 08-02-2019	<b>Date:</b> 15-02-2019 <b>BoM Approval:</b> 23-02-2019

## **TITLE AND APPLICABILITY: SBV POLICY ON WELFARE SCHEMES FOR TEACHING EMPLOYEES - 2019**

The Policy on Welfare Schemes for non-teaching employees at Sri Balaji Vidyapeeth will henceforth be known as **SBV POLICY ON WELFARE SCHEMES FOR TEACHING EMPLOYEES- 2019**. However an exclusive policy on incentives for faculty based on their academic performance is in place.

As part of the Vision of Sri Balaji Vidyapeeth to strive to be a premier Global Health Sciences University leading in the frontiers of education, research and patient care as well as one among the five declared Missions, to contribute to the health care of work force with competent and committed professionals, Sri Balaji Vidyapeeth has endeavored to take care of its employees at all levels and given below are some of the Employee Welfare Schemes for Teaching Employees.

SBV deems it's appropriate that the faculty of medical, dentistry, nursing, pharmacy and allied health sciences form the back bone, as exemplified by the uniformly good performance of the students in all of the academic endeavours and also the total commitment with which the faculty work deserves to be recognized and rewarded fittingly.

### **PREAMBLE**

Sri Balaji Vidyapeeth (SBV) is a Deemed to be University established u/s 3 of UGC Act, 1956. Presently there are Two medical colleges, One dental college, two nursing colleges, School of Pharmacy besides Faculty of Allied Health Sciences and seven State – of - the - art designated centres under its ambit. This requires mandatory working environment that is present, cordial and productive. SBV considers it that the teaching faculty represent the most significant attribute and hence it needs to be considered that the teaching faculty need to be held at high esteem, besides taking into account the various measures of welfare and good will to be extended to them which they richly deserve.

### **PURPOSE**

The purpose of the Policy is to identify the important benefits to be bestowed on the faculty in order to help enable them to contribute resourcefully for the holistic growth and sustenance of SBV in the frontiers of academics, research, patient care, consultation and extension services.

The following guiding principles form the crux of the purpose of the policy

- To uphold the general morale of the faculty of SBV by promulgating welfare measures.
- To instill developmental initiatives that would uphold the holistic health of the faculty.
- SBV believes that a healthy mind is a prerequisite for putting in optimal contribution towards Quality sustenance. This would culminate in maximum benefits rendered to the community in the frontiers of academics, research, patient care and extension services.
- The welfare measures would prompt the faculty to give their best besides helping in the overall growth of the employee.
- Retention of the faculty as evidenced by low attrition rate ;facultyretention is a positive measure of welfare.

## **SCOPE**

Sri Balaji Vidyapeeth being a health sciences higher education institute catering to tertiary health care, the role played the faculty is considered cardinal. Furthermore, the policy lays due emphasis on faculty welfare measures as depicted by well-defined schemes that are bestowed on them – all aimed at enthusing the faculty to continuously strive for upholding the tenets of SBV in the fraternity of health care professionals. The Policy also takes into due account the value of the contributions arising from the faculty that culminate in growth, development and sustenance of all the activities, be it academics or research or patient care. The policy would embrace the ideology that the faculty form the backbone of the institution.

## **WELFARE MEASURES**

### **1. STAFF CHILDREN QUOTA**

An additional of 20% of the sanctioned seats in all the courses offered under the Faculty of Allied Health Sciences will be earmarked under Staff Children Quota. For

this, the wards of the employees alone will be deemed eligible to benefit under this scheme. The legally adopted children of the employee of SBV would also benefit from this scheme. The Children claiming this benefit should essentially fulfill the minimum eligibility criteria prescribed by the University from time to time. However the benefit cannot be claimed as a matter of right. If there is competition for the Seats under this scheme, seniority of the employee will be considered in these cases.

## **2. LEAVE BENEFITS**

Leave benefits will be awarded to all Faculty on the basis of their designation. This includes Annual academic leave, causal leave, earned leave, sick leave, compensatory leave and on duty leave for any official assignment for teaching faculty.

## **3. MATERNITY LEAVE**

All eligible faculty will be granted maternity leave as per the government norms and extended child care leave will be sanctioned on a case by case basis.

## **4. FACILITY FOR STAFF KIDS**

Day Care Creche facility within the campus would be made available.

## **5. INSURANCE BENEFITS**

Indemnity insurance for medical professionals will be provided by the institution. Teaching faculty will be entitled to statutory benefits as admissible under the rules of SBV.

## **6. RENT FREE ACCOMDATION AND TRANSPORT FACILITY**

Rent free in campus residential quarters will be offered for teaching faculty. In addition, transport services will be provided from and to different locations in Puducherry and Cuddalore for the benefit of safe commuting

## **7. REFRESHMENTS**

All employees will be provided refreshments. Staff on night duty will also be given refreshments.

## **8. EQUITY MEASURES**

Appropriate committees for the welfare of SC/ST, Women and thirdgender are in place to provide necessary assistance to those in need.

## **9. INCENTIVES FOR HIGH PERFORMING FACULTY**

All teaching faculty will be duly recognized for their professional contributions and expertise with Certificates of Appreciation and incentives (e.g.: paper presentations/publications, etc).

10. The Scientific and Academic Forum, an independent self-governed body of faculty will serve to connect our entire faculty in a vibrant community through stimulating intellectual activities, thus fostering both social and scholarly relationships.

## **11. CAPACITY BUILDING**

The faculty and staff will be nurtured through well-structured faculty/staff professional development programs ensuring continuous improvement and up-gradation of skills, knowledge and research capabilities.

## **12 INCLUSIVENESS**

SBV will provide equal opportunity employee (value: inclusiveness) with employees from all over India, including third genders.

## **13 FACULTY NITE**

To foster fellowship and camaraderie among the faculty members, the management of SBV would conduct Faculty Nitebesides sports events every year.

## **14. RECOGNITION AT THE FOUNDATION DAY OF SBV**

The long serving faculty, faculty with exceptional and exemplary skills, best departments and the best institute will be feted on the Foundation Day which is being celebrated annually on 4<sup>th</sup> August.

**INVOLVEMENT OF MEDIA, IF ANY**

Nil.

**INVOLVEMENT, IF ANY, OF MAJOR FINANCIAL IMPLICATIONS CONCERNING EXTERNAL AGENCIES**

Yes.

**EXCEPTIONS, IF ANY**

Nil

**ANY OTHER PERTINENT DETAILS**

Nil

**ENQUIRIES**

All enquiries related to this policy should be addressed to the Registrar, SBV and a copy marked to the Sr. Personnel Manager, SBV.

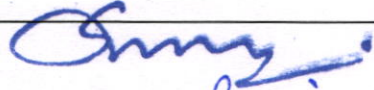
**APPELLATE AUTHORITY**

For all difficulties pertaining to this policy, the power to remove difficulties rests with the Vice Chancellor.



Sl.No	Role	Name	Designation	Signature
1	Prepared by	Mrs. Asha Suresh Babu	General Manager (Admin), SBV	
		Mr. Balamukundan	Sr. Personnel Manager	
		Dr.A.R.Srinivasan	Registrar, SBV	
2	Reviewed by	Mr.Ralph Alexander Matthews	Legal Officer & Head, HR	
		Dr. Ravishankar M	Dean, MGMCRI	

Approved by: Dr. Subhash Chandra Parija, Vice Chancellor, SBV:

  
S.C. Parija