

**6.3.1 The Institution has effective welfare measures for teaching and non-teaching staff**



## Indira College of Nursing

(Approved by INC & Tamilnadu Nurses & Midwives Council) (Affiliated to the Tamilnadu Dr. M.G.R. Medical University)

### POLICY DOCUMENT ON WELFARE MEASURE

#### 1. STATEMENT

Indira college of nursing helps financially to its staff with the help of its various monetary benefits through different schemes. Our management consistently makes its effort to take some welfare measure for the staff members. For maintaining good rapport with all the employees, the management organizes in formal dinner party for faculties.

All the new recruited get required with the norms of our institute our managing directors always attends all the faculty development offers fee concession to the children of the college. The management offers fee concession to the children of the non-teaching staff

#### 2. AIM


- To provide welfare support to all faculties of ICON

#### 3. SPECIFIC OBJECTIVES

- To formulate the list of welfare measures.

#### 3.1 PROVISION OF STAFF QUARTERS

The management provides accommodation facilities for all the staff members of ICON two bedrooms Hall and kitchen accommodation with all basic amenities at a very nominal and low rate as compared to standards.

  
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PANDUR - 631 203  
THIRUVALLUR

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**3.2 TRANSPORT FACILITIES** The management provided transport facilities for all staff members of ICON. Air-conditioned buses Free of cost for all the teaching and teaching faculties.

### **3.3 HEALTH CARE FACILITIES**

The management provides optimal health care to all teaching. Non-teaching faculties and their family members at concession rate including diagnosis and treatment 20%concession for faculties and 30% Concession for students

### **3.4 DUTY LEAVE FOR ATTENDING SEMINARS, CONFERENCE AND WORKSHOP FOR FACULTY**

Management is encouraging faculty to attend national and international conferences / workshops/ Seminar for the updating of knowledge and skill and understand the current trends in the field of nursing education.

The faculty are given seven days leave to attend the conferences and workshops in a year. In addition to management is generous in sanctioning registration fee, travel expenses/incidental expenses for attending the conferences and workshops. The faculty members are permitted attend university examination. paper setting work/paper valuation work / practical examination work or go as inspectors/ to other institutions as per university and state nursing council norms and also to go attend official meetings. The faculty is permitted to go for five days for paper evaluation and 4 days an external examiner

  
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### **3.5 ECO-FRIENDLY CAMPUS**

The institution has eco-friendly environment with least air pollution. The green trees provide fresh air to in.

### **3.6 HYGIENIC WORKING ENVIRONMENT**

The institution ensures hygienic working environment with a provision of hygienic sanitation for both staff and students.

### **3.7 EMPLOYEES PROVIDENT FUND AS PER PF RULES**


Keeping in view the future safety of employee. The institute contributes specific amount towards PF of an employee as per PF rules

### **3.8 FULL PAID MATERNITY LEAVE**

ICON provides full paid maternity leave to all female employees

### **3.9 SALARY TIMELY CREDITEDBTO BANK ACCOUNT OF EMPLOYEE**

In each month, the employee gets the salary on time through bank account only. the management of ICON credits the salary on time every month for both teaching and nonteaching staff

  
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Regd. Office : No. 19, Govindan St. Ayyavoo Colony, Aminjikarai, Chennai - 600 029 Ph : 044 - 23741717 / 1818 Fax : 044 - 23740433 Web : [www.indiraeducational.org](http://www.indiraeducational.org)  
Campus : No. 1, V.G.R.Gardens, V.G.R. Nagar, Pandur - 631 203. Thiruvallur Taluk & District. Ph : 044 - 27650160 / 161





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### **3.10 REIMBURSEMENT OF MEMBERSHIP FEES FOR THE PROFESSIONAL BODIES.**

The institute has the provision of reimbursement of membership fee of any professional body provided he/she publishes a research paper within a year in the conceded professional body.

### **3.11 HOSTEL ACCOMDATION AND COMPLIMENTARY FOOD**

Management offers hostel accommodation and complimentary food for non-teaching staff [duty technicians and theatres staff] on humanitarian grounds.

### **3.12 FESTIVAL ADVANCE.**

Non-teaching staff can avail interest free loans and salary advance for needs in the month of January and October festival advance are given to faculties. Faculty can get one month of their salary as advance and repay in following months

### **3.13 NEW YEAR GIFT FOR FACULTY**

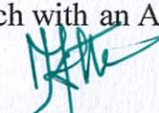
Our management gives new gift for all teaching and non-teaching staff as a token of appreciation for their sincerity and punctuality at work.

### **3.14 PURE DRINKING R.O WATER**

R.O plants are installed at all the coolers available in the college for providing and safe drinking water to the staff and students. There are seven in the institution which with an AMC for regular maintenance

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### **3.15 UNIFORM FOR NONTEACHING STAFF**

All nonteaching faculties including security person will be provided with uniforms and lab coats free of cost within 12 days of joining our institution.

### **3.16 EDUCATIONAL ALLOWANCE**

Educational allowance for family members of nonteaching staff working in Icon educational trust.

All nonteaching faculties children can avail education allowance in Indira group of institution. Children of non-teaching faculty are educated free tuition fees / hostel fees/mess fees.

### **3.17 GRIEVANCES REDDRESSAL;**

Grievances are redressed in proper and effective way to create gender equality among faculties of ICON.

### **3.18 MOBILE AND DIESEL ALLOWANCE FOR SENIOR STAFF**

Senior faculty members are given mobile/diesel allowance.

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