



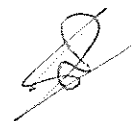
**PMS COLLEGE**  
OF  
**DENTAL SCIENCE & RESEARCH**

## **Welfare Measures for Teaching and Non-Teaching Staff**

Following are the main welfare measures provided to the staff of PMS Dental College by the Management.

1. **Accident Insurance Coverage:** The College is providing Accident Insurance Scheme to all teaching and non teaching staff with the tie up of M/s National Insurance Co.Ltd / Bajaj Allianz General Insurance Co. Ltd.
2. **Employee State Insurance Scheme (ESI):** - This is provided to all non-teaching staff towards the medical benefits to staff and their family members. This scheme is under the Employment State Insurance Corporation, Ministry of Law & Employment Govt. of India.
3. **Staff Hepatitis Screening Camp:** - Provides free Hepatitis screening camp every year along with Titer checking and vaccination facility / coverage.
4. **Provident Fund Scheme:** - This scheme is an Investment scheme under Employee Provident Fund Organization under Government of India. Under this scheme, employees are benefited with lifelong pension, Insurance benefit and interest on high returns.
5. **Staff Quarters:** - We are providing staff quarters both family and single accommodation for all teaching and non-teaching who are staying far from the College.
6. **Financial Assistance during School opening:** - All non- teaching staff are given financial assistance during school opening.

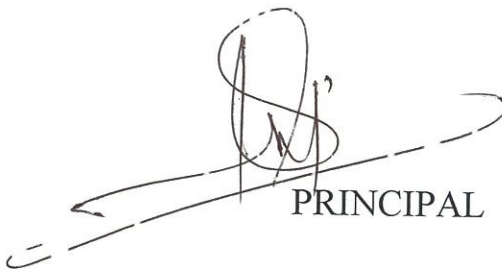
7. **Supply of Uniform:** - All maintenance staff, drivers, mess staff and housekeeping staff are given uniform 2 sets per year.
8. **Supply of Books to School Going Children of staff:** - All non-teaching staff who got school going children are provided with 20 note books , Bags and pencil box during school opening every year.
9. **Festival Allowance:** - All non-teaching staff are provided with festival allowance, bonus etc during Onam and Ramzan. Cakes for all teaching and non teaching staff are distributed during every New Year.
10. **Family get-together:** - Family get together are conducted to teaching and non teaching staff outside the campus.
11. **Financial Assistance during marriage:** - Financial assistance during marriage of the staff and their son/daughter are provided.
12. **Cash during medical emergencies:** - Financial help during medical emergencies are provided for non-teaching staff.
13. **Day care facility to staff kids:** - Staff who got infants below the age of 3 yrs can avail Day care facility for their kids. These facilities are provided w.e.f 2020 .
14. **Loans for Emergency :** Financial help in case of emergencies are being provided to teaching staff by means of Loans & advances without Interest .
15. **Sports and Games facility** to staff such as swimming pool, basketball court, gyms etc are provided for their entertainment and exercise.



16. **Educational facilities:** - Leave with pay are provided to teaching staff for going for Seminar, Workshop, Conference etc.

17. **Family leave facility:-** Family leave are provided to teaching staff as a voluntary measures for the betterment of their family. Leave with pay are given for teaching staff for medical reasons for themselves and their family members which include Father, Mother and children. They can also avail leave with pay for family tour.

18. **MAPS:** - Medical Accident Prevention Society membership are provided free of cost to all Teaching staff (Dental).

  
PRINCIPAL



PRINCIPAL  
PMS COLLEGE OF DENTAL  
SCIENCE & RESEARCH  
THIRUVANANTHAPURAM-28



