



Karpaga Vinayaga College of Nursing

(Recognized by the Indian Nursing Council and Affiliated to The Tamil Nadu Dr. M.G.R Medical University, Chennai)

G.S.T Road, Chinnakolambakkam, Padalam (P.O), Madhurantakam (Tk.)
Chengalpattu District, Tamil Nadu - 603308. Phone: 044-71565287

POLICY DOCUMENT ON WELFARE MEASURES



POLICY DOCUMENT ON WELFARE MEASURES FOR TEACHING AND NON TEACHING POLICY DOCUMENT NO:KVCN/POL/2017

AMENDMENT DATE: 26.04.2017

1. STATEMENT

Karpaga Vinayaga college of Nursing helps financially to its staff with the help of its various monetary benefits through different schemes. Our Management consistently makes its efforts to take some welfare measure for the staff members. For maintaining good rapport with all the employees, the management organizes informal dinner party for faculties.

All the new recruited get acquainted with the norms of our institute. Our Managing Director always attends all the faculty development events organized in the campus to motivate the students and staff 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 KVCN

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 KVCN. We provide Two bedrooms Hall and Kitchen accommodation with all basic amenities at a very nominal and low rate as compared to standards.

3.2 TRANSPORT FACILITIES

The management provided transport facilities for all staff members of KVCN. Air-conditioned buses free of cost for all the teaching and non 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, CONFERENCES AND WORKSHOPS

For encouraging the faculty towards research and development, the management permits the faculty to attend national and international conferences, seminar, and workshops by sanctioning them seven duty leave : five day for paper evaluation and 4 days and external examiner.

3.5 ECO-FRIENDLY CAMPUS

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



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3.6 HYGIENIC WORKING ENVIROMENT

The institution ensure 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 employees. The institute contributes specific amount towards PF of an employee as per PF rules.

3.8 FULL PAID MATERNITY LEAVE

Kvcn Provides full paid maternity leaves to all female employees.

3.9 SALARY TIMELY CREDITED TO BANK ACCOUNT OF EMPLOYEE.

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

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 offer hostel accommodation and complimentary food for non teaching staff (duty technicians and theaters staff) on humanitarian grounds.

3.12 FESTIVAL ADVANCE

Non-teaching staff can avail interest free loans and salary advance for their needs in the month of January and October festival advance are given to facilities. Faculty can get one moth 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 DRINGKING 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 the institution which is covered with an AMC for regular maintenance.



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3.15 UNIFORM FOR NON TEACHING STAFF

All Nonteaching faculties including security person will be provided with uniforms and lab coats free of cost within 15 days of join our institution.

3.16 Educational Allowance For The Family Members Of Non-Teaching Staff Working In Karpaga Vinayaga Educational Trust.

All Non teaching faculties children can avail educational allowance in karpaga vinayaga group of Institution. Children of non teaching faculty are educated free tuition fees/hostel fees/mess fees.

3.17 Grievances Readdressal: Grievances are readdressed in proper and effective way to create gender equality among faculties of kvcn.

3.18 MOBILE AND DIESEL ALLOWANCE FOR SENIOR STAFF:

Senior faculty member are given mobile/diesel allowance.

PRINCIPAL

Karpaga vinayaga college of Nursing
G.S.T Road Cinnakollambakkam
Palayanoor Post
Maduranthagam-603308

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