



PRAKASH SHIKSHAN MANDAL'S
**LOKNETE RAJARAMBAPU PATIL AYURVEDIC MEDICAL COLLEGE,
HOSPITAL, POST GRADUATE INSTITUTE AND RESEARCH CENTER,
ISLAMPUR**

ISLAMPUR-SANGLI ROAD, ISLAMPUR, TAL: WALWA, DIST: SANGLI
PHONE: 02342-661212 TO 661224, FAX-661212 EMAIL: Prakash_sankul@yahoo.com

STAFF WELFARE POLICY –

The details of welfare measures provided for teaching and non-teaching staff as follows -

Welfare Measures for Teaching Staff –

1. Leave facilities such as
 - Casual
 - Medical
 - Study Leave for Higher Education of Faculty,
 - Duty Leave for College & University Related Work
 - Earned Leave
2. Maternity leave – full salary paid for 6 months & Paternity Leave for 15 days
3. Special leave –
 - to attend conferences. (Registration fees are reimbursed in special cases.)
 - for Critical Illness
4. Financial Support for Attending Conferences/Seminars/CMEs
5. Financial Support for Perusing Higher Education
6. One additional increment will be given to the PhD awarded Faculty
7. Financial Support for publishing a Book
8. Financial Support for departmental research project
9. Financial Support to publish the International Research Paper in the College Peer reviewed International Journal
10. Institute provides free transport facility to the whole staff from various places like Sangli, Kolhapur, Karad etc.
11. Institute provides free accommodation facility
12. Concession in the fee is given to the wards (son/daughter) of our faculty members for various courses under the Institute.
13. Organization of FDP for upliftment of the faculty members
14. Group Insurance
15. Free medical facility to staff in our Institute's hospital – LRP ayurvedic college hospital
16. Best teacher award arranged by our Sanstha every year



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Welfare Measures for Non - Teaching Staff

1. Leave facilities such as
 - Casual
 - Medical
 - Duty Leave for College & University Related Work
 - Earned Leave
2. Maternity leave – full salary paid for 6 months & Paternity Leave for 15 days
3. Group Insurance
4. Free medical facility to all staff in our Institute's hospital – LRP ayurvedic college hospital
5. Financial Support is given for the critical illness/operatives to the required staff
6. Best Non-Teaching staff award arranged by our Sanstha every year
7. Advances provided to needy staff
8. Institute provides free transport facility to the whole staff from various places like Sangli, Kolhapur, Karad etc.
9. Institute provides free accommodation facility for non-teaching staff
10. Concession in the fee is given to the wards (son/daughter) of our faculty members for various courses under the Institute.
11. Organization of FDP for upliftment of the faculty members



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Sr. No	Welfare
1	Paid Maternity Leave (6 Month)
2	Paid Paternity Leave (15 Days)
3	Lactating Staff- Time flexibility
4	Study Leave – Higher Education
5	Special Leave for the Illness
6	Special Leave for family Function – Marriage of wards, Faculty
7	Special Leave for any mishap in family – Accident, Death etc.
8	Special Leave – ROTP, Seminar, CME
9	Earn Leave Facility
10	Duty Leave – Exam, Inspection etc.
11	Casual Leave
12	Free Medical facility for Staff
13	Disbursement of Financial Aids- Credits/ Facilities (Patsanstha, Bank Loan)
14	Priority & Fee concession in School Admission /College Admission of words of the Faculty



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15	Financial Support for to attending CME, Seminar, Conferences etc
16	Medical Expenses such as Bypass, Angioplasty, Critical illness
17	Financial support for pursuing Higher Education PhD
18	Free travelling facility for staff from Sangli, Kolhapur, Karad
19	Arrangement of Seminar/Workshop to keep the faculty updates
20	Annual and Special Increment
21	PhD awarded- 1 additional Increment is given
22	Festival advance for non-teaching staff
23	50% financial support to publish International research paper in our peer review International Journal
24	Free accommodation for the staff in Campus
25	Financial Support for the Book Publication
26	Free Gymkhana & sport Facilities
27	Health Insurance