



Estd.: 1991

SOMANATH EDUCATIONAL TRUST'S  
**S. B. PATIL INSTITUTE FOR DENTAL SCIENCES & RESEARCH**  
**BIDAR – 585 402 (KARNATAKA)**

(Affiliated to Rajiv Gandhi University of Health Sciences & Recognized by Dental Council of India)

Email: [principalsbpdch@yahoo.co.in](mailto:principalsbpdch@yahoo.co.in) [www.sbpatilcollege.in](http://www.sbpatilcollege.in)

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**POLICY FOR STAFF WELFARE MEASURES**  
**S. B. PATIL INSTITUTE FOR DENTAL SCIENCES & RESEARCH,**  
**BIDAR**

SBPDCH | CURRICULUM COMMITTEE | 2017-2022



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## INTRODUCTION

S. B. Patil Institute for Dental Sciences & Research, Bidar offers various initiatives toward the welfare of employees. These welfare measures help the institution to keep employees motivated toward overall development of the institution. This policy document is prepared by considering the various needs and available resources with the institutions for the welfare of the fulltime teachers and non-teaching staff of the institution.

## PURPOSE

This document is designed to provide guidelines about welfare measures offered by the S. B. Patil Institute for Dental Sciences & Research, Bidar for its full-time staff members during the employment period at the institution.

## SCOPE

This policy document applies to both Teaching and Non-Teaching staff of the dental and allied health sciences departments of S. B. Patil Institute for Dental Sciences & Research, Bidar.

## OBJECTIVES

- To enhance the staff motivation
- To provide financial assistance to attend professional development programs.
- To provide opportunity to pursue higher education while continuing service.
- To facilitate innovative ecosystem to carry out research activities.

## WELFARE MESAURES FOR STAFF

1. Employee Provident Fund (EPF) —Provident Fund will be paid as per Employee Provident Fund Act 1952 to all full time staff members of S. B. Patil Institute for Dental Sciences & Research, Bidar.
2. ESI: As per the state government norms S. B. Patil Institute for Dental Sciences & Research, Bidar, is providing ESI facility to all its staff members.
3. Advance Salary from S. B. Patil Institute for Dental Sciences & Research, Bidar: The Advance Salary facility is available to meet urgent medical expenses for self & dependent family members / marriage / education of children etc. This given amount will be recovered from the employee's monthly salary without any additional cost.
4. Marriage Gift: For the purpose of Marriage of children of non-teaching staff of the college management provides some fund based on availability as a marriage gift.
5. Bonus to Non-Teaching Staff: Yearly bonus scheme is available for the nonteaching staff members of the college.
6. Concession in IP/OP Treatment: IP/OP Treatment at concessional rates is provided to the staff and their family members at Dental clinic facilities of S. B. Patil Institute for Dental Sciences & Research, Bidar.
7. Cafeteria: Cafeteria facility with concessional rates is provided to staff members of S. B. Patil institute for dental sciences & research, Bidar.

*S. B. Patil*  
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8. Yoga Center: Staff members can also avail the facility of Yoga and Meditation Center established by the Institution in the campus.

9. Gymnasium at Hostel: Staff members can utilize the gym facility established in hostel.

10. Casual Leave/ Special Casual Leave/OOD facility: Staff members are given CL, ML and AL facility for the personal and professional purposes.

11. Financial Assistance to attend seminar/conference/workshop: The fulltime staff members are provided with financial assistance to present their research finding during seminar/conferences and workshops.

POLICY VERSION 1.0 10.8.2017


REVISED VERSION 2.0 10.8.2022

**Drafted by:**

Dr. Sharashchandra, IQAC Co-Ordinator

**Approved by:**

Dr. Shailendra Mashalkar, Principal

  
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