



Estd : 1987

RAJAS DENTAL COLLEGE & HOSPITAL

Kavalkinaru Jn., Tirunelveli District - 627 105

DCI Recognition No: DE-3(44)-93/2246

Affiliated to :

Dated 09/11/1993

The Tamilnadu Dr. M.G.R. Medical University, Chennai.

WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFFS

(1) **Employee's State Insurance (ESI):** through Employees State Insurance Corporation, Ministry of Labour & Employment, Government of India.

Contribution: The contribution payable to the corporation in respect of an employee shall comprise of employer's contribution and employee's contribution at a specified rate. The rates are revised from time to time. Currently, the employee's contribution rate (w.e.f.01.07.2019) is 0.75% of wages and that of employers is 3.25% of the wages paid/payable in respect of the employees in every wage period.

Medical benefit: Full medical care is provided to an Insured person and his family members from the day he enters insurable employment. There is no ceiling on expenditure on the treatment of an insured person or his family member. Medical care is also provided to retired and permanently disabled insured persons and their spouses on payment of a token annual premium of Rs.120/-.

All other benefits as per the Act and applicability as notified by Govt. of India from time to time.

(2) **Provident fund:** All the employees are eligible for Provident Fund scheme with employer contribution as per the rules and regulations of the government. However these employees drawing more than Rs.15000/- salary per month are exempted from the PF scheme at the discretion of the individual.

(3) **Faculty Housing Accommodation:** Faculties from other states and distant sources are provided with housing apartments at a minimal cost to enhance their quality of life.

(4) **Personal Loans through Bank with college undertaking:** The College shall issue irrevocable letter of undertaking under Axis Bank Salary Loan Scheme to facilitate loans to the employees.

(5) **Concession in treatment charges:** All the employees working in various Rajas institutions are eligible for dental treatment in concessional rate based on type of treatments.

(6) **Concession in transport :** Free transport is being provided for non teaching staff as a beneficiary measure.

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