

# SANTOSH

Deemed to be University



6.3.1 The Institution has effective welfare measures for teaching and non-teaching staff and other beneficiaries.



Santosh Deemed to be University Delhi, NCR Ghaziabad		
Welfare measures applicable to Santosh Deemed to be University Employees		
S.No	Benefits/ Facilities	Beneficiaries
1	Provident Fund	All eligible employees of SDTU are covered under Provident Fund Scheme till their attainment the age of superannuation
2	PF linked Employees Pension Scheme	All the employee getting salary in accordance with statutory limit of PF are covered under the Employees Pension Scheme.
3	Gratuity	All eligible employees of SDTU are eligible for gratuity as per the norms
4	Employee State Insurance Scheme	All eligible employees are eligible for the benefits
5	Medicare Facility	All employees of SDTU are covered under Medicare scheme.
6	Scholarship of Employees Children Concession Role for employees	All employees are covered.
7	Institutional Accommodation	Faculty members and non- teaching staff are provided house accommodation subject to availability.
8	Laptop Facility Administrative Staff	Faculty members are eligible for laptop facility.
9	Casual Leave 12 days per year	All regular employees on the rolls of the SDTU are eligible
10	Compensatory Leave 10 days per year	All regular employees on the rolls of the SDTU are eligible
11	Earned Leave	All regular employees on the rolls of the SDTU are eligible

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12	Vacation Leave Summer -23 Winter- 09 If Vacation not availed EL- 10 days for Teaching	All regular faculty member on the rolls of the SDTU are eligible
13	31 Academic Leave / Special Leave -15 days Gazetted -25 RH- 02	All regular faculty member on the rolls of the SDTU are eligible
14	Maternity Leave 6 months 182 days	All women employees and women faculty on the rolls of the SDTU are eligible for this benefit.
15	Deepawali Gift ( Bonus )	Rs. 6500 + Gift
16	Electricity	Meter charges and other fixed charges are paid by the institution to those employee who has been given house accommodation.
17	House tax/ water tax / sewer tax/ HRA	HRA facility is provided to those employee who has not been given house accommodation.
18	Fee concession for words studying in the institution.	Fee concession are given to the son/ daughter of employee studying in institution.
19	Job to death dependent	The dependant of deceased employee are provided opportunity of job in the institution.
20	Funeral allowances	During the course of employment if death occurred to non teaching employee facilitated with Rs. 10,000/- for funeral expenses.
21	Medical Facility	All non teaching employee are getting free medical OPD facility i.e. medicine and surgery
22	Medicine	All non teaching employee are getting medicine reimbursement equirvalent to one month gross salary.

23	Concessional food	All non teaching employee are getting concessional food from college canteen.
24	Transport facility	This facility is made available to the staff from College to Hospital and vice versa.
25	Uniform facility	uniform facility is provided to all non teaching staff.
26	Appreciation to the long service rendered	In appreciation to the long service of 25 years rendered by the employee, the management honours by providing memento to the faculty and staff to both i.e. faculty and non teaching staff.
27	<p>Research Incentives</p> <ol style="list-style-type: none"> <li>1. Support for attending Conference / Workshop/ Seminars at State/National/International Levels</li> <li>2. Appraisal based on Performance</li> <li>3. Promotion based on Performance</li> <li>4. Publication Support</li> <li>5. Appreciation with cash awards.</li> </ol>	All faculty members are eligible to avail this facility
28	Incentives for excellence in teaching and research Recognition awards for faculty for research achievements	All faculty members are eligible to avail this facility

29	<p>Seed Money for research</p> <ul style="list-style-type: none"> <li>• Laboratory Consumables / field expenses: Maximum of Rs. 70,000/-</li> <li>• Purchase of equipment : Rs. 15,000/-</li> <li>• Data Management and report preparation: Rs. 5,000/-</li> <li>• Travel expenses related to scientific presentations in other states : Rs. 5,000/-</li> <li>•Publication costs ( including page charges for Journal articles): Rs. 5,000/-</li> </ul> <p>1. 2 Cycles / Year  2. Maximum budget / Project/ faculty is Rs. 1,00,000/-  3. Grant Money will be given with the following breakups.</p>	<p>All faculty members of Santosh Deemed to be University are eligible for the Research Seed Money. However, Faculty members shall also consider preparing major/ minor research proposals to be submitted to various funding agencies for obtaining Extramural grants.</p>
30	Financial support from Santosh University towards filling patent applications	All eligible inventors of SDTU as per norms.
31	Higher Education Policy	All regular employees above 3 years on the rolls of the SDTU are eligible
32	Subscription to Professional Society	All teaching staff are eligible to avail this facility
33	Faculty Training and Development	Teaching : All faculty members are eligible as per norms.



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