



MES Dental College

Malaparamba, Perinthalmanna, Malappuram 679 338

TEL: 04933-298405/258400 (Fax)

E-Mail: mesdentalcollege06@yahoo.com

- **Crèche Facility:** In-house crèche facility is providing for the employees for taking care of their children during the working hours under the age of five.
- **Concession for Staff and their family Members:** 50% concession for investigation as per Hospital policy.
- Hostel and Transportation facility for staff members
- Employee Engagement activities and tour program in every year.
- Training and Development program for employees
- **Working Environment:** Including temperature, ventilation, lighting, emergency lighting room dimensions suitability of workstations and seating.
- Safety including safe passage of pedestrians and vehicles, windows, floors doors (their construction and obstructions and slipping and tripping hazards) falls from height and falling objects.
- Facilities including toilets, washing, eating, and changing facilities, clothing storage seating rest areas and rest areas for pregnant women and nursing mothers.
- Housekeeping including, maintenance of workplace, equipment and facilities cleanliness and removal of waste materials.
- Workstations and seating as per relevant labour law.
- **Maintenance:** The workplace and certain equipment, devices and system should be maintained in efficient working order (efficient for health, safety and welfare). Such maintenance is required for mechanical ventilation systems, equipment and devices which would cause a risk to health, safety or welfare if a fault occurred.

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Prof. DR. ABDUL SHAMEEM
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WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF

Employee Provident Fund

The Employees Provident Fund and Miscellaneous Provisions Act, 1952 sets the regulations for employee provident funds. The Employee Provident Fund (EPF) is a scheme to offer benefits to factory workers at companies with 20 or more employees. This is a requirement for any employee whose salary is equal to or less than INR 15,000 per month.

Employee State Insurance

Under the Employees' State Insurance Act, 1948 (ESI), companies with 10 or more employees must extend benefits to any employee making under 21,000 Indian Rupees (INR) per month. These benefits are offered in cases of sickness, maternity, and employment injury.

Workers Welfare Fund

Kerala Labour Welfare Fund Board is a statutory body commenced with a view to constitute a Fund for promoting the welfare of labour. The Board collects contribution from the employees and employers of the establishments and other statutory revenues under the Kerala Labour Welfare Fund Act.1975.

1. Gratuity

- Employees who have worked for their employer for over 5 years are entitled to receive a gratuity payment equivalent to 15 days of wages for every year of employment.
- Employees are eligible for gratuity who has worked for their employer for 1 year under the fixed term appointment.

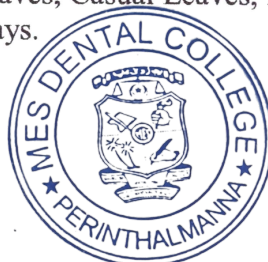
1. Maternity benefit

Benefits include mandatory maternity payment benefits for women, regardless of income, as well as maternity leave.

1. **Statutory annual leave** is the legal minimum amount of paid leave that almost all employees are entitled from the employer in a year. MES Dental College Providing leave like Sick Leaves, Casual Leaves, Maternity Leaves, Compensatory off for national and festival holidays.

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Non-statutory Benefits:

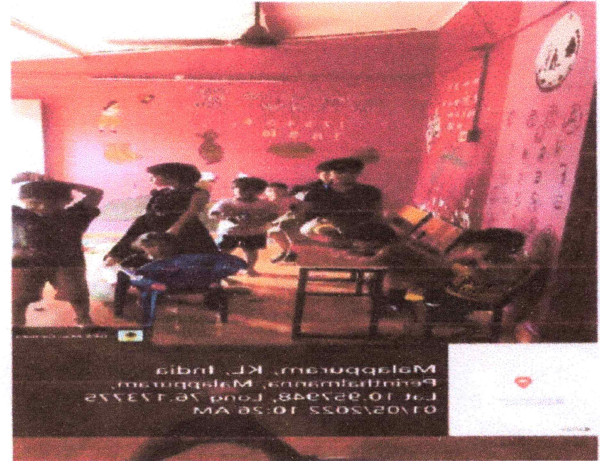
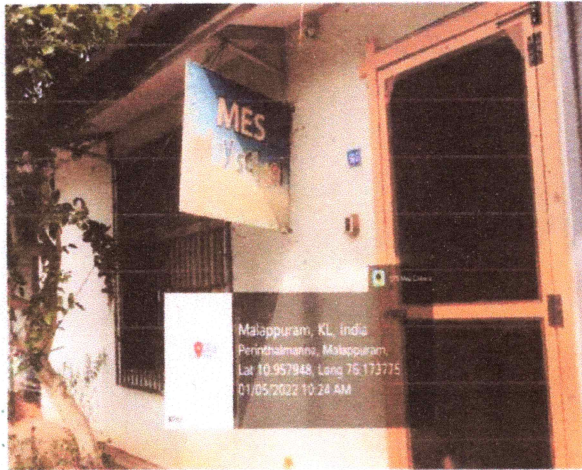


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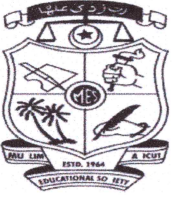
DAY CARE CENTRE



BS
Dr. ABDOUL SHAMEEM, K MDS
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Asl

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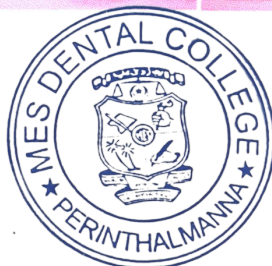
mesdcoffice@gmail.com

NON-TEACHING PROGRAM



Sachin Aslam

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