

The management of the institution has been offering various employee welfare schemes and amenities to both teaching and non-teaching staff are as follows

- **Medical Health Centre:** This facility is available for all the staff members. Health cards (of our sister concerned Dr.Pinnamaneni Institute of Medical Sciences and Research Foundation) are issued to all staff members to avail health care facilities at concessional rates. CT scan, MRI and other diagnostic facilities are available at concessional rates to the high income group and free of cost to the low income group. Diagnostic facilities are available in Department of Zoology. They are made open to all employees.

Link: <http://pbsiddhartha.ac.in/files/Criterion%20VI/6.3.1/Medical%20Facility.pdf>

- **Employment on Compassionate Grounds:** the Institution has provided viability of recruiting the family member of deceased employee on compassionate grounds.

Link: <http://pbsiddhartha.ac.in/files/Criterion%20VI/6.3.1/Compassionate%20Appointment.pdf>

- **Maternity leave:** 180 days of maternity leave is applicable with full pay. During these five years this facility is not availed by any female faculty.

Link: <http://pbsiddhartha.ac.in/files/Criterion%20VI/6.3.1/Leave%20Rules.pdf>

- **Sick and other Leaves:** Employees can avail sick leaves other leaves as per employee service rule of the institution.

Link: <http://pbsiddhartha.ac.in/files/Criterion%20VI/6.3.1/Leave%20Rules.pdf>

- **Group Insurance:** In case of an unfortunate incidence staff members get insurance benefit. Permanent staff members are part of the scheme.

Link: <http://pbsiddhartha.ac.in/files/Criterion%20VI/6.3.1/Insurance%20UN%20AIDED.pdf>

- **First aid Centre:** A dedicated room is allotted for First Aid with basic facilities in the campus and in case of any minor injury due to sudden unexpected happenings, required equipment is readily accessible at City health Centre of Dr. Pinnamaneni Siddhartha Institute of Medical Sciences and Research Foundation, a sister concern of

our college, which is located very nearby. First aid and general checkup facilities are available at this center.

- **Gratuity:** It is payable to the employees after 5 years of permanent service. All staff members are eligible for this benefit.

Link: <http://pbsiddhartha.ac.in/files/Criterion%20VI/6.3.1/Gratuity.pdf>

- **Employees Provident fund:** As per the government rules maximum an amount of Rs1,800/- is credited to employees PF/Pension Account by the Management of the college and the equal amount is contributed by the employee. 8.33 % of management's contribution goes to pension scheme and remaining in employees PF. All eligible staff members have availed benefit of the scheme.

Link: <http://pbsiddhartha.ac.in/files/Criterion%20VI/6.3.1/EPF.pdf>

- **Employees State Insurance Scheme:** It is applicable to staff as per the ESI Act. All eligible staff members have been availing benefit of the scheme.

Link: <http://pbsiddhartha.ac.in/files/Criterion%20VI/6.3.1/esic.pdf>

- **Employee protection:** To protect an employee from harassments of any kind, guidelines were provided for proper action and also for protecting the aggrieved employee. Internal Complaint Committee has been constituted to look into the issues related to employee harassments as per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

- **Uniform to non-teaching staff:** It is provided at free of cost by the institution.



- **Drinking Water:** safe and hygienic drinking water facilities available in the campus. Two RO plant cater to the needs of the campus.



- **Canteen facilities:** Cafeteria or canteens facilities are arranged by the employer providing hygienic and nutritious food to the employees at reasonable price.



- **Wash rooms and rest rooms:** Sufficient number of public wash and rest rooms are provided in the campus and also in the concerned departments. They are maintained spick-and-span.

