



GSL DENTAL COLLEGE & HOSPITAL

(Promoted by G.S.L. Educational Society, Regd.No.546/1999)

WELFARE SCHEMES FOR TEACHING & NON-TEACHING STAFF:

1) STATUTORY BENEFITS: PROVIDENT FUND

Provident Fund Act of is strictly implemented and followed by the Institution.

Employees eligible for Provident Fund Scheme of Govt. of India, and drawing monthly salary up to Rs.15,000/- are covered under this scheme. Employer Contribution of 12% is directly paid to employee PF Account distributing 8.33 % to EPS (Employee Pension Scheme) and 3.67% to Provident fund together with employee contribution of 12%.

The administrative charges on the above transactions are paid by the employer.

Provident Fund is a statutory / superannuation benefit to the employee where he is allowed to draw both his / employer contributions.

In addition, the employee also eligible for monthly pension from the EPS fund

2) STATUTORY BENEFITS: ESI – Employee State Insurance Act

ESI Act is governed by Ministry of Labour & Welfare of Govt. of India

All non-teaching employees drawing a salary up to Rs.21,000/- per month are covered under this scheme. (Persons with disability the limit is up to Rs.25,000/- per month)

Under this scheme Employee contributes 0.75% of his gross salary earned in a month. The employer contributes 3.25% of employee gross salary totaling to 4% of gross salary (Rounded off decimals to next rupee)

Both employee and employer contributions are paid to ESI Corporation through online challans payment into ESI website on or before 15th of every month, for previous month contributions.



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Under this scheme – the entire family members of the employee are getting covered and are being treated at ESI hospital and clinics, on production of ESI identity card issued to employee.

Based on the medical requirements, ESI refers the patient even to higher centre for better treatment.

During sickness, when employee not drawing salary from employer, ESI makes the pro-rata payment to employee.

3) GRATUITY SCHEME:

GSL implemented the Gratuity Scheme for all its employees with effect from 01st July 2015 – First of its kind in entire AP Health Institutions covered by Dr.NTR Health University. The scheme is administered by Life Insurance Corporation of India under its P&G units.

A step ahead of Statutory Gratuity scheme – GSL implemented the scheme with better benefits to its employees serving for minimum of 3 years, instead of 5 years as per Statute. The benefit is also doubled to 30 days basic salary as against 15 days of Statutory (Month retained 26 days).

In addition, the insurance coverage of Rs.1.75 Lakhs for any accidental death of non-teaching employee is also covered.

4) **LEAVE ENCASHMENT:** All the employees of GSL are eligible for encashment of their un-utilized earned leave subject to Minimum of 7 days and maximum of 30 days from their accumulated leaves.

5) **MEDICAL BENEFITS:** All employees of the Society are eligible for 20% concession on the Medical treatment / investigations at GSL General Hospital



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6) RESIDENTIAL ACCOMMODATION: Need based residential accommodation provided at GSL campus on Rent-Free Accommodation to both Teaching and Non-Teaching employees
(Nominal maintenance charges only collected for better upkeep)

7) INSURANCE COVERAGE: As a policy all GSL non-teaching employees are covered under Group Risk coverage Policy (for any accidental death) to the beneficiaries at Rs.5 lakhs.

In addition, the GSL- drivers, plumbers, and Electricians are also covered under Accidental Policy with limit of Rs.2 lakhs for accident and Rs.1 Lakh for medical expenses

8) BENEVOLENT FUND:

In addition to the Gratuity and Insurance coverage to the deceased employees, GSL has initiated a benevolent fund scheme for the benefit of its Non-Teaching Employee. In case of any uneventuality / death of the employee while in service, all GSL non-teaching employees contribute 1 day gross salary to the fund and an equal amount of the same contributed by the employer. The total amount is paid by cheque to the beneficiaries of the deceased.

9) UNIFORMS:

All non-teaching employees are given uniforms once in every year according to their cadre


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