



6.3.1: Effective implementation of welfare measures for teaching and non-teaching staff is in place

List of welfare measures provided by the institution with seal and signature of the Principal



Swami Vidyamritananda
Principal (Offg.)
Ramakrishna Mission Sikshanamandira
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Welfare Measures Implemented by The Institution for Teaching and Non Teaching Staff:

1. Group Health Insurance:

Group health insurance is an essential welfare measure implemented by Ramakrishna Mission Sikshanamandira to provide comprehensive healthcare coverage to their faculty, staff, and sometimes even their students. Our institution's Group Health Insurance covers a range of benefits, including medical treatment, hospitalisation expenses, and emergency services, ensuring that our insured employees have access to quality healthcare without financial burdens. Ramakrishna Mission Sikshanamandira recognizes the importance of healthcare in maintaining a conducive working environment. The institution offers benefits of up to INR 75000 per year in case of Hospitalisation and up to INR 2000 per year for treatments without hospitalisation. The institution implements DBT (Direct Benefit Transfer) method to transfer the claimed amount as reimbursement. This measure also promotes a sense of security and support among the institution's community, ensuring that they can focus on their professional pursuits without worrying about unexpected medical expenses. Moreover, group health insurance contributes to attracting and retaining talented individuals by providing them with valuable healthcare benefits.

2. Group Life Insurance:

Group life insurance is a vital welfare measure implemented by Ramakrishna Mission Sikshanamandira to provide comprehensive coverage to our faculty, staff. Our institution recognizes the significance of safeguarding the well-being of our community members and has introduced Group Life Insurance to offer financial protection and support. With this insurance, beneficiaries receive a lump sum amount of INR 600,000 (Rupees Six Lakh) in the event of the insured individual's unfortunate demise. This measure not only provides a sense of security and peace of mind, but also demonstrates our commitment to the welfare of our stakeholders. By offering Group Life Insurance, Ramakrishna Mission Sikshanamandira aims to attract and retain talented individuals while fostering a caring and supportive environment for all.

3. Employee Provident Fund:

Employee Provident Fund (EPF) is a significant welfare measure implemented by Ramakrishna Mission Sikshanamandira to ensure the financial well-being of its faculty and staff. EPF serves as a long-term savings and retirement benefit program, offering a reliable source of income during post-employment years. Our institution recognizes the importance of providing financial security to our employees and has established EPF as a mandatory savings scheme. Through regular contributions from both the employer (12% of basic salary of the employee) and the employee (12% of basic salary of the employee), a substantial corpus is accumulated, which can be withdrawn upon retirement, resignation, or in specific circumstances. The institution even offers low interest - long term loans to the employees for



various purposes. The EPF not only instils a sense of financial stability and peace of mind among our workforce but also demonstrates our commitment to their welfare. By offering Employee Provident Fund, Ramakrishna Mission Sikshanamandira aims to support the financial needs of its employees and promote a secure future for them and their families.

4. West Bengal Health Scheme:

The college facilitates its substantive teachers and non teaching staff in obtaining reimbursement under the west bengal health scheme in case of medical expenses.

5. Provision of Accommodation at lower cost:

The Sikshanamandira employees with family are provided with staff quarters nearby to the institutions at a very low monthly cost. Provisions have been made for the Employees without family to accommodate them within staff quarters of Sikshanamandira Hostel with nominal fooding and lodging charges.

[Documentary Evidence has been provided for the claims made in this document in “Any other relevant information” section.]