



MALLA REDDY INSTITUTE OF MEDICAL SCIENCES

(SPONSORED BY : CHANDRAMMA EDUCATIONAL SOCIETY)

Recognized by Medical Council of India, Ministry of Health & Family Welfare, Govt. of India.
Affiliated to Kaloji Narayanarao University of Health Sciences, Warangal, Telangana.

STAFF WELFARE POLICY

(MRIMS/POLICY/2018-19/SWP/05)

Malla Reddy Institute of Medical Sciences has a standard set of policies which focus on the welfare measures for the faculty of all the teaching and non teaching staff

The main objective is to see that all the members of the institution are benefitted with all the facilities and scheme that are offered. These welfare schemes are based on the time to time approval of the management.

1. Living Quarters/Accommodation:

The doctors and other non teaching staff are provided with single bed room or 2 bed room living quarters within the campus based on availabilities. All these accommodations are semi furnished with furniture, cupboards and cabinets and other basic amenities.

Nursing Staff and other paramedical staff are also provided with accommodation in hostels on sharing basis. The hostels have all the basic requirements for the staff. All the meals, breakfast, lunch, evening snacks and dinner are provided to all the occupants free of cost

2. Transport:

At Mallareddy Institute of Medical Sciences, we understand the need of accessibility and convenience for our staff and students. To facilitate easy transportation to and from our campus, we offer college Bus services from train stations and bus stops near to their homes. Doorstep pickup and drop car pool service for Associate Professor & Professors are also available.

This service is designed to alleviate the logistical challenges often faced by our community members, especially those who rely on public transportation. By providing dedicated bus and car services, we ensure that individuals can commute to the campus comfortably and punctually, regardless of their distance from the college.

3. Health care facilities and Discounts

Malla Reddy Hospital is right in the campus with all the facilities for emergencies with round the clock services. 24 hours ambulance services are also present. All the teaching,

Suraram 'x' Road, Quthbullapur Municipality, Hyderabad - 500 055.

Tel : 9676017777, 9676027777, 7842090952

E-mail : mallareddyhospital@gmail.com mrimms.2012@gmail.com www.mrimms.org



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non teaching staff including class IV employees and their families are given 30 – 100% discounts for various hospital services.

4. Leaves:

Several types of leaves are provided for the staff of MRIMS which includes casual leaves, earned leaves, special casual leaves, conference leaves etc as per NMC regulations. Maternity leaves are given for 60 days as per the norms.

5. Free School Facilities:

Staff (teaching and non-teaching) has access to free schooling for their children at our English medium school in Suraram, Hyderabad.

6. Workshops and Conferences:

Staff are encouraged to attend workshops, conferences training programs conducted within and outside campuses. For National and International conferences, they are reimbursed the registration fees as per the financial policy.

Staff are also encouraged to attend the Basic Course in Research Methodology conducted by Swayam, NPTEL and are reimbursed the examination fee. Faculty who present papers, chair a session, invited as speakers are given incentives as per the financial policy

7. Research:

We pride ourselves in having the best faculty who are self driven in research. Our institution fosters an environment where employees are not only encouraged to engage in research but are also provided with comprehensive support, incentives, and rewards for their contributions to advancing medical knowledge and publications in both national and international journals.

In addition to supporting research endeavours, we are committed to the holistic development of our staff members. Non-teaching personnel, along with teaching staff, receive training in essential skills such as computer literacy, accounting, soft skills, and lifesaving techniques. This multifaceted approach ensures that all employees are equipped with the necessary competencies to excel in their respective roles.

Moreover, we place a strong emphasis on career development for both teaching and non-teaching personnel. We provide financial assistance for higher education, enabling staff members to pursue advanced degrees and certifications. Additionally, our institution

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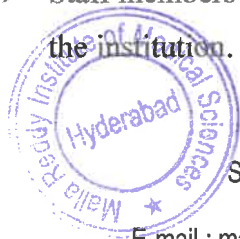
facilitates participation in various training programs and encourages attendance at national and international seminars, symposiums, conferences, and workshops. We also offer duty leave to support staff members' engagement in professional development activities.

By prioritizing research, training, and career advancement opportunities, Mallareddy Medical College for Women cultivates a culture of excellence and continuous learning. We believe that investing in our staff's growth not only benefits the individuals but also enhances the overall quality of education, clinical care, and research at our institution.

Each department is equipped with desktop computer systems to facilitate teaching and administrative tasks.

8. Faculty and Staff Welfare Programs"

- Teaching faculties are provided with aprons to support their roles in the classroom and laboratory environments.
- The institution ensures a campus-wide free WiFi network for the convenience of faculty members.
- Senior faculty doctors are acknowledged and honored on special occasions such as Doctor's Day, Teacher's Day, Annual Day, and Founder's Day.
- Teacher's Day is celebrated as a token of appreciation for the dedicated services of the teaching faculty, accompanied by awards, increments, or incentives.
- Sports, academic, and extracurricular competitions are organized for staff members during Annual Day and Founder's Day, with trophy and cash prizes presented by the chairmen.
- Women's Day is commemorated to empower female staff members and recognize their contributions.
- The institution prioritizes environmental sustainability, maintaining an eco-friendly campus with minimal air pollution.
- First aid services are readily available to address any emergencies on campus.
- Healthcare workers are provided with Hepatitis-B vaccinations to safeguard their well-being.
- Staff members receive yearly increments to recognize their dedication and contribution to the institution.



V. V. Lakshmi

PRINCIPAL/DEAN

Principal / Dean

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