

# BMS INSTITUTE OF TECHNOLOGY & MANAGEMENT

## STAFF WELFARE MEASURES

1	FESTIVAL ADVANCE	Festival advance of Rs. 25,000/- to the employees who have completed one year of service is being extended for important religious festivals recoverable in 10 equal monthly installments from the following month of advance
2	MEDICAL ADVANCE	Medical advance of one-month gross salary is being extended to the non-teaching staff and for teaching staff Rs.25,000/- recoverable in 20 EMI from the following month of advance (medical treatment for self and for dependents supported by the medical certificate/prescription.)
3	MEDICAL INSURANCE	Medical Insurance to the extent of Rs.2,00,000/- per year for self/spouse/2 children below 21 years. Rs.3,00,000/- in case of death due to accident.
4	LAPTOP LOAN	Interest free laptop loan to the extent of Rs.50,000/- is being extended to the staff for purchase of laptop, recoverable in 10 installment from the following month of advance (after purchasing the laptop along with the bill to be submitted for certification )
5	STUDENT ADMISSION UNDER STAFF QUOTA FOR ENGINEERING COURSES	As per BMSET norms, the children of employees after completion of PUC are being admitted under management quota for engineering courses at concessional rate of fees. (Comedk fees for children of teaching staff and CET fees for children of non teaching staff)
6	EDUCATIONAL AID TO NON TEACHING STAFF	As per BMSET norms, only the tuition fee (on production of original receipt of the current year) to the extent of Rs.15,000/- for one child of employee up to graduation level ( in case of husband and wife both are working in BMS Institutions, this benefit is extended only to either wife or husband)
7	CONCESSIONAL TRANSPORTATION FEE FOR STAFF	Transportation fee (those who commute in our college buses) Rs.2,250/- to the Teaching staff and Rs.1,100/- for No-Teaching staff is being collected per month.
8	BMSET EMPLOYEES CREDIT CO OPERATIVE SOCIETY LOAN	As per the norms of the society, teaching staff and non teaching staff who have completed one year of service are eligible to avail loan from the society. (for teaching staff, the maximum limit is Rs.300000/- and for non-teaching staff 10 times of gross salary repayable in equal monthly installment within five years.) Rate of interest @ 10 %.
9	FAMILY WELFARE FUND	Rs.150/- per month is being recovered from the salary of the employees who are on regular pay scale. If any employee retires after completion of 15 years of service will get Rs.2,00,000/- FWF (Employees contribution Rs.1,00,000/- and Employers contribution Rs.1,00,000/-). Rs.3,00,000/- for a regular employee's spouse or dependents in case of death while in service.
10	EL ENCASHMENT	The management is extending the benefit of EL Encashment for the staff as per the state govt. order every year.

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**PRINCIPAL**  
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11	Maternity leave & Paternity leave	1. Maternity leave: The management is extending the benefit of 180 days maternity leave to female staff as per govt. norms. 2. Paternity Leave: Management is extending 15 days leaves as per govt. norms
12	Study leave / Sabbatical	Study leave for higher education. Sabbatical Leave of 6 months after completion of 7 years of service and one year after a service of 10 years in the Institute.
13	Flexi-Time for Research	One day off-duty per month for faculty members who have completed comprehensive viva.
14	Residential Accommodation for staff	2/3 BHK flats just opposite to the Institute at subsidized rent at Rs.8,820/11,025 respectively.
15	Doctor in Campus	A Doctor is available in the campus for at least four hours on all working days (free consultation)
16	Ambulance	Ambulance is available 24x7 in the campus for any medical emergency.

### ESI, EPF & GRATUITY - As per Govt. norms.

  
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