



# Dr. S.R. Chandrasekhar Institute of Speech and Hearing

(A Unit of Bangalore Speech & Hearing Trust)  
(A Project of Lions Club of Bangalore East)



(Affiliated to Bengaluru North University, Recognized by Rehabilitation Council of India, New Delhi and NAAC Accredited)

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## POLICIES FOR WELFARE MEASURES

**Gratuity:** Teaching and non-teaching staff who serve at the Institute for more than 5 years are eligible for gratuity as per Gratuity Act.

**Employees Provident Fund:** Employees employed after May 2014 whose basic + DA is greater than Rs 15,000/- are exempt from PF contribution. All employees employed before May 2014 and all those whose Basic + DA is below Rs 15,000/- are eligible for Employee Provident Fund.

**Leave Encashment:** Employees can encash one month of earned leave, if they have a balance of 3 months of earned leave after encashment.

**Insurance for Accident:** Employees are eligible for accident insurance up to the amount of Rs.1 lakh.

**Employee's State Insurance:** This facility can be availed for eligible staff.

**Staff Loan:** Interest free loans can be availed by employees.

*Rashmi J. Bhat*  
Principal

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