



BLDE

(DEEMED TO BE UNIVERSITY)

Declared as Deemed to be University u/s 3 of UGC Act, 1956

The Constituent College

SHRI B. M. PATIL MEDICAL COLLEGE, HOSPITAL AND RESEARCH CENTRE

SOCIAL SECURITY BENEFITS

1. Employee Provident Fund Schemes

All members of the staff who draw salary up to Rs.15,000/- per month are mandatorily enrolled under the EPF Schemes viz.

- 1) Employees' Provident Fund Scheme 1952 (EPF);
- 2) Employees' Pension Scheme 1995 (EPS);
- 3) Employees' Deposit Linked Insurance Scheme 1976 (EDLI); as a Member from the date of joining in Service. All others are enrolled on a voluntary basis only.

- The deduction of EPF contribution from the employees is at the rate of 12% of their pay (Both Basic + DA put together) with a maximum pay limit of Rs.15,000/- per month. Employer contributes an equal amount at the rate of 12% of the employee's pay per month. Of the employer's total contribution 3.67% is credited to the Employee's Provident Fund and the remaining 8.33% is credited to the Employee's Pension Scheme Fund.
- Employer further contributes an amount at the rate of 0.5% of the pay earned by the employee every month towards Insurance Scheme i.e. 'Employees' Deposit Linked Insurance Scheme (EDLI) and another amount at the rate of 0.5% of the employee's pay per month towards Miscellaneous (Administrative charges).
- Under EPF Scheme 1952, the member has to give nomination form filled up and signed. The nomination form is common for all the three schemes. The nominations in case of EPF Schemes are also applicable to the EDLI Scheme. Member having family can nominate any one or more of the family members. Member not having family can nominate any other person, but the nomination will become invalid in case of the member acquiring family.
- Under EPS 1995, the member has to give the names of Spouse and all children for Nomination in the prescribed form. In case the member has no family, one person can be nominated. However, such nomination will become invalid once the member acquires a family

Page 1 of 8

- The member under EPF Scheme is entitled to benefit of, Accumulation plus interest upon retirement, resignation or death. Partial withdrawals allowed for specific expenses such as house construction, higher education, marriage, illness etc.
- The member under EPS is entitled to monthly pension benefits for superannuation/ retirement, disability, survivor, widow (er) and children. The monthly amount of pension to be paid is based on the average salary during the preceding 12 months from the date of exit and total years of employment. Notwithstanding anything contained above, a member on disablement gets paid a minimum pension. Further, all members of erstwhile Family Pension Scheme (1971) is entitled for all past service benefits.

2. Payment of Gratuity

All members of staff who have put in a minimum of 5 years continuous service (Excluding leaves on loss of pay) are paid gratuity at the rate of half month's salary (Basic Pay + Dearness Allowance) for every one year or part thereof in excess of six months, service completed based on the last drawn monthly salary by the employee concerned under the '*New Group Gratuity Cash Accumulation Plan*' created with the 'Pension and Group Schemes department' of '*Life Insurance Corporation of India*'. The Normal Retirement Age for the Non-Teaching Staff members is 58 years while that of Teaching Staff members is 60 years.

- Gratuity is paid to the employee on the termination of employment;
 - a) on superannuation, or
 - b) on retirement, or
 - c) on death before the normal retirement age
- The completion of continuous service of five years is not necessary where the termination of employment of any employee is due to death.
- The amount of gratuity payable to an employee shall not exceed twenty lakh rupees for all those who retire on or after 29.03.2018. Whereas, for those who have retired before 29.03.2018, the gratuity payable shall not exceed ten lakh rupees.
- In the case of death of the employee, before normal retirement age, the benefit payable will be equal to the sum of following:
 - i) Sum assured under life cover not exceeding Rs. 3,50,000/-
 - ii) Gratuity benefit as mentioned above.

Gratuity payable to him will be paid to his nominee or, if no nomination has been made, it will be paid to his legal heirs.

- In the case of employee, who is employed after disablement on reduced salary, his salary for the period preceding his disablement will be taken to be the salary taken by him during that period and his salary for the period subsequent to his disablement shall be taken to be the salary as so reduced.
- Notwithstanding anything contained above,
 - a) the gratuity of an employee, whose services has been terminated for any act, willful omission or negligence causing any damage or loss to, or destruction of, property belonging to the employer, shall be forfeited to the extent of the damage or loss so caused.
 - b) the gratuity payable to an employee may be wholly or partially forfeited

3. Employees State Insurance Scheme

All members of the staff who draw a salary up to Rs.21,000/- per month (Rs.25,000/- per month in case of persons with disability) are covered under the ESI scheme. The scheme being contributory in nature, both Employee and Employer contributes at the rate of 0.75% and 3.25% of the Gross Salary respectively every contributory period.

An interesting feature of the ESI Scheme is that the contributions are related to the paying capacity as a fixed percentage of the employees' earnings, whereas, they are provided social security benefits according to individual needs without distinction.

Cash Benefits are disbursed by the Corporation through its Branch Offices (BOs) / Pay Offices (POs), subject to certain contributory conditions.

Under the Scheme, the employee gets following six social security benefits:-

- i) **Medical Benefit (MB):** Full medical care is provided to an Insured person and his family members from the day of joining the scheme. There is no ceiling on expenditure on treatment. Medical care is also provided to retired and permanently disabled persons and their spouses on payment of a token annual premium of Rs.120/-.
- ii) **Sickness Benefit (SB):** Sickness Benefit in the form of cash compensation at the rate of 70 per cent of daily earnings is payable to insured employee for a maximum of 91 days in a year. To qualify for sickness benefit the insured employee is required to contribute for 78 days in a contribution period of 6 months. SB extendable up to two years in the case of 34 malignant and long-term diseases at an enhanced rate of 80 per cent of daily earnings. Enhanced Sickness Benefit equal to full day earnings is payable to insured employee undergoing sterilization for 7 days/ 14 days for male and female person respectively.
- iii) **Maternity Benefit (MB):** Maternity Benefit for confinement/pregnancy is payable for Twenty Six (26) weeks, which is extendable by further one month on



medical advice at the rate of full earnings subject to contribution for 70 days in the preceding Two contribution periods.

iv) **Disablement Benefit (DB):**

- Temporary Disablement Benefit (TDB) from day one of entering insurable employment & irrespective of having paid any contribution in case of employment injury. Temporary Disablement Benefit at the rate of 90% of the daily earnings is payable so long as disability continues.
- A Permanent Disablement Benefit (PDB) is paid at the rate of 90% of daily earning in the forms of monthly payment depending upon the extent of loss of earning capacity as certified by a Medical Board.

v) **Dependent Benefits:** Dependent Benefits paid at the rate of 90% of daily earnings in the form of monthly payment to the dependents of a deceased employee in cases where death occurs due to employment injury or occupational hazards

vi) **Other Benefits (OB):**

- An amount of Rs.15,000/- is paid as 'Funeral Expenses' to the dependents or to the person who performs last rites from day one of entering employment.
- A lump sum payment is made to the women employee or male employee in respect of his wife in case confinement occurs at a place where necessary medical facilities under ESI Scheme are not available.

In addition, the scheme also provides some other need based benefits to insured employees such as Vocational Rehabilitation, Physical Rehabilitation, Old Age Medical Care subject to certain conditions.

Further, under:

➤ **Rajiv Gandhi Shramik Kalyan Yojana**, a member who become unemployed after being insured three or more years, due to closure of factory/establishment, retrenchment or permanent invalidity are entitled to :-

- Unemployment Allowance equal to 50% of daily earnings for a maximum period of up to Two Years.
- Medical care for self and family from ESI Hospitals/Dispensaries during the period a member receives unemployment allowance.
- Vocational Training provided for upgrading skills - Expenditure on fee/travelling allowance borne by ESIC.

➤ **Atal Beemit Vyakti Kalyan Yojana**, a compensation not exceeding 25% of the average earning per day of the employee, up to 90 days, once in a life time to be claimed after three months in one or more spells for being rendered unemployed, subject to completion of two years of insured employment under the ESI scheme and

has contributed not less than 78 days in each of the four consecutive periods immediately preceding to the claim of the relief.

4. Group Savings Linked Insurance (GSL)

All members of the staff are covered under the Group Savings Linked Insurance scheme of Life Insurance Corporation of India (LICI). Premium is deducted from the employee's salary on monthly basis and remitted to LICI. Employee can opt for any one of the four category of premium viz. Rs.100/-, Rs.75/-, Rs.50/- & Rs.25/-.

The benefits of the scheme are as follows;

- The nominee of the employee (subscriber) gets a sum equal to one hundred times of the monthly premium paid in the event of death while in service.
- On retirement, member gets back 65% of the total premium amount paid, as maturity amount with the applicable rate of interest as fixed by the LICI from time to time.

5. Medical Facility

All members of the teaching and non-teaching staff including student community are provided free medical treatment excluding specialty investigation charges. Specialty investigation expenses are charged at actual cost to all the staff members.

6. Festival Advance

All non-teaching staff members falling under C & D category are provided interest free Festival Advance. Those C & D staff members who apply for advance money are sanctioned interest free festival advance of Rs.5000/- and Rs.3000/- respectively, once a year during Deepavali Festival, which will be recovered in five equal installments from the salary of the staff member.

7. Employees Credit Cooperative Society

All staff members are eligible to be members of this society. A staff member wishing to be member of the society shall submit an application along with the payment of statutory fee viz. 1) Full value of one Share – Rs.200/-

2) Entry Fee-Rs.20/- and

3) Share face value – Rs.10/-

- Subsequent to the membership, each member shall contribute a minimum of Rs.400/- every month subject to a maximum contribution of Rs.1000/- per month which would be deducted directly from the salary.
- Each member shall contribute Rs.25/- per annum towards Employees Welfare Fund.



- Member can nominate a person or persons as his nominee/s. Nomination has to be given in the prescribed format, filled up and signed along with the signatures of two witnesses.
- A member can withdraw his membership by submitting a resignation letter any time after a minimum period of three years of holding the shares by giving one months' notice period. The resignation takes effect from the date of acceptance of the resignation by the board.
- The membership gets cancelled in case the member;
 - gets transferred to a place falling outside the administrative jurisdiction of the Society
 - is already a member of similar society elsewhere
 - attains retirement from his employment
 - meets with death
 - becomes ineligible for membership or on cessation of eligibility
 - leaves the employment
 - resignation letter is accepted by the Society Board
 - faces forfeiture of all his shares and entitlement amount due to any default or violation

The benefits of the Membership are as follows;

- i) Members are entitled to avail loan up to Rs.15,00,000/- for purposes such as, Domestic purposes, Marriage, Medical treatment, purchase of property/ plot/ building/ house/ motor vehicle/farm equipment and any other purpose deemed to be acceptable by the Board of Directors. This loan amount must be repaid within 40 Equated Monthly Installments including the interest component.
- ii) Over and above the above mentioned loan amount, a member can avail a long term loan amount of up to Rs.10,00,000/- for purposes such as Purchase of Site/Plot or Construction of house or Purchase of an house. This loan must be repaid within 60 Equated Monthly Installments.
- iii) Members are also eligible to avail a small loan of up to Rs.5000/- on approval of the Director, in the event of any sudden celebrations at home. Such loan amount must be repaid within five (05) Equated Monthly Installments including the interest component.
- iv) Member can transfer his/ her shares to other member by submitting a transfer request application to the Board
- v) In case of death of a member, the share amount and other entitlement amount will be paid to the legal heir by taking an undertaking that he is the legal heir along with two guarantors, in case the total settlement amount is not exceeding Rs.2,00,000/- (Rupees



Two Lakhs only). In case of total settlement amount exceeding Rs.2,00,000/- the legal heir has to produce a certificate issued by the eligible court towards proving his claim.

- vi) Member's get paid a dividend amount not exceeding 25% of the net profit after the annual general meeting subject to dividend accrual system of the society.

8. Employee Welfare Fund

All members of both teaching and non-teaching staff are covered under the 'Labour Welfare Fund' managed by the Karnataka Labour Welfare Board from the date of joining. A statutory contribution of Rs.60/- is made once a year in Rs.20:40 by employee and employer respectively. The deduction is made in the December month's salary and remitted to 'The Welfare Commissioner' before 15th January every year as per the guidelines.

The member gets the following benefits;

- **Medical Assistance Scheme:** A member who is in the age group of 18-60 years and drawing a salary not exceeding Rs.7,500/- per month are given a financial assistance ranging from Rs. 5,000/- to Rs. 10,000/- for undergoing treatment of severe ailments like heart surgery, kidney transplantation, cancer, tuberculosis, etc. The Board has the discretion to decide case by case on merits.
- **Scholarship Scheme:** Scholarship is granted to the member's children studying from eighth standard and above including professional courses. The scholarship amount ranges from Rs. 500/- to Rs. 2,000/- per year.
- **Supply of Tri-cycles to Disabled Employees:** A member in the age group of 18-60 years with disablement and drawing a salary not exceeding Rs.2,500/- per month is given tri-cycle. The cost will be borne by the Board.
- **Purchase of Artificial Organs for Disabled:** A member in the age group of 18-60 years with disablement and neither covered under ESI nor received any assistance from any other source, are given a financial assistance ranging from Rs. 1,000/- to Rs. 5,000/- for purchase of artificial organs of the body.
- **Funeral Expenses:** The family of the member in the age group of 18-60 years is eligible for Rs. 2,000/- financial assistance to perform last rites in case of death of the member.
- **Accident Assistance:** A member in the age group of 18-60 years will get Rs. 1,000/- to Rs. 3,000/- as financial assistance in case of accidents depending upon the severity.
- **Computer Courses:** A member in the age group of 18-40 years and studied upto SSLC is eligible to register for these courses. The courses are conducted in



coordination with Koushalya and Janashikshana Samsthe at Bangalore, Mysore and Davangere.

- **Spoken English Courses:** A member or dependents of the member in the age group of 18-40 years and studied upto SSLC is eligible to register for these courses. The courses are conducted in coordination with Koushalya and Janashikshana Samsthe at Bangalore, Mysore and Davangere.
- **Heamophilea:** A member under the age group of 18-60 years is eligible for financial assistance. This amount is payable to the Hospital giving the treatment. The claim should be made by the member with the consent of the Hospital authorities.
- **Annual Sports:** The Labour Organistations i.e., AITUC, CITU and INTUC where there are high Labour strength, may claim for financial assistance of Rs. 20,000/- for conducting the yearly sports events.

Note: Benefits to employees under HR Policy has been approved by the BoM vide Resolution No.BoM41/TA/1(c).


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