



DATTA MEGHE INSTITUTE OF MEDICAL SCIENCES

[Deemed to be Univeristy]

Conferred 'A' Grade status by H.R.D. Ministry Govt. of India.

Re-accredited by NAAC (3rd Cycle) with 'A+' Grade

Placed under Category-I (Graded Autonomy) by UGC

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No. 25 of 2022

Date:21st April, 2022

Notification

As approved by the Academic Council and Board of Management in its meetings held on 9.2.2022 and 30.3.2022 respectively, it is notified for the information of all the concerned that the Policy for Maternity and Paternity is prepared as under and shall be implemented with immediate effect.

Maternity and Paternity Policies

INTRODUCTION:

This policy intends to provide all support and care to the Motherhood and Child delivery. The Policy covers the entire family viz. Mother, Child and Father for the adequate support and care during the period of delivery of Child.

OBJECTIVE:

The objective of the Maternity and Paternity policy is to provide the much needed support during the processes of family way for the Mother, Father and the Child with the benefits of Paid Leave, financial assistance and rest room facilities apart from the Medical and Health Care support.

NEED & SCOPE:

DMIMS being the model employer offers variety of welfare measures to its employees. Maternity and Paternity Benefits are extended beyond the statutory requirements with Financial and Non-Financial benefits.

PURPOSE:

One of the prime welfare measures, aimed at providing the support during Pregnancy till child birth and beyond with Child Care and Parents care.

DMIMS as a Policy honors the Motherhood and implements a model Maternity Benefits as a mark of support, care and assistance. Every women Employee and Faculty are extended with all Maternity Benefits the salient features are as under:



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Increase in Maternity Benefit:

The period of paid maternity leave (“Maternity Benefit”) that a woman employee is entitled to has been increased to 26 (twenty six) Out of this 26 weeks, 8 weeks prior to the date of expected delivery as under.

PRE-DELIVERY BENEFITS:

The period of leave before the expected delivery of the child is increased to 8 (eight) weeks.

1. Financial – Financial support extended to the women employee and Faculty by way of paid leaves under the Maternity Benefits.

2. Medical: Special Medical Schemes are there in the organization to cater to the Faculty and Employees right from the conceiving till delivery and neonatal care

3. Infra Structure Facilities:

i. **Creche:** Special Provisions with adequate play area with para medical staff are available for the purpose of taking care of the Children of the Employees and Faculty who are on duty.

ii. **Nursing and Feeding Rooms** – Special provisions are available for the Feeding Mothers of both Employees and Faculty with all facilities

iii. **Rest Rooms** - Special Rest Room with adequate facilities for the Women Employees and Faculty are available to take rest during the course of Pregnancy.

4. Flexible working Hours: Employees and Faculty who have just completed the Maternity Leave and return to duties are provide with facilities of early coming and going early or coming late and going late flexible working timings are available as per the option of the Women Employees to take care of their Child.

5. Work from Home: Wherever there is an administrative possibility the option of work from home, subject to the approval and nature of work handled by the Employee concerned is also available towards ensuring Childcare Facilities.



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- 6. Non - Strenuous Work Environment:** As per the requirement of the Employee during /after the delivery of the Child, as a care towards the Mother viz., the Employee and Faculty and Child to the possible extent the less of fatigue work is provided.

Dr. Sweta Kale Pisulkar
Officiating Registrar
DMIMS (DU)

Copy to:

1. Hon'ble Pro Chancellor, DMIMS (DU)
2. Hon'ble Vice Chancellor, DMIMS (DU)
3. Hon'ble Pro Vice Chancellor, DMIMS (DU)
4. The Chief Coordinator, DMIMS (DU)
5. All the Heads of Institutions, DMIMS (DU)
6. The Principal, FNTCN/SMCON
7. All the Deans, Faculties, DMIMS (DU)
8. The Dean, Examinations, DMIMS(DU)
9. The Director, IQAC
10. The Director, Research & Development, DMIMS (DU)
11. The Director, School of Advanced Studies, DMIMS (DU)
12. The Director, SHPER, DMIMS (DU)
13. The Director, Personnel & Planning, DMIMS (DU)
14. The Director, Intl. Initiatives /Strategic Planning, DMIMS (DU)
15. The Director, Ph.D Cell
16. Mrs. Manisha Meghe, Director, Sharad Pawar Dental College, Sawangi (Meghe)
17. The Director, Examinations, Assessment and Evaluation, DMIMS (DU)
18. The Director, Admissions, DMIMS(DU)
19. Dr. Surinder Gode, Director (Medical), DMMC, Wanadongri
20. The Joint Registrar/Asst. Registrar, DMIMS (DU)
21. The OSD, DMIMS(DU)
22. The Finance Officer, DMIMS (DU)
23. The Asst. Registrar DMMC, Wanadongri, Nagpur
24. CAOs/AOs/AAOs of all constituent colleges
25. Website Incharge