



DATTA MEGHE INSTITUTE OF MEDICAL SCIENCES
[Declared as Deemed to be University Under Section 3 of UGC Act, 1956]
Conferred 'A' grade Status by HRD Ministry, Govt. of India
Re-accredited by NAAC (3rd Cycle) with 'A+' Grade (Score 3.53 on 7 Point Scale)
Placed under Category-I (Graded Autonomy) by UGC

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SDG 5 - Clause - 5.6.5 Childcare facilities for staff and Faculty

DMIMS by its tradition always places and treats its Employee and Faculty as one of the important State Holders and extends all possible facilities to enable them to have a High Quality of Life and Well-Balanced Work Environment.

DMIMS by its above virtue extends all possible support and care for the Employees and their families especially for the Children of the Employees and Faculty. The benefits extended to the employees are categorized into major classifications as under:

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 conception till delivery and neonatal care
3. **Infrastructure 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 provided 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.

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.



Registrar
DMIMS(DU)