



DATTA MEGHE INSTITUTE OF MEDICAL SCIENCES

[Deemed to be University]

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

Sawangi (Meghe), Wardha – 442107, Maharashtra, India

Ph.No. : 07152-287701 – 06, 304000 Fax:07152-287714, 287719 Email:medical.wda@sancharnet.in

Office:

Atrey Layout Pratap Nagar, Nagpur – 440 022, Maharashtra, India

Ph. No.: 0712 – 3256552, 3253764 Fax: 0712 – 2245318 Email : info@dmims.edu.in Website : dmimsu.edu.in

Office:

Date:20th May, 2020

Maternity and Paternity Policies

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:

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.



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

Sawangi (Meghe), Wardha – 442107, Maharashtra, India

Ph.No. : 07152-287701 – 06, 304000 Fax:07152-287714, 287719 Email:medical.wda@sancharnet.in

Office:

Atrey Layout Pratap Nagar, Nagpur – 440 022, Maharashtra, India

Ph. No.: 0712 – 3256552, 3253764 Fax: 0712 – 2245318 Email : info@dmims.edu.in Website : dmimsu.edu.in

Office:

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)