**Criteria 6.3.1**

**The institution has effective welfare measures for teaching and non-teaching staff and avenues for career development/progression.**

Since inception, IMI Bhubaneswar has placed enormous emphasis on providing effective welfare measures for both teaching and non-teaching staff. Some of the measures include:

1. Faculty and Staff members are **sponsored** forself-development programs, capacity building training and career development programmes.
2. Faculty members are provided **financial support for attending / presenting the paper** at National & International Seminars & Conferences. IMI Bhubaneswar sponsors paper presentation in a reputed international conference once in two years and in a reputed national conference twice a year.
3. Faculty members are provided with **Research Grant** of Rs. 1,00,000/- (Rs. One Lakhs) for undertaking research. Additionally, a **faculty development fund** of Rs. 3,00,000/- (Rs. Three Lakh) is allocated to an individual faculty for a two-year block for self-development.
4. The faculty members of IMI Bhubaneswar are also given administrative positions and responsibilities commensurate with their experience. This allows the faculty members to develop his/her administrative skills besides teaching and research.
5. The promotion policy for the faculty and staff are defined in the Service Rules and are known to the employees of IMI Bhubaneswar.
6. IMI Bhubaneswar has tied up with SUM Ultimate Medicare for preventive and curative healthcare management of its staff and employees. Under the agreement employee and their family members are provided with discounts on OPD and IPD treatments and diagnostic.
7. IMI Bhubaneswar has tied up with SBI Life to provide Group Health Insurance for teaching and non-teaching staff. IMI Bhubaneswar staff and faculty are also entitled to a RPSG Corporate life insurance scheme.
8. Various leaves available to teaching and non-teaching staff such as casual leave, earned leaves, medical leave, and maternity leave for female employees.
9. The employees have the flexibility to either encash the earned leave over and above 30 leaves or accumulate it for a period of 180 days.
10. Employee Provident Fund for teaching and non-teaching staff at 12% of the basic salary.
11. Payment of Gratuity to the employees on completion of 5 years of service.
12. Limited number of accommodations for faculty and staff living on campus along with access to all amenities available on campus.