



VELS



INSTITUTE OF SCIENCE, TECHNOLOGY & ADVANCED STUDIES (VISTAS)
(Deemed to be University Estd. u/s 3 of the UGC Act, 1956)
PALLAVARAM, THALAMBUR, PERIYAPALAYAM, THIRUVANMIYUR - CHENNAI

Employee Welfare Policy

VISTAS recognizes the contribution of the employees towards the development and progress of the Organization. The Institution offers/provides rewarding welfare schemes to all the employees to ensure and increase their work efficiency. Some of the welfare schemes prevalent in the Institution are:

Provident Fund:

VISTAS contribute to PF at the 'rate of 12%' of the basic pay. Provident Fund is available to the members of both teaching and non-teaching. This scheme has been available since the inception of the Institution.

ESI Facility:

ESI facility is provided to Non-teaching staff members of VISTAS

Maternity Leave

All Eligible Women members of staff are given maternity leave as per norms with salary.

Loan Facility without interest

Employees of the Institution are provided interest free loan facility once in a year.

Transport Facility

To ensure comfort travel of all the Teaching and Non-Teaching Staff, VISTAS provides transportation facility with minimum Charges. Free Commutation from Pallavaram Railway station is provided.

Subsidized Accommodation

VISTAS provides accommodation for teaching and non-teaching staff in the Institution Hostels and Quarters.

Staff children welfare

The wards of staff members get fee concessions in the Institutions under Vels Group. A Crèche is available inside the campus mainly for the children of the faculty members.

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Vels Institute of Science, Technology
& Advanced Studies (VISTAS)
Pallavaram, Chennai - 600 117.

Incentives for research publications

Incentives are provided for Faculty providing 100% pass percentage, for publishing articles in SCOPUS indexed journals, etc. To encourage the faculty members to publish in Scopus / Web of Science Indexed journals, an incentive is to be provided for a published paper. For organizing and attending quality conferences funding is provided by the Institution.

Gift cheques are given for staff members who are getting married.

A separate Policy for research Publication and Presentation and Participation is drafted and amended from time to time.

Housing Scheme

Assistance to purchase land & Construction of home is provided along with a Housing developer with a proximity to University Campus.

Master health checkup

VISTAS is concerned about the well-being of the faculty members and has organised complimentary health checkups for all the employees every year. This welfare measure was initially extended in VISTAS campus at Pallavaram and from 2023 in Vels Medical College & Hospital, Periyapalayam.

Fee Concession

Faculty members pursuing Ph.D programs at VISTAS receive 50% concession in tuition fees.

Conference Sponsorship

Sponsorships and grants are provided to teaching faculty to attend seminars and conferences, both in India and Abroad

Leave

Faculty members enjoy nearly 60 days of Summer and Winter vacations annually and are permitted sabbatical leave to pursue higher studies.

Development Programs

Regular Faculty Development Programs (FDPs) and skill development courses are conducted for teaching and non-teaching staff.

Medical Insurance for Teaching and Non- teaching staff

Medical Insurance is offered to Teaching and Non- Teaching staff of VISTAS



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