



Dev Sanskriti Staff Welfare Facilities

1. Purpose

This policy outlines the welfare facilities provided to employees, residents, and affiliated members of Dev Sanskriti to support their holistic well-being, financial security, and spiritual development.

2. Scope

This policy is applicable to all eligible full-time employees, staff, and long-term residents of Dev Sanskriti, as per their employment or residency agreements.

3. Welfare Facilities

3.1 Educational Concession

- **50% Concession on Children's Education:**

Employees are entitled to a 50% tuition fee concession for their children enrolled in Dev Sanskriti-affiliated educational institutions.

3.2 Medical Services

- **Free Medical Facilities:**

Free consultations, diagnostic services, and basic medical treatment are provided to employees and their dependent family members through campus health centers or associated clinics.

3.3 Fuel and Utilities

- **Free LPG Gas Cylinders:**

One LPG gas cylinder per household is supplied monthly at no cost.

- **Free Electricity and Water:**

Residential units within the campus receive free electricity and water services.

3.4 Accommodation

- **Free Residential Accommodation:**

Furnished living quarters are provided at no cost to eligible employees and residents.

3.5 Food Services

- **Free Nutritious Meals:**

Residents and employees receive two daily meals, freshly prepared in campus kitchens, free of cost.

3.6 Provident Fund

- **Employees' Provident Fund (EPF):**

All eligible employees are enrolled under the EPF scheme in accordance with government regulations. Both employer and employee contributions are made monthly to ensure financial security upon retirement or resignation. Employees can access their EPF account online and withdraw funds as per EPF rules.

3.7 Campus Environment

- **Spiritual Ambience:**

Daily yoga, meditation, and satsang sessions are integral to life at Dev Sanskriti, fostering mental peace and ethical living.

- **Lush Green Campus:**

The campus features maintained gardens and green spaces that promote health and environmental consciousness.

3.8 Essential Services

- **Post Office:**

An operational post office on campus supports mailing and courier needs.

- **ATM Services:**

ATM machines provide round-the-clock access to financial services.

- **Grocery Store:**

A campus store offers essential household goods at fair prices.

- **Canteen Services:**

In addition to meals, the canteen serves snacks and beverages at subsidized rates.