



DATTA MEGHE

INSTITUTE OF HIGHER
EDUCATION & RESEARCH
(DEEMED TO BE UNIVERSITY)

LEARN. LEAD.

No.382G of 2024

Date:5.7.2024

Notification

It is for the information of all concerned that as approved by the Academic Council and Executive Council in its meeting held on 27.6.2024 and 1.7.2024 respectively, the Maternity & Paternity is hereby notified as under.

Maternity Policy

Introduction

This policy, in alignment with the Maternity Benefit Act, 1961 (as amended in 2017), shall establish comprehensive support for female students and employees during maternity period (antenatal/natal/postnatal). The University affirms its commitment to provide essential support through leave, financial assistance, medical care, and facility provisions, ensuring a work environment conducive to the health and well-being of both mother and child.

Objective

The objective of this policy is to deliver necessary support; physical, mental and emotional, to eligible female students and employees during pregnancy, childbirth, and postnatal care. This policy shall create a balanced, supportive environment by meeting statutory obligations and prioritizing learner's and employee's health.

Need and Scope

This policy shall apply to all female students and employees. For employees, the eligibility criteria shall adhere to the Maternity Benefit Act, 1961, which mandates a qualifying period of 80 days of service immediately preceding the expected delivery date. This policy extends to postgraduate students pursuing education at the University. Recognizing that students are not employees, maternity leave for postgraduate students shall be structured as a temporary academic leave from their studies. This leave shall allow students to take necessary time off without impacting their academic progress or incurring penalties, ensuring they can resume their studies smoothly after maternity.

Pre- and Post-Maternity Benefits

1. Eligible female employees shall be entitled to twenty-six (26) weeks of paid maternity leave, inclusive of eight (8) weeks prior to the estimated date of delivery, as outlined in Section 5 of the Maternity Benefit Act. For postgraduate students, leave shall be structured as academic leave from their course of study rather than employment leave.
2. Additional leave time, either paid or unpaid, may be granted in cases of medical complications, subject to approval by the competent authority.
3. Additional financial support shall be available for maternity-related expenses to facilitate a smooth transition and effective postnatal care, subject to approval by the competent authority.

- Formerly known as Datta Meghe Institute of Medical Sciences (Deemed to be University)
- Conferred 'A' Grad status by H.R.D. Ministry Govt. of India.
- Re-accredited by NAAC (4th Cycle) with A++ Grade (CGPA3.78)

Office : DMIHER (DU), Sawangi (Meghe), Wardha 442107 Maharashtra, India
P:07152-287701-06 | E : Info@dmher.edu.in
Office : (Off Campus) : Datta Meghe Medical College, Wanadongri.
Hingna Road, Nagpur 440010 Maharashtra, India
E : meghehealth@gmail.com



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Paternity Policy

Introduction

This policy shall reflect the University's commitment to supporting male employees and students during significant family milestones, including childbirth and adoption. Recognizing the importance of active involvement in early parenthood, this policy shall provide eligible male employees and postgraduate students with paternity leave, enabling them to care for their family and bond with their newborn or newly adopted child.

Objective

The objective of the Paternity Leave Policy is to provide necessary leave and support to male employees and postgraduate students during the initial period following the birth or adoption of a child. Through this policy, the University shall promote a family-friendly environment, ensuring that both employees and students can balance their academic and family responsibilities.

Need and Scope

This policy shall apply to all eligible male employees who:

- Are the legal father of the newborn child or legal guardian in cases of adoption.

Additionally, this policy extends to postgraduate students pursuing education at the University. For students, paternity leave shall be structured as a temporary academic leave from their course of study, allowing them time to support their family without affecting their academic progress.

Pre and Post Paternity Benefits

1. **Paternity Leave Entitlement:**
 - I. Eligible male employees shall be entitled to [15 days] of paid paternity leave, which may be taken within [three months] following the birth or adoption of the child.
 - II. Postgraduate students shall also be eligible for paternity leave, structured as academic leave from their studies. This provision shall allow students necessary time off to support their families without academic penalty, ensuring a smooth return to their studies.
2. **Extended Leave Options:** In cases of medical complications or exceptional caregiving needs, employees may apply for additional unpaid leave, subject to approval by the competent authority.
3. **Flexible Working Hours:** Employees returning from paternity leave shall have access to adjusted start and end times, allowing them to balance family and work responsibilities.
4. **Remote Work Option:** Where applicable and subject to approval, employees shall be able to work remotely to meet family care needs while maintaining their responsibilities at the University.

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Office : (Off Campus) : Datta Meghe Medical College, Wanadongri,
Hingna Road, Nagpur 440010 Maharashtra, India
E : meghesmshealth@gmail.com



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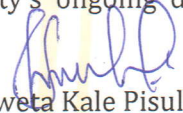
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5. Reinstatement and Position Assurance: Employees returning from paternity leave shall be assured of resuming their original position or an equivalent role within the University. Paternity leave shall not affect an employee's career advancement, underscoring the University's commitment to supporting work-life balance.
6. Support Resources: The University shall provide resources and guidance on balancing work and family commitments, including counselling and employee assistance programs, available to all employees as they navigate parenthood.

This policy shall also apply to postgraduate students, who shall be entitled to paternity leave as a temporary academic leave from their studies. This structure shall enable students to provide essential family support during early parenthood without affecting their academic progression or incurring penalties. Leave duration and other details shall be coordinated with academic departments to ensure alignment with academic standards while addressing students' needs.

This policy shall undergo regular review to ensure alignment with best practices and the University's standards for employee and student welfare. Any amendments shall reflect the University's ongoing dedication to fostering a family-supportive environment.


Dr. Sweta Kale Pisulkar
Registrar, DMIHER (DU)

Copy to:

1. Hon'ble Chief Advisor, DMIHER (DU)
2. Hon'ble Vice Chancellor, DMIHER(DU)
3. Hon'ble Pro Vice Chancellor, DMIHER(DU)
4. The Chief Coordinator, DMIHER (DU)
5. The Director General (Admin.), DMIHER (DU)
6. The Executive Director, Quality Assurance (Academic Excellence)
7. The Executive Director, Research & Development, DMIHER (DU)
8. The Executive Director, DMIHER GLOBAL
9. The Director, Off Campus, Wanadongri, Nagpur
10. All the Heads of Institutions, DMIHER (DU)
11. The Principal, FNTCN/SMCON, Wardha/Wanadongri
12. All the Deans (Academics), DMIHER (DU)
13. The Director, School of Advanced Studies, DMIHER (DU)
14. The Director, SHER, DMIHER (DU)
15. The Director, People & Planning, DMIHER (DU)
16. The Director, Strategy, DMIHER (DU)
17. The Director, Admissions
18. The Director, Advanced Learning, DMIHER (DU)
19. The Director, International, DMIHER (DU)
20. The Dean, Examinations, DMIHER(DU)
21. The Director, Examinations, Assessment and Evaluation, DMIHER (DU)
22. The OSD, DMIHER(DU)
23. The Finance Officer, DMIHER (DU)
24. Deputy Director, HR
25. AO/AOs/AAOs of all constituent colleges
26. Website Incharge

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