SRI KRISHNA COLLEGE OF ENGINEERING AND TECHNOLOGY
An Autonomous Institution | Approved by AICTE | Affiliated to Anna University | Accredited by NAAC with A++ Grade
Kuniamuthur, Coimbatore – 641008
Phone : (0422)-2678001 (7 Lines) | Email : info@skcet.ac.in | Website : www.skcet.ac.in

POLICY DOCUMENT

CHILDCARE POLICY

Purpose: The purpose of this leave is to support female members during and after pregnancy to take care of the new born. This leave is applicable in accordance to the provisions of the Maternity Benefit (Amendment) Act, 2017.

Sri Krishna College of Engineering and Technology recognizes that employees may need to balance work obligations while expanding and caring for families. As per the Maternity Benefit (Amendment) Act, 2017, SKCET provides paid parental leave to eligible faculty members to allow time off for parents to bond with a new child following the birth or adoption of a child.

The Faculty Childcare Leave policy eligible faculty members with paid leave time to care for and bond with a new child. A faculty member who gives birth to a child will be entitled to a twelve (12) week disability period immediately following the birth of a child.

Any additional childcare leave, parental leave, flexible work arrangement or other support beyond the statutory maternity benefits may be provided only in accordance with SKCET's approved service rules or a separate decision of the competent authority. Such additional provisions shall specify the eligibility, duration, pay status and approval procedure and shall not reduce or replace any statutory entitlement.

The employee is encouraged to coordinate with the Head of the Department regarding a reasonable handover of ongoing academic responsibilities before proceeding on leave, wherever practicable. The Department shall facilitate the employee's smooth return to duty and ensure that leave-related arrangements are handled with sensitivity and without prejudice to the employee's professional opportunities.

The Human Resources Department shall verify eligibility, maintain the necessary records, communicate the applicable benefits and process the leave in accordance with statutory requirements.

PRINCIPAL

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KUNIAMUTHUR,
COIMBATORE - 641 008.

Note:

This Policy is approved in the 14th Governing Body Meeting held on 12.12.2023

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5.6.5 Childcare facilities for staff and faculty











Girls common room facility was provided for the welfare of girls and parental women along with medical facilities. For any medical assistance needed will be directed to Health Centre in our campus

