

**INSTRUMENTATION LIMITED: PALAKKAD**  
**(P&A DIVISION)**

No. ILP/ADMN/WELF/2021

01.10.2021

**Sub: Welfare Measures for Instrumentation Limited, Palakkad employees**


The management is pleased to announce the following welfare measures/allowances to the employees of Instrumentation Limited, Palakkad on the occasion of Company Day.

Sl. No.	Employees welfare measures	Revised Rate (Rs.)	
I	Washing Allowance (per month in salary slip)	From Rs.185/- to Rs.250/-.	
II	<b><u>Medical advance to employees (To be settled on final bill)</u></b> In case of referral outside HQ In case of indoor patient at HQ	From Rs.18000/- to Rs.21000/- From Rs.12000/- to Rs.14000/-	
III	<b><u>Tuition fees</u></b> a) Up to 9 <sup>th</sup> Class b) Class X, XI & XII	From Rs.300/- to Rs.400/- p.m. From Rs.320/- to Rs.420/- p.m.	
IV	<b><u>Scholarship</u></b> a) For Medical/Engineering Degree students b) For other recognized Degree examinations and studies for Diploma/other courses as specified under the scheme	From Rs.2000/- to Rs.2400/- per year From Rs.1700/- to Rs.2100/- per year	
V	<b><u>Subsidized Transport Allowance</u></b> a) Where the distance from residence to School/college is upto 3 Kms b) Where the distance from residence to School/College is beyond 3 Kms	From Rs.175/- to Rs.220/- per month or actual charges, whichever is less. From Rs.200/- to Rs.260/- per month or actual charges, whichever is less	
VI	<b><u>Medical Rewards</u></b> a) For those who take treatment etc as may be available from IL Dispensary only for self and their dependents and do not claim any sort of reimbursement on account of such treatment. b) For those who do not avail of any sort of treatment from Coy's Dispensary and also otherwise do not Claim any sort of reimbursement	From Rs.2000/- to Rs.2500/- per year. From Rs.2800/- to Rs.3100/- per year.	
VII	The rates of consultation fee in respect of Private Registered Medical Practitioners at Palakkad, where medical treatment from such doctors are allowed under Company's Medical Rules, are revised as under: 1. Graduate Doctors MBBS/ BDS 2. Post Graduates Doctors & Post Graduate Diploma Doctors MD/MS/MDS/DM etc.	Rate of fee first consultation	Rate of fee subsequent consultation
		From Rs.200/- to Rs.250/- From Rs.250/- to Rs.300/-	From Rs.100/- to Rs.150/- Per visit From Rs.100/- to Rs.150/- Per visit
VIII	<b><u>Shift Allowance</u></b> a) For attending duties in 'B' shift b) For attending duties in 'C' shift	From Rs.27/- to Rs.32/- per shift. From Rs.32/- to Rs.39/- per shift.	

IX	Reimbursement of uniform items	From Rs.3000/- to Rs.3500/-.
X	Field Duty Allowance	From Rs.84/- to Rs.93/-.
XI	<p><b><u>Monthly Good Attendance Reward</u></b></p> <p>a) When one day's leave and 2 short leaves of 2 hours duration each in a calendar month is availed.</p> <p>b) When no leave of any nature, except maximum upto 2 short leaves of 2 hours duration each in a calendar month is availed.</p> <p>c) When only one casual leave in a calendar month is availed. No short leave is permissible.</p> <p>d) When no leave of any nature including short leave in a calendar month is availed.</p>	<p>From Rs.60/- p.m. to Rs.75/- p.m.</p> <p>From Rs.65/-p.m. to Rs.80/- p.m.</p> <p>From Rs.65/-p.m. to Rs.80/- p.m.</p> <p>From Rs.70/-p.m. to Rs.85/- p.m.</p>
XII	Enhancement in ceiling for HBA & claiming of Interest Subsidy	From Rs.1.50 lakhs to Rs.3.00 lakhs.
XIII	Hard Duty Allowance	From Rs.40/- to Rs.60/-.
XIV	Accident free service award <b>(One time payment/year)</b>	From Rs.600/- to Rs.1000/-.
XV	Room rent for Hospital Admissions inside Palakkad district.	From Rs.275/- to Rs.400/-.

The revised rate will be applicable w.e.f 01.10.2021.

This bears the approval of CMD.

  
 (PN UNNIKRISHNAN)  
 SR. PERSONNEL OFFICER (P&A)

- Notice Boards