



VAAN MUHIL TRUST

COMPENSATION AND BENEFIT POLICY

Vaan Muhil is Committed to

Compensation and benefits in Vaan Muhil Trust are fair and comply with our social policies on diversity, non-discrimination and equality to ensure that there are no structural differences based on gender, caste, physical disability, etc. As the organization practices transparency in all activities, the project components are discussed with the respective staff who know the resources, the remuneration and related benefits to them in the project. The organization ensures that all full time staff know about their rights with regard to their salaries and other related benefits they are entitled to.

Salaries and Benefits

- Vaan Muhil staff are guaranteed statutory minimum wage fixed by the Govt of Tamil Nadu.
- As all activities carried out by Vaan Muhil are project based, the salaries for the staff are paid as per the budget for each project sanctioned by the Donor, and for the fixed tenure specified in the project.
- The full time staff are entitled monthly travel allowance for their field visits and project related travel as fixed in the project
- The full time staff are entitled to receive salary advance (up to 50 percent of their monthly salary), which will be deducted in installments in their monthly salaries.
- The full time staff are entitled to have medical insurance and the quantum of which is based on the amount approved in each project.
- The organization will contribute 12 percent of their pay towards their terminal benefits and the amount is deposited separately in the name of the staff.
- All staff are entitled to have 12 days of casual leave and 10 days of medical leave per year.
- All full time staff are entitled to take compensatory leave for their work on Sundays on other national holidays declared as holidays in our office.
- All women full time staff are eligible for three months of maternity leave (with full salaries).
- All staff are taken on contract for the project activities. If the project continues, they will also continue as project staff with the increment and their continuation as project staff is based on the project need and their performance.
- Their performance will be evaluated every year based on the set parameters that are specific to their roles in the project.