



## WELFARE AND BENEFITS

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The welfare and benefits of NEST are particularly designed to uphold the interest of the security personnel performing duty 24/7 in various establishments throughout the country. They are the assets we should care about. The welfare and benefits of NEST are hereby discussed in brief.

#### **Life Insurance Coverage:**

We have a policy for all our guards, supervisors and other employees of NEST. Under this policy nominee of all our employees get a sum of Tk. 50000 (Fifty thousand) for normal death and Tk. 100000 (One Lac) for accidental death. In addition, all our employees are covered under workmen compensation for partial/permanent disability, loss of limbs etc.



#### **Provident Fund Coverage:**

Each employee must deposit a sum of Tk. 100.00 (One Hundred) per month to this fund. Company adds a sum with their deposited money.

#### **Free Medical Treatment:**

In case of injury while on duty, the company bears the cost of the treatment

#### **Welfare Fund:**

Source of Fund:

- Money deducted as fine, penalty etc.
- Donation from company fund.

All expenditure from this fund requires sanction of Managing Director on recommendation from the Welfare Fund Committee composed as under:

- President: Director (Account & Finance)
- Vice President: Officer (Account & Finance)
- Members:
  - 1 x Inspector
  - 1 x Supervisor
  - 1 x Guards
  - Advisor: Officer (Operation)



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All personnel of NEST (less officers) are provided loan/assistance/donation from this fund for the following reasons / circumstances:

- Treatment if injured while on duty.
- Repair of homestead damaged due to natural calamities.
- Scholarship for children of employees on passing SSC/HSC examination.
- One-time assistance for admission to university/college.

Marriage of daughters of employees.

### **Paid Leave:**

Each guard and supervisor is authorized a day's leave with pay per month i.e. a total of 12 days per year.

### **Free Accommodation:**

Company provides free accommodation to guards during the training period and in some areas, company gives a free/subsidy so that guards have to pay a marginal amount for their accommodation.

### **Eid/Festival Bonus:**

All Muslims guards and supervisors of NEST get Eid Bonus, a amount in each Eid. Non-Muslims get the same amount as Festival Bonus. Other employees of NEST also get the same bonus.

### **Incentive/Reward:**

The Head Office of NEST keeps a personal file of each employee. If someone's record is commendable after a justified service period, the company provides him/her a amount of money as incentive/reward.

### **Post Allowance:**

Guards deployed in difficult posts away from Head Office and Branch Offices are given post allowance. In cases where the duty requirements call for very high-quality service, guards and supervisors are also given post allowance. The rate depends on the financial package we receive from the particular client.

### **Medical Facility:**

To ensure better wellbeing of all personnel, NEST signed an agreement with “**Bangladesh Institute of Health Sciences General Hospital (BIHS)**” for Medical Facility with Subsidiary Rate. All security personnel, technicians and other staffs of the company are entitled with this service.

