
EMPLOYEE BENEFITS

Provident Fund (PF) and Employee State Insurance (ESI)

The employees are provided with comprehensive welfare programs such as Provident Fund (PF) and Employee State Insurance (ESI) in accordance with prevailing laws

Group Health Insurance (GHI)

Group Health Insurance (GHI) coverage up to ₹ 3,00,000 is provided to employees and their families as an exclusive benefit, with contributions made solely by the employer.

Gratuity

Eligibility for Gratuity under the Gratuity Act is contingent upon completion of at least five full years of service with Alferix, except in cases where an employee passes away or is rendered disabled due to accident or illness.

Fitness incentives

We prioritize employee health by encouraging participation in physical activities like marathons, sports events and tournaments promoting both physical and mental well-being. Employees can seek reimbursement up to INR 3,000 per year by providing the required certificates and expense bills within 10 days of the event for participating in such events, fostering a dynamic and cohesive work environment.

Fostering Professional Development

We encourage our employees to continuously upskill and stay competitive in their fields. By offering training programs, workshops, online courses, and mentorship opportunities, we support their professional growth. Employees can request reimbursement for expenses associated with skill improvement or training courses upon successful completion, by submitting their certificate copy, with no upper limit on the claim amount. However, if an employee leaves the company within 12 months of completing their skill improvement course, the reimbursement amount will be deducted from their final settlement as compensation. The claims for any such Certification/Training program must be approved by the Reporting Manager and submitted through the HRMS portal for processing.