



**MAHATMA GANDHI MISSION'S DENTAL COLLEGE &
HOSPITAL**

Accredited by NAAC with "A" Grade
Plot No. 1 & 2 Sector-01 (Old 18 & 19),
Kamothe, Navi Mumbai- 410209
E-Mail ID: mgmdch@mgmmumbai.ac.in



Policy Document for Faculty Welfare Measures

Sign:



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FACULTY WELFARE MEASURES POLICY

Welfare measures are in place for Faculty within the institution. Welfare measures aim to be transparent, compassionate and considerate to promote a conducive working environment for all Faculty for their well-being so as to better enable them to be of service to society.

Purpose:

To provide directives towards Faculty welfare outlining the collective facilities available and responsibilities therein of the stakeholders.

Measures:

General welfare measures:

- All faculty are employed based on employment laws and regulations as specified by dental council of India, Maharashtra university of Health Sciences, Nashik and State government of Maharashtra.
- There is transparency in appointment, promotion and superannuation process
- All faculty are subjected to equal opportunities and treatment without discrimination based on gender, religion, race or disabilities.
- There is an effective grievance redressal mechanism in place
- Support & Counselling are provided to all faculty at times of distress
- Faculty are provided casual, medical & earned leaves as per guidelines
- Healthcare is provided for faculty at subsidized cost
- Creche & Day care facilities provided on campus

Teaching Faculty welfare:

- On Campus accommodation is provided for faculty if they apply for the same
- Appraisal linked incentives are provided to staff for promotion and increment purposes based on performance
- Research and development activities by faculty is encouraged and supported through all resources available.
- Collaborations and linkages are facilitated for faculty who partake in research and development activities.
- Faculty are encouraged to attend conferences to present their research for which Institution provides funds as an incentive for the same

Sign:

- Financial support and fee waiver for wards of faculty who pursue education with the Institution and sister concerns is provided by the institution.
- Grievance cell in place to resolve grievances of Teaching faculty.
- Maternity / paternity provided to faculty members

Nonteaching Faculty welfare measures:

- Gratuity is provided to non-teaching faculty members
- Provident Fund is provided to non-teaching faculty members
- Interest free loans are provided to non-teaching faculty in times of need.

Recreational welfare:

- Recreation is provided to All Teaching faculty & non-teaching faculty through cultural events within the purview of individual fame art clubs meant for Music, Literature, Dramatics and Dance. Newspapers and Leisure reading material is also made available in the central library.



DR. SRIVALLI NATARAJAN
DEAN
MGM Dental College & Hospital
Kamothe, Navi Mumbai - 410209

Sign: