



# MAHATMA GANDHI MISSION'S DENTAL COLLEGE & HOSPITAL



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Sign:

*[Signature]*

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M.G.M. Dental College and Hosp  
Kamothe, Navi Mumbai 440 00



**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](mailto:mgmdch@mgmmumbai.ac.in)



# Policy Document for Staff Welfare Measures



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### STAFF WELFARE MEASURES POLICY

Welfare measures are in place for Faculty and students 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 and student 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 and counselling are provided to all faculty at times of distress.
- Faculty are provided casual, medical and earned leaves as per guidelines
- Healthcare is provided for faculty at subsidized cost
- Creche and 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
- Financial support and fee waiver for wards of faculty who pursue education with the Institution and sister concerns is provided by the institution.

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- 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.

**Student Welfare:**

- All students are granted admission based on admission regulatory laws and regulations as specified by the admission regulatory bodies, central government and state government.
- Eligible students are sanctioned free-ships as per laws set by the central and state government.
- Fee waivers are awarded to students upon management decision.
- All students are subjected to equal opportunities and treatment without discrimination based on gender, religion, race or disabilities
- Hostel fees and mess fee waiver during the COVID pandemic was granted to students in need.
- There are reference books provided by the library to underprivileged students as per guidelines of MUHS
- Students are provided opportunity to participate in research with institutional support through provision of research material and facilities
- Concession for travel and daily commute in public transport is facilitated by the institution
- College Identity cards are provided to students as proof of identity and local address proof with details of local address/ phone number and blood group in need of contact reference during emergency.
- Book banks are provided for the benefit of the student faculty.
- External scholarships such as Tata scholarships are applied for by the students through the institution for which many students are beneficiaries.
- Students are a part of the student committee and hence can voice their opinion.
- Student member / Alumni member of the IQAC can put forwards student body representation during meetings.
- Student welfare committee looks into the day-to-day issues relevant to the students and helps in resolution of the same through the Dean of the institution in a timely manner
- The student welfare committee plays a pivotal role in the mentor-mentee program for the benefit of the students

**Recreational welfare:**

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