



MADHA DENTAL COLLEGE & HOSPITAL

(A Christian Minority Institution)

(Recognised by the Dental Council of India, New Delhi (F.No.v.12017/75/2006-DE dt.01.11.2011)
and affiliated to the Tamil Nadu Dr. M.G.R. Medical University, Chennai)

Madha Nagar, Kundrathur, Chennai - 600 069. Ph.: 72739 01234, 72749 01234, Fax : 2478 0798
E-Mail : info@madhadentalcollege.com Website : www.madhadentalcollege.com

Admin. Office : 1A, Chari Street, North Usman Road, T.Nagar, Chennai - 17. Ph : 2814 0212, Tele fax : 044-2814 0213

Faculty Welfare Policy	Policy No: MDC/FW/2021/09 Date: 01/09/2021 Issue No: 00 Pages: 1-4
Purpose: To provide the teaching and non-teaching staffs to avail the staff welfare schemes available in our organization.	
Objective: To provide for the health, safety, growth and welfare of teaching and non-teaching staffs To encourage and facilitate the staffs' organizations	
Responsibility: Principal, Staff welfare committee, HOD, HR, Administrative officer	
Academic support for Teaching Faculty: <ol style="list-style-type: none">1. Financial support for attending and presenting papers in National/international conferences/symposium and participation in FDP/CDE/workshops/training programs & registration charges for membership in professional bodies.2. Financial support – reimbursement of 50% of publication charges of indexed publications by the faculty3. Financial support for filing of patents and indexed book publications Intramural research funding per approved project as Faculty short term research projects. One project per faculty per year	
Employment provident fund: The Employee Provident Fund and Miscellaneous Act, 1952 provides for the institution of Provident Fund, Pension Fund & Deposit Linked with Insurance Scheme. Employee Provident Scheme is a social security legislation provided by Employee Provident Fund Organization. The scheme makes provision for pension after their retirement at the age of 58 years. An amount equal to 12 percentage of pay is contributed into the	



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EPS from the Employer's contribution.

Employees' State Insurance Scheme of India:

The Employees' State Insurance Scheme is an integrated measure of Social Insurance designed to accomplish the task of protecting 'employees' as defined in the Employees' State Insurance Act, 1948 against the impact of incidences of sickness, maternity, disablement and death due to employment injury and to provide medical care to insured persons and their families. Employees drawing wages up to Rs-21000-----/- a month, are entitled to social security cover under the ESI Act.

Library and information centre:

The library is well-maintained and continually expands its collection to provide customers with complete access to modern research tools and technologies. The Library will make available electronic access to a variety of full-text articles. The central library is well-equipped with current resources and capabilities such as CD-ROM, online e-journals and e-books, audio video cassettes, books, back volumes of journals, thesis, and so on. The library also has a huge portion of expensive reference books as well as a collection of books for SCIST students. The central library has been active in different digitization operations, such as digitising thesis and old question papers for student usage.

Support is provided for the faculty members to present papers in international conferences and for attending conferences and workshops.

Transport-

Free college bus facility for both teaching and non-teaching staff. For other official purpose, the staff concerned should inform the Transport coordinator and admin in advance, so that he can retain the driver and ensure that vehicle is kept ready

Security:

The campus is fully secured with uniformed guards and also monitored by CCTV - 24*7 which adds the high level surveillance



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Recreational facilities including sports and cultural activities:

Madha cultural:

Cultural events are conducted in the campus every year It is hosted by each institution and it is extended to all in the campus-faculty, staff and students.

MadhaSports:

Madha Sports is extended to all in the campus - faculty, staff and students

Maternity benefits

Madha Dental College is governed by the provisions of The Maternity Benefit Act, 1961. The object of maternity leave and benefit is to protect the dignity of motherhood by providing for the full and healthy maintenance of women and her child when she is not working. This was an act to regulate the employment of women in certain establishments for certain period before and after child-birth and to provide for maternity benefit and certain other benefits.

In order to be eligible for benefits guaranteed under the Act, the woman employee must have worked for at least 80 days during the 12 months immediately preceding the date of her expected date of delivery of child in that particular establishment.

A woman employee is entitled to 26 weeks of maternity leave (with not more than 8 weeks preceding the expected date of delivery

Free Vehicle parking facility

All employees are entitled to utilise the parking facility provided.

Death relief fund

In Madha Dental College, the Family Welfare Fund (Death Relief Fund) is established for the benefit of non-teaching employees. It is an aid in the form of money which is paid either at the time of death of an employee during the service or the repayment of the accumulated amount on retirement of the employee.

The Fund provides limited assistance of Rs.5, 000/- towards funeral expenses to the dependent when an



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employee dies during the service and Rs.15, 000/- will be paid thereafter to the dependent.

Prepared by IQAC Coordinator	Verified by IQAC Director	Approved by Principal
		 PRINCIPAL MADHA DENTAL COLLEGE & HOSPITAL KUNDRATHUR, CHENNAI - 600069