



TATYASAHEB KORE DENTAL COLLEGE AND
RESEARCH CENTRE NEW PARGAON – 416 113
Tal.: Hatkanangale Dist.:Kolhapur (Maharashtra State)
Ph. 0230 2477081 – 82

Annual Quality Assurance Report



Criterion - 6

Governance, Leadership and Management

Key Indicator: 6.3

Faculty Empowerment Strategies

Metric Number - 6.3.1 (QIM)

The Institution has effective welfare measures for teaching and non-teaching staff

Policy document on the welfare measures



**TATYASAHEB KORE DENTAL COLLEGE AND RESEARCH CENTRE,
NEW PARGAON – 416 137**

Taluka :Hatkanangale Dist. – Kolhapur
Ph. 0230 2477081 – 83 Fax 0230 2477654

Email: tkdentalcollege@gmail.com

Website: www.tkdc.org

Ref.No.TKDC/Policy/ 107 /2014

Date:- 19/ 05 /2014

Staff Welfare Policy

The various facilities that an employee can avail while working with TKDC are:

➤ **Medical and Dental treatment**

- The teaching staff and non-teaching staff will be entitled for concession in medical and dental treatment at the well-equipped Mahatma Gandhi Hospital and TKDC, New Pargaon.

➤ **Accommodation**

- The teaching faculty will be provided with free housing and parking facility as per the availability along with free electricity and water supply limited to immediate family members.

➤ **Transport Facility**

- To and fro free transport service from Kolhapur city to college will be provided to the teaching and non-teaching staff at free of cost.
- A separate vehicle for the Principal along with driver will be assigned for transportation.

➤ **Telephone Bills**

- Principal will be entitled to reimbursement of monthly mobile phone charges.

➤ **Wi-Fi Facility**

- 24 hrs free Wi-Fi facilities will be provided to all teaching and non-teaching staff in the college campus.

➤ **Salary Advance**

- All the employees will be eligible to apply for salary advance up to 2 months for emergency purpose.

➤ **Salary Loan Facility**

- All the employees of the college, who are member of Dr. Sudhakarraoji Kore Mahatma Gandhi Charitable Medical Trust Kamgar Patsansthan can avail loan from this credit Society.
- The college will issue an undertaking for loan against salary scheme of banks to facilitate loans of the employees.

➤ **Higher study for teaching staff**

- TKDC encourages its employees to upgrade their skills and professionalism by improving their educational qualification. Institute will issue no objection letters for higher education. If staff is pursuing any course of education, it is clarified that, it should not affect their assigned job in this institute. However, they can avail special leaves for the same.

➤ **Leaves**

- Special leaves will be granted to participate in faculty development programs and attend conferences etc. The staff pursuing their higher studies can avail the benefit of special leaves. The decision pertaining to the paid leaves for higher study will be taken case to case basis by LMC.

➤ **Employee Provident Fund**

TKDC is contributing 12 Percent of Basic salary towards EPF.

- * **Employee Pension Scheme:** Monthly benefit after retirement.
- * **Employees' deposit linked Insurance Scheme:** Benefit Provided in case of death of an employee who is member. (20 times of wages max up to 6 lakhs)

➤ **Retirement Gratuity**

- A lumpsum gratuity amount is payable to an employee on superannuation. The emolument includes basic pay and D.A. drawn by the employee on the day of superannuation.

➤ **Diwali Bonus**

- All non-teaching staff will get bonus for Diwali. Such amount or percentage will be decided in LMC meeting.

➤ **Fee Concession for wards**

- Provision for fee concession will be made for TKDC staff in the form of tuition and hostel fee concession towards their wards.

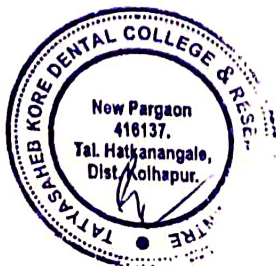
➤ **Subsidized Canteen**

- The college will provide a mess and canteen facility with concessional rates for employees working at TKDC.

➤ **Trips for staff**

- To relieve the magnitude of stress from the daily routine, out station short trips will be arranged almost 2 to 3 times a year on holidays.

Principal
Or. Harish Kulkarni M.D.S.
Principal
T. K. D. C. & Research Centre.
New Pargaon, Tal Hatkanangle
Dist Kolhapur, 416137



Management Representative
Dr. Shilpa Kothavale
Management Representative
Tatyasaheb Kore Dental College &
Research Centre, New Pargaon