



Mahatma Gandhi Vidyamandir's
Karmaveer Bhausaheb Hiray Dental College & Hospital
Panchavati Nashik, 422003



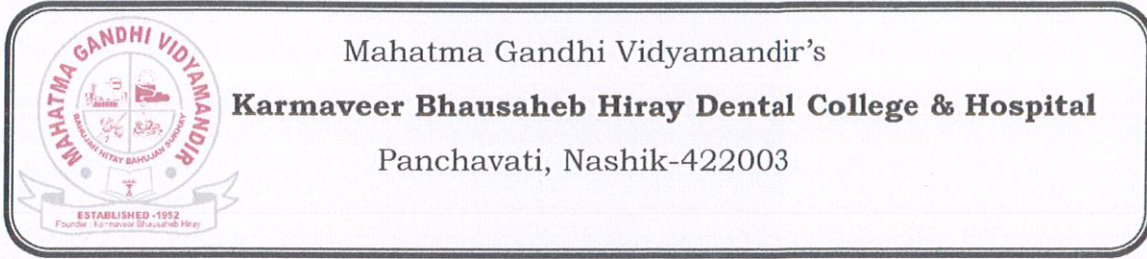
SELF STUDY REPORT CYCLE - 1



Criterion 6 - Governance, Leadership and Management

Key Indicator – 6.3 Faculty Empowerment Strategies

- 6.3.2** Average percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years
- Q_nM**



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Outward No. MG/KBHDC/69/2018-19

Date:2/1/2018

Policy document on providing financial support to Teachers for attending Conferences / workshops/Training programmes

The institution provides financial support to the Teaching faculty as a means to provide incentives & motivation to continuously strive for an improvement & upgradation of the work performance.

OBJECTIVE :

To allocate assistance as per the norms of Dental Council of India; Maharashtra University of Health Sciences &; to also provide stimulus for better accomplishment of skills as a positive reinforcement measure to build a healthy & productive oriented work domain.

FINANCIAL SUPPORT FOR ATTENDING CONFERENCES:

The institute has a well defined policy for providing financial support to teachers for attending conferences ;workshops , presenting papers, posters, judging scientific sessions; panel discussion and even organizing state level conferences; & for registration of membership of Professional bodies.

All staff members are eligible to avail conference registration fees of respective professional associations once a year to encourage professional growth; develop interest in scientific pursuits, and to keep them updated with the current trends in their respective fields.

Staff members are supposed to take prior sanction from Principal for registration of conference & duly submit the conference registration receipts for reimbursement within one week.

SOME KEY FACTORS TAKEN INTO CONSIDERATION ARE :

- **Travel allowance for State: National; International conferences:**
- **Travel allowance is considered for each case basis & the following aspects are taken into consideration:**
- **If the faculty member is a guest speaker; chairperson; workshop conductor; panelist.**
- **The concerned teacher will be entitled to the following grants:**

- 1] **Delegate registration fee stated by the organizers of the event.**
- 2] **2/3 AC return rail fare/road journey by the routine route.**
- 3] **International conference financial assistance is granted at the discretion of the management after discussion.**
- 4] **The duration of the conference / workshop along with the actual travelling time to & fro from Nashik is treated as 'special conference leave'.**

The faculty is paid their salary during this period thereby aiding in their financial support.

The reimbursement amount is duly granted via cheque in bank account of the concerned staff.

- **The institute also provides for staff renewal of membership of a recognized professional body like the Indian dental association where annual registration renewal fees of the teaching faculty is reimbursed to Rs. 2000/- per year.**


Dr. Sanjay V. Bhawsar

Principal

Dr. Sanjay Bhawsar
PRINCIPAL

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