



### 6.3.1 The institution has effective welfare measures for teaching and non-teaching staff

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*V. K. R.*  
9/12/24  
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Al-Azhar Dental College  
Thodupuzha - 685 605



**AL-AZHAR  
DENTAL COLLEGE**

Perumpillichira P. O., Thodupuzha  
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**CERTIFICATE OF THE HEAD OF THE INSTITUTION**



# AL-AZHAR DENTAL COLLEGE

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PROF. Dr . VINOD KUMAR R B, MDS  
PRINCIPAL

## TO WHOMSOEVER IT MAY CONCERN

This is to certify that our institution has effective welfare measures for Teaching and Non-Teaching Staffs. Details are given:



*12/12/24*  
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Principal  
Al-Azhar Dental College  
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Date: 10-7-2018

## STAFF WELFARE POLICY

Al Azhar dental college has implemented various welfare measures and policies to promote the wellbeing and development of both Teaching and Non-Teaching staff members. These measures aim to enhance work life balance and create a conducive environment for growth and progress. The following is an overview of the staff welfare measures in place:

### Teaching staff Welfare measures:

- Waiver of registration fees for Continuing dental education (CDE) programs and conferences held at the college premises.
- Financial assistance provided to teaching staff presenting papers or posters at National or State conferences in their respective specialty or association.
- The college bears the annual membership fees of Professional bodies and Organizations for teaching staff.
- A 20 percent concession in treatment charges for dental care services.
- Provision of various types of leaves, including 3 months of maternity leave, 15 days of paternity leave and sick leaves for teaching staffs.
- Recognition and award for the best faculty within the Institution
- Processing of concessions in admission and tuition fees for the children of teaching staff across all institutions under Al Azhar group.
- Availability of staff quarters in and around the campus for the teaching staff.
- Convenient parking facilities and access to the Canteen for teaching staffs and other staff members.
- Provision of free aprons to all teaching staffs upon joining.
- Subsidized rates for the staff members at the canteen.
- Organizing self-development and faculty development programs such as inter-disciplinary CDE and state level conferences for teaching staff.
- Well-equipped gymnasium and sports grounds provided for staff members physical fitness and health maintenance.
- Provision of yoga and other holistic development activities for teaching staff.
- Free Wi-Fi and internet facilities for staff members' research purposes.
- Organization of Clinical skill development courses to enhance the teaching staff's skills in the work environment.
- Organizing Staff tours and picnic annually one at least.



*Handwritten signature: V. Vinod Kumar R B*  
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## Non –Teaching staff Welfare measures

- A 20 percent concession in treatment charges for dental care services.
- Provision of various types of leaves, including 3 months of maternity leave, 15 days' paternity leave and sick leaves for non- teaching staffs.
- Processing of concessions in admission and tuition fees for the children of staff members across all Institutions under the Al Azhar group.
- Convenient parking facilities and access to the Canteen for non-teaching staffs

11/12/24

Prof. Dr. Vinod Kumar R B  
Principal  
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