

### 6.3.1 (QIM) The institution has effective welfare measures for teaching and non teaching Staff

Institution always looks after the welfare of its staff both Teaching and Nonteaching in various ways. It can be categorized under following headings.

- **1. FINANCE:** It is the basic factor necessary for the employees. Institution takes adequate care to provide the facilities in various ways.
  - Facility of Payment
    - 6<sup>th</sup> Pay scale for the Non teaching staff is implemented
    - 5<sup>TH</sup> Pay scale for the Teaching staff is implemented with increase in D.A. time to time.
    - Payment is deposited in the respective bank account of the employee which is available in the campus
  - Employee Provident Fund
    - It is provided to all the employees by the Management of Institute.
    - Gratuity facility is also available.
  - Patasanstha – Keshavlalji Harakchandji Abad It is formed by Employees of the all the faculties of S.N.J.B.
    - It provides the loan to the employees.
    - Dividend is given to all the members of Patasanstha on the basis of Shares each member holds.
  - Facility of L.I.C. deduction from salary
  - I.T. returns can be filed in the institute through C.A.
  - Pension Facility is provided to employees.
- **2. BENEVOLENT FUND:** If any staff faces crisis situation like Accident or Health issue or sad demise of family member and faces financial difficulty then all staff collect amount voluntarily as per their capacity and hand over this contribution to the employee. Staff who leaves the Institute either due to retirement or due to resignation is given gift as a small token of love.
- **3. SPIRITUAL DEVELOPMENT:** Regular various courses are conducted for mental and physical relaxation like Art of Living, Yog Nidra session, Lecture and demonstration activity on Yog and Pranayam, helps staff to keep them fit. Every year International Yoga Day on 21<sup>st</sup> June is celebrated.



  
**PRINCIPAL**

SNJB's Smt. K. B. Abad Homoeopathic  
Medical College & Shri R. P. Chordiya  
Hospital, & Bhamashah Shri V. D. Mehata Dev-Vijay  
P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik

- **4. HEALTH CHECK UP:** Free blood sugar check up arranged on 7<sup>th</sup> April, world health day. Blood investigation facility and packages, E.C.G. facility, X-ray facility, USG facility is available at very economical rate to staff, patients and society. Ambulance facility is available for 24 hours.
- **5. DIET AND NUTRITION:** Girls and Boys mess is available which provides simple, satvik jain food on nominal charges. Mess is in healthy, clean environment where hygiene is maintained and pure water drinking (RO) facility is provided. Canteen is available in the premises which serve Tea and coffee and snacks is available on nominal charges. Lecture on diet and nutrition is arranged for the staff.
- **6. READING ROOM:** Reading room facility is provide for teaching and non teaching staff to read news papers, magazines and books.
- **7. TECHNOLOGY:** Institute always encourages and provides facility for the staff for upgradation of technical knowledge. Institute has implemented E.R.P. software. Each section of institute like Office, Library, all U.G and P.G. departments, laboratories, hospital has been provided with latest computers. Institute has developed its website which is time to time upgraded.
- **8. ENVIRONMENT :** Campus is kept clean daily. Garden is also irrigated regularly. Disinfectant sprayed regularly in institute. Adequate number of toilets is provided to staff.
- **9. HOSTEL & QUARTER FACILITY :** It is available for staff and Principal and R.M.O. on nominal rate.
- **10. POST OFFICE:** It is available in the campus.
- **11. ATM FACILITY: :** It is available of S.B.I. and ICICI Bank.
- **12. PARKING FACILITY:** It is available in the campus for 2- wheeler and 4- wheeler vehicle. Shed is also provided for the same.
- **13. GRIEVANCE REDRESSAL COMMITTEE:** It consists of Principal, Vice principal and management. It functions to solve the problems of staff to maintain harmony.
- **14. LEAVES FACILITY :** Paid leaves like Casual Leave, Medical Leave, Earn Leave & Duty Leave is provided to the staff.
- **15. PERFORMANCE APPRAISAL SYSTEM :** staff is given appraisal after assessment by HOD, Principal & Management.

**List of Beneficiaries of welfare measures**



*[Signature]*

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Medical College & Shri R. P. Chordiya  
Hospital, & Bhamashah Shri V. D. Mehata Dev-Vijay  
P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik



YEAR	Beneficiary	Event
2015	Dr. G. B. Prasad	Send off on Resignation
2016	Dr. K. Raghuramchandra	Send off on Resignation
2018	Mrs Jyoti Sahasrabuddhe	Death of husband
2019	Mr. Pandit Dhamane	Send off on Retirement.



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P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik

### Procedures:

**1. Finance :** It is the basic factor necessary for the functioning of employees. Institution takes adequate care to provide the facilities in various ways.

**A) Payment:** 5<sup>th</sup> pay scale for the teaching staff is implemented with increase in D.A. time to time. 6<sup>th</sup> pay scale for the non teaching staff is implemented. This scale is applied to all permanent staff members. The payment is deposited in the respective bank accounts of the employee in Chandwad Merchant Bank Branch in campus.

**B) E.P.F. :** It is provided to all employee's as per the government rules.

**C) Gratuity:** It is provided to the staff who has completed more than 10 years as per the government rules.

**D) LIC Deduction:** It is available for the employee who wishes to pay the instalment through salary which is deducted every month.

**E) Patasanstha:** It is formed by all the employees of the S.N.J.B. Institute. Permanent employees can become member of the patsanstha. They are eligible for personal loans. Forms are available in the office of patsanstha. This requires to be filled by applicant duly signed by Authority and 2 witnesses. The instalment is deducted from payment every month with reducing interest. Shares are allotted to all the members and yearly dividend paid in their saving account in the Chandwad Merchant Bank Branch in campus.

**F) I.T. Returns** can be filed in the institute through C.A.

**2. Benevolent Fund:** If any staff faces crisis situation like accident, death or health issues. Staff voluntarily contributes financially to extend their hands to benefit the staff member. Notice is circulated amongst staff who contributes according to his wish.

**3. Spiritual Development :** 'Happines course' is conducted under Art of Living in the month of October for the staff. Notice is circulated amongst staff and then



PRINCIPAL  
S.N.J.B. Smt. K. B. Abad Homoeopathic  
Medical College & Smt. R. P. Chaudhary  
Hospital, & Shameshah Smt V. D. Mahata Dev-Vijay  
P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik



interested staff attends the programme. On every 21<sup>st</sup> June International World yoga day is celebrated. Separate Room for Yoga is available in the hospital.

**4. Health check up:** Facilities of blood check up, X-ray, Dental check up, ECG, USG, Consultation from the consultants at economical rate to staff is available at hospital. On International world woman's day, free cancer detection and health check up camp is conducted under the guidance of consultants, NAMCO Charitable trust, Nasik

**5. Diet and Nutrition:** Dietecian is appointed to provide guidance to the staff on diet in general and in specific according to the diseases if any they are suffering from.

**6. Reading room:** Separate reading room facility is provided for Teaching and non teaching staff to read journals, magazines, newspaper and books. The reader enters his name in the register. Timings are 9-30a.m. to 4.30 a.m.

**7. Technology:** Facility for the staff for the upgradation of technical knowledge is provided

**8. Environment:** Campus is environment friendly. Everyday it is cleaned and swept, wiped. Garden also irrigated regularly. Rain water harvesting is operative. Adequate number of toilets are available. Dis infectant spread regularly in the campus which is free of flies.

**9. Hostel and Quarter facility:** The staff who needs hostel or quarter facility applies to the Principal. Principal approves it and forwards it to the A.O. 's for management's approval

**10. Post office:** The facility is available in campus from 9a.m. to 12 noon.

**11. ATM:** The facility of nationalized bank ATM is available 24 hrs.

**12. Parking facility:** Separate facility with shed available for 4wheeler and 2wheeler is available.

**13. Grievance redressal committee:** According to norms of MUHS grievance redressal committee is formed and displayed on notice board.



  
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Hospital, & Bhamburda Shri V. D. Mahata Dev-Vijay  
P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik

### 6.3.1 List of Beneficiaries of welfare measures

YEAR	Beneficiary	Event
2015	Dr. G. B. Prasad	Send off on Resignation
2016	Dr. K. Raghuramchandra	Send off on Resignation
2018	Dr. (Mrs.) N. A. Binayke	Send off on Resignation
2018	Mrs Jyoti Sahasrabuddhe	Death of husband
2019	Mr. Pandit Dhamane	Send off on Retirement.



*(Signature)*

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Hospital, & Bhomasrah Shri V. D. Mahata Dev-Vijay  
P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik



अष्टमस्कन्धे संवा विहितं त्रयं दशमस्कन्धे संवा विहितं त्रयं

43 Mr. Solase

CHANDWAD (NASHIK)  
S.M.T. K. B. ABADHOM, MED. COLLEGE

SNJB's Smt. K. B. Abad Homoeopathic Medical College & Shri R. P. Chodiyal Hospital, Ekamashah San V. D. Mahata Dew-Vijay P. 23 Institute of Homoeopathy & Research  
Pune-411 004, Dist. Haveri

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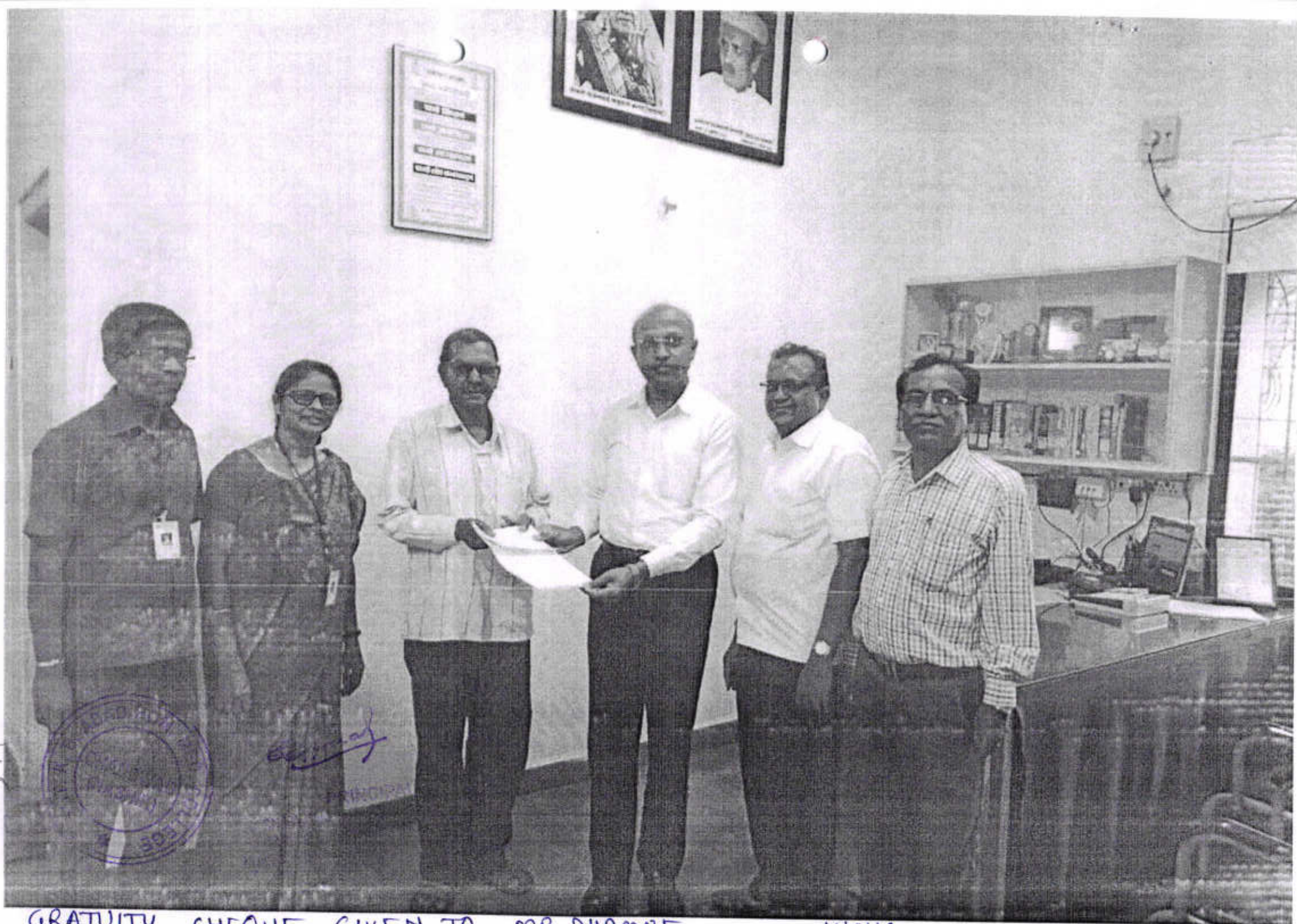
63) आयोजित करण्याचे आहे, त्यासाठी आपले सहकारी पोषित आहे.

Sr. No.	Name of staff	Sign	Sr. No.	Name of staff	Sign
TEACHING STAFF					
01	Dr. P. S. Abad		02	Dr. S. S. Thorat	300/-
03	Dr. A.N. Binayake	200/-	04	Dr. Mrs. S.N. Doshi	500/-
05	Dr. Mrs. J.R. Suryavanshi	100/-	06	Dr. N.V. Doshi	100/-
07	Dr. C.B. Khot	100/-	08	Dr. V.V. Ghodke	100
09	Dr. Mrs. S.R. Kale	100	10	Dr. Mrs. A. N. Kulkarni	100
11	Dr. M.H. Parewal	200/-	12	Dr. Mrs. Shilpa D.	—
13	Dr. Mrs. S.S. Thorat	100/-	14	Dr. S. I. Chordiya	100
15	Dr. P.G. Kapadni	OP	16	Dr. A.N. Brahmane	100
17	Dr. S.P. Tripathi	SP 100/-	18	Dr. S.M. Agrawal	100
19	Dr. S. N. Pareek	100	20	Dr. Mrs. A.S. Pareek	100
21	Dr. Nilesh Dhawankar	100	22	Dr. (Mrs) P. P. Kapadni	100
23	Dr. A. P. Jagzap	100	24	Dr. Ms. P. J. Pagar	100/-
25	Dr. Minal Mahajan	100	26		
HOSPITAL STAFF					
01	Dr. S.R. Jangada	100	02	Dr. Mrs. S. K. Ghodake	100/-
03	Dr. P.T. Kabade	100	04	Dr. N. R. Jain	100/-
05	Dr. M. K. Chajjed	100			
NON-TEACHING STAFF					
01	Shri P.H. Jain	200/-	02	Shri M. G. Kothari	As-200/-
03	Shri M. R. Joshi	—	04	Shri. V. T. Bagul	As 200/-
05	Shri. K.R. More	200/-	06	Shri. K.K. Patil	200/-
07	Shri. M.R. Jadhav	200/-	08	Shri. K. M. Pagar	200/-
09	Shri. R.A. Sonawane	100/-	10	Mrs. N. K. Rothe	100/-
11	Shri R. N. Sugandhi	—	12	Shri. N.A. Khairi	—
13	Shri. S.T. Hiran	940/-	14	Shri. P.A. Dhamane	—
15	Mrs. J.P. Sahasrabuddhe	100	16	Shri S. P. Gholap	—
17	Shri R. D. Ahire	—	18	Shri P.B. Mutha	100/-
19	Shri R. G. Suryawanshi	—	20	Shri U. G. Shinde	—
21	Shri. R.D. Ghumare	100	22	Mrs. S. D. Jadhav	100
23	Shri P. V. Patil	—	24	Shri. J. D. Sonawane	—
25	Mrs. R.U. Shinde	—	26	Shri P. B. Sonar	100/-
27	Shri. S.S. Gadhe	—	28	Smt. R. D. Sonawane	—
29	Shri. R.R. Wagh	—	30	Shri V.J. Gholap	50/-
31	Shri. Gokul Gangurde	100/-	32	Shri S.D. Deore	100
33	Shri Manish Fullbati	—	34	Shri Navnath Sonawane	50/-
35	Shri Yuvraj Deokar	—	36	Mrs. S. P. Sonar	—
37	Shri-D. N. Pagar	—	38	Shri S. A. Gangurde	100
39	Smt Mangala Sonawane	—	40	Shri P. B. Bagul	—
41	Ms. M. K. Gangurde	—	42	Mrs. S. K. Shinde	—
43	Mr. Solase	—			



PRINCIPAL  
T. K. B. Abad Homoeopathic  
Hospital & Dispensary  
Chandiwad (Mashin)  
P. G. Gangurde, S. P. Sonar, S. K. Shinde, S. D. Jadhav, S. R. Wagh, S. V. Patil, S. S. Gadhe, S. S. Thorat, S. S. Ghodke, S. S. Ghodake, S. S. Jain, S. S. Kothari, S. S. Bagul, S. S. Patil, S. S. Pagar, S. S. Rothe, S. S. Khairi, S. S. Dhamane, S. S. Gholap, S. S. Mutha, S. S. Shinde, S. S. Jadhav, S. S. Sonawane, S. S. Sonar, S. S. Sonawane, S. S. Gangurde, S. S. Bagul, S. S. Shinde





GRATUITY CHEQUE GIVEN TO MR DHAMNE

19/8/19



11/4/15

Hostel  
facility

To,  
The Principal,  
Smt. K.B. Abad HMC,  
Chandwad.

Subject: Providing Hostel Accomodation

Respected sir,

I Dr (Mr) Anagha Nitin Kulkarni  
Reader, Dept of. Organon of Medicine request  
you to provide me Hostel Accomodation in  
Girls Hostel. Due to my family situation I have  
to stay alone at my Marik Residence, which is  
becoming stressful to me. So I am sincerely  
requesting you to provide me hostel  
accomodation. I will pay the necessary fees  
for the same.

Thanking You.

Yours faithfully

*AN*

Dr (Mr) Anagha N. Kulkarni

*Pradip*  
06/04/15

Forwarded to  
Honble Management  
through A/O  
*AN*  
21/04/15

Shri. Laurel

Pl. ~~up~~ put up before  
Honble Chairman for info  
directives  
A.O. office - *AN*

To, Dr. ANK -

Photo -  
Copy to  
Dr. Anagha Kulkarni  
*AN*  
21/04/15



नवर्ड नंबर: 02	दिनांक: 1/4/15
वाक्यी:	शेरा:
प्रशासकीय अधिकारी कार्यालय, समाजसेवा, चंद्रवड, जिल्हा नाशिक	
Hosptal, & ... and V.P. Mehata E P.G. Institute of Homoeopathy & Research Centre, Chandwad, Dist. Nashik	



विषयानुसार की दयाकी माक  
हो रहे हय, गरीबों को देकर  
व विद्यार्थियों को मदद करनी  
करींदनी

Old Ladies Hostel Staff

2500/- P.M.



From,  
Dr Mrs. Suryawadei Jaishree  
Professor H.O.D in OBG & dept.  
Smt. K.B. Abad H.M.C. (Chandwad).  
Date → 25/11/2017.

To,  
The Administrative officer,  
Galankar sir,  
N. J. B. Ashram.  
Chandwad.

Sub:- related lodging & boarding at  
new ladies hostel.

R/Sir, I Dr. Mrs. Suryawadei Jaishree  
working in Smt. K.B. Abad H.M.C.  
Chandwad from 20<sup>th</sup> Sept 1993.  
Due to my health problem, I want  
to stay in Hostel from 27/11/2017

Do it realful.  
Thanks a lot.

Yours sincerely

*Dr. Mrs. Suryawadei Jaishree*

PRINCIPAL



Smt. K.B. Abad Homoeopathic  
Medical College, Nashik, Chhatrapati  
Shri Chhatrapati Shivaji Maharaj  
P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik



SNJB's SMT K. B. ABAD HOMOEOPATHIC COLLEGE, &  
SHREE. R. P. CHORDIYA HOSPITAL, NEMINAGAR, CHANDWAD

REPORT

NAME OF PROGRAMME: WORLD HEALTH DAY 2018

DATE: 07/04/18

TIME: 10AM-4PM

VENUE: Hospital & College Premises.

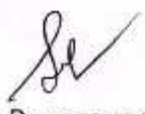
**PROGRAMME DETAILS:**

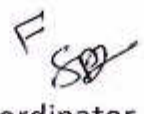
The NSS unit organized World Health Day especially keeping in view the rise of Diabetes Mellitus in our country in recent years Diabetes Awareness Program organized on 07/04/18 in hospital.


We have forwarded the information about Diabetes Awareness program and camp to all other institutes of the SNJB as well as to general public of Chandwad. Conducted free camp of Diabetes with BSL testing and screening for diabetes and NSS volunteers guided all the persons about Diabetes along with distribution of the pamphlets.

The program was inaugurated by Principal Dr. A. O. Dahad by lamp lighting. He gave message of "Knowledge is the key to free from Diseases".

All the teaching, non-teaching staff and students participated in the program. The program was supervised by Dr. A. P. Jagtap of NSS.

  
NSS Programme Officer  
NSS Program Officer  
Smt. K. B. Abad Homoeopathic  
Medical College, Chandwad

  
SWC co-ordinator

  
Principal  
SNJB's Smt. K. B. Abad Homoeopathic  
Medical College & Smt. R. P. Chordiya  
Hospital, V. D. Mehra Dev-ji  
P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik



  
Principal  
SNJB's Smt. K. B. Abad Homoeopathic  
Medical College & Smt. R. P. Chordiya  
Hospital, V. D. Mehra Dev-ji  
P. G. Institute of Homoeopathy & Research  
Centre, Chandwad, Dist. Nashik

जावक क्र. :- एसएनजेबी/हामि./२०१८-१९/०१

दिनांक :- ०४/०४/२०१८

प्रति,

मा. प्रशासकीय अधिकारी साो,

मा. प्राचार्य

एस. एन. जे. बी. डि. एड. कॉलेज,

स्व. सौ. कांताबाई भवरलालजी जैन कॉलेज ऑफ इंजिनिअरींग

श्रीमान सुरेशदादा जैन कॉलेज ऑफ फार्मसी

श्री. एच.एच.जे.बी. तंत्रनिकेतन

कला व वाणिज्य महाविद्यालय

मुख्याध्यापक, श्री. नेमिनाथ जैन प्राथमिक शाळा

श्री. नेमिनाथ जैन माध्य. व उच्च माध्य. विद्यालय

इंग्लिश मिडियम स्कूल,

चिप रेक्टर, गर्ल्स होस्टेल

चिप रेक्टर, विद्यार्थी वसतीगृह

नेमिनगर, चांदवड जि. नाशिक

**विषय : मधुमेह तपासणी शिबीरामध्ये सहभाग घेणेबाबत...**

महोदय,

उपरोक्त विषयानुसार आमच्या महाविद्यालयात दि. ७ एप्रिल २०१८ रोजी जागतीक आरोग्य दिनानिमित्त स. ९ ते १२ या वेळेत मोफत मधुमेह तपासणी शिबीर आयोजित करण्यात आलेले आहे तरी आपल्या शाखेतील सर्व शिक्षक व शिक्षकेतर सहकारी वृंदानी जास्तीत जास्त प्रमाणात सहभाग घ्यावा याबाबत सुचित करण्यात यावे ही विनंती.

कळावे.

आभारी आहे.

आपला विश्वासू



**PRINCIPAL**  
Smt. K. B. Abad Hom. M. Chandwad (Nashik)  
Medical College & Hospital, & Bhambhani Smt. V. D. Mahajan  
P. G. Institute of Homoeopathy  
Centre, Chandwad Dist. Nashik

150



मा. प्रशासकीय अधिकारी सागे,

*[Signature]*

मा. प्राचार्य

=

एस. एन. जे. बी. डि. एड. कॉलेज,

*[Signature]*  
5/5/18

स्व. सौ. कांताबाई भवरलालजी जैन कॉलेज ऑफ इंजिनिअरींग

*[Signature]* 05/04/2018

श्रीमान सुरेशदादा जैन कॉलेज ऑफ फार्मसी

= *[Signature]* 5/4/2018

श्री. एच.एच.जे.बी.तंत्रनिकेतन

= *[Signature]* 6/04/2018

कला व वाणिज्य महाविद्यालय

= *[Signature]*  
05/04/2018

मुख्याध्यापक, श्री. नेमिनाथ जैन प्राथमिक शाळा

= *[Signature]*  
6/4/2018

श्री. नेमिनाथ जैन माध्य. व उच्च माध्य. विद्यालय

= *[Signature]*

इंग्लिश मिडियम स्कूल,

= *[Signature]* 5/4/18

चिप रेक्टर, गर्ल्स होस्टेल = *[Signature]*

चिप रेक्टर, विद्यार्थी वसतीगृह = *[Signature]*

नेमिनगर, चांदवड जि. नाशिक =



*[Signature]*

PRINCIPAL

SNJB's Smt. K. B. Abad Homoeopathic Medical College & Smt R. P. Chondliya & Bharmashish Smt V. D. Mahata Dev-Vidy G. Institute of Homoeopathy & Research Centre, Chandwad, Dist. Nashik

World Health Day  
Program 2018



Diabetes Camp 1

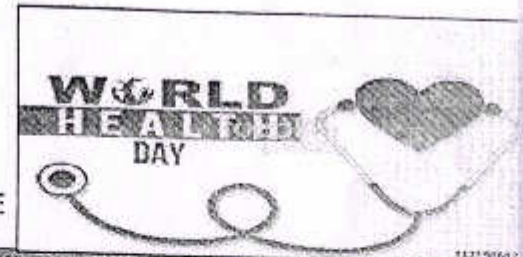


Diabetes Camp 2

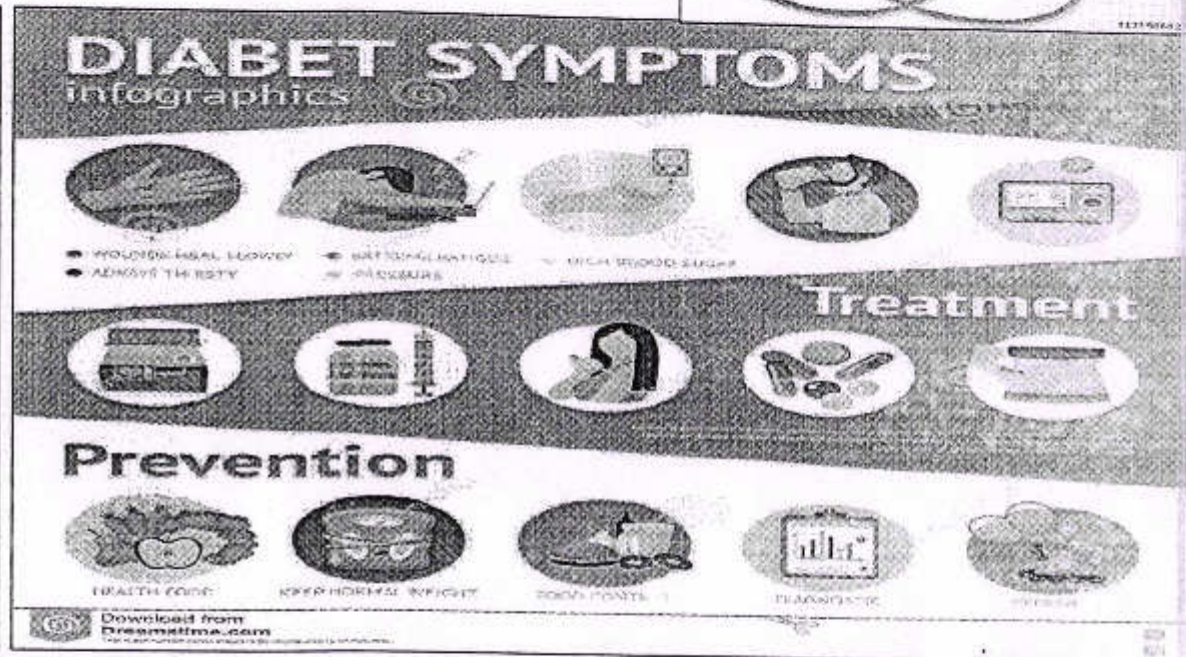
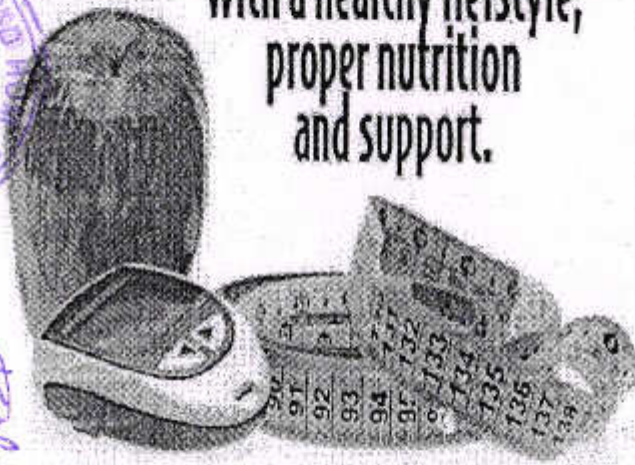


PRINCIPAL  
K. B. Abad Homoeopathic  
College & Smt R. P. Chaudhary  
Mahila V. D. Mahala Dev-Vijen  
of Homoeopathy & Research  
Chandwad, Dist Nashik





YOU can control diabetes  
with a healthy lifestyle,  
proper nutrition  
and support.



As per the WHO, people with diabetes in India doubled from 32 million in 2000 to 63 million in 2013 and this number is projected to increase to 101.2 million in the next 15 years.

- Overweight is the highest risk factor for diabetes in India, affecting 21.4% population (19 % males and 23.9% females). Key factors are very high consumption of sugars and fats among affluent populations. Further due to increasing urbanization and mechanization, urban Indians have a sedentary lifestyles with physical activity given low priority.