

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
 - 6th Pay scale for the Non teaching staff is implemented
 - 5th 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 21st June is celebrated.




PRINCIPAL
SNJB's Smt. K. B. Abad Homoeopathic
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P. G. Institute of Homoeopathy & Research
Centre, Chandwad, Dist. Nashik

- **4. HEALTH CHECK UP:** Free blood sugar check up arranged on 7th 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 COMMITTE:** 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




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 Hospital, & Bhamashah Shri V. D. Mehata Dev-Vijay
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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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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: 5th pay scale for the teaching staff is implemented with increase in D.A. time to time. 6th 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.

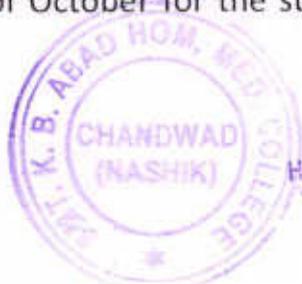
D) LIC Deduction: It is available for the employee who wishes to pay the instalment through salary which is deducted every month.

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



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P. G. Institute of Homoeopathy & Research
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interested staff attends the programme. On every 21st 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: Dietician 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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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.



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

31/12/2018
 31/12/2018

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



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

= 8400/- dated - 12-09-2018

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63) श्री 45711 (भाग) शांखा शैवाचिके ली गोंगल कायेंकरी
 आयोजित करवाचये आहे; त्यासाठी सापले सहकारी पोशित
 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	500/-
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		16	Dr. A.N. Brahmane	100
17	Dr. S.P. Tripathi	SP	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. Khaire	
13	Shri. S.T. Hiran	940/-	14	Shri P.A. Dhangane	
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 & Shri R. P. Chordiya
 P. G. Res. & Res. Shri S. Dev-Vijay
 Ch. Res. Shri S. R. Research
 Ch. Res. Shri S. D. Res.



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 (Mrs) 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 Nasik 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

Mk.

Dr (Mrs) Anagha N. Kulkarni

P. D. Anik
06/04/15

Forwarded to
Honble Management
through A/O
01/04/15

Shri. Laxmidas

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



Form with fields: नवर्ड नंबर: 02, दिनांक: 1/4/15, शेषः, प्रधानाचार्य कार्यालय, एम.के.ए.बी.आ.डी. होम्योपैथी, चंदवड, जिल्हा नाशिक. P.G. Institute of Homoeopathy & Research Centre, Chandwad, Dist. Nashik.

Photo-copy to
Dr. Anagha Kulkarni
01/04/15

To, Dr. ANIK -

विषयानुसार ही दयाकी माक
होरहे हय। गरगेनुसार रेकर
व विद्यार्थ्यां मदन करणी

कडींदी

Old Ladies Hostel Staff

2500/- P.M.



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

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

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

R/Sir, I Dr. Mrs. Suryawadei Jaishree
working in Smt. K. B. Abad H.M.C.
Chandwad from 20th 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

Dr. Mrs. Suryawadei Jaishree
Smt. K. B. Abad Homoeopathic
Medical College & S.M.C. Chandwad
H. G. & Unnassan Smt V. D. Mohata Dev-Vijay
P. G. Institute of Homoeopathy & Research
Centre, Chandwad, Dist. Nashik



Free Blood sugar
check up

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:

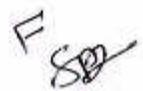
The NSS unit organized World Health Day especially keeping in view the rise of Diabetes Mellietus in our country in recent years Diabetes Awareness Program organized on 07/04/18 in hospital.

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. Jagzap 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, Smt. V. D. Mehta Chowdhary
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 & Research Smt V. D. Mehta Chowdhary
P. G. Institute of Homoeopathy & Research
Centre, Chandwad, Dist. Nashik

जावक क्र.:- एसएनजेबी/हामि./२०१८-१९/१

दिनांक :- ०४/०४/२०१८

प्रति,

मा. प्रशासकीय अधिकारी साो,
मा. प्राचार्य
एस. एन. जे. बी. डि. एड. कॉलेज,
स्व. सौ. कांताबाई भवरत्नलजी 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 स्कुल,
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

Handwritten signature



Handwritten signature

PRINCIPAL

SNJB's Smt. K. B. Abad Hom. M. Chandwad (Nashik)
Medical College & Hospital, Bhamashan Smt. V. D. Wadgaonkar
P. G. Institute of Homoeopathy
Centre, Chandwad Dist. Nashik

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मा. प्रशासकीय अधिकारी साठे, = Pravin Chitambar
 मा. प्राचार्य =
 एस. एन. जे. बी. डि. एड. कॉलेज, = Pravin Chitambar
 स्व. सौ. कांताबाई भवरलालजी जैन कॉलेज ऑफ इंजिनिअरींग - Bunny 05/04/2018.
 श्रीमान सुरेशदादा जैन कॉलेज ऑफ फार्मसी = Pravin Chitambar 5/4/2018
 श्री. एच.एच.जे.बी.तंत्रनिकेतन = Pravin Chitambar 05/04/2018
 कला व वाणिज्य महाविद्यालय = Pravin Chitambar 05/04/2018
 मुख्याध्यापक, श्री. नेमिनाथ जैन प्राथमिक शाळा = Pravin Chitambar 6/4/2018
 श्री. नेमिनाथ जैन माध्य. व उच्च माध्य. विद्यालय = Pravin Chitambar
 इंग्लिश मिडियम स्कुल, = Pravin Chitambar 5/4/18
 चिप रेक्टर, गर्ल्स होस्टेल = Pravin Chitambar
 चिप रेक्टर, विद्यार्थी वसतीगृह = Pravin Chitambar
 नेमिनगर, चांदवड जि. नाशिक =




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

World Health Day Program 2018



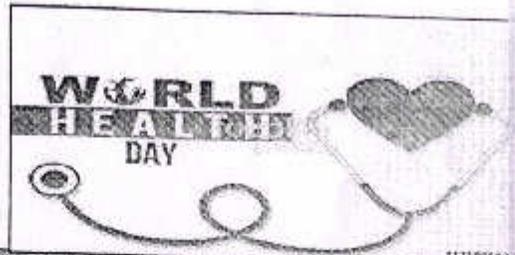
Diabetes Camp 1



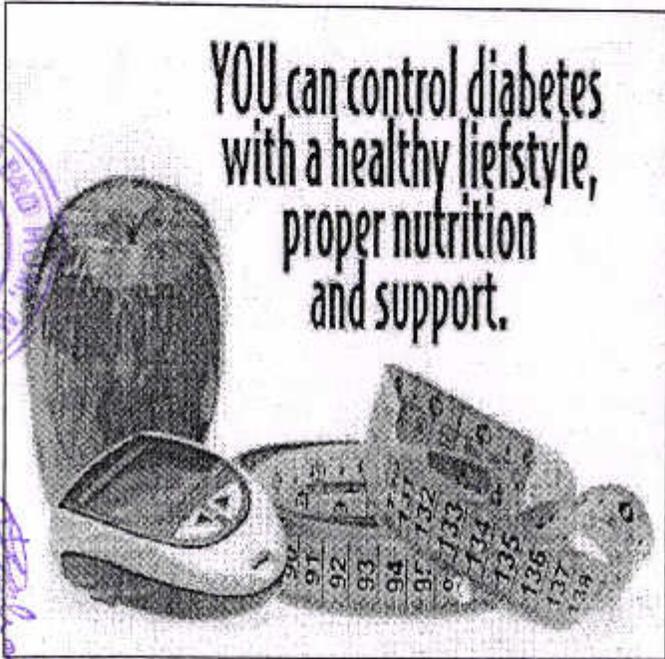
Diabetes Camp 2



PRINCIPAL
Dr. B. Abad Homoeopathic
& Sri R. P. Chordya
& Sri V. D. Mahala Dev-Vijen
of Homoeopathy & Research
Chandwad, Dist. Nashik



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

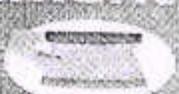


DIABET SYMPTOMS

Infographics

 • FROUDENUSAL ELOOKEY • AEMSYE THERSTY	 • BETTUNGLA TIOLES • PEESSURE	 • HIGH BLOOD SUGAR		
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Treatment

				
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Prevention

				
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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.

SNJB'S Smt. K. B. Abad Homoeopathic Medical College & Shri R. P. Chordiya Hospital & Bhamasha Shri V. D. Mehata Dev-Vijay Hospital & Research Centre
 Gandhinagar (Nashik)
 Principal
 NSS Program Officer