



PROF. DR. T.J. SAWANT
B.E, (Elect.), PGDM, Ph.D,
FOUNDER SECRETARY

PROF.DR.V.R. KULKARNI
M.Com. MBA, Ph.D,
PRINCIPAL

6.3 Faculty Empowerment Strategies

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




PRINCIPAL
JSPM's
Jayawant Shikshan Prasarak Mandal
Commerce & Science College
Hadapsar, Pune - 411 028.



Index

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JAYAWANTRAO SAWANT COMMERCE AND SCIENCE COLLEGE

Sr.No. 58, Handewadi Road, Satavnagar, Hadapsar, Pune-411028.

Phone-7722045403/9175954032

Email Id:-principal@jspmjscocs.edu.in Website: www.jspmjscocs.edu.in

Approved by Govt. of Maharashtra and Affiliated to SPPU, Pune-07.

College Code: PU/PN/CS/485/2018



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1. Group insurance scheme for teaching and non-teaching staff.



Bajaj Allianz General Insurance Company Ltd.
Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006
GROUP PERSONAL ACCIDENT POLICY SCHEDULE
UIN: IRDA/NL-HLT/BAG/PPV/3151/13-14

Policy issuing office and Correspondence address for communication by policyholder for claim, service request, notice, summons, etc. : Bajaj Allianz General Insurance Co Ltd, Vardhaman - 3rd floor, Vardhaman Building, 7 Loves Chowk, Shankar Sheth Road, Pune-411042 Phone No :

Policy No.	09-24-2025-9902-00000085		
Product	GROUP PERSONAL ACCIDENT		
Period of Insurance	From 00:01:00 14-JUN-23 To 13-JUN-24	Policy Issued On	21-JUN-23
	Midnight		
Co-Insurance Details	Own Share: 100%		
Insured Name	JAYAWANT SHIKSHAN PRASARAK MANDAL		
Insured Address	SIRNO 83/280/3/1 2 78/3/1-2 AND 78/4/3,4 MUMBAI PUNE BY PASS TATHWADE, PO Area - PUNE, MAHARASHTRA - 411033		
Bank Details :	No Details	Place of Supply/State	27 - Maharashtra
GSTIN / UIN	NA	Code/Name	
Company GST No :	27AABC85730G1ZK	Invoice No :	3848482041
Company PAN :	AABC85730G		

Description	Sum Insured (Rs)
Total 1732 Member Covered	17,32,00,000.00
Highest Sum Insured	100000
Additional** Loading @	0 %
Additional Discount@	0 %
Base Premium	60,280.00
Special Discount	0
Net Premium	60,280.00
Terrorist** Surcharge	0.0
Stamp Duty	
State GST (9%)	5,235.00
Central GST (9%)	5,235.00
Final Premium	81,750.00

*** All Premium figures are in Rupee.

On specific request and subject to terms and conditions, record of information exchange will be made available.

As per the GST regulations, the amount of GST will not be refunded if the policy / endorsement is cancelled after 30th September of the next financial year.

If/We hereby declare that though our aggregate turnover in any preceding financial year from 2017-18 onwards is more than the aggregate turnover notified under sub-rule (4) of rule 48, we are not required to prepare an invoice in terms of the provisions of the said sub-rule.

Scope of Cover	As per the policy wording attached.
Risk Covered	Group Personal Accident Risk Class II Wider: Accidental Death + Permanent Total Disablement + Permanent Partial Disablement (Sum Insured maximum 80 times of monthly income or Rs. 1 Lacs whichever is less)
Special Perils	As per policy terms and conditions.
Special Exclusions	As per policy terms and conditions.
Subject to Clauses	Additional Cover :Cremation charges is covered up to 5000/-, Carriage of Dead body is covered up to 5000/-, Repatriation of Remains is covered up to 5000/-, Family Transportation is covered up to 5000/-, Children's Education bonus in case of Death or Permanent Total disability of proposer - Onetime payment of Rs.5,000/- each towards the cost of education of up to 2 of your dependent children who were under the age of 19 on the date you met with Accidental Bodily Injury.
Warranties	Upon mutual agreement between the insurer and the Group manager the claim settlement can be done by the insurer either in favour of the Group Manager or the Insured Member / Nominee / Legal Heir. However, wherever it has been agreed to settle the claim in favour of the Group Manager, the insurer must seek an undertaking from the Group Manager that confirms that the final claim settlement will be done to the Insured Member / Nominee / Legal Heir within 15 days of claim settlement to the Group Manager as per policy t&c. The employer may utilize the insurance amount as part of the overall service benefit and pass on the balance, if any to the Insured Member / Nominee / Legal Heir. SI should commensurate with salary Age Restriction Upto 70 years
Special Conditions	Previous Policy Number: 09-23-2025-9902-00000041. Beneficiary will be employee
Comments	As per policy terms and conditions.
Bank RM Employee Code :	Y

Agency Code BAG21118008	Channel Name : ML
Agency Name : Sameer Rajendra Dixit	



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Contact No : 9028747220/7972002520

Email - SAM98500@GMAIL.COM

Premium Collection Details [Receipt No/Collection No/Amount] 2025-00347115 / 354056755 / Rs. 81,750.00 ,

*** If Premium paid through Cheque, the Policy is void ab-initio in case of dishonour of Cheque

*** This policy is subject to the standard policy wordings, warranties and conditions applicable for this product in addition to any specific warranty or condition attached

For & On Behalf of Bajaj Allianz General Insurance Company Ltd.



Authorized Signatory
Printed , Signed and Executed at Pune

This document is digitally signed, hence counter signature / stamp is not required

Regd Office : Bajaj Allianz House, Airport Road, Yerwada Pune-411006 (India), A Company incorporated under Indian Companies Act, 1956 and licensed by Insurance Regulatory and Development Authority of India [IRDA] vide Reg No.113, Corporate Identification Number U66010PN2000PLC015329.

Consolidated Stamp Duty of Rs.5/- paid towards Insurance Stamps vide Challan No. MH018043478202223M Defaced No. 0000250675202324 ORDER NO.GSD/685/2023/2054 ORDER DATED 13.04.2023DEFACED DATE dated 13-APR-23 timing 13:04:23 of General Stamp Office,Mumbai,India.

Principal Location : Bajaj Allianz House, Airport Road, Yerwada, Pune - 411006 PH:66026666 | Services Accounting Code : 997133 - Accident and health insurance services. No reverse charge is payable on these services.

In case of any claim, please contact our 24 Hour Call centre at 1800-102-5858 (Toll Free) / 91-020-30305858 (chargeable, add area code before this number in case of mobile call) or email us at 'Bagichelp@bajajallianz.co.in'.

354056755/-/21118008/0/-

Prefix your area code if you are calling from a Mobile Device.

A Company incorporated under Indian Companies Act, 1956 and licensed by Insurance Regulatory and Development Authority of India [IRDA] vide Reg No.113, Corporate Identification Number U66010PN2000PLC015329.

Generated by sachin marne



2. Loan Facility



Phone : 02477 - 234124/234055

JAYAWANT MULTISTATE CREDIT CO-OPERATIVE SOCIETY LTD.

Head Office : Shivajinagar, Sonari-413505, Tq. Paranda, Dist. Osmanabad Maharashtra

(Regi. No. : MSCS/CR/575/2012)

Mr. Ravindra S. Sawant
ChairmanMr. Vikram U Sawant
Vice Chairman

Interest rate w.e.f. 01.06.2024 on Fixed Deposit & Recurring Deposit

DEPOSITE	INTEREST RATE	
	PERIOD	RATE OF INTEREST
FIXED & RECURRING DEPOSIT	45 DAYS TO 90 DAYS	4%
	91 DAYS TO 180 DAYS	5%
	181 DAYS TO 12 MONTHS	6%
	13 MONTHS TO 24 MONTHS	11%
	25 MONTHS TO 36 MONTHS	9%
	ABOVE 36 MONTHS	8%

- वरील सर्व ठेवीच्या व्याज दरामध्य जेष्ठ नागरीकांसाठी ०.५०% जादाचा व्याज देण्यात येत आहे
- वरील मुदतीनंतर मिळणारी रक्कम तुमच्या मुलाच्या फ्री मध्ये भरू शकता किंवा पाल्याच्या पुढील शिक्षणासाठी तरतुद करू शकता
- सर्व शिक्षक व शिक्षेतर कर्मचाऱ्यांसाठी कर्ज सुविधा उपलब्ध आहे

• शाखेचा पत्ता: जयवंत मल्टीस्टेट क्रेडिट को.ऑप.सोसायटी.लि. शाखा : हडपसर,

जे.एस.पी.एम.टेक्निकल कॅम्पस, स.नं.हांडेवाडी रोड, इंद्रायणीनगर, हडपसर पुणे-२८ फोन नं : ७२७६०११५०२





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I-M

JAYWANT MULTISTATE CREDIT CO-OP SOCIETY LTD
-E[HADAPSAR BRANCH]-F
Phone No. [020-26970598]

PERSONAL LOAN [131]/[190] Client No. 76 Page # 1
Extract of GAWATE SANDIP PRAKASH From -26/12/2022 To 25/04/2024
Sanction Date :- 26/12/2022 Due Date :- 26/12/2025 Installment Amt :- 8789 Int. Rate :- 16
Disburse Date :- 26/12/2022 No of Install :- 36 Sanction Amount :- 250000

TC Particulars	Inst. No.	& Date	Debit	Credit	Balance
26-12-2022 Opening Balance					
-E27-12-2022-F					
TR LOAN DISBUS 42/50			2,50,000.00		2,50,000.00 Dr.
-E31-12-2022-F					
TR Int. Dr. 31/12/2022	@ 16 %	31/12/2022	548.00		2,50,548.00 Dr.
-E31-01-2023-F					
TR Int. Dr. 31/01/2023	@ 16 %	31/01/2023	3,405.00		2,53,953.00 Dr.
-E28-02-2023-F					
TR Int. Dr. 28/02/2023	@ 16 %	28/02/2023	3,117.00		2,57,070.00 Dr.
-E02-03-2023-F					
TR INST JAN-2023 ADV#16438				8,800.00	2,48,270.00 Dr.
-E31-03-2023-F					
TR INST FEB-2023 ADV#16498				8,800.00	2,39,470.00 Dr.
TR Int. Dr. 31/03/2023	@ 16 %	31/03/2023	3,373.00		2,42,843.00 Dr.
-E29-04-2023-F					
TR Int. Dr. 30/04/2023	@ 16 %	29/04/2023	3,194.00		2,46,037.00 Dr.
-E06-05-2023-F					
TR LOAN INS OF MAR-23 ADV#1706				8,800.00	2,37,237.00 Dr.
-E20-05-2023-F					
TR LOAN INS OF APR-23 ADV#1721				8,800.00	2,28,437.00 Dr.
-E31-05-2023-F					
TR Int. Dr. 31/05/2023	@ 16 %	31/05/2023	3,198.00		2,31,635.00 Dr.
-E20-06-2023-F					
TR ADV# 17279 LOAN INST MONTH				8,800.00	2,22,835.00 Dr.
-E30-06-2023-F					
TR Int. Dr. 30/06/2023	@ 16 %	30/06/2023	3,004.00		2,25,839.00 Dr.
-E19-07-2023-F					
TR BY ADV# 20141 LOAN INST MON		19/07/2023		8,800.00	2,17,039.00 Dr.
-E31-07-2023-F					
TR Int. Dr. 31/07/2023	@ 16 %	31/07/2023	3,019.00		2,20,058.00 Dr.
-E19-08-2023-F					
TR LOAN INST OF JULY-2023				8,800.00	2,11,258.00 Dr.
-E31-08-2023-F					
TR Int. Dr. 31/08/2023	@ 16 %	31/08/2023	2,940.00		2,14,198.00 Dr.
-E22-09-2023-F					
TR INST OF AUG-2023				8,800.00	2,05,398.00 Dr.
-E30-09-2023-F					
TR Int. Dr. 30/09/2023	@ 16 %	30/09/2023	2,782.00		2,08,180.00 Dr.
-E31-10-2023-F					
TR Int. Dr. 31/10/2023	@ 16 %	31/10/2023	2,829.00		2,11,009.00 Dr.
-E08-11-2023-F					
TR LOAN INST OF SEP-2023 ADV#1				8,800.00	2,02,209.00 Dr.
-E30-11-2023-F					
TR Int. Dr. 30/11/2023	@ 16 %	30/11/2023	2,686.00		2,04,895.00 Dr.
-E30-12-2023-F					
TR LOAN INST OF OCT-2023 ADV#1				8,800.00	1,96,095.00 Dr.
TR Int. Dr. 31/12/2023	@ 16 %	30/12/2023	2,777.00		1,98,872.00 Dr.
-E03-01-2024-F					
TR ADV# 17895 RTGS AMT TRF FRO				8,800.00	1,90,072.00 Dr.
-E17-01-2024-F					
TR LOAN INST OF DEC-2023 ADV#1				8,800.00	1,81,272.00 Dr.
-E31-01-2024-F					
TR Int. Dr. 31/01/2024	@ 16 %	31/01/2024	2,534.00		1,83,806.00 Dr.
-E24-02-2024-F					

-----5555> Continued on Page 2

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PERSONAL LOAN [131]/[190] Client No. 76 Page # 2
Extract of GAWATE SANDIP PRAKASH From -26/12/2022 To 25/04/2024
Sanction Date :- 26/12/2022 Due Date :- 26/12/2025 Installment Amt :- 8789 Int. Rate :- 16
Disburse Date :- 26/12/2022 No of Install :- 36 Sanction Amount :- 250000

TC Particulars	Inst. No.	& Date	Debit	Credit	Balance
TR LOAN INST OF JAN-2024 ADV#1				8,800.00	1,75,006.00 Dr.
-E29-02-2024-F					
TR Int. Dr. 29/02/2024	@ 16 %	29/02/2024	2,313.00		1,77,319.00 Dr.
-E30-03-2024-F					
TR Int. Dr. 31/03/2024	@ 16 %	30/03/2024	2,410.00		1,79,729.00 Dr.
-E25-04-2024-F					
CR BY CASH				17,600.00	1,62,129.00 Dr.
Voucher : 31 Summation of Debits and Credits ...			2,94,129.00	1,32,000.00	

TOTAL OUTSTANDING :-
 PRINCIPAL OUTSTANDING AS ON 25/04/2024 :- 1,62,129.00 Dr.
 INTEREST OUTSTANDING AS ON 25/04/2024 :- 1,963.00 Dr.
 TOTAL OUTSTANDING BALANCE AS ON 25/04/2024 :- 1,64,092.00 Dr.



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Note : Unless a constituent notifies Bank immediately of any discrepancy found by him in the statement of account it will be taken that he has found the balance in the account as correct

Key To Abbreviations

CR - Cash Receipt ,CP - Cash Payment,TR - Transfer
OC - Cr. Clearing ,IC - Dr. Clearing,OR - O/w Return ,IR - I/w Return

HADAPSAR BRANCH

Printed By HEMANT VISHNU WAGHMARE

Printed On 25/04/2024 16:45:49 BankOne Date 26-Apr-2024 Open

Clerk / Cashier / Officer / General Manager

1
2





3. Photocopying Facility





4. Medical Facility





5. Transportation Facility

दि.

भागणीपत्रक

प्रति,

मा. वाहनक विभाग प्रमुख

.....संकुल

विषय :- वाहन मिळणेबाबत

महोदय,

आमच्या या इन्स्टीट्यूटसाठी या कामास
..... येथे श्री/प्रा हे जाणार असून त्यांना दिनांक
..... रोजी वाजता सुमो/इंडीका/दुचाकी गाडी हवी आहे. ते दि.
रोजी वाजता परत येतील. जाता येता अंदाजे किमी होईल.
तरी त्यांना वाहन उपलब्ध करून द्यावे.

कळावे

आपला

(प्राचार्य/संचालक)

1. वाहन क्रमांक
2. वाहन प्रकार
3. कामाचे स्वरूप
4. कामाचे ठिकाण
5. प्रवास करणारे स्टाफचे नाव
6. जाताना कि. मी.
7. इन्स्टीट्यूटचे नाव
8. ड्रायव्हरचे नाव

(संकुल संचालक)

(वाहनक विभाग प्रमुख)

वाहनचालक शेर

दि. रोजी या पासून ते दि. रोजी

वा. पर्यंत एकूण कि. मी. जाताना कि. मी. आलेवर कि. मी.

प्रवास झाला आहे.

(वाहनचालक मही)

तपासले बरोबर आहे.



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6. Employee Provident Fund for staff.

Sr.No.	Name of Employee
1.	Dr. Prashant Mane-Deshmukh
2.	Mr. Kiran Lagle
3.	Mr. Sunil Hadke
4.	Mr. Pravin Babar



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COMBINED CHALLAN OF A/C NO. 01, 02, 10, 21 & 22 (With EMPLOYEES' PROVIDENT FUND ORGANISATION

TRRN 3152305013780

ECR Id 88651761

LIN :1955962044

Establishment Code & Name PUPUN0034085000 M/S JAYWANT SHIKSHAN PRASARAK MANDAL Dues for the wage month of April 2023
Address : RAJASHRI SHAHU COLLEGE OF ENGG, S NO 80/3/1 NEAR SPORT CITY, A/P TATHWADE, PUNE, MAHARASHTRA

	EPF	EPS	EDLI
Total Subscribers :	678	660	678
Total Wages :	79,17,034	79,17,034	79,17,034

SL.	PARTICULARS	A/C.01 (Rs.)	A/C.02 (Rs.)	A/C.10 (Rs.)	A/C.21 (Rs.)	A/C.22 (Rs.)	TOTAL
1	Administration Charges	0	39,585	0	0	0	39,585
2	Employer's Share Of	3,08,955	0	6,41,098	39,585	0	989,638
3	Employee's Share Of	9,50,053	0	0	0	0	950,053
Grand Total : Nineteen Lakh Seventy-Nine Thousand Two Hundred Seventy-Six Rupees							19,79,276

(This is a system generated challan on 10-MAY-2023 17:18, the particulars shown in this challan are populated from the Electronic Challan Cum Return (ECR) uploaded by the establishment for the specified month and year.

Note :- The following amounts are being remitted directly by Government of India on account of PMRPY / ABRY.

	PMRPY	ABRY
A) A/C no 1 (Employer share) (Rs.) -	0	0
B) A/C no 10 (Pension fund) (Rs.) -	0	0
C) A/C no 1 (Employee share) (Rs.) -	0	0
D) Total (A + B + C) (Rs.) -	0	0
E) Total remittance by Employer (Rs.) -	19,79,276	
F) Total amount of uploaded ECR (D + E) (19,79,276	



[Signature]
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APPRAISAL FORM FOR THE COLLEGE TEACHER

Name of the College : -----

(FOR THE YEAR 20 -20)

PART- I (BASIC INFORMATION)

1) Full Name : -----

2) Designation : -----

3) Department : -----

4) Subject taught and faculty : -----

5) Date of Joining

a) Initial----- College Name -----

b) at present college ----- College Name -----

6) Date of Birth : -----

7) Place of Birth : -----

(Village/Town/Taluka/ : -----

District) : -----

8) Nationality and Religion : -----

9) Whether belongs to : -----

SC/ST/VJ/NT/SBC/OBC/OPEN -----

10) Permanent address : -----

Mobile No . -----

E-mail -----

11) Mother tongue : -----

12) Language known : -----

13) Whether any immovable : -----

property held. If so, what -----

and where

14) Qualification of the teacher

Degree and Post Graduate degree examination	Special/Principal subject offered	Allied additional subordinate subjects offered	Class obtained	Year of passing	University	Remarks

15) Teaching experience at the college level

UG : Year ----- Month -----

PG : Year ----- Month -----

Name of the previous Institutions	Period of service From -- ---- to	Designation	Classes taught	Subjects taught	Scale of pay

16) i) Courses taught : -----

ii) Number of periods per week: -----

as per prescribed norms

	Work-load			
	U.G	P.G.	M.Phil.	Ph.D.
1) Actual number of periods per week				
2) Lectures				
a) Tutorials				
b) Practical's				
c) Seminars				
d) Dissertations				
e) Others				

PART- II

SELF ASSESSMENT OF THE TEACHER

(NOTE: Self-assessment should be in short, within the limit of space provided)

- I) Teaching methods applied :
- (Name and describe new
teaching methods used, If any
(Beside lecture method) i.e.
- i) Distributing lecture, synopsis and biography
- ii) Encouraging question in class :
- iii) Announcing topics for discussion in advance :
- iv) Holding seminars :
- v) Use of audio visual aids :
- (Whether facilities exist)
- II) Contribution to a research schemes approved by the UGC, DST, ICAR, ICSSR & others, if any. :
- III) Any other contribution in- :
- i) Teaching methods :
- ii) Evaluation techniques :
- iii) Course development etc. :
- IV) Academic and professional growth (During the year)
- i) Research qualification acquired :
- ii) Research projects undertaken :
- iii) Research papers published :
- indicating titles and names of
journals in which published.

iv) Guidance rendered to re- : -----
 search scholar -----

v)Participation in Seminars, : -----
 Workshops and Conferences. -----

Vi)Participation in Orientation : -----
 Programmes Refresher -----
 courses etc. -----

vii) Any other types of training : -----
 (Whenever such facilities
 exist)

V) Participation in Extra Mural : -----
 Activities -----

i) Extra curricular activities, : -----
 debates, cultural activities, -----
 counselling to students -----
 Planning forum, Union, -----
 NSS,NCC,Sports, Scouting etc.

ii) Service to community Adult : -----
 Education, Extension -----
 Service etc.

VI) Help in departmental adminis- : -----
 trative activities by way of -----
 membership of various -----
 committees such as Discipline -----
 committee, Admission Com- -----
 mittee, Students Welfare -----

VII) Any other information about his -----
 contribution (not conveyed -----
 above) relevant to a proper -----
 assessment of activities. -----

VIII) General Observations-

i)Attendance : -----

a) Regularity : -----

b) Punctuality : -----

ii) Students teachers : -----

relationship

iii) Colleague relationship : -----

iv) Class control : -----

v) Reading habits and other : -----

IX) Your own assessment of your performance for the year under report in regard to :

a) The quality and quantity of : -----

work done and how it com- -----

pared with the prescribed -----

norms, standards of targets. -----

b) Guiding, training, control- -----

ling Class -----

c) Details of any specific -----

item (s) of work done by you -----

which think especially note- -----

worthy. -----

d) If, In your opinion you were -----

unable to maintain the ex- -----

pected quality and quantity -----

in performance, in any re- -----

spect, indicate your rea- -----

son, why this happened. -----

X) Any award conferred on -----

(University/State/National -----

or International level) -----

XI) API Score for Category I -----

XII) API Score for category II -----

XIII) API Score for category III -----

(for Assessment year)

Name of the teacher -----

EVALUATION BY THE HEAD OF THE DEPARTMENT OR PRICIPAL

a) State whether the facts stated above are correct; if not, state the correct facts.

b) Do you agree with self-assessment of performance done by the teacher? If not, give reasons why you do not agree.

I) Actual verification & evaluation in respects of Part II

Item	Correct	Exaggerated	Excellent	Very Good	Average
I					
II					
III					
IV					
V					
VI					
VII					
VIII					
IX					
X					
XI					
XII					
XIII					

II) A) General intelligent :-----

B) Capacity to get work done in -----

respect of research & teaching. :-----

C) Technical ability :-----

D) Administrative ability including :-----

judgement initiative and drive :-----

(if applicable) :-----

E) Integrity and character :-----

F) Whether powers delegated are :-----

fully utilised

G) Overall performance :-----

H) Overall contribution towards :-----

college and parent education society

I) General Assessment

A+= Outstanding, A= Very Good, B+ = Positively Good, B= Good, C+= Satisfactory, C= Not Satisfactory

(*Strike out which is not applicable.)

Date : / /20

Signature of Reporting officer

Observation of the Reviewing officer (Secretary of the Society)

Date : / /20

Signature of Reviewing officer



PRINCIPAL
JSPM's
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Hadapsar, Pune - 411 028.