शिक्षण प्रसारक मंडळी, पुणे



R. A. Podar College of Commerce & Economics

AUTONOMOUS Matunga, Mumbai - 400 019

An 'A+' Institution as Accredited by NAAC Certified as 'Best College' by University of Mumbai

Tel.: 2414 3178 • Fax: 2414 1964 • E-mail: info@rapodar.ac.in Website : www.rapodar.ac.in

6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Welfare Measures for Teaching and Non -Teaching Staff

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	Association with Khandeparkar Clinic	
	Book Bank facility for teaching and non-teaching staff	
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	Maternity and Paternity Leave	
	Organising Indoor and Outdoor sports for Staff	
	College Main hall facility let out to teaching and	
	non-teaching staff for wedding of their children	
	Diwali gift kit for Non -Teaching Staff	
2.	Recognition and Felicitation	24-27
	Samarth Sevak Puraskar - Felicitation of Non-	
	Teaching Staff	
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	Diwali Celebrations	
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	Ganpati pooja	
	Satyanarayan Pooja	
	Navratri Celebration	
	Bhondla	
	• Celebrations over 80 years of education -	
	Sahashtra Chandra Darshan	

Wellness Programmes at Podar

Eye Checkup on 09/03/2023 at R. A. Podar College, F-3 Classroom





Association with Khandeparker Clinic

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2	Dr. Smt. Mayuri Mokashi	91, Krushna Bhavan, Sir Bhalchandra Road, Dadar, Mumbai- 400 014	24144737
3	Dr. Sanjiv Khandeparkar	Dr. Khandekar Nursing Home, 157 Bhagy alaksmi, Sir Bhalchandra Road, Dadar, Mumbai- 400 014	24145796 24143529 24169193
4	Dr. Smt. Subhede Khendeperker	Dr. Khandekar Nursing Home, 157 Bhagy alaksmi, Sir Bhalchandra Road, Dadar, Mumbaí- 400 014	24145796 24143529 24169193
5	Dr. Ulhas V. Kulkarni	173, Aalap, Hind Colony, Opp. Lane No. 2 Sir Bhalchandra Road, Dadar, Mumbaí- 400 014	24143865 24162630 24140726
6	Dr. Prakash Amonkar	Govind Niwas, Hindu Colony, 1st Lene, Dadar, Mumbai- 400 014	8888

Book bank scheme for Teaching and Non-Teaching staff

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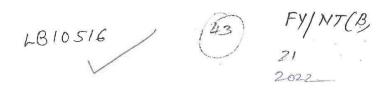
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R. A. Podar College of Commerce & Economics (Autonomous) Matunga, Mumbai – 400019

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R. A. Podar College of Commerce & Economics (Autonomous) Matunga, Mumbai – 400019

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Student's Signature

Books issued by_____

Mental Health and Counselling Services

Self-Development Center

The Self Development Center (SDC) of R.A. Podar College became fully functional from November 2003 in the College. Starting as a small entity, it gained momentum in no time. Now the center is in its 11th year and has become an integral part of the Podar college setup, providing students an outlet to voice their worries and stresses. The College is collaborated with Dish Counselling Cell and appointed a professional for providing personal and career counselling session for learners, staff and faculty.

Objective of Self Development Center:

The primary objective behind setting up of the Self Development Center was "All-round development of self". The college takes care of shaping students' careers through academics and the Self Development Center takes care of facilitating students in growing up as competent professionals by building on essential life skills.

Learners are taught effective study skills techniques, concentration techniques, time management skills, motivation development, goal setting, acceptance of the self, relaxation techniques and methods to better handle emotional stress. Behavioural modification therapy, REBT, cognitive therapy, family therapy were used to help clients to address their issues. The center functions on every Thursday from 10.00 a.m. to 2.00 p.m. in the audio-visual room of the library. Since the college recognized the need for such a setup, they initiated this centre without any monetary returns from the beneficiaries.

https://www.rapodar.ac.in/sdc.php

Maternity and Paternity Leave



No.TAU/ICD/2017-18/1280

CIRCULAR :-

The Directors/Heads of the University Departments/Centers, the Principal, Sir J.J. College of Architecture and the University Librarian and all teachers working in University Departments and Institutions are hereby informed that the Govt. of Maharashtra have constituted a Special Committee to prepare Common Statutes and Common Code. The Committee has prepared the <u>draft Statutes for Governing Terms and Conditions of service of teachers working in University Schools, University Departments, Conducted Colleges and University Institutions.</u> In the recent meeting held at Pune, the Chairman of the Committee has directed to circulate the draft copy of these Statutes to all University teachers and invite their suggestions /amencments, if any, in the prescribed format given below:-

Sr.No. Statute No Present provision	Amended Provision/ Suggested Amendments	Reason for Change
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Accordingly, all are requested to send their suggestions/amendments in the soft copy, strictly in the prescribed Format, on the following e-mail addresses on or before 8th March, 2018. Copy of the draft Statute is attached herewith.

a. Dr. Rajendra Kankariya - rdkankariya@rediffmail.com

Shri, Suyash Dusane - vishi, dhepune@nic.in

c. Adv. Parvin Sayed - pulawof@unipune.ac.in, psayed@rediffmail.com

Your early initiative in this respect shall help to devise this policy document.

Mumbei-400 032 3rd March, 2018 (Datta Ghuge) Deputy Registrar (TAAS)

Encl : Copy of the draft Statute

To,
The Directors/Heads of the University Departments for information and necessary action.

(Datta Ghuge) Deputy Registrar (TAAS)

UNIFORM STATUTES

GOVERNING TERMS AND CONDITIONS OF SERVICE OF TEACHERS WORKING IN UNIVERSITY SCHOOLS, UNIVERSITY DEPARTMENTS, CONDUCTED COLLEGES AND UNIVERSITY INSTITUTIONS

> [FRAMED UNDER SECTION 72 (10) READ WITH SECTION 71 (20) OF THE MAHARASHTRA PUBLIC UNIVERSITIES ACT, 2016]

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S.7.	Advertisement of Vacancies
S 8.	Scrutiny Committee
S.9.	Selection Committee
S.10.	Selection Procedure
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- S.68. Appeal
- S.69. Appellate Authority

leave, any regular appointment under any organisation in India or abroad. He may be allowed to accept a fellowship or a research scholarship or adhoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies.

(vi) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as a regular service for purposes of pension/contributory provident fund, provided that the teacher rejoins the university on the expiry of his leave.

Note - I The programme to be followed during sabbatical leave shall be submitted to the Head of Department for approval along with the application for grant of leave.

Note - II On return from leave, the teacher shall report to the Head of Department the nature of studies, research or other work undertaken during the period of leave.

S.53. Maternity, Paternity and Adoption Leave

- (A) (i) Maternity Leave with full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire service. Maternity leave may also be granted in case of miscarriage including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her service is not more than 45 days, and the application for leave is supported by a medical certificate.
 - (ii) Maternity leave may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.
 - (iii) Female teachers may be allowed to accumulate the casual leaves to the extent of sixty days for the purpose of her child as per Government Resolution made from time to time rearing activities.
- (B) Paternity Leave:

Paternity leave of 15 days may be granted to male teachers during the confinement of their wives, provided, the limit is up to two children.

(C) Adoption Leave:

Adoption leave may be provided as per the rules of the State Government.

S.54. Appointment against vacant post due to leave

The post falling vacant for more than six months due to leave of permanent teacher such as Sabbatical Leave, Extraordinary Leave, Study Leave, Maternity

Organising Indoor and Outdoor Sports for Staff







College Main hall facility let out to teaching and non-teaching staff for wedding of their children

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महोदया

भी कार्जिय स्तिकांल मारूकी प्रवाद, कामन क्रियाई मेनल भिनंती कार्ज फार्जिमे की में 24/04/2022 में मोनी मास्मी मुंत्रमी दिन्ने लग्न समादेश सामाजीन करणान आता आहे. भी आपणास निनंती कार्ज करितो की लग्न सीहाला साबी आपण महाविद्यालयाचा समागृह डिपलस्य करून देमाने ही नम्ह निनंती आपला दुपाबिलागी । क्रियाने

> अपका मझः कि भाषार (की. कीकोत भा पतार)

Diwali Gift kit for Non -Teaching Staff



Recognition and Felicitation

Samarth Sevak Puraskar

Felicitation of Non-Teaching Staff- Ms Surekha Naik, 2022-23 in the R A Podar College Auditorium



Felicitation of Teachers on their Superannuation

Felicitation of Mr. Mahesh Deshpande on 30/09/2022 at R. A. Podar College, Staff room



Felicitation of Ms. Amita Sehgal on Superannuation : 30/04/2022 at R. A. Podar College, Staff room



Celebrations at Podar

Diwali Celebrations





Family Day Celebrations

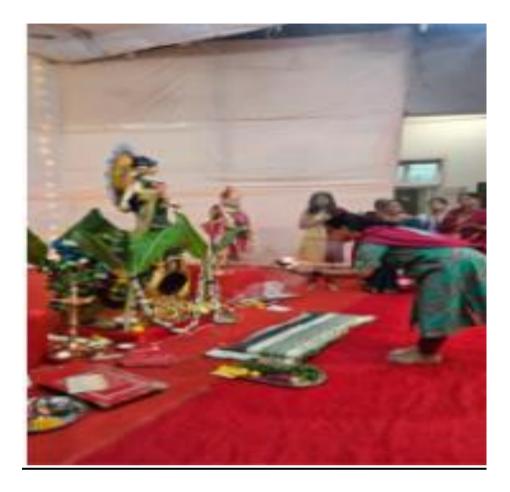




Ganpati Pooja



Satyanarayan Pooja



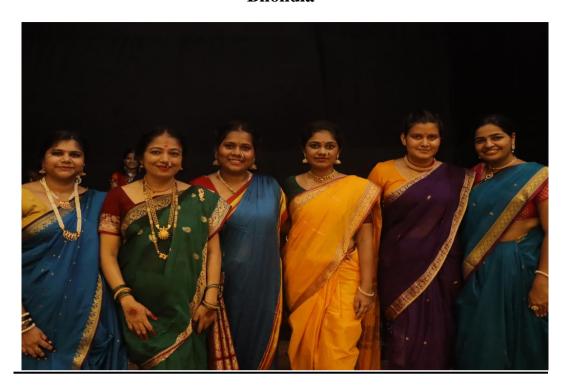


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Navratri Rang Taali 2022



Bhondla



Sahastra Chandra Darshan- 10th December 2022 at R. A. Podar College, Auditorium

