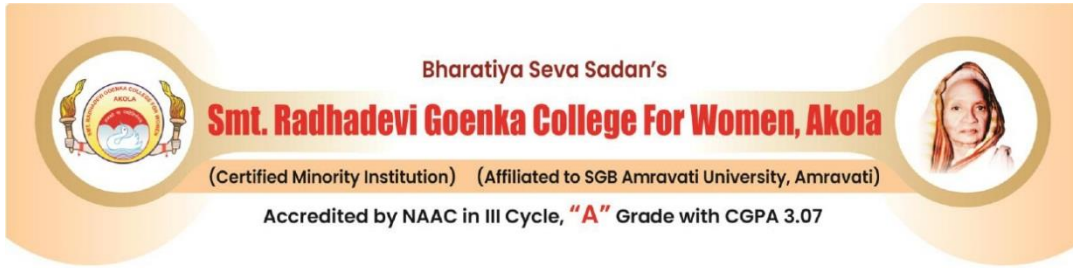


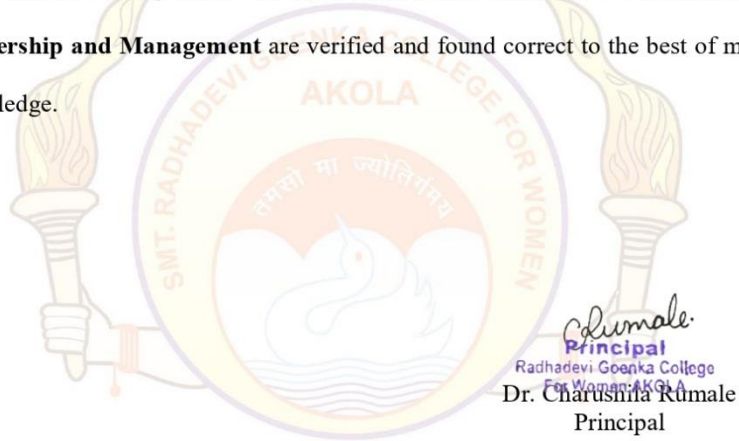
## Criterion VI: Governance, Leadership & Management

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



### CERTIFICATE

This is to certify that the documents attached in **Criterion VI Governance, Leadership and Management** are verified and found correct to the best of my knowledge.



## **Criterion VI: Governance, Leadership & Management**

**Smt. Radhadevi Goenka College for Women, Akola M.S**

**Welfare Schemes**

**Academic Year 2021-22**

**Index**

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## Criterion VI: Governance, Leadership & Management

### GPF

GPF Schedule - March - 2022

Page 1 of 2

Schedule showing the Subscriptions and Refund of the GPF for following Government Servants  
From Major Head 8009

Month of March 2022

Office : A. G. Mumbai Treasury : AMRAVATI ,DISTRICT TREASURY OFFICE (6101)

Name of the Office : Smt. Radhadevi Goyanka Mahila Mahavidyalaya, Akola (06610100055)

Sr.No.	Account No.	Name of Govt. Servant (Employee Code)	Pay-DP	Subs	Pay/DA Arr Merge	GPF Arr	Refund Amount	Cur Inst/Tot.Inst	Total	Remarks
1	AKL/2007	BORWANKAR NANDINI MADHAVRAO (06DHENMBF6401)	21410 0	1,300	0	0	0	0/0	1,300	
2	AKL/2752	TOSHNIWAL MAHESH SHIVNARAYAN (06DHEMSTM6801)	19600 0	1,200	0	0	0	0/0	1,200	
3	AKL/3008	GONDANDE NARESH LALJI (06DHENLGM6402)	218200 0	12,000	0	0	0	0/0	12,000	
4	AKL/3010	RAJWADE ANJALI ASHOK (06DHEAARF6201)	218200 0	0	0	0	0	0/0	0	
5	AKL/3022	PITHLOD MADHURI SUDHAKAR (06DHEMSPF7202)	14410 0	1,000	0	0	0	0/0	1,000	
6	AKL/6203	BAJPAI UJWALA RAJIV (06DHEURBF6501)	211800 0	11,600	0	0	0	0/0	11,600	
7	AKL/6204	RUMALE CHARUSHILA RAJESHWAR (06DHECRRF6401)	193800 0	10,600	0	0	0	0/0	10,600	
8	AKL/6205	BANG SHALINI ATUL (06DHESABF7201)	157600 0	10,000	0	0	0	0/0	10,000	
9	AKL/6268	PANDE DHANSHREE VASANTRAO (06DHEDVPPF6401)	162300 0	9,000	0	0	0	0/0	9,000	
10	AKL/6269	AMBHORE ARCHANA MADHAV (06DHEAMAF7101)	59950 0	10,000	0	0	0	0/0	10,000	
11	AKL/6469	NITNAWARE RAJESH SUKHDEO (06DHERSNM7201)	104100 0	10,000	0	0	0	0/0	10,000	
12	AKL/6470	PATIL UMESH PANDIT (06DHEUPPM7501)	101100 0	5,800	0	0	0	0/0	5,800	
13	AKL/7019	MANMOTHE NARENDRA SHRIPATRAO (06DHENSMM7401)	156900 0	9,000	0	0	0	0/0	9,000	
14	AKL/7368	BHATTI LALIT GOVINDBHAI (06DHELGBM7601)	147900 0	8,500	0	0	0	0/0	8,500	
15	AKL/7369	KHAIRE VINOD BHIVAJI	153000	8,500	0	0	0	0/0	8,500	

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## Criterion VI: Governance, Leadership & Management

Page 2 of 2

		(06DHEVBKM7801)	0							
	AKL/7370	MUNDRE RAVINDRA NARAYANRAO (06DHERNMM7301)	157600 0	8,700	0	0	0	0/0	8,700	
17	AKL/7491	SAWAJIYANI RADHA RUPESH (06DHERRSF7201)	162300 0	9,000	0	0	0	0/0	9,000	
18	AKL/7859	SHINGADE AJAY PREMDAS (06DHEAPSM8001)	143600 0	5,500	0	0	0	0/0	5,500	
19	AKL/7989	PANDE AMBADAS BHASKARRAO (06DHEABPM6603)	131400 0	8,000	0	0	0	0/0	8,000	
<b>TOTAL</b> ( ` )				<b>1,39,700</b>			<b>0</b>		<b>1,39,700</b>	

**Total Deduction In Words ( ` ): One Lakh Thirty Nine Thousand Seven Hundred Only.**

### CERTIFICATE

Certified that I have personally verified the correctness of the details in this schedule and they are found correct.

Dated :9/4/2022

  
**PRINCIPAL**  
Incharge H  
Smt. Radhadevi Goyanka Mahila Mahavidyalaya, Akola  
For Women, AKOLA. M

For use of Audit Office

Date of Encashment :

1. Certified that the name, amounts of individuals deductions & the total shown in column (7) have been checked by reference to the bill vide. paragraph 224 of the Audit Manual.
2. Certified that the rates of pay as shown in column(3) have been verified with the amounts actually drawn in the bill.

Dated :9/4/2022

Initials of the Auditor

Portion for Treasury Office  
Treasury Voucher No. and Date  
Challan no. and Date

Treasury Officer / Pay & Accounts Offi

VERIFICATION TIME :09-04-2022 20:21:29.700

\*\*\*\*\*End of Report\*\*\*\*\*

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## Criterion VI: Governance, Leadership & Management

Page 1 of 1

Schedule showing the Subscriptions and Refund of the GPF for following Government Servants  
From Major Head 8009

Month of March 2022

Treasury : AMRAVATI ,DISTRICT TREASURY OFFICE  
(6101)

Office : A. G. Mumbai

Name of the Office : Smt. Radhadevi Goyanka Mahila Mahavidyalaya, Akola  
(06610100055)


Sr.No.	Account No.	Name of Govt. Servant (Employee Code)	Pay-DP	Subs	Pay/DA Arr Merge	GPF Arr	Refund Amount	Cur Inst/Tot.Inst	Total	Remarks
1	BLD/6287	VYAS DEVENDRA NARAYAN (06DHEDNVM7201)	161600 0	10,000	0	0	0	0/0	10,000	
<b>TOTAL</b> ( ` )				<b>10,000</b>			<b>0</b>		<b>10,000</b>	

**Total Deduction In Words ( ` ): Ten Thousand Only.**

### CERTIFICATE

Certified that I have personally verified the correctness of the details in this schedule and they are found correct.

Dated :9/4/2022

  
**PRINCIPAL**  
 Smt. Radhadevi Goyanka Mahila Mahavidyalaya, Akola

For use of Audit Office

Date of Encashment :

1. Certified that the name, amounts of individuals deductions & the total shown in column (7) have been checked by reference to bill, vide. paragraph 224 of the Audit Manual.
2. Certified that the rates of pay as shown in column(3) have been verified with the amounts actually drawn in the bill.

Dated :9/4/2022

Initials of the Auditor

Portion for Treasury Office  
Treasury Voucher No. and Date  
Challan no. and Date

Treasury Officer. / Pay & Accounts Off

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\*\*\*\*\*End of Report\*\*\*\*\*

**Verification Time:-09-04-2022 20:25:10.022**

\* Generated By HTESEVAARTH

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## Criterion VI: Governance, Leadership & Management

Page 1 of 1

Showing the Subscriptions and Refund of the GPF(CLASS IV) for following Government Servants  
From Major Head 8009  
Month of March 2022

Treasury : AMRAVATI ,DISTRICT TREASURY OFFICE  
(610)

Name of the Office : Smt. Radhadevi Goyanka Mahila Mahavidyalaya, Akola  
(06610100055)

Sr.No.	Account No.	Name of Govt. Servant (Employee Code)	Pay-DP	Subs	Pay/DA Arr Merge	GPF Arr	Refund Amount	Cur Inst/Tot.Inst	Total	Remarks
1	AKL/2753	KULAT GANESH SHRIDHAR (06DHEGSKM6201)	17400 0	0	0	0	0	0/0	0	
2	AKL/2754	SHARMA SATISH RAMKISAN (06DHESRSM6201)	17400 0	8,000	0	0	0	0/0	8,000	
3	AKL/2756	PINJARKAR GAJANANA RAMDAS (06DHEGRPM6604)	16700 0	1,100	0	0	3,000	32/33	4,100	
4	AKL/3012	SONLANKE VIJAY AJABRAO (06DHEVASM6401)	17000 0	1,200	0	0	0	0/0	1,200	
5	AKL/3014	RATNAPARKHI NANDKISHOR JANARDAN (06DHENJRM6801)	17000 0	1,200	0	0	0	0/0	1,200	
6	AKL/3015	TALE SHAILAJA VINAYAK (06DHESVTF6501)	17000 0	5,000	0	0	0	0/0	5,000	
7	AKL/3016	PANDE KIRTI ASHOK (06DHEKAPF6401)	17000 0	1,200	0	0	0	0/0	1,200	
8	AKL/3017	SHARMA KIRAN SURESH (06DHEKSSF6401)	17000 0	1,200	0	0	0	0/0	1,200	
9	AKL/3018	MAWALE SUNIL VISHNUSA (06DHESVMM6701)	12090 0	1,000	0	0	0	0/0	1,000	
10	AKL/3019	SABLE NANDKISHOR MAHADEORAO (06DHENMSM6902)	12320 0	900	0	0	0	0/0	900	
11	AKL/3020	KOHE RANJANA RAMDAS (06DHERRKF6201)	12090 0	0	0	0	0	0/0	0	
12	AKL/3021	DIXIT RAJU MATHURAPRASAD (06DHERMDM6602)	12770 0	900	0	0	0	0/0	900	
13	AKL/3025	PIMPALKHARE VANDANA HEMANT (06DHEVHPF6501)	17400 0	1,200	0	0	0	0/0	1,200	
14	AKL/7371	ROHEL TRILOKSINGH BHAGWANSING (06DHETBRM6702)	10390 0	800	0	0	0	0/0	800	

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## Criterion VI: Governance, Leadership & Management

Page 2 of 2


AKL/7373	GIRHE MANOHAR PUNDLIKRAO (06DHMPGM7701)	10390 0	800	0	0	0	0/0	800
AKL/7374	PINJARKAR VASANTA RAMDAS (06DHEVRPM7803)	10390 0	800	0	0	0	0/0	800
<b>TOTAL</b> (`):			<b>25,300</b>			<b>3,000</b>		<b>28,300</b>

**Total Deduction In Words (`) : Twenty Eight Thousand Three Hundred Only.**

**CERTIFICATE**

Certified that I have personally verified the correctness of the details in this schedule and they are found correct.

Dated : 9/4/2022

  
**PRINCIPAL** Incharge  
 Smt. Radhadevi G. Yankar Mahila Mandali, Akola  
 For Women, AKOLA

For use of Audit Office

Date of Encashment :

1. Certified that the name, amounts of individuals deductions & the total shown in column (7) have been checked by reference to the bill, vide. paragraph 224 of the Audit Manual.
2. Certified that the rates of pay as shown in column(3) have been verified with the amounts actually drawn in the bill.

Dated : 9/4/2022

Initials of the Auditor

Portion for Treasury Office  
 Treasury Voucher No. and Date  
 Challan no. and Date

Treasury Officer / Pay & Accounts Of

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\*\*\*\*\*End of Report\*\*\*\*\*

**Verification Time:-09-04-2022 20:26:18.050**  
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## Criterion VI: Governance, Leadership & Management

### DCPS

DCPS schedule - March - 2022

Page 1 of

### FORM-2 (Regular)

Group: Bill Group For Scheme IA.1-GRANT TO NON-GOVT. ARTS , SCIENCE, COMMERCE ,LAW AND  
 COLLEGES  
 Year: 2021-2022  
 Month: March

(As referred to in para no. 14,15,17 & 28 of Government Resolution, Finance Department, No. CPS 1007/18/SER-4, dated 7 July, 2007)

**Schedule Showing Employer's contribution towards Tier 1 of the New Defined Contribution Pension Scheme**  
**Name of Office: Smt. Radhadevi Goyanka Mahila Mahavidyalaya, Akola**  
**Name of DDO/Code No.: Incharge HM, Smt. Radhadevi Goyanka Mahila Mahavidyalaya, Akola 06610100055**  
**For the Month of March 2022**  
**Region/Treasury/Sub-Treasury Code: 6101**


Sr No	Name of Employee	Pension Account No.	Period		Basic Pay (Rs.)	D.P. (Rs.)	D.A./7PC D.A. (Rs.)	Contribution Under Tier-1 10% of (Basic + DP + DA) Rs.	Remarks
			From	To					
1	ANIL PRALHAD NIMBALKAR	APNM7600144	01/03/2022	31/03/2022	92,500.00	0.00	0.00	17,390.00	
2	ANUP GOVERDHAN SHARMA	AGSM7600147	01/03/2022	31/03/2022	89,800.00	0.00	0.00	16,750.00	
3	ASHISH JAIRAM MUTTHE	066101002205AJMM8901A	01/03/2022	31/03/2022	61,200.00	0.00	0.00	11,506.00	
4	HARSHADA SHRIKANT WADHONE	HSWF6600143	01/03/2022	31/03/2022	92,500.00	0.00	0.00	17,390.00	
5	NIBHA SHANTILAL UPADHYAY	NSUF7200139	01/03/2022	31/03/2022	1,35,300.00	0.00	0.00	24,732.00	
6	NITIN DNYANDEO CHAUDHARI	066101002205NDCM8101B	01/03/2022	31/03/2022	61,200.00	0.00	0.00	11,506.00	
7	PAVAN DINKAR MAHAJAN	066101002205PDMM8701J	01/03/2022	31/03/2022	61,200.00	0.00	0.00	11,506.00	
8	PRAMILA SHEHRAO BORKAR	PSBF7100152	01/03/2022	31/03/2022	82,300.00	0.00	0.00	15,472.00	
9	RAMKRISHAN GANPATLAL BAHETTI	RGBM7900141	01/03/2022	31/03/2022	1,35,300.00	0.00	0.00	24,655.00	
10	RUPA ZABULAL GUPTA	066101002205RZGF8001P	01/03/2022	31/03/2022	61,200.00	0.00	0.00	11,506.00	
11	SANJAY TRIMBAK VITE	STVM8700149	01/03/2022	31/03/2022	89,800.00	0.00	0.00	16,750.00	
12	SHWETA PRIYADARSHI MENDHE	SPMF8300151	01/03/2022	31/03/2022	92,500.00	0.00	0.00	17,390.00	
13	SMITA RAMESHWAR DEWAR	066101002205SRDF8401P	01/03/2022	31/03/2022	61,200.00	0.00	0.00	11,506.00	
14	SONAL TULJARAM KAME	066101002205STKF8201G	01/03/2022	31/03/2022	66,800.00	0.00	0.00	12,462.00	
15	SUMEDH BABURAO SAGNE	SBSM7900148	01/03/2022	31/03/2022	89,800.00	0.00	0.00	16,750.00	
16	SWAPNIL RAJESH INGOLE	066101002205SRIM9401S	01/03/2022	31/03/2022	61,200.00	0.00	0.00	11,506.00	
17	VIDHYA DHARMESH DHRUVE	VDDF7900142	01/03/2022	31/03/2022	92,500.00	0.00	0.00	17,390.00	
18	VIJAY RADHAKRISHNA ALSI	VRAM7500150	01/03/2022	31/03/2022	92,500.00	0.00	0.00	17,390.00	
19	VINOD	VBCM7500146	01/03/2022	31/03/2022	1,31,400.00	0.00	0.00	24,197.00	



**Criterion VI: Governance, Leadership & Management**

NAME	AVAN	START DATE	END DATE	AMOUNT	...	...	...	...	
VIVEK SANTOSH CHAPKE	VSCM7800140	01/03/2022	31/03/2022	92,500.00	0.00	0.00	17,252.00		
Total Amount of Employee's Contribution - Head Of Account 8342- other Deposits, 117 - Government Employee's Defined Contribution Pension Scheme (02)(01)- Defined Contribution Pension Scheme, Government Employee's Contribution Tier-1(8432-508-1),32-Contributions							3,25,006.00		
Add - Employer's contribution(not applicable in case of Government Employees)Head of Account 8432-Other Deposits,117-Government Employees Defined Contribution Pension scheme							0.00		
Grand Total							3,25,006.00		

**Verification Time:-09-04-2022 20:28:30.864**  
 \* Generated By HTESEVAARTH

  
**PRINCIPAL**  
 Smt. Radhadevi Goenka College  
 For Women, AKOLA, MS

**Criterion VI: Governance, Leadership & Management**

LIC

LIC Deduction - March - 2022

LIFE INSURANCE CORPORATION OF INDIA

**स्पीड पोस्ट**

(47)

Branch No. : 82A  
Branch Name : AKOLA-II  
LIC OF INDIA, AKOLA BRANCH OFFICE  
C/O SIDDHIVIMAYAK NANGAL KAREYALAY,  
KATAHLAL PLOT, RAMNAGAR  
AKOLA  
PIN CODE: 444001

To,  
THE PRINCIPAL  
R. D. G. COLLEGE FOR WOMEN  
MURTIJAPUR ROAD,  
AT+PD+TR+DT,-AKOLA

PA CODE NO : 0136797000      SUB PA CODE NO :

444001

EMS SPEED POST  
EM 25118859 71N

Page: \_\_\_\_\_

Due Month: 03/2022

Sr No	Policy No	Full Name	Installment Amount Premium of GST**	Total Premium (incl of GST)	Dept Code	Empl
1	821010499	ANANDAS BHASKARASO PANDE	263.00	263.00		
2	821333697	SAU BAJRALA RAJIV DAJPAI ✓	281.00	281.00	00700000	000000
3	821360972	GANESH SHRIDHAR KULAT	209.00	209.00	00000000	000000
4	821556517	SHRI RAVINDRA HARAYAKRAN MUNDRE	912.00	912.00		
5	821654080	KU YOGESHWAHI MADHADRAO AMBHOSE (LA)	619.00	619.00		
6	821693131	BHATTI	420.00	420.00		
7	821700207	SRI. RAJESH SUKHEDEVRAO KITHAWARE.	233.00	233.00		
8	821703225	KU MADHURI DANDAR YERNULE	275.00	275.00		
9	821703621	SRI VASANTA RAMDAS PINJARKAR	539.00	539.00		
10	821703631	SHRI MAHOMAR PUNDLIKRAO GIRHE	540.00	540.00		
11	821703729	SRI UMESH PANDIT PATIL	425.00	425.00		
12	821704093	SAU VANDANA HEMANT PIMPALKHARE	405.00	405.00		
13	821705378	SRI. LALIT GOVINDBHAI DHATTI	196.00	196.00		
14	821705379	SRI. LALIT GOVINDBHAI DHATTI	224.00	224.00		
15	821705662	SRI RAJESH SUKHADEO KITHAWARE	419.00	419.00		
PA Totals C/F :		15	5960.00			

\*\* GST rate is charged as per GOI instructions wherever applicable.

Yours faithfully  
Branch Manager.

## Criterion VI: Governance, Leadership & Management

LIFE INSURANCE CORPORATION OF INDIA

Branch No. : 824  
Branch Name : AKOLA-II  
LIC OF INDIA, AKOLA BRANCH OFFICE II  
C/O SIDHIVIDYARAK MANGAL KARYALAYA  
SATYANAG PLAT, RAJWAGAR  
AKOLA  
PIN CODE : 444001

Page: 2

To,

THE PRINCIPAL  
K. D. S. COLLEGE FOR WOMEN  
MUMTIAHAR ROAD  
MUMTIAHAR ROAD

Date: 03/2022

Sr No	Policy No	Full Name	Installment Amount Premium of GST**	Total Premium (incl of GST)	Dept Code	Empl Co
16	821704489	SMT. UJWALA RAJIV GAJPAI ✓	495.00	495.00		
17	821704862	SHRI RAVINDRA HARAYANRAO MUNDRE	538.00	538.00		
18	821707349	RAJESH SUKHDED NITHANARE	275.00	275.00		
19	821707917	VINOD GHIVAJI KHAIRE	450.00	450.00		
20	821707938	UMESH PANDIT PATIL	459.00	459.00		
21	821714730	KIRTI ASHOK PANDE	261.00	261.00		
22	821788775	UJWALA RAJIV GAJPAI ✓	528.00	528.00		
23	821789531	MANOHAR PUNDLIKRAO GIRHE	198.00	198.00		
24	821789544	SATISH RAMKISANJI SHARMA	516.00	516.00		
25	821789872	TRILOKSINGH BHAGWANRINGH ROHEL	351.00	351.00		
26	821789873	TRILOKSINGH BHAGWANRINGH ROHEL	236.00	236.00		
27	821790092	UMESH PANDIT PATIL	884.00	884.00		
28	821791912	ANBADAS BHASKARRAO PANDE	366.00	366.00		
29	821792100	UJWALA ABHAY DESHMUKH ✓	204.00	204.00		
30	821819714	NEEBHA GHANSHYAM SHARMA	1406.00	1406.00		
PA Totals C/F :		30	13127.00			

\*\* GST rate is charged as per GOI instructions wherever applicable.

Yours faithfully  
Branch Manager.

## Criterion VI: Governance, Leadership & Management

LIFE INSURANCE CORPORATION OF INDIA

Branch No. : 82A  
Branch Name : AKOLA-II  
LIC OF INDIA, AKOLA BRANCH OFFICE II  
C/O SIDDHIVINAYAK MANGAL KARYALAYA  
KATANLAL PLOT, RAMNAGAR  
AKOLA  
PIN CODE: 444001

To,

Page: 3

THE PRINCIPAL  
P. D. S. COLLEGE FOR WOMEN  
MURTIJAPUR ROAD,  
AT+PO+TA+DT.-AKOLA 444001

PA CODE NO : 0136797000 SUB PA CODE NO : Dec Month: 03/2022

Sr No	Policy No	Full Name	Installment Amount Premium	Total Premium of GST** (incl of GST)	Dept Code	Exp
31	821838543	MARENDRA SHRIPATRAO MAHAPATHE	1492.00	1492.00		
32	821839159	VINOD DHIVAJI KHARNE	280.00	280.00		
33	821839851	LALIT GOVINDBHAI BHATTI	282.00	282.00		
34	821841990	RAMKRISHNA GANPATLAL BAHETI	1021.00	1021.00		
35	821863450	VANDANA HEMANT PIMPALKHARE	500.00	500.00		
36	821864672	RAJU MATHURAPRASAD DIXIT	229.00	229.00		
37	821865433	VINOD DHIVAJI KHARNE	192.00	192.00		
38	821865543	RAVINDRA NARAYANRAO MUNDRE	671.00	671.00		
39	821865742	MADHURI DAMODAR YARNULE	255.00	255.00		
40	821865783	SATISH RAMKISANJI SHARMA	408.00	408.00		
41	821867106	RAMKRISHNA GANPATLAL BAHETI	1842.00	1842.00		
42	821894526	MANDHAR PUNDLIKRAO GIRHE	1021.00	1021.00		
43	821897076	ANIL PRALHADRAO KIMBALKAR	3292.00	3292.00		
44	821897077	ANIL PRALHADRAO KIMBALKAR	2421.00	2421.00		
45	821897522	MANDHAR PUNDLIKRAO GIRHE	2042.00	2042.00		
PA Totals C/F :		45	29075.00			

\*\* GST rate is charged as per GOI instructions wherever applicable.

Yours faithfully  
Branch Manager.

## Criterion VI: Governance, Leadership & Management

LIFE INSURANCE CORPORATION OF INDIA

Branch No : 828  
Branch Name : AKOLA-II  
LIC OF INDIA, AKOLA BRANCH OFFICE  
C/O TIDAKHINDAYAK NANGAL VASTYALAY  
BASTAKAL PLOT, KANTHARGAR  
AKOLA  
PIN CODE: 444001

To,

THE PRINCIPAL  
R. D. G. COLLEGE FOR WOMEN  
MURTI JAMPUR ROAD,  
AT+PO+TD+DT.-AKOLA

444001

PA CODE NO : 0136777000      SUB PA CODE NO :      Due Month: 03/2022

Sr No	Policy No	Full Name	Installment Amount Premium of GST%	Total Premium (incl of GST)	Dept Code
46	821898159	VASANTA RAMDAS PINJARKAR	1021.00	1021.00	
47	821900199	RAJESH SUKHOED HITMAHARE	1021.00	1021.00	
48	821900383	SUNITA DEVIDAS KALANKAR ALIAS	2042.00	2042.00	
49	821900384	SUNITA DEVIDAS KALANKAR ALIAS	1636.00	1636.00	
50	821900545	CHARUSHILA RAJESHWAR RUMALE	1103.00	1103.00	
51	821900546	CHARUSHILA RAJESHWAR RUMALE	2205.00	2205.00	
52	821900570	CHARUSHILA RAJESHWAR RUMALE	2199.00	2199.00	
53	821934262	VANDANA HEMANT PIMPALKHARE	510.00	510.00	
54	821934325	GANESH SHRIDHAR KULAT	640.00	640.00	
55	821934370	SURIL VISHVUSA MAHALE	650.00	650.00	
56	821934374	RAJANA RAMDAS KOHE	306.00	306.00	
57	821937233	SATISH RAMKISANJI SHARMA	530.00	530.00	
58	821944976	UMESH PAHDIT PATIL	946.00	946.00	
59	822061308	RADHA RUPESH SAMJIYANI	406.00	406.00	
60	822061309	RADHA RUPESH SAMJIYANI	1225.00	1225.00	
PA Totals C/F :		60	45515.00		

xx GST rate is charged as per GOI instructions wherever applicable.

Yours faithfully  
Branch Manager.

## Criterion VI: Governance, Leadership & Management

LIFE INSURANCE CORPORATION OF INDIA

Branch No. : 82A  
Branch Name : AKOLA-II  
LIC OF INDIA, AKOLA BRANCH OFFICE 1  
C/O SIDDHIVIHAYAK MANGAL KARYALAYA  
KANTARAL PLOT, RANAGAR  
AKOLA  
PIN CODE: 444001

To,

Page: ?

THE PRINCIPAL  
R. D. S. COLLEGE FOR WOMEN  
MUSTI JAFAR ROAD,  
AKOLA-444001

PA CODE NO : 013077000      SUB PA CODE NO :      Dec Month: 03/2022

Sr No	Policy No	Full Name	Installment Amount Premium	Total Premium of ESTIM (incl of GST)	Dept Code	Emp
61	822061310	RADHA RUPESH SAWJIYANI	1021.00	1021.00		
62	822061311	RADHA RUPESH SAWJIYANI	561.00	561.00		
63	822061312	RADHA RUPESH SAWJIYANI	270.00	270.00		
64	822061313	RADHA RUPESH SAWJIYANI	270.00	270.00		
65	822062377	KIRAN SURESH SHARMA	612.00	612.00		
66	822062378	KIRAN SURESH SHARMA	612.00	612.00		
<del>67</del>	<del>822063123</del>	<del>UJJWALA RAJIV DADPAI</del>	<del>3062.00</del>	<del>3062.00</del>		<del>X</del>
68	822063377	RAJESH SUKHADEO HITHAVARE	510.00	510.00		
69	822065113	SHAILAJA VINAYAK TALE	659.00	659.00		
70	822065447	SATISH RAMKRISHNAJI SHARMA	1021.00	1021.00		
71	822066212	GANESH SHRIDHARRAO KULAT	645.00	645.00		
72	822066213	GANESH SHRIDHARRAO KULAT	575.00	575.00		
73	822066243	HANAKISHOR JANARDHAN RATNAPARKHI	817.00	817.00	undefine	
74	822066399	HIBHA SHANTILAL UPADHYAY	1692.00	1692.00		
75	822066525	RATNAPARKHI HJ	842.00	842.00	undefine	

PA Totals C/F :                      75      58684.00

\*\* GST rate is charged as per GOI instructions wherever applicable.

Yours faithfully  
Branch Manager.

## Criterion VI: Governance, Leadership & Management

LIFE INSURANCE CORPORATION OF INDIA

Branch No. : B2A  
Branch Name : AKOLA-II  
LIC OF INDIA, AKOLA BRANCH OFFICE  
C/O SIDDHIVIMAYAK MANGAL KARYALAYA  
RATANLAL PLOT, RAMNAGAR  
AKOLA  
PIN CODE: 444001

To,  
THE PRINCIPAL  
S D S COLLEGE FOR WOMEN  
SURTILAPUR ROAD,  
AT+PO+TD-DT:-AKOLA

444001

PA CODE NO : 0136797000      SUB PA CODE NO :  
Due Month: 03/2022

Sr No	Policy No	Full Name	Installment Amount Premium	Amount of GST**	Total Premium (incl of GST)	Dept Code	Enpl
76	822066526	RATNAPARKHI NJ	803.00		803.00	undefine	unde
77	822066652	VANDANA HEMANT PIMPALKHARE	1021.00		1021.00		
78	822066657	RAJANA RANDAS KOHE	406.00		406.00		
79	822066805	MADHURI SUDHAKAR PITHLAD	306.00		306.00		
80	822067201	SATISH RAMKISHANJI SHARMA	1123.00		1123.00		
81	822067522	SHAILAJA VINAYAK TALE	659.00		659.00		
82	822123160	VINDO BHIVAJI KHAIRE	969.00		969.00		
83	822124288	RAJESH SUKHDEORAO NITNAMARE	500.00		500.00		
84	822125020	PRAMILA SHESHRAOJI BORKAR	2460.00		2460.00		
85	822125021	PRAMILA SHESHRAOJI BORKAR	1703.00		1703.00		
86	822125695	HIMBALKAR AP	1153.00		1153.00		
87	822126983	UMESH PANDIT PATIL	1272.00		1272.00		
88	822127306	GONDANE N. L	2104.00		2104.00		
89	822127744	ANGADAS BHASKARRAO PANDE	3602.00		3602.00		
90	822133760	SUMEDH BABURAO SAGANE	888.00		888.00		
PA Totals C/F :		90	77653.00				

\*\* GST rate is charged as per GOI instructions wherever applicable.

Yours faithfully  
Branch Manager.

## Criterion VI: Governance, Leadership & Management

LIFE INSURANCE CORPORATION OF INDIA

Branch No. : 82A  
Branch Name : AKOLA-II  
LIC OF INDIA, AKOLA BRANCH OFFICE :  
C/O SIDDHIVINAYAK NANGAL KARYALAYA  
BATAHAL PLOT, BANHAGAR  
AKOLA  
PIN CODE: 444001

To:

THE PRINCIPAL  
R. D. S. COLLEGE FOR WOMEN  
MURTIANPUR ROAD,  
AT+PO+TA+DT, -AKOLA 444001

PA CODE NO : 0136797000 SUB PA CODE NO :

Page: \_\_\_\_\_

Due Month: 03/2022

Sr No	Policy No	Full Name	Installment Amount Premium	Total Premium of EST** (incl of GST)	Dept Code	Est
91	822133761	SURESH BABURAO SAGANE	1991.00	1991.00		
<del>92</del>	<del>822134021</del>	<del>TRILOKSING SHAMKERSING INGLE</del>	<del>3606.00</del>	<del>3606.00</del>		<i>Ret</i>
93	822139421	RAVINDRA KARAYANRAO MUNDRE	975.00	22.00		997.00
94	822139424	RAVINDRA KARAYANRAO MUNDRE	845.00	19.00		864.00
95	822194138	RAJESH SUKHADEO NITHAWARE	510.00			510.00
96	822194452	SHAILAJA VINAYAK TALE	680.00			680.00
97	822194798	RADHA RUPESH SAWJIYANI	328.00			328.00
98	822194799	RADHA RUPESH SAWJIYANI	817.00			817.00
99	822194800	RADHA RUPESH SAWJIYANI	408.00			408.00
100	822194801	RADHA RUPESH SAWJIYANI	715.00			715.00
101	822194802	RADHA RUPESH SAWJIYANI	612.00			612.00
102	822194803	RADHA RUPESH SAWJIYANI	612.00			612.00
103	822194808	RADHA RUPESH SAWJIYANI	325.00			325.00
104	822195186	TRILOKSINGH BHAGWANSINGH ROHEL	409.00			409.00
105	822195383	VANDANA HEMANT PIMPALKHARE	1152.00			1152.00
PA Totals C/F :			105	91679.00		

\*\* GST rate is charged as per GOI instructions wherever applicable.

Yours faithfully  
Branch Manager.



## Criterion VI: Governance, Leadership & Management

LIFE INSURANCE CORPORATION OF INDIA

Branch No. : 82A  
Branch Name : AKOLA-II  
LIC OF INDIA, AKOLA BRANCH OFFICE II  
C/O SIDDHIVIHAYAK HANGAL KARYALAYA  
RATANLAL PLOT, RAMNAGAR  
AKOLA  
PIN CODE: 444001

To,

Page: 8

THE PRINCIPAL  
R. D. S. COLLEGE FOR WOMEN  
MURTIJAPUR ROAD,  
AT+PO+TA+DT:-AKOLA 444001

PA CODE NO : 0136797000 SUB PA CODE NO : Due Month: 03/2022

Sr No	Policy No	Full Name	Installment Amount Premium of GST**	Total Premium (incl of GST)	Dept Code	Expi Co
106	822219001	HANDKISHOR MAHADEORAO SAGLE	299.00	299.00		
107	822219936	SUNIL VISHMUSA MAHALE	795.00	18.00	813.00	
108	822219938	HANDKISHOR JANARDHAN RATHAPARKHI	983.00	22.00	1005.00	
109	822219956	ARCHANA MADHAV ANKHORE	1171.00	26.00	1197.00	
110	822220088	RAJU MATHURAPRASAD DIXIT	349.00	8.00	357.00	
111	822220963	GANESH SHRIDHAR KULAT	579.00	13.00	592.00	
112	822221279	VIJAY RADHAKRUSHNA ALSHI	989.00	22.00	1011.00	
113	822222971	VIMOD BHIWAJI KHAIRE	2367.00	53.00	2420.00	
114	822223475	VIMOD BHIWAJI KHAIRE	3381.00	76.00	3457.00	
115	822224247	VIJAYKUMAR AJAGRAO SOLANKE	408.00		408.00	
116	822262368	GAJANAN RANDAS PIKJARKAR	1936.00	44.00	1980.00	
117	822271776	SHWETA PRIYADARSHI MENDHE	5150.00	116.00	5266.00	
118	822286729	ARCHANA MADHAV ANKHORE	13969.00	314.00	14283.00	14598
119	823104846	SUDHAKAR SHAMRAO PITHLAD	343.00		343.00	
120	823150711	UMESH PANDIT PATIL	892.00		892.00	
PA Totals C/F :		120	126002.00			

\*\* GST rate is charged as per GOI instructions wherever applicable.

Yours Faithfully  
Branch Manager.

**Criterion VI: Governance, Leadership & Management**

LIFE INSURANCE CORPORATION OF INDIA

Branch No. : 82A  
Branch Name : AKOLA-II  
LIC OF INDIA, AKOLA BRANCH OFFICE  
C/O SIDDHIVHAYAK MANGAL KARYALAY  
RATANLAL PLOT, RAMNAGAR  
AKOLA  
PIN CODE : 444001

To,

THE PRINCIPAL  
R. D. G. COLLEGE FOR WOMEN  
MURTIJAPUR ROAD,  
AT+PO+TE+DT; -AKOLA 444001

PA CODE NO : 0136797000 SUR PA CODE NO : Due Month: 03/2022

Sr No	Policy No	Full Name	Installment Amount Premium of EST**	Total Premium (incl of EST)	Dept Code	Exp.
121	824004053	SARANYA TRIPATHI WIFE	2042.00	2042.00		
	121 821705377	Lalit G. Bhatti	264	264		
			<u>121955</u>			

Total Rs. one lac Twenty one thousand Nine hundred  
fifty five only  
Ch. No. 054147 DT 21.6.2022

*[Signature]*  
PRINCIPAL  
Smt. Radhadevi Goenka College  
For Women, AKOLA.

PA Totals : 121 128044.00

\*\* GST rate is charged as per GOI instructions wherever applicable.

Yours faithfully  
Branch Manager.

## Criterion VI: Governance, Leadership & Management

### Group Insurance

G.S.I. Deduction - March - 2022 .

BharatiyaSevaSadan, Akola's  
**Radhadevi Goenka College For Women**  
Near Nehru Park, Murtizapur Road, Akola - 444 001 (M.S).  
Ph.: (0724) 2450905, 2458748, Fax: - (0724) 2450905  
E-mail: rdacollegeakola@gmail.com Website: www.rdaeducation.org  
NAAC Reaccredited Grade - B with CGPA - 2.71  
(Certified Minority Institution)

Ref No. 031/2022 Regel.A.D. Date- 29/06/2022

TO,  
The Branch Manager,  
P. & G.I. Department,  
L.I.C. of India Divisional Office.  
JEEVAN PRAKASH  
1st floor, Near Dafrin Hospital,  
Shrikrishna peth,  
AMRAVATI 444601

Subject :- Group Saving Linked Insurance Scheme Policy Master No.21676

Sir,

With reference to above, we are enclosing herewith D.D.No. 53120 dated :- 28.4.22 for Rs.3696/- (Rs.Three Thousand Six Hundred ninety six Only) alongwith list of the staff member towards the amount of G.S.L.I. Deduction for the month of Mar.2022 .paid in April.2022. Please acknowledge the official stamped receipt for the record.

Thanking you.

Encl.:- D.D.No- 53120 of Rs.3696/- (Bank of Maharashtra)

Yours,  
(Dr. Devendra N. Vyas)  
PRINCIPAL  
Smt. Radhadevi Goenka College  
For Women, AKOLA.

Sr.No.	List of the Staff Member	Designation	Premium
1	Shri N.L.Gondane	Professor	287
2	Miss C.R.Rumale	Professor	287
3	Mrs.U.A.Deshmukh	Professor	287
4	Mrs.D.V.Pande	Professor	287
5	Mrs.V.S.Thakare	Jr College Teacher	146
6	Mrs.Jaishri Band	Jr College Teacher	146
7	Shri V.G.Bawaskar	Jr College Teacher	146
8	Miss.N.M.Borwankar	Jr.Clerk	146
9	Shri M.S.Toshniwal	Jr.Clerk	146
10	Miss. M.D.Yermule	Jr.Clerk	146
11	Shri G.S.Kulat	Lib.Atttd.	68
12	Shri S.R.Sharma	Lib.Atttd.	68
13	Shri G.R.Pinjarkar,	Lib.Atttd.	68
14	Mrs.V.H.Pimpalkhare	Lab.Atttd	68
15	Shri S.V.Mawale	Peon	68
16	Mrs.K.S.Sharma	Lab.Atttd	68
17	Mrs.K.A.Pande	Lib.Atttd.	68
18	Shri.V.A.Solanke	Lib.Atttd.	68
19	Mrs.S.V.Tale	Lib.Atttd.	68
20	Shri N.J.Ratnaparakhi	Lib.Atttd.	68
21	Shri N.M.Sabale	Peon	68
22	Shri R.M.Dixit	Peon	68
23	Shri R.G.Baheti	Librarian	287
24	Dr.Mrs.A.A.Rajwade	Professor	287
25	Dr.A.B.Pande	Asso. Professor	146
26	Miss R.R.Kohe	Peon	68
27	Shri A.P.Jatale	Peon	68
Total Rs.			3696

PRINCIPAL  
Smt. Radhadevi Goenka College  
For Women, AKOLA.

## Criterion VI: Governance, Leadership & Management

### Reimbursement of medical Bills

**SMT.R.D.G.COLLEGE FOR WOMEN,AKOLA (SR.)**  
MURTIZAPUR ROAD,  
AKOLA

**SALARY TO NON TEACHING,MEDICAL REIUMBURSEMENT**  
Ledger Account

1-Apr-2021 to 31-Mar-2022

Page 1

Date	Particulars	Vch Type	Vch No.	Debit	Credit
16-4-2021	Cr <b>BANK OF MAHARASHTRA</b> Ch. No. : 042091 BOM ISSUE FOR YOURSELF MEDICAL REUMBERSMENT OF (S.B.SAGANE= 33998/-, R.G.BAHETI= 65535/-, S.R.SHARMA= 17414/-, T.B. ROHEL= 22147/-)	Payment	31	39,561.00	
8-9-2021	Dr <b>BANK OF MAHARASHTRA</b> MEDICAL BILL AMOUNT RECIVED	Receipt	55		3,10,844.00
28-9-2021	Cr <b>BANK OF MAHARASHTRA</b> CH NO: 054179 BOM ISSUED TO BANK FOR MEDICAL REUMBERSEMENT OF ST VITE= 26808/-, SR SHARMA= 194785/-, MS PITHLOD=116059/-	Payment	323	3,10,844.00	
24-12-2021	Cr <b>SALARY GRANT</b> Ch.No: BOM MEDICAL REUMBERSMENT & DA ARRIERS OF RETIRED EMPLOYEES	Payment	541	1,35,411.00	
	Dr <b>Closing Balance</b>			4,85,816.00	3,10,844.00
					1,74,972.00
				<b>4,85,816.00</b>	<b>4,85,816.00</b>

**Criterion VI: Governance, Leadership & Management**

**SMT.R.D.G.COLLEGE FOR WOMEN,AKOLA (SR.)**  
MURTIZAPUR ROAD,  
AKOLA  
**SALARY TO TEACHING,MEDICAL REIUMBURSEMENT**  
Ledger Account

1-Apr-2021 to 31-Mar-2022

Date	Particulars	Vch Type	Vch No.	Debit	Page 1 Credit
16-4-2021	Cr <b>BANK OF MAHARASHTRA</b> Ch. No. : 042091 BOM ISSUE FOR YOURSELF MEDICAL REUMBERSMENT OF (S.B.SAGANE= 33998/-, R.G.BAHETI= 65535/-, S.R.SHARMA= 17414/-, T.B. ROHEL= 22147/-)	Payment	31	99,533.00	
8-9-2021	Dr <b>BANK OF MAHARASHTRA</b> MEDICAL BILL AMOUNT RECEIVED	Receipt	55		26,808.00
28-9-2021	Cr <b>BANK OF MAHARASHTRA</b> CH NO: 054179 BOM ISSUED TO BANK FOR MEDICAL REUMBERSEMENT OF ST VITE= 26808/-, SR SHARMA= 194785/-, MS PITHLOD=116059/-	Payment	323	26,808.00	
24-12-2021	Cr <b>SALARY GRANT</b> Ch.No: BOM MEDICAL REUMBERSMENT & DA ARRIERS OF RETIRED EMPLOYEES	Payment	541	35,428.00	
16-3-2022	Dr <b>BANK OF MAHARASHTRA</b> MEDICAL REUMBERSUSMENT OF P S BORKAR	Receipt	275		1,19,692.00
Dr	<b>Closing Balance</b>			1,61,769.00	1,46,500.00
				<b>1,61,769.00</b>	<b>1,61,769.00</b>

**Criterion VI: Governance, Leadership & Management**

**Salary Earners Society**

*Salary Earners Society, R.D.G. AKOLA*  
Demand - March - 2022

*HT - 2022*

Smt. R.D.G. College for Women, Salary Earners Society, Akola

Month:- *HT 2022*

Sr. No.	Name of Employees	Amount	Sr. No.	Name of Employees	Amount
1	Alshi V.R.	5023			
2	Ambhore A.M.	44100	26	Pimpalkhare V.H.	30988
3	Baheti R.G.	21203	27	Pinjarkar G.R.	19605
4	Bajpai U.R.	2000	28	Pinjarkar V.R.	1000
5	Bang S.A.	2000	29	Yermule M.D.(Pithlod)	6300
6	Bhatti L.G.	17850	30	Ratnaparakhi N.J.	22633
7	Borkar P.S.	12638	31	Rohel T.B.	19250
8	Borwankar N.M.	1000	32	Rumale C.R.	12375
9	Chapke V.S.	14193	33	Sable N.M.	22300
10	Chavan V.B.	2000	34	Sagane S.B.	13202
11	Dhruve V.D.	2000	35	Sawjiyani R.R.	12375
12	Dixit R.M.	12546	36	Sharma A.G.	14250
13	Girhe M.P.	17838	37	Sharma K.S.	22951
14	Gondane N.L.	23125	38	Shingade A.P.	12375
15	Khaire V.B.	8125	39	Solanke V.A.	6375
16	Manmothe N.S.	22963	40	Toshniwal M.S.	10160
17	Mawle S.V.	13700	41	Upadhyay N.S.	15900
18	Mendhe S.P.	16350	42	Vite S.T.	2000
19	Mundre R.N.	19205	43	Wadhone H.S.	2000
20	Nimbalkar A.P.	2000	44	Rajawade A.A.	2000
21	Nitaware R.S.	7713	45	Kulat G-S.	31225
22	Pande A.B.	7900	46		
23	Pande D.V.	2000	47		577962
24	Pande K.A.	6263	48		
25	Patil U.P.	14963	49		
			50		
			Total		

*MS*

**Criterion VI: Governance, Leadership & Management**

**Smt. Radhadevi Goenka College for Women, Akola  
Salary Earners Society  
2021-22**

**No Function organized due to COVID -19  
The meritorious children of the society members are being felicitated each year**

**LEAVE RULES**

**UNIVERSITY GRANTS COMMISSION  
BAHADUR SHAH ZAFAR MAG  
NEW DELHI – 110002**

F.NO. 7-2/2004(PS)

January 14, 2005

The Registrar  
All Universities.

**Subject:- Leave Rules Prescribed by the UGC for Teachers of the Universities /  
Colleges**

Dear Sir/Madam,

The Commission vide its Notification dated 24 December, 1998 on revision of pay scales, minimum qualifications for the appointment of teachers in universities and colleges, and other measures for the maintenance of standards has laid down service conditions (including leave rules) for teachers. It may please be noted that while issuing this notification, it was expected that entire scheme of revision of pay scales, together with all the conditions attached to it, would be implemented as a composite scheme without any modifications.

It has now been brought to the notice of the UGC that some of the universities have not given effect to the Leave Rules prescribed by the UGC as an integral part of the revised pay scales. For implementation of the Leave Rules, it is necessary for the Universities to suitably amend the relevant statutes / ordinances / rules / regulations as may be required. A copy of the Leave Rules is enclosed for your kind reference.

May I request you to kindly confirm if your university has implemented the prescribed leave rules. In case, your university is yet to implement the revised leave rules, you may please initiate action for its implementation forthwith. You may also advise the colleges affiliated to your university to follow the prescribed leave rules. I would appreciate if you could send me a status on the same. If you require any clarifications from us on this issue, please feel free to do so.

Yours faithfully,

**sd/-**  
**(Ved Prakash)**  
Secretary



## **Criterion VI: Governance, Leadership & Management**

Encl : as stated above  
Copy to:

State Secretaries of Higher Education with the request to ensuring the implementation of the aforesaid Leave Rules in all the Universities and Colleges in the state.  
Addl. Secretary, Department of Secondary and Higher Education, Ministry of Human Resource Development, Shastri Bhawan, New Delhi – 110002 for his kind information and necessary action.

**sd/-**  
**(Ved Prakash)**  
Secretary

## Criterion VI: Governance, Leadership & Management

### **Appendix-VI**

#### **Leave Rules Recommended by the UGC for Teachers of the Universities/Colleges**

##### **1. Leave admissible to permanent teachers:**

The following kinds of leave would be admissible to permanent teachers

- (i) Leave treated as duty, viz.;  
Casual leave;  
Special casual leave; and  
Duty leave
- (ii) Leave earned by duty, viz.;  
Earned leave;  
Half Pay leave; and  
Commutated leave
- (iii) Leave not earned by duty, viz.;  
Extraordinary leave; and  
Leave not due
- (iv) Leave not debited to leave account -
  - (a) Leave for academic pursuits, viz.;  
Study leave; and  
Sabbatical leave/Academic leave
  - (b) Leave on grounds of health, viz.;  
Maternity leave

##### **Quarantine leave**

The Executive Council/Syndicate may, in exceptional cases, grant for the reasons to be recorded, other kinds of leave, subject to such terms and conditions as it may deem fit to impose.

## Criterion VI: Governance, Leadership & Management

### 2. Casual Leave

- (i) Total casual leave granted to a teacher shall not exceed eight days in an academic year.
- (ii) Casual leave cannot be combined with any other kind of leave except special casual leave. It may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

### 3. Special Casual Leave

- (i) Special casual leave, not exceeding ten days in an academic year, may be granted to a teacher:
  - (a) To conduct examination of a university/Public Service Commission/board of examination or other similar bodies/institutions; and
  - (b) To inspect academic institutions attached to a statutory board, etc.

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#### NOTE:

- (i) In computing the ten days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
- (ii) In addition, special casual leave to the extent mentioned below may also be granted;
  - (a) to undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case will be restricted to six working days; and
  - (b) to a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to fourteen days.

## Criterion VI: Governance, Leadership & Management

- (iii) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation.
- 

### 4. Duty Leave

- (i) Duty leave may be granted for :
- (a) Attending conferences, congresses, symposia and seminars on behalf of the university or with the permission of the university;
  - (b) delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice Chancellor;
  - (c) working in another Indian or foreign university, any other agency, institution or organisation, when so deputed by the university;
  - (d) participating in a delegation or working on a committee appointed by the Government of India, State Government, a University Grants Commission, a sister university or any other academic body, and
  - (e) for performing any other duty for the university.
- (ii) The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion;
- (iii) The leave may be granted on full pay. Provided that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances; and
- (iv) Duty leave may be combined with earned leave, half pay leave or extraordinary leave.

## Criterion VI: Governance, Leadership & Management

### 5. Earned Leave

(i) Earned leave admissible to a teacher shall be :

(a) 1/30th of actual service including vacation; plus

(b) 1/3rd of the period, if any, during which he/she is required to perform duty during vacation.

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#### NOTE:

For purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.

(ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

#### Note - 1.

When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

#### Note - 2.

In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not in the aggregate exceed 120 days.

## Criterion VI: Governance, Leadership & Management

### **Note - 3.**

Encashment of earned leave shall be allowed to non-vacation members of the teaching staff as applicable to the employees of Central/State Governments.

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### **6. Half-pay Leave**

Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on the basis of medical certificate from a registered medical practitioner, for private affairs or for academic purposes.

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### **NOTE:**

A "completed year of service" means continuous service of specified duration under the university and includes periods of absence from duty as well as leave including extraordinary leave.

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### **7. Commuted Leave**

Commuted leave, not exceeding half the amount of half pay leave due, may be granted on the basis of medical certificate from a registered medical practitioner to a permanent teacher subject to the following conditions:

- (i) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and
- (iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. Provided that no

## Criterion VI: Governance, Leadership & Management

commuted leave shall be granted under these rules unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

### **8. Extraordinary Leave**

- (i) A permanent teacher may be granted extraordinary leave when:
  - (a) No other leave is admissible; or
  - (b) No other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
  
- (ii) Extraordinary leave shall always be without pay and allowances. Extraordinary leave shall not count for increment except in the following cases:
  - (a) Leave taken on the basis of medical certificates;
  - (b) Cases where the Vice Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, provided the teacher has no other kind of leave to his credit;
  - (c) Leave taken for pursuing higher studies; and
  - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.
  
- (iii) Extraordinary leave may be combined with any other leave except casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years except in cases where leave is taken on

## Criterion VI: Governance, Leadership & Management

medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual.

- (iv) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

### 9. Leave Not Due

- (i) Leave not due, may, at the discretion of the Vice Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) 'Leave not due' shall not be granted unless the Vice Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

Provided further that the Executive Council may, in any other exceptional case waive, for reasons to be recorded, the refund of leave salary for the period of leave still to be earned.

### 10. Study Leave

- (i) Study leave may be granted after a minimum of 3 years of continuous service, to pursue a special line of study or research directly related to his/her work in the university or to make a special study of the various aspects of university organisation and methods of education.



## Criterion VI: Governance, Leadership & Management

The paid period of study leave should be for 3 years, but 2 years may be given in the first instance, extendable by one more years, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department. Provided that the Executive Council/Syndicate may, in the special circumstances of a case, waive the condition of three years service being continuous.

Explanation: In computing the length of service, the time during which a person was on probation or engaged as a research assistant may be reckoned provided -

- (a) the person is a teacher on the date of the application; and
  - (b) there is no break in service.
- (ii) Study leave shall be granted by the Executive Council/Syndicate on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.
- (iii) Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- (iv) Study leave may be granted not more than twice during one's career. However, the maximum of study leave admissible during the entire service should not exceed five years.
- (v) No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate. When the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the

## Criterion VI: Governance, Leadership & Management

previous approval of the Executive Council/Syndicate to treat the period of shortfall as ordinary leave has been obtained.

- (vi) (a) Subject to the provisions of sub-clauses (vii) and (viii) below, study leave may be granted on full pay up to two years extendable by one year at the discretion of the university.
- (vii) The amount of scholarship, fellowship or other financial assistance that a teacher, granted study leave, has been awarded will not preclude his/her being granted study leave with pay and allowances but the scholarship, etc., so received shall be taken into account in determining the pay and allowance on which the study leave may be granted. The Foreign scholarship/fellowship would be offset against pay only if the fellowship is above a specified amount, which is to be determined from time to time, based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.
- (viii) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.
- (ix) A teacher granted study leave shall on his/her return and re-joining the service of the university may be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.
- (x) Study leave shall count as service for pension/contributory provident fund, provided the teacher joins the university on the expiry of his/her study leave.

## Criterion VI: Governance, Leadership & Management

(xi) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.

(xii) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty after expiry of the study leave.

(xiii) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university, binding himself/herself for the due fulfilment of the conditions laid down in sub-clause (xiii) and (xiv) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the university in accordance with sub-clause (xiv) above.

(xiv) The teacher shall submit to the Registrar, six monthly reports of progress in his/her studies from his/her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave. If the report does not reach the Registrar within the specified time, the payment of leave salary may be deferred till the receipt of such report.

### 11. Sabbatical Leave/Academic Leave

(i) Permanent, whole-time teachers of the university who have completed seven years of service as Lecturer Selection Grade/Reader or Professor, may be granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system.

## Criterion VI: Governance, Leadership & Management

(ii) The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.

(iii) A teacher who has availed himself/herself of study leave, would not be entitled to the sabbatical leave.

Provided further that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme.

(iv) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.

(v) A teacher on sabbatical leave shall not take up during the period of that leave, any regular appointment under another organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, provided that in such cases the Executive Council/Syndicate may, if it so desires, sanction sabbatical leave on reduced pay and allowances.

(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 service for purposes of pension/contributory provident fund, provided that the teacher rejoins the university on the expiry of his/her leave.

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**NOTE- I:** The programme to be followed during sabbatical leave shall be submitted to the university for approval along with the application for grant of leave.

**NOTE- II:** On return from leave, the teacher shall report to the university the nature of studies, research or other work undertaken during the period of leave.

**12. Maternity Leave**

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 135 days, to be availed of twice in the entire career. 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 career 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.

**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.

**Adoption leave**

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

**Duty leave**

Duty leave should be given also for attending meetings in the UGC, DST etc. Where a teacher invited to share expertise with academic bodies, government or NGO.

## Criterion VI: Governance, Leadership & Management

Smt. RADHADEVI GOENKA COLLEGE FOR WOMEN AKOLA, M.S

### Duty Leaves

Bharatiya Seva Samiti  
**Smt. Radhadevi Goenka College For Women**  
Near Nehru Park, Murtizapur Road, Akola - 444 001 (M.S).  
Ph.: (0724) 2450905, 2458748. Fax: - (0724) 2450905  
E-mail: rdcollegeakola@gmail.com Website: www.rdgakola.ac.in  
NAAC Reaccredited Grade - A with CGPA - 3.07  
(Certified Minority Institution)

DL:-

**Senior College Teachers List – 2021 - 2022**

Sr.No.	Name of Teacher	DL
1	Dr. Devendra N. Vyas	37
2	Dr. Mrs. Anjali Rajwade	09
3	Dr. Mrs. A.M Ambhore	12
4	Dr. N.L. Gondane	02
5	Dr. Mrs. U.R. Bajpai	-
6	Dr. Miss. Charushila Rumale	01
7	Dr. Mrs. D.V. Pande	03
8	Dr. Mrs. S.A. Bang	-
9	Dr. Mr. R.S. Nitnawre	01
10	Dr. Mr. U.P. Patil	-
11	Shri. N.S. Manmothe	06
12	Dr. R.R. Sawajiyani	05
13	Shri. L.G. Bhatti	01
14	Dr. V.B. Khaire	24
15	Dr. R.N. Mundre	18
16	Shri. A.P. Shingade	15
17	Dr. Mrs. Nibha Upadhyay	09
18	Shri. V.S. Chapke	04
19	Shri. R.G. Baheti	02
20	Dr. Mrs. V.D. Dhruv	01
21	Dr. A.B. Pande	03
22	Mrs. H.S. Wadhone	-
23	Shri. A.P. Nimbalkar	01
24	Dr. V.B. Chavan	-
25	Dr. A.G. Sharma	05
26	Shri. S.B. Sagane	02
27	Shri. S.T. Vite	01
28	Mrs. S.P. Mendhe	37
29	Dr. V.R. Alshi	-
30	Miss. P.S. Borkar	01
31	Mrs. S. T. Kame	20
32	Dr. Rupa Z. Gupta	02
33	Mr. Pavan D. Mahajan	-
34	Dr. Ashish J. Mutthe	01
35	Mr. Swapnil R. Ingole	01
36	Miss. Smita R. Dewar	04
37	Dr. Nitin D. Chaudhari	07

*Sumale*  
**PRINCIPAL**  
Smt. Radhadevi Goenka College  
For Women AKOLA

**Criterion VI: Governance, Leadership & Management**

**Financial Support to Teaching and Non-Teaching Staff Members**

<b>Year</b>	2021-22
<b>Number</b>	NIL

**Criterion VI: Governance, Leadership & Management**

**Recreational Facility  
Yoga**





## Criterion VI: Governance, Leadership & Management



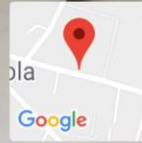
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## **Criterion VI: Governance, Leadership & Management**

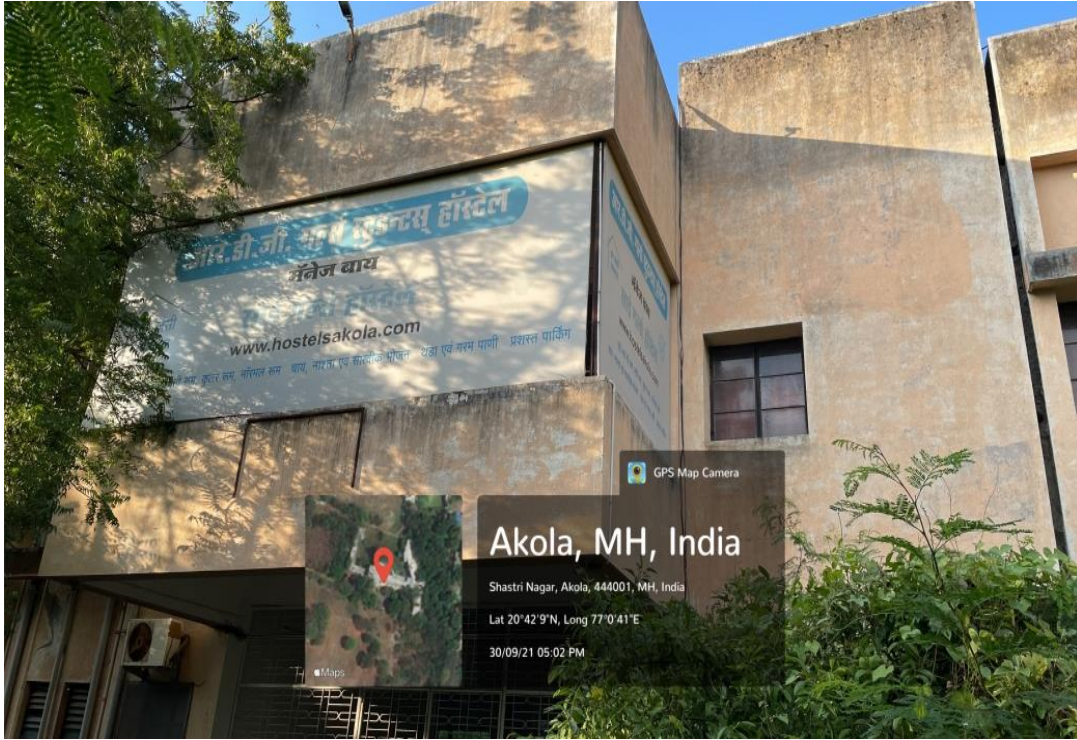
### **Women Friendly Campus**

The college being a women college, it has always been promoting the women empowerment not only for the girl students but also for the female employees of the college. The women friendly workplace best practices include:

- More female conveners for various committees.
- Anonymous feedbacks.
- Spread awareness.
- Zero tolerance policy for any misconduct against female staff.
- Appreciation of the female staff.
- No gender bias.
- Women friendly environment.
- Vending machines installed.
- Psychological support to all.
- Maternity leaves given.
- Child care leaves given.
- Women safety ensured etc.

## Criterion VI: Governance, Leadership & Management

### Housing Facility in Campus



## **Criterion VI: Governance, Leadership & Management**

### **Psychological Support**

The college members do provide psychological support to its staff as and when needed in following ways:

- We understand that mental health is very important and has direct impact on work efficiency hence it is taken due care of.
- Mindfulness, meditation and yoga sessions are being conducted to promote health.
- Regular communication between the staff and higher authorities to have a careful environment.
- Promote wellbeing.
- We support to the staff and its family in case of any type of calamity with them.

## **Criterion VI: Governance, Leadership & Management**

### **Swar Sandhava**

(BEST PRACTICE)

#### **Report**

The seed of this creative platform is sown by Honorable President Mr. Diliprajji Goenka and Hon. Principal Dr. Devendra Vyas which is blooming & its fragrance is developing skills and harmonious atmosphere amongst all the stakeholders. Various Arts-forms, prominently music is the natural instinct of human – being. There are various individuals around us who ‘have it, but they don’t know it’, that is to say, they have dormant qualities. However, if they get proper platform, their expressions can be developed. Hence, with this innovative objective, we strive to provide a platform of expression and development of dormant talent to budding artist. One such positive outcome of those efforts is, the platform of “SWAR SANDHYA” where a budding artist can develop their talent and enthusiastic guys can develop their hobbies.