

Key indicator 6.3 Faculty Empowerment and strategies

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

Policy document on welfare measures for teaching & non-teaching staff.

- **Purpose :**

The policy shall provide the welfare measures for teaching & non-teaching staff.


- **Scope:**

This policy would apply to all the teaching & non-teaching staff the college & hospital.

- **Policy statement AKHMC & H medical college is providing following welfare measures to its staff**

- i. Institute providing EPF facility to all eligible teaching & non-teaching staff. Till date 43 teaching and non-teaching staff are getting benefit of this facility.
- ii. Transport facility by college car (Ertiga) free of cost to the teaching & non-teaching staff.
- iii. Accommodation is provided to the teaching and non-teaching staff whose services are required 24 x 7 in the campus.
- iv. Non-teaching staff shall be provided with two pairs of apron & uniform free of cost.
- v.




Principal
Anantrao Kanase Homoeopathic
Medical College & Hospital
Alephata

Voucher/Requisition Form

Date 11/11/2022

Requirement for CNG (Ettiga)

12/11/22

Estimated Required Amount Rs. 700/-

Required by Thosar Swapnil

Approved by _____

Requirement bought from _____

Amount Rs. _____

Date :- / /20

Mode of Payment - DD/Cash/Cheque _____

Outstanding / Excess Amount _____

Bank :- _____

Ac.No. :- _____

Narration :- _____

Received Rs :- _____

Verified By _____

GOODWILL CNG STATION

GOODWILL EX SERVICEMEN'S CO-OPERATIVE SOCIETY LTD.
Plat No. T- 177 MIDC Bhosari Industrial Estate, Pune- 411026
Ph. : 27120614

Invoice No. 14714

Date 12/11/22

M/s _____

Vehicle No. _____

Particulars	Kg.	Rate	Amount	
			Rs.	Ps.
CNG	<u>22</u>	<u>22</u>	<u>700</u>	
Total				



11/22

Estimated Required Amount Rs. 700/- 2800/- 17/11/22
18/11/22
 Required by Thosar Swapnil Approved by 19/11/22
21/11/22


Requirement bought from _____
 Amount Rs. _____ Date :- / /20
 Mode of Payment - DD/Cash/Cheque _____ Outstanding / Excess Amount _____
 Bank :- _____ Branch :- _____ Ac.No. :- _____
 Narration :- _____
 Received Rs :- _____



GOODWILL CNG STATION
 GOODWILL EX SERVICEMEN'S CO-OPERATIVE SOCIETY LTD.
 Plat No. T- 177 MIDC Bhosari Industrial Estate, Pune- 411026
 Ph. : 27120614

Invoice No. 126 Date 17/11/2022
 M/s _____
 Vehicle No. MH12KY 5326

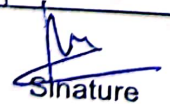
Particulars	Kg.	Rate	Amount Rs. Ps.
CNG	<u>7</u> <u>60</u>	<u>92</u>	<u>700</u>
Total			


 Signature

GOODWILL CNG STATION
 GOODWILL EX SERVICEMEN'S CO-OPERATIVE SOCIETY LTD.
 Plat No. T- 177 MIDC Bhosari Industrial Estate, Pune- 411026
 Ph. : 27120614

Invoice No. 1256 Date 19/22
 M/s _____
 Vehicle No. 5326


Particulars	Kg.	Rate	Amount Rs. Ps.
CNG	<u>7</u> <u>60</u>	<u>92</u>	<u>700</u>
Total			


 Signature

GOODWILL CNG STATION
 GOODWILL EX SERVICEMEN'S CO-OPERATIVE SOCIETY LTD.
 Plat No. T- 177 MIDC Bhosari Industrial Estate, Pune- 411026
 Ph. : 27120614

Invoice No. 132 Date 18/11/22
 M/s _____
 Vehicle No. 5326

Particulars	Kg.	Rate	Amount Rs. Ps.
CNG	<u>7</u> <u>60</u>	<u>92</u>	<u>700</u>
Total			


 Signature

Voucher/Requisition Form

Date 12/11/2022

Requirement for Amt Paid for CNG Ethical

14/11/22

Estimated Required Amount Rs. 700/-

Required by Thosar Swapnil

Approved by _____

Requirement by _____

Amount Rs. _____

Mode of Paym. _____

Bank :- _____

Narration :- _____

Received Rs. _____

Verified By _____

Date :- / /20

standing / Excess Amount _____

Ac.No. :- _____

GOODWILL CNG STATION

GOODWILL EX SERVICEMEN'S CO-OPERATIVE SOCIETY LTD.
Plat No. T-177 MIDC Bhosari Industrial Estate, Pune-411026
Ph. : 27120614

Invoice No. 13242 Date 14/11/22

M/s _____

Vehicle No. MHWRKY 5326

Particulars	Kg.	Rate	Amount Rs. Ps.
CNG	$\frac{7}{69}$	91	700/-
Total			700/-

Signature

Voucher/Requisition Form

Date 15 / 11 / 2022

Requirement for Amnt Paid for CNG (Extra)
16/11/22

Estimated Required Amount Rs. 700

Required by Thasar Swapnil Approved by _____

Requirement bought

Amount Rs. _____

Mode of Payment - D. _____

Bank :- _____

Narration :- _____

Received Rs :- _____

Verified By _____

Date :- / / 20

/ Excess Amount _____

Ac.No. :- _____

GOODWILL CNG STATION

GOODWILL EX SERVICEMEN'S CO-OPERATIVE SOCIETY LTD.
 Plat No. T- 177 MIDC Bhosari Industrial Estate, Pune- 411026
 Ph. : 27120614

Invoice No. _____ Date 16/11/22

M/s 14716

Vehicle No. _____

Particulars	Kg.	Rate	Amount	
			Rs.	Ps.
CNG	<u>7</u> <u>00</u>	<u>92</u>	<u>700</u>	
	Total			



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

TRRN 3152210014928

ECR Id 79371962

LIN : 1305018649

Establishment Code & Name PUPUN0120674000 KULSWAMINI MEDICAL FOUNDATIONS

Dues for the wage month of September2022

Address : ANANTRAO KANSE HOMEOPATHIC MEDICAL, COLLEGE, ALEPHATA TAL-JUNNAR, PUNE, PUNE, MAHARASHTRA

Total Subscribers :	EPF 42	EPS 37	EDLI 42
Total Wages :	3,46,310	2,86,480	3,46,310

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	1,732	0	0	0	1,732
2	Employer's Share Of	14,121	0	15,740	1,747	0	31,608
3	Employee's Share Of	29,860	0	0	0	0	29,860
Grand Total : Sixty-Three Thousand Two Hundred Rupees Only							63,200

(This is a system generated challan on 10-OCT-2022 18:55, 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	3,585
B) A/C no 10 (Pension fund) (Rs.) -	0	8,115
C) A/C no 1 (Employee share) (Rs.) -	0	11,700
D) Total (A + B + C) (Rs.) -	0	23,400
E) Total remittance by Employer (Rs.) -	63,200	
F) Total amount of uploaded ECR (D + E) (86,600	





EMPLOYEE'S PROVIDENT FUND
ELECTRONIC CHALLAN CUM RETURN (ECR)

Name of Establishment	KULSWAMINI MEDICAL FOUNDATIONS		
Establishment Id	PUPUN0120674000	LIN	1305018649
Wage Month	SEP-2022	Return Month	OCT-2022
Contribution Rate (%)	12	ECR Type	ECR
Salary Disbursement Date	10-OCT-2022	Uploaded Date Time	10-OCT-2022 18:54
Exemption Status	Unexempted	TRRN Number	
Remarks	SEPT 2022	ECR Id	79371962
Total Members	42		
Contribution and Remittance Details (In Rupees) :			
Total EPF Contribution Remitted	41,560	Total EPS Contribution Remitted	23,855
Total EPF-EPS Contribution Remitted	17,706	Total Refund Advance	0
PMRPY Upfront Benefit Details (In Rupees) :			
Total PMRPY Upfront EPF Amount	0	Total PMRPY Upfront EPS Amount	0
PMRPY benefit remarks	NA		
ABRY Upfront Benefit Details (In Rupees) :			
Total ABRY benefit Amount	Employee EPF Share	Employer EPS Share	Employer EPF Share
	11,700	8,115	3,585
ABRY benefit remarks	Upfront benefit of EE and ER contribution rewarded.		

Member Details :-

Sl. No.	UAN	Name as per		Wages				Contribution Remitted				Refunds	PMRPY / ABRY Benefit			Posting Location of the member
		ECR	UAN Repository	Gross	EPF	EPS	EDLI	EE	EPS	ER	NCP Days		Pension Share	ER PF Share	EE Share	
1	101648084227	Dr.Waghchaure Amruta Shriganesh	AMRUTA SHRIGANESH WAGHACHA URE	30,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
2	100235694210	Dr.Mrs.Kulkarni Aparna Atul	APARNA ATUL KULKARNI	39,000	10,000	10,000	10,000	1,200	833	367	0	0	-	-	-	N.A.
3	101636116219	Dr.Asare Asawari Arvind	ASAWARI ARVIND ASARE	60,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
4	101813436159	Mr. Bandu Vijay Rathod	BANDU VIJAY RATHOD	12,000	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
5	100354026819	Dr. Kanase Chandrakant Anant	CHANDRAKANT ANANT KANASE	1,40,000	15,000	0	15,000	1,800	0	1,800	0	0	-	-	-	N.A.
6	100354010020	Dr.Chatterjee Debashis Amiya	DEBASHIS AMIYA CHATTERJEE	40,000	6,500	0	6,500	780	0	780	0	0	-	-	-	N.A.
7	101648084258	Dr. Kangukar Dinesh Chandar	DINESH CHANDAR KANGULKAR	40,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
8	101415675889	Dr.Dumbare Mandar Shivaji	DUMBRE MANDAR SHIVAJI	24,220	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
9	101759281356	Mr.Shingare Gangaram Devling	GANGARAM DEVLING SHINGARE	9,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
10	101648084236	Dr. Shinde Jyoti Pravin	JYOTI PRAVIN SHINDE	30,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
11	100821040754	Dr.Gholap Kamlesh V.	KAMLESH VIJAY GHOLAP	69,000	8,330	8,330	8,330	1,000	694	306	0	0	-	-	-	N.A.
12	101326004912	Mr Pund Keshav Bhivaji	KESHAV BHIVAJI PUND	17,000	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
13	101759281373	Mrs.Shingare Laxmi Gangaram	LAXMIBAI GANGARAM SHINGARE	6,500	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
14	100354012712	Mr.Khokrale Machhindra Mahadu	MACHHINDRA MAHADU KHOKRALE	30,500	8,330	8,330	8,330	1,000	694	306	0	0	-	-	-	N.A.
15	101081120314	Dr.Mrs.Shinde Malti Baburao	MALTI BABURAO SHINDE	35,220	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
16	101759281394	Mr. Thite Mangesh Netaji	MANGESH NETAJI THITE	20,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
17	100354014043	Dr. Kanase Nikhil Chandrakant	NIKHIL CHANDRAKANT KANASE	88,200	15,000	15,000	15,000	1,800	1,250	550	0	0	-	-	-	N.A.
18	100354013986	Dr.Thorat Nilesch Vasantao	NILESH VASANTAO THORAT	49,000	8,330	8,330	8,330	1,000	694	306	0	0	-	-	-	N.A.

Sl. No.	UAN	Name as per		Wages				Contribution Remitted				Refunds	PMRPY / ABRY Benefit			Posting Location of the member
		ECR	UAN Repository	Gross	EPF	EPS	EDLI	EE	EPS	ER	NCP Days		Pension Share	ER PF Share	EE Share	
19	101081120322	Dr.Mrs.Thorat Pallavi Neelesh	PALLAVI NILESH THORAT	12,000	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
20	101827424764	Mrs. Khandagale Poonam Khandu	POONAM KHANDU KHANDAGLE	25,000	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
21	101636116196	Dr. Shete Priya Prakash	PRIYA PRAKASH SHETE	18,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
22	100816081005	Dr. Mrs.Gholap Radhika K.	RADHIKA KAMLESH GHOLAP	49,000	15,000	15,000	15,000	1,800	1,250	551	0	0	-	-	-	N.A.
23	101269205725	Dr.Ghanekar Rajesh Vasant	RAJESH VASANT GHANEKAR	50,000	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
24	101636116226	Mr. Pachpute Sachin Machhindra	SACHIN MACHHINDRA PACHPUTE	15,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
25	100800553892	Dr. Shaikh Saira Khurshid	SAIRA KHURSHID SHAIKH	68,800	10,000	10,000	10,000	1,200	833	367	0	0	-	-	-	N.A.
26	100800850041	Dr.Thorat Sandhya Laxman	SANDHYA LAXMAN THORAT	49,000	8,330	8,330	8,330	1,000	694	306	0	0	-	-	-	N.A.
27	101747831014	Ms.Aher Sangita Goraksha	SANGITA GORAKSHA AHER	9,220	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
28	101767544330	Mr.Kute Sanjay Bhau	SANJAY BHAU KUTE	9,000	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
29	100235832754	Dr. Mrs. Kanase Saraswati Chandrakant	SARASWATI CHANDRAKANT KANASE	1,40,000	15,000	0	15,000	1,800	0	1,800	0	0	-	-	-	N.A.
30	100235835723	Dr.Jarad Savita Subhas	SAVITA SUBHASH JARAD	43,920	9,000	9,000	9,000	1,080	750	330	0	0	-	-	-	N.A.
31	101648084215	Dr. Chikhale Shailaja Sunil	SHAILAJA SUNIL CHIKHALE	40,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
32	100950492668	Dr.Dahale Shweta Swapnil	SHWETA SWAPNIL DAHALE	35,220	6,500	6,500	6,500	780	541	239	0	0	-	-	-	N.A.
33	101759281387	Mrs.Ghangale Smita Sandip	SMITA SANDIP GHANGALE	9,500	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
34	101636116203	Dr. Patil Snehal Bhagwan	SNEHAL BHAGWAN PATIL	40,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
35	101260165819	Dr.Mrs. Awari Sunita Akash	SUNITA AKASH AWARI	39,000	8,330	8,330	8,330	1,000	694	306	0	0	-	-	-	N.A.
36	100354018998	Dr. Soman Shushrut Subhas	SUSHRUT SUBHASH SOMAN	59,000	8,330	8,330	8,330	1,000	694	306	0	0	-	-	-	N.A.

Sl. No.	UAN	Name as per		Wages				Contribution Remitted				Refunds	PMRPY / ABRY Benefit			Posting Location of the member
		ECR	UAN Repository	Gross	EPF	EPS	EDLI	EE	EPS	ER	NCP Days		Pension Share	ER PF Share	EE Share	
37	101759281360	Mr.Thosar Swapnil Suresh	SWAPNIL SURESH THOSAR	18,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
38	100130538343	Dr. Unde Daulat Dattatrya	UNDE DAULAT DATTATRAY	30,000	8,330	0	8,330	1,000	0	1,000	0	0	-	-	-	N.A.
39	101684835406	Dr.Khupte Vibhavari Siddharth	VIBHAVARI SIDDHARTH KHUPTA	30,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
40	101648084243	Mr.Chavhan Vijay Dhondibhau	VIJAY DHONDIBHAU CHAVHAN	13,000	6,500	6,500	6,500	780	541	239	0	0	ABRY	ABRY	ABRY	N.A.
41	100354019738	Dr. Chavan Vilas Vitthal	VILAS VITTHAL CHAVAN	30,000	15,000	0	15,000	1,800	0	1,800	0	0	-	-	-	N.A.
42	100850847735	Dr.Mrs.Kanase Yogeshri Nikhil	YOGESHREE NIKHIL KANASE	58,800	15,000	15,000	15,000	1,800	1,250	550	0	0	-	-	-	N.A.

Note:

- 1) UANs are prefixed with Asterisk sign (*) in case AADHAAR is not seeded /unverified
 - 2) EPS Contribution Remitted is prefixed with Hash sign (#) when Member's age is more than 58 years.
- Please ensure that this is the case of "Deferred Pension".

PMRPY Benefit Not Given Remarks :-

ABRY Benefit Not Given Remarks :-

Reason Code	Reason Name
EC10001	ECR already filed for this member
EC10002	Parallel Employment: ECR already filed for this
EC10003	Benefit already availed for this member
EC10004	Gross/EPF wages greater than 15,000/-
EC10005	Mismatch in EPF and EPS wages
EC10006	Mismatch in Due and Remitted values
EC10007	UAN Deactivated

Reason Code	Reason Name
GK10001	EPF wages are greater than or equal to 15,000/-
GK10002	Mismatch in EPF and EPS wages
GK10003	EPF contribution remitted is greater than due remittance
GK10004	EPS contribution remitted is greater than due remittance
GK10005	(EPF - EPS) difference contribution remitted is greater than due
GK10006	EPS contribution remitted is greater than due remittance
GK10007	Aadhaar not seeded