



D.Y. PATIL EDUCATION SOCIETY
[Deemed to be University], Kolhapur
Re-accredited by NAAC with 'A' Grade



POLICY ON WELFARE MEASURES



D. Y. PATIL EDUCATION SOCIETY, KOLHAPUR
(Institution Deemed to be University)

Policy on Welfare Measures

(For Teaching Staff)

Prepared by
Dr. Mrs. Shimpa Sharma

Pro-Vice-Chancellor
Dr. Vishwanath V. Bhosale
Registrar

Policy on Welfare Measures

(For Teaching Staff)

D. Y. Patil Education Society (Institution Deemed to be University) was established on 1st September 2005 under Section 3 of the UGC Act 1956. The University is committed to providing the Teaching-staff of all categories with transparent, conducive and fair work environment to all, so as to enable them to perform at maximum efficiency, fulfill their potential and achieve significant job satisfaction.

Goal: This is to provide welfare measures, confirming the responsibilities of employer and employees teaching-staff.

Responsibility of employer:

1. The University will provide equal opportunities to its employees.
2. The University will provide its teachers maximum support in all aspects at work.
3. The employer recognizes the principles of equality and equity. No discrimination on basis of gender, caste, religion etc will be made.
4. The University lays emphasis on transparent professional relationship and communication with its teachers.
5. The University has effective grievance redressal mechanism with respect to service conditions.

Responsibility of Teachers:

As defined in service rules the responsibilities of teachers are:

Any person who takes teaching as profession assumes the obligation to conduct himself in accordance with the ideals of the profession. The teacher shall constantly be under the scrutiny of his students and the society at large.

Therefore, every teacher shall see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he should seek to inculcate among students must be his own ideals. The profession further requires that the teachers shall be calm, placid and communicative by temperament and amiable in disposition. Teacher shall -

1. adhere to a responsible pattern of conduct and demeanor expected of them by the community.
2. manage his private affairs in a manner consistent with the dignity of the profession.
3. seek to make professional growth continuous through study and research.
4. express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge.
5. maintain active membership of professional organizations and strive to improve education and profession through them.
6. perform their duties in the form of teaching, tutorial, clinics, practical, seminar work and examination work consistently and with dedication.
7. co-operate and assist in carrying out functions relating to the academic responsibilities, such as, assisting in appraising applications for admission, advising and counseling students as well as assisting in the conduct of examinations, including supervision, invigilation and evaluation, and
8. participate in extension, co-curricular and extra-curricular activities including community service.

Welfare measures include:

1. **Recognition of Best Teacher:** The University declares “Dr. D. Y. Patil Best Teacher Award” each year and it is offered on the occasion Foundation day i.e. 1st September. This award includes memento(Silver), Certificate and prize money Rs. 1,00,000/-
2. **Insurance Policy:** The University purchased Insurance policy for teachers working in COVID-19.

3. **Flexible working hours:** The University provides adjustment of duty roster to protect mental and health of staff in COVID wards.
4. **Safety and Equipment:** The University provides Full PPE and face mask for all teachers in hospital setting and Research Lab.
5. **Security measures for Teachers:** The University provides transport facility for night visit to hospital during COVID-19.
6. **Humanity:** Free treatment for COVID illness, Health policy for subsidized treatment.
7. **Caring of employees:** Hepatitis B Vaccination for teaching, Yoga facility for faculty, Zumba classes conducted, Assistance to avail loan.
8. **Uniforms:** University Blazers for Teachers
9. **Advance Facility:** Free Wi-Fi Facilities available, Petrol credit system at specified petrol station.
10. **Financial support:** For presenting paper at national/international conferences, Incentives for publication of articles/research papers/Book Chapters in journal, for filling patents and copyrights, for organizing conference and workshop
11. **Flexible Leave benefits**



D. Y. PATIL EDUCATION SOCIETY, KOLHAPUR
(Institution Deemed to be University)

Policy on Welfare Measures

(For Non-Teaching Staff)

Prepared by
Dr. Mrs. Shimpa Sharma
Pro-Vice-Chancellor

Dr. Vishwanath V. Bhosale
Registrar

Policy on Welfare Measures

(For Non-Teaching Staff)

D. Y. Patil Education Society (Institution Deemed to be University) was established on 1st September 2005 under Section 3 of the UGC Act 1956. The University is committed to providing the Non-Teaching-staff and supporting staff of all categories with transparent, conducive and fair work environment as to enable them to perform with maximum efficiency, fulfill their potential and achieve significant job satisfaction.

Goal: To provide welfare measures and confirm the responsibilities of Employer and Non-Teaching and supporting staff.

Responsibility of employer:

1. The University will provide equal opportunities to its employees.
2. The University will provide its non-teaching staff maximum support in all aspects, at work.
3. The employer recognizes the principles of equality and equity. No discrimination on basis of gender, caste, religion etc will be made.
4. The University lays emphasis on transparent professional relationship and communication with its non-teaching employees.
5. The University has effective mechanism for grievance redressal with respect to service conditions of non-teaching employees.

Responsibility of Non-Teaching:

The duties and responsibilities provided for under the Memorandum of Association (MOA) are to be performed by non-teaching employees. In addition to this the officers and employees of the University shall perform the duties and responsibilities as are defined in Chapter IX of “Terms and condition of the service of Non-Teaching employees working in the Institute rules” approved by the Board of Management of the University and amended by them from time to time.

Welfare measures include:

1. **Recognition of best employee:** The University declares “Sou. Shantadevi D. Patil Best Employee Award” each year, presented on the occasion of Foundation day i.e. 1st September. This award includes memento (Silver), Certificate and prize money Rs. 50,000/-. The employee is felicitated with his/her spouse.
2. **Assistance:** To avail loan from recognize banking and non-banking institute.
3. **Medical facility:** Concessional medical facility at the Dr. D. Y. Patil Medical College Hospital and Research Institute.
4. **Uniforms:** To class III and class IV staff are given free of charge.
5. **Contributory Provident Fund**
6. **Advance facility:** Petrol credit system at specified petrol station.
7. **Social activity:** Celebration of Ganesh Festival at college and hospital. The employee get refreshed because of such activity.
8. **Uniformity & equality values:** University Blazers for Officers
9. **Safety and Equipment:** For relevant employees e.g. at Hospital and Research Lab, Full PPE and face mask for all employees in hospital setting as per need, training for staff, fire safety etc.
10. **Holidays as per Convenience:** Carryover of compensatory holidays based on exigent situations
11. **Insurance policy:** For employees working in COVID-19.
12. **Flexible working hours:** Adjustment of duty roster to protect mental and health of staff in COVID wards.
13. **Social commitment:** Flood relief funds to affected employees.
14. **Security measures for Employees:** Transport facility for night visit to hospital during COVID-19.
15. **Humanity:** Free treatment for COVID illness. Health policy for subsidies treatment. Financial assistance to the family in case emergency death of the employee.
16. **Caring of employees:** Hepatitis B Vaccination for employees.
17. **Inculcating values:** Gender sensitization, save the girl child programs for nonteaching staff, financial intelligences, administrative training to enhance professionalism.
18. **Performance incentive:** for beyond call-of-duty service during COVID-pandemic.



D. Y. PATIL EDUCATION SOCIETY, KOLHAPUR
(Institution Deemed to be University)

Policy on Welfare Measures

(For Students)

Prepared by
Dr. Mrs. Shimpa Sharma

Pro-Vice-Chancellor
Dr. Vishwanath V. Bhosale
Registrar

Policy on Welfare Measures

(For Students)

D. Y. Patil Education Society (Institution Deemed to be University) was established on 1st September 2005 under Section 3 of the UGC Act 1956. The University is student centric and committed to providing the students of various constituent units with transparent, conducive and fair work environment to all categories, so as to enable them to perform with maximum efficiency.

Goal: To provide welfare measures and confirm the rules of conduct of students and provide facilities for their well being and progress.

Rules of conduct of students:

Students are expected to conduct themselves in a manner seemly for medical professionals. Some salient points:

1. At all times use temperate language with thought to the sensitivities of the listeners. Avoid abusive language at all times.
2. A student must dress with decorum suitable for a budding doctor or treating physician. Unkempt appearance and inappropriate dress can lead to disciplinary action. Appropriate footwear is to be used in the college and hospital. Wearing of the Apron is compulsory within the college and hospital and other training sites.
3. Conduct yourself with dignity at all times and more especially when in presence of patients and their relatives.
4. Respect your teachers and demonstrate this by wishing them when you meet them, even in the corridors. In class, stand up in your seats when

the teacher enters. Do not enter any class in progress without the permission of the teacher.

5. Do not use your cell phone while in class or in the wards. If the phone is kept on, please ensure it is on silent mode. Use of cell-phone in the classroom or during teaching sessions will be viewed seriously and can invite disciplinary action.
6. Knock before you enter the offices or rooms of your teachers and seniors.
7. Treat office and hospital staff with respect. Their efforts go a long way in smooth and efficient functioning of the institution which facilitates your learning experience here.
8. Speak politely, behave respectfully and show empathy with patients and their attendants. Remember, people come to hospital when they are in need and suffering.
9. Use the prescribed proper channels to convey your feelings or thoughts. Your teacher or mentor should be the first point of contact. The Heads of Department or Hostel Rectors can be approached in the event of any problem. Any student can seek to meet the Dean after taking proper time, barring emergency situations when appointment is not mandatory.
10. Avoid fraudulent means of passing such as copying, using chits or cheat sheets, using the mobile or any transmitting devices within the examination halls. Strict invigilation, University Flying Squads and CCTV monitoring are aimed to prevent such acts. Any lapses will be dealt with as per the Bye-Laws of the University.

Some STUDENT ACTIVITIES

Student Council:

A Student Council is present in the College. The Council members are responsible for all extra-curricular student activities in the campus.

The composition of the Student's Council is as follows:

Sr. No.	Department	Designation	Members
1.	Cultural	General Secretary Cultural Secretary	
2.	Orchestra	Secretary	3 members
3.	Drama	Secretary	1 Member
4.	Dance	Secretary	3 Members
5.	Art Exhibition	Secretary	2 Members
6.	Fashion	Secretary	4 Members
7.	Sports	Secretary	2 Members (Indoors) 4 Members (Outdoor)
8.	NSS	Secretary	1 Member
9.	Magazine	Secretary	2 Members

New students are introduced to the General Secretary of the current council on the day of Orientation.

Student Representation:

The University believes in participative decision-making. Student representation at both undergraduate and postgraduate level is present at the Board of Studies and the Academic Council, both of which are high-level recommendatory and decision-making bodies within the University. They are also having representation on Internal Quality Assurance cell.

Student Wing of UNESCO Chair in Bioethics:

The University has established the UNESCO Chair in Bioethics and alongside it has also established a Student Wing. This aims at sensitization and promotion of knowledge and practices of medical ethics amongst our students. It is an opportunity for students to collaborate with medical students from other parts of India and abroad to define and develop the medical ethics of the future.

Social Gathering:

Each year, undergraduate students come together to organize and participate in the social gathering, a week-long event held in the campus. Organized by the Student's Council, the event is supported by the University and faculty members are appointed to oversee and provide guidance where necessary.

The arts, literary, cultural and sports events provide the students a platform to exhibit their talents and also take a break from their studies. It also gives an opportunity for faculty members to recognize the talents of the students.

Student Magazine

Student Editors collaborate and bring out the Student's Magazine. This is a compilation of all literary efforts of students in the form of cartoons, poems, short stories, reviews and essays. This magazine is published through the University. It show-cases the literary and imaginative abilities of our students.

Inter-Collegiate Competitions

The University facilitates participation of students in various cultural, literary and academic events. The college sanctions leave (not counted as absence from studies) and adjustment of internal assessments where possible is done. The University regularly participates in the Youth festival organized by the Association of Indian Universities.

Student Research Activities

Beyond the mandatory training in research as prescribed by the National Medical Council, in-house student research projects are encouraged and supported by the College faculty. In addition, students are guided and provided with academic resources to submit research proposals to the India Council of Medical Research (ICMR) each year.

Welfare measures include:

1. **Advance Facility:** Computer with internet access free of cost.
2. **Caring of Students:** Concessional medical facility at the hospital, Counselling centre at hospital, Free Transport facility within campuses, Fees concession.
3. **Student Support UG:** Through University Moral Guidance Scheme (UMGS), Student Guardianship programme, Language Classes for Non-Marathi students
4. **Student Support PG:** Support to Post Graduate Students Club, Support to Campaign on University Research and Training (COURT)
5. **Recognition of Best Student:** UMGS best student award, Felicitation by awards or prizes/ and certificates on certain occasion, Awards for Best Research and Best academic performer
6. **Uniformity and Equality Values:** University Blazers to Students Council
7. **Safety and Equipment:** Safety equipments for research lab, Full PPE and face mask for all students in hospital setting during pandemic, Online teaching was conducted to safeguard the academic interest of students during COVID19 pandemic.
8. **Sports facilities:** Appointment of Sports Director

9. **Humanity:** Free treatment for COVID illness, Health policy for subsidies treatment, Health check-up for new admitted students, Yoga for students, Zumba classes conducted
10. **Hospitality of students:** Students are welcomed during induction program with proper introduction of the unit and faculty. They are provided with best hospitality, Farewell for outgoing students.