St. Mira's College for Girls, Pune

(Autonomous-Affiliated to Savitribai Phule Pune University)

6.3.1 EMPLOYEE WELFARE MEASURES- 2020-21

1.During the Covid restrictions, the Teaching Staff could smoothly
conduct their online classes as the college campus has Free Wi-Figue
facility and each faculty has a domain email addresses.

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WI-FI Report Page 1

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WI-FI Report Page 2

| 2. | Appointment of Counsellors for staff and students | |
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| | The college has 1 full time and 1part time Consulting Psychologist to | |
| | ensure mental well-being for the staff and students. | |
| | Ms. Pooja Jain served as full time counsellor and coordinator Mental | |
| | Well- being Program and Ms. Nupur Dhakephalkar served as part | |
| | time psychologist. They provided counselling to 2 teachers. | |

| 1 | | |
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| | SADHU VASWANI MISSION'S ST. MIRA'S COLLEGE FOR GIRLS [An Autonomous College Affiliated to the Savitribai Phule Pune University] | |
| | [ARTS, COMMERCE, SCIENCE, B.Sc.(COMPUTER SCIENCE) BBA, BCA] 6, Koregaon Road, Pune - 411 001. [India] Ph./Fax : 26124846 E-mail : mira_college@yahoo.co.in | |
| KINDLE | E THE LIGHT Dr. G. H. GIDWANI PU/PN/AC/015/(1962) Principal College Code No.: 013 | |
| | APPOINTMENT ORDER | |
| | Ref No. E-3(TTT)/2019-20 1.7.2019 | |
| 0 | To, Mrs. Jain Pooja, C-1001 Amar Ambience Society, Kavade Mala, Ghorpadi, SopanBaug, Pune. | |
| | Sub: Appointment as a Co-ordinator for the Mental Well Being Program | |
| | Madam, | |
| | I have the pleasure to inform you that you are hereby appointed as Co-ordinator for the Mental Well Being Program for 2 years w.e.f. 1.7.2019 to 30.4.2020 &next year from 1.7.2020 to 30.4.2021 | |
| | Your appointment may be terminated, at any time in the event of unsatisfactory services after serving you a notice period of one month. You may terminate your services after serving a notice of three months or reimburse three months salary in lieu thereof. | |
| 0 | You will be governed by the service rules as prescribed by the government in the S.S.Code and Maharashtra Employees of Private School (Conditions of service) rules 1981. | |
| | You shall have to undergo a medical examination by a Registered Medical Practitioner within three months from the date of joining the post. Your appointment shall be conditional pending the receipt of physical fitness from the doctor. | |
| | 4. You will be allowed to join the duties on producing of: (a) Two passport size photographs, (b) Discharge certificate from previous employer (if any). | |
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Appointment Letter Ms. Pooja Jain



Record of Staff availing the facility of counselling

| 3. | Distribution of Provisions to Support Staff | | |
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| | The College management distributes provisions and ₹500/- to Support Staff regularly. This practice was continued during Covid too. 18 Support Staff were provided with the same during 2020-21. | | |

| | ST. MIRA'S COLI | AND MEDITINES LEGE FOR GIRLS (The Societies Park Park (Interating) (ACOMPLY/IN SCHEWER) BILL, BCA1 | |
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| | thanking you. | see in the one-service. | |
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| | Di | G.H. GEPWANS | |
| | Final List of Class W Employees | PSUNCTEAL. | |
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| | For sewa of Class IV er (Assemble at 11.3) | | |
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| Sr. No. | Name of the Female Staff | Sr. No. | Name of the Male Staff |
| 1 | Smt Jayshree Joglekar | 12 | Shri Sudam Shrikhande |
| 2 | Smt Shaku Naik | 13 | Shri Houshila Yadav |
| 3 | Smt Asawari Jadhav | 14 | Shri Dayaram Pal |
| 4 | Smt Manda Gaikwad | 15 | Shri Vishram Nishad |
| 5 | Kum Chhaya Pawar | 16 | Shri Hamid Sayyed |
| 6 | Smt Kavita Ghodke | 17 | Shri Raviprasad |
| 7 | Smt Sarika Yadhav | 18 | Shri Savoj Rawt |
| 8 | Smt Reshma Ahiwale | | |
| 9 | Smt Varsharani Deshmukh | | |
| 10 | Smt Kaushalya Gawali | | |
| 11 | Smt Shraddha Kadam | | |

| 4. | The institute has practice of appreciating its Teaching, Non Teaching and |
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| | Support Staff for their services to the institute |
| | This year three important members of the Mira family retired from active |
| | service: |
| | a. Our Principal-Dr. G.H. Gidwani |
| | b. Coordinator (BBA, BCA and BSc) – Ms. Stella Ambrose |
| | c. Controller of Examination -Dr. Soniya Chavan- |
| | All of them were felicitated duly and tokens of appreciation were gifted. |
| | We also celebrated Birthday of our dear retiring principal. |



Felicitation of Dr. Gulshan H Gidwani, Former Principal, St. Mira's College for Girls





Felicitation of Mrs Stella Ambrose,Former VP and Coordinator, Self- financing Courses on her retirement in April 2021 Felicitation of Dr Soniya Chavan, COE and HoD, Economics on her superannuation by Principal Dr Jaya Rajagopalan April, 30, 2021

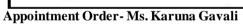
5 Presenting gifts to members of staff on personal occasions.

In 20-21, The college presented gift to our faculty Ms. Komal Tujare on the occasion of her marriage.



| 6. | Jobs on compassionate grounds are given to family members of the non-teaching |
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| | staff |
| | In 20-21- Our peon- Ms. Gawli Maushi 's daughter Ms. Karuna Gawli was given |
| | job as library assistant. |

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Ms. Karuna Gavali working in library

| 7. | Special Welfare initiatives during the Pandemic |
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| a) | Free RTPCR covid testing facility for all Staff = 40 |
| b) | Facility for vaccination for staff members and their family = 8 faculty members |
| | along with 17 family members availed this facility. |
| c) | Provision of Homeopathic COVID prevention medicine to the staff = 36 |