



Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
PHARMACY**

A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.



Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

6.3.1 Effective Welfare Measures & Performance
Appraisal system for Teaching & Non-teaching Staff



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The organization exhibits a dedication to fostering a flourishing workplace by supporting both its teaching and non-teaching workers through a complete set of practices. The core of any institute's high-quality education is its teaching and non-teaching staff, whose welfare is crucial to the institution's smooth operation. The Institute encourages the professional development of both teaching and non-teaching staff members.

All eligible employees can participate in the Employees Provident Fund (EPF), a welfare initiative run by the Institute for Teaching and Non-Teaching Faculty. All qualified employees are eligible for Medical, Casual, Maternity, Duty, Study, and Earn leave options. Compensation revisions at the college and Santha levels for qualified employees, as well as adjustments to pay bands and AGP in accordance with pay commission provisions. Offering a group insurance plan with an accidental policy to all employees loan arrangements offered by Bank of Baroda, financial assistance for attending training and orientation sessions, conferences, seminars, workshops, and faculty development programmer Staff members who are admitted to the college's sister institute are eligible for fee reductions.

Promotion, Study departs for postsecondary training.

The institution's performance appraisal system is a pillar of its strategy. This methodical process is used to assess and acknowledge the contributions made by both teaching and non-teaching personnel. Every employee completes an API at the end of the year to obtain their performance appraisal, which is then reviewed by the principal or head of department committee. Staff members receive suggestions in accordance with the results of the performance appraisal form evaluation. Teaching, research, and exceptional activities are the metrics used to measure the success of teaching staff members. The following qualities apply to non-teaching staff: technical proficiency, lean work, sincerity, hard effort, and timeliness. The appraisal procedure guarantees

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that evaluations are carried out impartially and with due diligence since it is defined by objectivity, fairness, and transparency.

Crucially, the organization encourages candid feedback and open communication, allowing employees to express their goals, worries, and suggestions for development. This reciprocal communication guarantees that the organization stays aware of the changing requirements and goals of its personnel.

To sum up, the organization's strategy for assisting both teaching and non-teaching personnel is characterized by a comprehensive structure that includes welfare programmes, career development and advancement opportunities, and performance reviews. In addition to acknowledging employees' achievements, this extensive set of procedures gives them the resources and chances they require to succeed in their positions. By putting employee health and professional development first, the organization creates a dynamic and driven team that will be able to make a substantial contribution to its growth and success.




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

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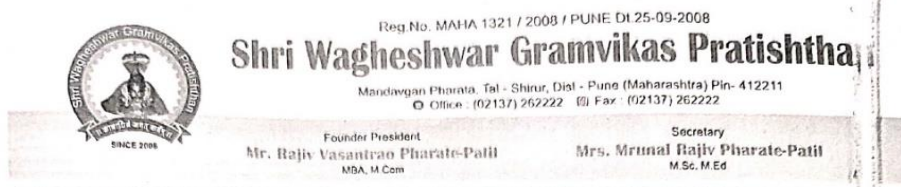
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Principal



Performance Appraisal for Faculty Period of Appraisal



**PERFORMANCE
APPRAISAL FOR FACULTY
PERIOD OF APPRAISAL
(2022 to 2023)**

Part -I (To be filled by faculty)	
Name of faculty :	
Name of institute:	
Designation :	
Department :	
Email :	
Contact No. :	
1. Date of appointment in the institute :	
2. Date of appointment to the present post :	
3. Academic qualification:	



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Reg.No. MAHA 1321 / 2008 / PUNE Dt.25-09-2008
Shri Wagheshwar Gramvikas Pratishthan

Mandavgan Pharata, Tal - Shirur, Dist - Pune (Maharashtra) Pin- 412211
Office : (02137) 262222 Fax : (02137) 262222

Founder President
Mr. Rajiv Vasantirao Pharate-Patil
MBA, M Com

Secretary
Mrs. Mrunal Rajiv Pharate-Patil
M.Sc. M.Ed

4. Academic performance for two year in academic year theory course:

Sr. No.	Duration of Year	Theory Course /Subject taught	Year/ branch	Total lectures in a Years as per time table	Actual no. of lectures conducted in Year	% curriculum covered	% of MSBTE Result For The Subject
01.							
02.							
03.							

5. Academic performance for two Year in academic year Laboratory course:

Sr. No.	Duration of Year	Laboratory Course taught	Year / branch	Total periods / practical's in Year as per time table	Actual no. of periods/ practical's conducted in Year	% curriculum covered	% of MSBTE result for the subject
01.							
02.							

6. Reason for shortfall if any in conduct of theory/ lab courses / result: Yes / No

7. Contribution to learning material development:

8. Performance as guardian faculty member (Mentor)

- a.
- b.
- c.
- d.
- e.



Principal's Signature

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Secretary
Mrs. Mrunal Rajiv Pharate-Patil
M.Sc. M.Ed.

9. Publications:

10. Research projects:

11. Additional portfolio handled

I. Department
level:

II. Institute level
:

III. University • -
level:

12. Contribution in curricular / extracurricular / extension activities :

-
-
-
-
-
-

13. Student feedback:

Sr. No.	Name of theory course taught	Sem/Branch	Feedback index
01.			
02.			
03.			
04.			



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14. Short term course attended / organized / conducted:

15. Innovation of any type introduced in institute :

16. Research guidance:

17. Contribution to industrial development in form of consultancy / sponsored / R&D
etc.

18. Any other relevant contribution not covered above :

19. Membership of professional societies :

20. Plan of work for next evaluation period:

a. Strength :

b. Weakness:

Signature of faculty



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PART II

Name of the faculty:

Name of head of Department:

Length of service of assesses

under head of department :

(Kindly, assess performance of faculty on five point scale shown here with the help of information provided in the part -I. 5- outstanding , 4-Very good, 3-Good, 2-Satisfactory, 1- Unsatisfactory. In case of unsatisfactory rating, it is necessary to mention reasons thereof on separate sheet of paper.)

Sr. No.	Parameter	Assessment on 5 point scale	Multiplying factor	Total points
1.	Result in university examination for theory course taught		10	
2.	Contribution in learning material development		8	
3.	Performance as GFM/ Class teacher		10	
4.	Publications		10	
5.	Research project proposals		7	
6.	Research guidance		6	
7.	Preparation of course files & Record keeping		5	
8.	Willingness to take responsibilities in new area of work		5	
9.	Contribution in co-curricular/extracurricular/ extension activities		4	
10.	Student feedback		4	
11.	Participation/organization of workshop/ lectures		3	
12.	Ability to inspire and motivate students		2	
13.	Performance in examination related work		2	
14.	Supervisory ability		2	
15.	Integrity and trustworthiness		2	
Total points obtained (out of 400)				

(Signature and seal of Head of the Department)

Note to H.O.D.

1. Minimum score of 255 out of 400 makes a faculty eligible for recommendation for his/her annual increment/ promotion to higher position.
2. Submit appraisal forms of all faculty of your department to principal



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Part III

(To be filled by reviewing officer)

- a. I agree with the assessment of the Head of the Department
- b. I differ with the assessment of the faculty member by Head of the Department

Reasons:

Principal

Final remark

Recommended / Not recommended for annual increment/ promotion for the next grade.

Principal

(Institute Seal)

Submitted to Founder President/founder secretary, Shri Wagheshwar Gramvikas Pratishthan
for the favor of approval.



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Faculty Feedback Analysis



Shri Wagheshwar Gramvikas Pratishthan's
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A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.



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1	Summary (Evaluation by Subject Teacher Wise)	verified
2	Summary (Evaluation Subject Wise)	verified
3	Activity Report	verified
4	Appreciation & Improvement Letters	verified
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Prof. M. R. Bhalekar
Academic In Charge
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Mandavgan Pharata, Tal. Shirur, Dist. Pune-412211

Dr. P. V. Kamble
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Shri Dadapatil Pharate College of Pharmacy
 p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211
Feedback Evaluation Summary

Name of Teacher	Name of Subject	Composite Score Max 2300 Marks	Percent age %
Prof. Dhobale / Prof. Chougule	PH - I	1873	78.82
Prof. V. L. Gadadhe	HAP - I	1938	84.26
Prof. M. R. Bhalerao	PA - I	1930	83.91
Prof. S. S. Shingne	PIC	1300	56.52
Prof. A. K. Mahajan	CS	1915	83.2

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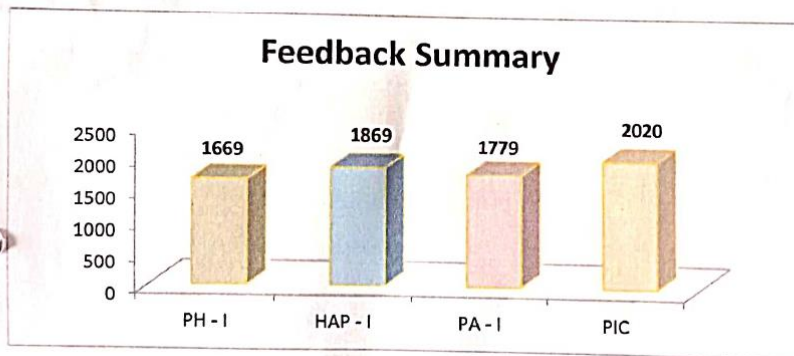
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Feedback Evaluation Summary

Sr. No	Name of Teacher	Name of Subject	Composite Score Max 2300 Marks	Percentage %
1	Prof. S. S. Khillare	PH - I	1669	72.5
2	Prof. M. A. Pavale	HAP - I	1869	81.2
3	Prof. V. H. Pawar	PA - I	1779	77.3
4	Prof. A. E. Bhujbal	PIC	2020	87.8
5	Prof. S. A. Waghmare	CS	1915	83.2



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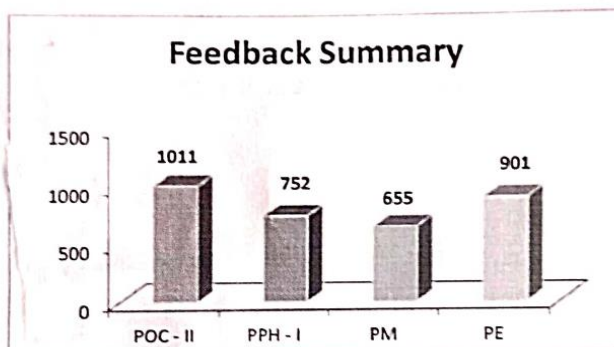
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SUMMARY

EVALUATION OF STUDENT FEEDBACK

Sr. No	Name of Teacher	Name of Subject	Composite Score Max 1150 Marks	Percentage %
1	Prof. Ms. Shingne S. S.	POC-II	1011	87.9
2	Prof. Mrs. Uradae B. V	PPH-I	752	65.39
3	Prof. Ms. Sonawane P. B	PM	655	56.09
4	Prof. Dube A. M	PE	901	78.3




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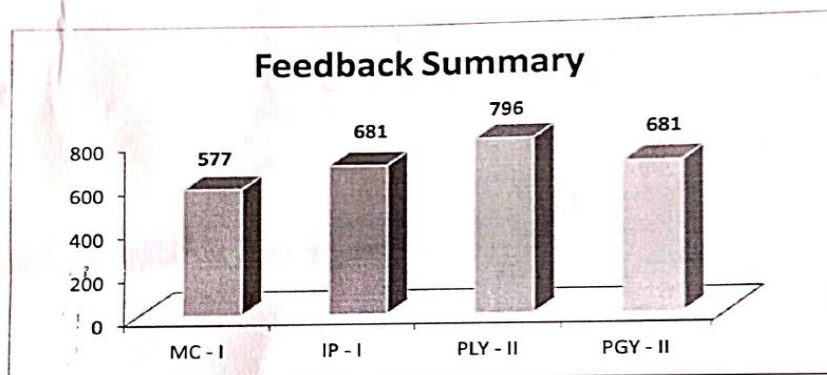


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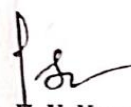
**SUMMARY
EVALUATION OF STUDENT FEEDBACK**

Sr. No	Name of Teacher	Name of Subject	Composite Score Max 1000 Marks	Percentage %
1	Prof. Mr. Jondhale Y. T.	MC - I	577	57.70
2	Prof. Mr. Dhobale A. V.	IP - I	681	68.10
3	Prof. Mr. Gadadhe V. L.	PLY - II	796	79.60
4	Prof. Mr. Garje M. M.	PGY - II	681	68.10
5	Prof. Mr. Tele D. S.	PJ	605	60.50



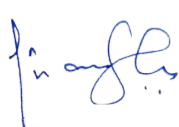

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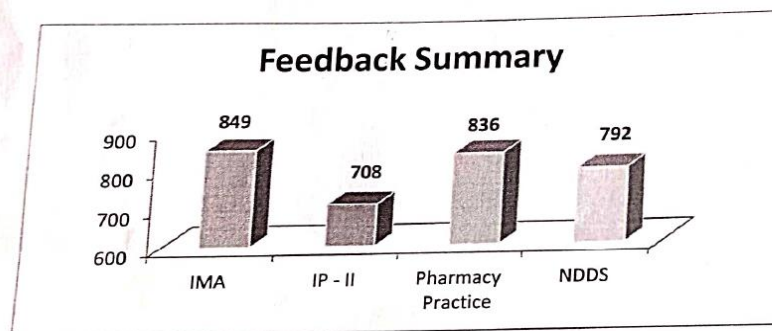
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SUMMARY

EVALUATION OF STUDENT FEEDBACK

Sr. No	Name of Teacher	Name of Subject	Composite Score Max 900 Marks	Percentage %
1	Prof. Ms. Bhalerao M. R.	IMA	849	94.30
2	Prof. Ms. Urade B. V.	IP - II	708	78.60
3	Prof. Mr. Mahajan A. K..	PP	836	92.80
4	Prof. Ms. Phule S. A.	NDDS	792	88.00



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Prof. M. R. Bhalerao

Account in Charge
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Feedback Evaluation Summary					
Bachelor of Pharmacy					
F. Y. B. Pharm	A. Y. 2022-23		Date	1/31/2023	
Semester	I		No of Students		
Name of Subject	PA - I				
Feedback Form for Teacher Evaluation by Students					
Prof. V. H. Pawar					
Sr. No	1- Strongly Disagree, 2-Disagree, 3-Neither Agree nor Disagree, 4- Agree, 5- Strongly Agree				
	1	2	3	4	5
1	5	5	5	5	5
2	4	4	5	3	4
3	4	3	3	3	4
4	5	5	5	5	5
5	4	5	3	5	3
6	5	4	4	3	3
7	3	4	3	5	4
8	4	5	4	3	4
9	5	4	4	3	4
10	5	5	4	4	4
11	5	5	5	5	5
12	5	4	5	4	5
13	3	5	4	4	3
14	5	5	5	5	5
15	5	5	5	5	5
16	5	5	5	5	5
17	5	5	3	2	5
18	4	4	4	4	4
19	5	5	5	5	4
20	5	5	5	5	4
21	3	4	2	2	4
22	1	1	1	1	1
23	5	5	4	3	1
24	5	5	5	5	2
25	5	5	3	2	5
26	5	4	4	5	4
27	4	4	4	4	4
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31	5	5	5	4	4
32	3	2	4	4	5
33	5	4	4	5	4
34	5	4	4	3	5
35	4	3	4	3	3



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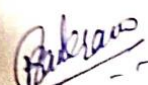
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70	5	3	3	4	4
71	3	3	3	4	3
72	2	3	4	3	2
73	3	2	3	3	3
74	4	3	5	3	4
75	3	2	2	2	2
76	5	3	3	2	4
77	3	2	1	3	2
78	4	3	2	1	2
79	5	5	4	5	4
80	4	3	2	4	2
81	3	2	2	2	2
82	5	2	3	3	3
83	4	3	4	4	3
84	3	5	3	5	3
85	5	3	4	5	3



[Handwritten Signature]

PRINCIPAL

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

93					
Total	206	205	200	199	201
Percentage	22.1505376	22.0430108	21.50537634	21.39784946	21.61290323
 Prof. M. R. Bhalerao  Dr. H. V. Kamble PRINCIPAL					

Academic In Charge
WGP's Loknete Shri Dadapatil Pharate
College of Pharmacy
Mandavgan Pharata, Tal. Shirur, Dist. Pune-412211

LOKNETE DADAPATIL PHARATE COLLEGE OF PHARMACY
MANDAVGAN PHARATA TAL. SHIRUR DIST. PUNE 412211




PRINCIPAL
SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



Shri Wagheshwar Gramvikas Pratishthan's

LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF PHARMACY

A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.



Maharashtra State Board of Technical Education

STUDENT FEEDBACK FORM

Feedback Form for Teacher Evaluation by Students

Note:

- This form is to be filled only by students having at least 75% attendance.
- Please do not write your name or roll number on the form
- The information provided by you will be kept confidential and will be used only for student participation in quality enhancement.

Academic Year
Semester/Year

Program
Date

Sr. No	Name of Course (TH/PR)	Name of Faculty	Each Parameter to be Assessed on the Scale of 01 to 05 (1-Lowest & 5-Highest)					Total (Max 25)
			Punctuality & Discipline	Domain Knowledge	Presentation Skill & Interaction with Students	Ability to Resolve Difficulties	Effective Use of Teaching Aids	
1	Pharmaceutics	Samta Khilare	13	4	5	12	1	15
2	Human Anatomy & Physiology I	Mamta Pavale	4	4	4	4	4	20
3	Pharmaceutical Analysis	Vaant Pawar	5	5	5	5	5	25
4	Pharmaceutical Inorganic Chemistry	Akshay Bhujbal	4	5	5	5	4	23
5	Communication Skills	Santosh Waghmare	5	5	5	5	5	25

PRINCIPAL

SWG'S LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

[Signature]

Signature of Student



Shri Wagheshwar Gramvikas Pratishthan's

LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF PHARMACY

A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.



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Academic Year
Semester/Year

Program
Date

Sr. No	Name of Course (TH/PR)	Name of Faculty	Each Parameter to be Assessed on the Scale of 01 to 05 (1-Lowest & 5-Highest)					Total (Max 25)
			Punctuality & Discipline	Domain Knowledge	Presentation Skill & Interaction with Students	Ability to Resolve Difficulties	Effective Use of Teaching Aids	
1	Pharmaceutics	A.V.Dhobale & P.S.Chaugule	5	5	5	5	5	25
2	Human Anatomy & Physiology I	V.L.Gadadhe	5	5	5	5	5	25
3	Pharmaceutical Analysis	M.R.Bhalerao	3	5	2	1	1	12
4	Pharmaceutical Inorganic Chemistry	S.S. Shingne	3	4	2	4	5	18
5	Communication Skills	Santosh Waghmare	—	—	—	—	—	—



PRINCIPAL
SWGPS LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

Signature of Student



Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
PHARMACY**
A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.



Date: 31/01/2023

LETTER OF APPRECIATION

To,
Prof. V. H. Pawar,
Assistant Professor,
SWGP's Loknete Shri Dadapatil Pharate College of Pharmacy,
Mandavgan Pharata, Pune-412211.

Subject: Appreciation for your remarkable contribution to the excellent teaching.

Dear Prof. V. H. Pawar,

I would like to thank you for your outstanding contribution in the teaching learning process. You scored in **2300 out of 1779 marks with 77.3%** with regard to student feedback to your curriculum (**Pharmaceutical Analysis**). You had been amazing team leader, who was diligent and hard-working. Your colleagues have been praising you for all creative work.

Your dedication to work is resulting in increased output for the institute. This is increasing the admission base. We expect to grow in the future if you deliver the same quality of work. We are quite aware of the fact that you will grow and succeed in our esteemed organization.

Please accept our sincerest appreciation for the fine job you were doing in department of Pharmaceutical Chemistry.

Prof. M. R. Bhalerao
Academic In Charge
SWGP's Loknete Shri Dadapatil Pharate
College of Pharmacy
Mandavgan Pharata, Tal: Shirur, Dist. Pune-412211



Dr. H. V. Kamble
PRINCIPAL
LOKNETE DADAPATIL PHARATE COLLEGE OF PHARMACY
MANDAVGAN PHARATA TAL. SHIRUR DIST. PUNE 412211



PRINCIPAL
SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
PHARMACY**

A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.

Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary



Dr. H. V. Kamble
Principal

Response:

1. Provident Fund (Teaching and Non-Teaching)

College provides EPF scheme to all teaching and non-teaching staff. Every month the specified amount is deducted from the salary of staff and deposited, along with institute share, to the Employee provident fund account.

2. Employee Group Insurance (Teaching and Non-Teaching)

The college has obtained Group Insurance of its teaching and non-teaching staff members from United India Insurance Company Limited.

3. Promoting Teaching Staff to attend Faculty Development program / Seminars / Conferences

Staff members are encouraged to attend the faculty development program sponsored by AICTE/ Seminar sponsored by SPPU/AICTE and conferences with an aim to update the faculty with current trends. Official leaves are given to attend such faculty development programs. The college also organizes seminar whereby eminent academicians and industry experts share their insights with the faculty of the institute.

4. Updating skills of Non-Teaching Staff

Non-teaching staff members are promoted to attend training sessions of good laboratory practices, fire- fighting etc.

5. Providing facilities Faculty Member to attain Ph.D Qualification/ Carry out research work

Teachers will get financial assistance for purchase of chemicals/glassware to perform their Ph. D research work in the college/and other research projects, for AVISHKAR research competitions. Teachers can use the equipment/instrument/library facilities to obtain higher qualification/carry research work.



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COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211

6. Internal Complaint Committee/Women's Grievance Redressal Cell.

College has established internal complaint committee to address the grievances of teaching and non-teaching faculty members.

8. Leave assistance

Staff members can avail the leave facilities as per the eligibility criteria and norms of SWGP management. Casual Leave: The teacher shall be entitled to 15 days casual leave in an academic year.

Special leave: The teacher attending the meeting/conference/seminar/any other non-remunerative official work.

Earned Leave: The confirmed non-vacation teacher shall avail earned leaves. Medical Leave: All the employees are entitled for Ten Medical Leaves (ML) in an academic year (1st July to 30th June).

Study Leave: The permanent full-time teacher (other than Professor of the University) with more than five years continuous service shall be granted study leave.

Maternity Leave: The confirmed lady teacher or the lady teacher with the minimum two years' continuous service, having not more than two living children, shall be entitled to maternity leave.

Vacation Leave: Faculties who are in regular service are eligible for a vacation leave as per the norms of university and institution.

Permission/Movements: Depending on urgency of the matter Principal/faculty/staff may leave the campus for personal reasons.

9. LTA/ Transport facilities (Teaching and Non-Teaching)

For official work, leave/travelling allowance/ and food expenses are provided to teaching and non-teaching staff members. College provides four wheeler vehicles for teaching and non-teaching faculty for official work, if required.

10. Financial assistance

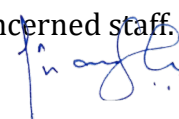
Teachers will get financial assistance for State /National/International level Seminars/Workshops/Conferences/Symposia's in the field of pharmaceutical sciences. Teachers will also get financial support to obtain professional membership of relevant field.

11. Accommodation for Non-Teaching Staff

The college provides accommodation to non-teaching staff, if request by the concerned staff.

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PRINCIPAL
SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



Hon. Mr. R. V. Pharate
Founder President

Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
PHARMACY**

A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.

Hon. Mrs. M. R. Pharate
Founder Secretary



Dr. H. V. Kamble
Principal

**Policy Regarding Financial Support For
Conference / Workshop / Seminar/ Symposia/
Membership/Research**



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Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary



Dr. H. V. Kamble
Principal

INTRODUCTION

This scheme provides financial assistance for teaching staff to perform research work in the college and attend workshops/seminars/conference/symposia at College/ State / National and International Level in pharmaceutical field as well as to obtain professional membership of relevant field. It intends to promote high standards in faculties by way of extending facilities and researchers by providing a forum for sharing their knowledge, experiences and research.

OBJECTIVE

The basic objectives of financial assistance are as follows

- To inculcate research aptitude and upgrade academic and administrative skills of the faculty
- To upgrade educational qualification of teaching staff
- To create healthy platform for teachers to exchange their knowledge and ideas.
- To upgrade an in-depth knowledge of subjects of teachers from eminent academicians as well as from research institutions
- Improve interaction of faculty with the outside world
- To propagate faculty welfare measures



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Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
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A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.

Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary



Dr. H. V. Kamble
Principal

ELIGIBILITY

Financial assistance will be available for full time teaching faculty of institute.

NATURE OF ASSISTANCE AVAILABLE UNDER THE SCHEME

- Teachers will get financial assistance for purchase of chemicals/glassware to perform their Ph.D research work in the college/and other research projects meant for AVISHKAR research competitions.
- Teachers will get financial assistance for COLLEGE / STATE / NATIONAL / INTERNATIONAL level SEMINARS / WORKSHOPS / CONFERENCES / SYMPOSIAS in the field of pharmaceutical sciences.
- Teachers will also get financial support to obtain professional membership of relevant field.

PROCEDURE OF APPLYING FOR THE SCHEME

The teachers who wish to avail financial assistance for Ph.D research work should submit the chemical / glassware requirement, approved by principal, to the stores section.

The teachers who wish to avail financial assistance under this scheme should submit their receipt of registration along with application in the prescribed format within three days after attending seminar/workshop/conference/symposia or after obtaining professional membership to the accountant of college.



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Founder Secretary

Dr. H. V. Kamble
Principal



PROCEDURE FOR APPROVAL

The chemicals/glassware's requirement for Ph.D research work/AVISHKAR research projects shall be communicated to corporate office for final approval by Founder Secretary. Shri Wagheshwar Gramvikas Pratishthan (SWGP). The purchase orders should be generated after approval by Founder Secretary, SWGP.

The teaching staff must submit the certificate of attendance of Seminar/Conference/Workshop/Symposia/Professional Membership to the academic and research coordinator and accountant. After submission of required certificate college accountant may release amount with the permission of Principal. The teachers will get maximum Rs. 1000/- towards attending seminar/conference/workshop/symposia in one academic year and 50 % membership fees to obtain professional membership.



[Signature]

Principal

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
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A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.



Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

STAFF WELFARE POLICY



PRINCIPAL

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



Shri Wagheshwar Gramvikas Pratishthan's
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Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal



INTRODUCTION

This scheme provides welfare measure for teaching /non-teaching staff during the employment at L. S. D. P. College of Pharmacy, Mandavgan Pharata, Shirur, Pune. The policy document is prepared in consideration of different aspects for overall development and satisfactory employability to staff. The document highlighted policies in the areas of academic freedom and areas of personnel prosperity as per eligible criteria and norms of SWGP's management.

OBJECTIVE

The objectives of welfare measures are as follows

- To enhance the overall development of staff provinces of life
- To provide ample opportunities for welfare of staff (Financial/Medical/Personal)
- To provide opportunity to acquire higher education in continuation with service
- To provide facilities to carryout research/Ph. D. course work.
- To provide opportunities to excel academic/administrative excellence through various activities.

ELIGIBILITY

For full time teaching/Nonteaching staff of the institute.

NATURE OF ASSISTANCE AVAILABLE UNDER THE SCHEME

1. Employee Provident Fund-

Institute shall provide EPF scheme to all teaching and Non-teaching staff. Every month the specified amount will deduct from employees salary and deposited with management share to employees PF Account. The employee can contact to institute accountant/Administrative staff for further details.



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SWGP'S LOKNETE SHRI DADAPATIL PHARATE
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**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
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A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.



Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

1. Employee Group Insurance

The college has collaboration with United India Insurance Company for employee Group Insurance. The sum of amount is specified in insurance policy and applicable to accidental damage.

2. Financial support for conference/workshop/seminar/symposia/membership

Teachers will get financial assistance for State/National/International level Seminars/Workshops/Conferences/Symposia's in the field of pharmaceutical sciences. Teachers will also get financial support to obtain professional membership of relevant field.

3. Organization of Seminar/Conferences/Workshops/FDP/Administrative training program

Institute will organize various academic/administrative training programs to upgrade skills/knowledge of teaching/Non-teaching staff. After Successful completion of training/attending the program staff will award with certificate.

4. Facilities for carry Research work/ Acquire Higher Qualification

Teachers will get financial assistance for purchase of chemicals/glassware to perform their Ph. D research work in the college/and other research projects, for AVISHKAR research competitions. Teachers can use the equipment/instrument/library facilities to obtain higher qualification/carry research work.

5. Leave

Staff members can avail the leave facilities as per the eligibility criteria and norms of JSPM management.

a. Casual Leave: The teacher shall be entitled to 15 days casual leave in an academic year.

b. Special leave: The teacher attending the meeting/conference/seminar/any other non-remunerative official business of the University/College/Institution provided prior sanction is obtained thereof shall be treated on duty.



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Hon. Mr. R. V. Pharate
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Founder Secretary

Dr. H. V. Kamble
Principal

a. Earned Leave: The confirmed non-vacation teacher shall be entitled to earned leave at the rate of one eleventh of the period spent on duty subject to his accumulating maximum of 180 days of leave.

b. Medical Leave: All the employees are entitled for Ten Medical Leaves (ML) in an academic year (1st July to 30th June).

Study Leave: The permanent full-time teacher (other than Professor of the University) with more than five years continuous service may be granted study leave, together with leave due and admissible up to 28 months to pursue study in special line of research in India or outside directly related to his work in the University/College/Institution.

c. Maternity Leave: The confirmed lady teacher or the lady teacher with the minimum two years' continuous service, having not more than two living children, shall be entitled to maternity leave, for a maximum period of 90 days, subject to production of Medical Certificate.

d. Vacation Leave: Faculties who are in regular service are eligible for a vacation leave as per the norms of university and institution.

e. Permission/Movements: Depending on urgency of the matter Principal/faculty/staff may leave the campus for personal reasons for up to about one hour after obtaining permission from the competent authority.

6. Women's grievances redressal Cell

Institute constituted an Internal Complaint Committee/Women's grievance redressal cell to address issues related to women employees/Girl students. The mechanism has been established to register/handle and solve the women's grievances as per the norms of regulatory authority.



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Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

7. Transport facility

The institute has transport department and ensures transport facility to teaching/Non-teaching staff. Employees can avail the transport facility for official work. The procedure to apply for transport facility is defined and employees should apply to avail the same.

8. Residential Facility for Non-teaching staff

SWGP's Management provides in campus residential facility to non-teaching staff. The allocated residential area is provided for non-teaching staff with facilities like electricity/Water/garbage collection and common area cleanliness etc. The employees want to avail residential facility shall make application for the same.

PROCEDURE OF APPLYING FOR THE SCHEME AND APPROVAL

The procedures are will discussed and defined to avail the welfare scheme for teaching and non-teaching staff. Employee shall follow the procedure and apply through proper channel to avail the welfare scheme. The higher authority Principal/Campus Director/ Corporate Directors/ Founder Secretary shall provide the decision based upon eligibility criteria and norms of SWGP's Management. Any dispute or disagreement will be addressed by higher authority as per the SWGP's norms and employees shall bind to the same.




Principal

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



Hon. Mr. R. V. Pharate
Founder President

Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
PHARMACY**

A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.

Hon. Mrs. M. R. Pharate
Founder Secretary



Dr. H. V. Kamble
Principal

1. LIST OF BENEFICIARIES AVAILING PROVIDENT FUND BENEFITS

TEACHING STAFF

Sr. No.	Name of Staff	UAN NO.
1.	Dr. H. V. Kamble	101461940537
2.	Dr. V. M. Satpute	101462724758
3.	Dr. S. A. Waghmare	101806738913
4.	Mr. A. V. Dhobale	101806757565
5.	Mr. T. T. Jondhale	101957694645
6.	Ms. A. S. Bhandari	101957520309
7.	Mr. A. E. Bhujbal	101748631647
8.	Mr. A. M. Dube	101957517961
9.	Mr. V. H. Pawar	100682019411
10.	Mr. V. L. Gadadhe	101505817150
11.	Mr. M. M. Garje	101957618466
12.	Ms. S. S. Khillare	101719451312
13.	Ms. S. A. Phule	101957520252



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A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.

Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

List of beneficiaries availing provident fund benefits Non-teaching staff

Sr. No.	Name of Staff	UAN NO.
1.	Mr. A. K. Bulakhe	101165693075
2.	Mr. G. N. Khodave	101981876088
3.	Mr. B. K. Kamble	101462724654
4.	Mr. A. B. Bhise	101640137964
5.	Mr. V. N. Chavan	101957520299
6.	Mr. T. D. Pawar	101957520313
7.	Mr. R. S. Kadam	101957520210
8.	Ms. A. S. Gaikwad	101957517988
9.	Mr. B. S. Taware	101462724677
10.	Mr. A. H. Shinde	101957520281
11.	Mr. N. V. Lakhe	1019575202681



[Signature]
Principal

PRINCIPAL

SWGPs LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



Shri Wagheshwar Gramvikas Pratishthan's
**LOKNETE SHRI DADAPATIL PHARATE COLLEGE OF
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Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

2. LIST OF BENEFICIARIES ATTENDE FDP/SEMINARS/CONFERENCES

Sr. No.	Name of Staff	2018-19	2019-20	2020-21	2021-22	2022-23
1.	Mr. S. A. Waghmare	2	2	-	-	2
2.	Mr. V. L. Gadadhe	-	-	-	1	2
3.	Ms. A. S. Bhandari	4	1	-	1	1
4.	Ms. M. R. Bhalerao	-	-	3	-	-
5.	Ms. S. A. Phule	2	-	1	-	-
6.	Ms. S. S. Shingane	-	-	1	1	-
7.	Mr. M. M. Garje	-	1	1	-	-
8.	Ms. S. S. Kangude	-	-	-	-	1
9.	Mr. A. V. Dhobale	1	1	1	3	2
10.	Mr. A. M. Dube	1	1	-	-	-
11.	Mr. V. H. Pawar	-	-	-	2	1
12.	Ms. S. S. Khillare	-	-	-	-	2



[Signature]
Principal

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SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
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Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

3. LIST OF BENEFICIARIES ATTENDED SKILL UPGRADATION TRAINING

Sr. No.	Name of Participants
1	Mr. S. A. Waghmare
2	Mr. A. V. Dhobale
3	Ms. M. R. Bhalerao
4	Ms. S. A. Phule
5	Mr. A. E. Bhujbal




Principal

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



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LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY



A/p-Mandavgan Pharata, Tal-Shirur, Dist-Pune, 412211.

Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

**LIST OF BENEFICIARIES AWAILED / AVAILING
INSTITUTIONAL FACILITIES FOR PH.D QUALIFICATION /
RESEARCH WORK**

Sr. No.	Name of the faculty (Department)	Degree	Name of University	Year
1.	Dr. V. M. Satpute (Pharmaceutics)	Ph. D Awarded	Bhagwan University, Rajasthan.	2021
2.	Dr. S. A. Waghmare (Pharmaceutical Chemistry)	Ph.D Awarded.	VELS University, Tamilnadu	2022



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Founder Secretary

Dr. H. V. Kamble
Principal

**List of Beneficiaries Promoted As Per
Qualification and Experience**

Sr. No.	Name of Staff	Joining year and Designation	Current designation
1.	Dr. H. V. Kamble	2018 as Principal	Principal
2.	Dr. S. A. Waghmare	2020 as Asst. Professor	HOD and PG Guide
3.	Ms. M. R. Bhalerao	2020 as Asst. Professor	PG Guide
4.	Mr. P. P. Jain	2020 as Asst. Professor	PG Guide
5.	Mr. M. J. Deshpande	2022 as Asst. Professor	HOD and PG Guide
6.	Mr. S. S. Kute	2022 as Asst. Professor	PG Guide
7.	Mr. a. R. Nikam	2022 as Asst. Professor	PG Guide
8.	Mr. A. D. Kandhare	2022 as Asst. Professor	PG Guide
9.	Mr. P. D. Pawar	2022 as Asst. Professor	PG Guide
10.	Mr. A. v. Dhobale	2023 as Asst. Professor	PG Guide
11.	Mr. N. K. Mogal	2023 as Asst. Professor	PG Guide



f. H. V. Kamble
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Founder Secretary

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List of Beneficiaries Aailed Leave Assistance

Sr. No.	Name of Staff	Type of leave	Year
1.	Mr. S. A. Waghmare	Study Leave	2022-23
2.	Ms. M. R. Bhalerao	Study Leave	2022-23
3.	Mr. V. L. Gadadhe	Study Leave	2022-23
4.	Mr. A. M. Dube	Study Leave	2022-23
5.	Mr. P. Kale	Study Leave	2022-23
6.	Ms. S. S. Shingane	Study Leave	2022-23




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**LIST OF BENEFICIARIES AVAILED
FINANCIAL ASSISTANCE TO ATTEND
SEMINAR/CONFERENCE/WORKSHOP AND
MEMBERSHIP IN 2022-23**

Sr. No.	Name of Teacher	Designation	Name of Department	Total Amount Paid
1	Mr. V. H. Pawar	Asst. Professor	Pharmaceutics	500
2	Ms. S. S. Khillare	Asst. Professor	Pharmaceutics	350
3	Ms. S. S. Khillare	Asst. Professor	Pharmaceutics	3000
4	Mr. V. L. Gadadhe	Asst. Professor	Pharmacology	1500
5	Mr. V. L. Gadadhe	Asst. Professor	Pharmacology	500
6	Ms. A. S. Bhandari	Asst. Professor	Pharmacology	3500
7	Mr. S. A. Waghmare	Asst. Professor	Pharmaceutical Chemistry	2000
8	Mr. S. A. Waghmare	Asst. Professor	Pharmaceutical Chemistry	2000
9	Ms. S. S. Kangude	Asst. Professor	Pharmacognosy	1000



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Dr. H. V. Kamble
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**LIST OF BENEFICIARIES AVAILINNG
ACCOMMODATION FACILITY IN CAMPUS**

Sr. No.	Name of Staff
1.	Ms. S. S. Khillare
2.	Mr. M. M. Garje
3.	Mr. A. E. Bhujbal
4.	Ms. S. S. Shingane
5.	Mr. Y. T. Jondhale
6.	Ms. Y. T. Shete



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Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/291/2018

Date: 09/ 07/ 2018

NOC / SPONSORSHIP LETTER

To,
Mr. Satpute Vivek Mahavir,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 4th July, 2018.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 4th July, 2018 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted



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Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/314/2019

Date: 14/07/2019

NOC / SPONSORSHIP LETTER

To,
Mr. Kharde Sagar Nanasaheb,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 12th July, 2019.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 11th July, 2019 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



[Signature]
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Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/292/2018
2018

Date: 09/ 07/

NOC / SPONSORSHIP LETTER

To,
Mr. Satpute Vivek Mahavir,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 4th July, 2018.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 4th July, 2018 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.




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Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/407/2020

Date: 09/06/2020

NOC / SPONSORSHIP LETTER

To,

Mr. Dhobale Avinash Vasudev,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 05th June, 2020.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 05th June, 2020 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

5. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
6. The Ph. D work should be completed within 5 years from the date of registration.
7. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
8. During study leave for Ph. D, academic workload assigned to you should be adjusted.



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Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/294/2018

Date: 31/05/2018

NOC / SPONSORSHIP LETTER

To,

Mr. Wani Rakesh,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 25th May, 2018.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 25th May, 2018 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



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Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/409/2020

Date: 14/08/2020

NOC / SPONSORSHIP LETTER

To,
Ms. Darandale Supriya,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 11th August, 2020.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 11th August, 2020 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



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Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/414/2020
12/11/2020

Date:

NOC / SPONSORSHIP LETTER

To,
Mr. Waghmare Santosh Ashok,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 20th November, 2020.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 20th November, 2020 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



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Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/484/2021
16/08/2021

Date:

NOC / SPONSORSHIP LETTER

To,
Ms. Bhalerao Monali Ramchandra,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 13th August, 2021.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 13th August, 2021 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



[Signature]
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Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/486/2021

Date: 16/08/2021

NOC / SPONSORSHIP LETTER

To,
Ms. Phule Sonal Arun,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 13th August, 2021.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 13th August, 2021 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



[Signature]
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Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/493/2022

Date: 16/09/2022

NOC / SPONSORSHIP LETTER

To,
Ms. Shingane Snehal Savtaram,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 12th September, 2021.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 12th September, 2021 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



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Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/495/2022
16/09/2022

Date:

NOC / SPONSORSHIP LETTER

To,
Mr. Gadadhe Vikas Laxman,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 12th September, 2021.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 12th September, 2021 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



H. V. Kamble
Principal

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Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/496/2022

Date: 16/09/2022

NOC / SPONSORSHIP LETTER

To,
Mr. Dube Akshay Maruti,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 12th September, 2021.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 12th September, 2021 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



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Hon. Mr. R. V. Pharate
Founder President

Hon. Mrs. M. R. Pharate
Founder Secretary

Dr. H. V. Kamble
Principal

Ref: SWGP/LSDP/497/2022

Date: 16/09/2022

NOC / SPONSORSHIP LETTER

To,
Mr. Kale Pranit,
Assistant Professor,
L. S. D. P. College of Pharmacy,
Mandavgan Pharata, Shirur, Pune.

Reference: Your Application dated 12th September, 2021.

Subject: Sponsorship for Ph. D program.

Respected sir,

With reference to your application dated 12th September, 2021 for study leave and grants for Ph. D research work, I am pleased to inform you that the institute has approved funding for research work and study leave for Ph. D subject to following conditions.

1. During the entire duration of Ph. D programme you will be permitted to use institutes laboratories carry out research work along with other required facilities, if any.
2. The Ph. D work should be completed within 5 years from the date of registration.
3. You have to submit to an undertaking that after the award of Ph. D degree, you will continue to work for this organization for a minimum 2 years.
4. During study leave for Ph. D, academic workload assigned to you should be adjusted.



[Handwritten Signature]

Principal

SWGP'S LOKNETE SHRI DADAPATIL PHARATE
COLLEGE OF PHARMACY
Mandavgan Pharata, Tal. Shirur, Dist. Pune 412211



 GPS Map Camera



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Pune, Maharashtra, India
GGW2+4J5, Pune, Maharashtra 412211, India
Lat 18.545387°
Long 74.501882°
18/04/24 10:54 AM GMT +05:30



Ambulance Service

 GPS Map Camera



Google

Pune, Maharashtra, India
GGW2+4J5, Pune, Maharashtra 412211, India
Lat 18.545276°
Long 74.501736°
18/04/24 10:54 AM GMT +05:30



[Handwritten signature]

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A handwritten signature in blue ink, appearing to read "S. Loknete".

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Fitness Center



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Cafeteria

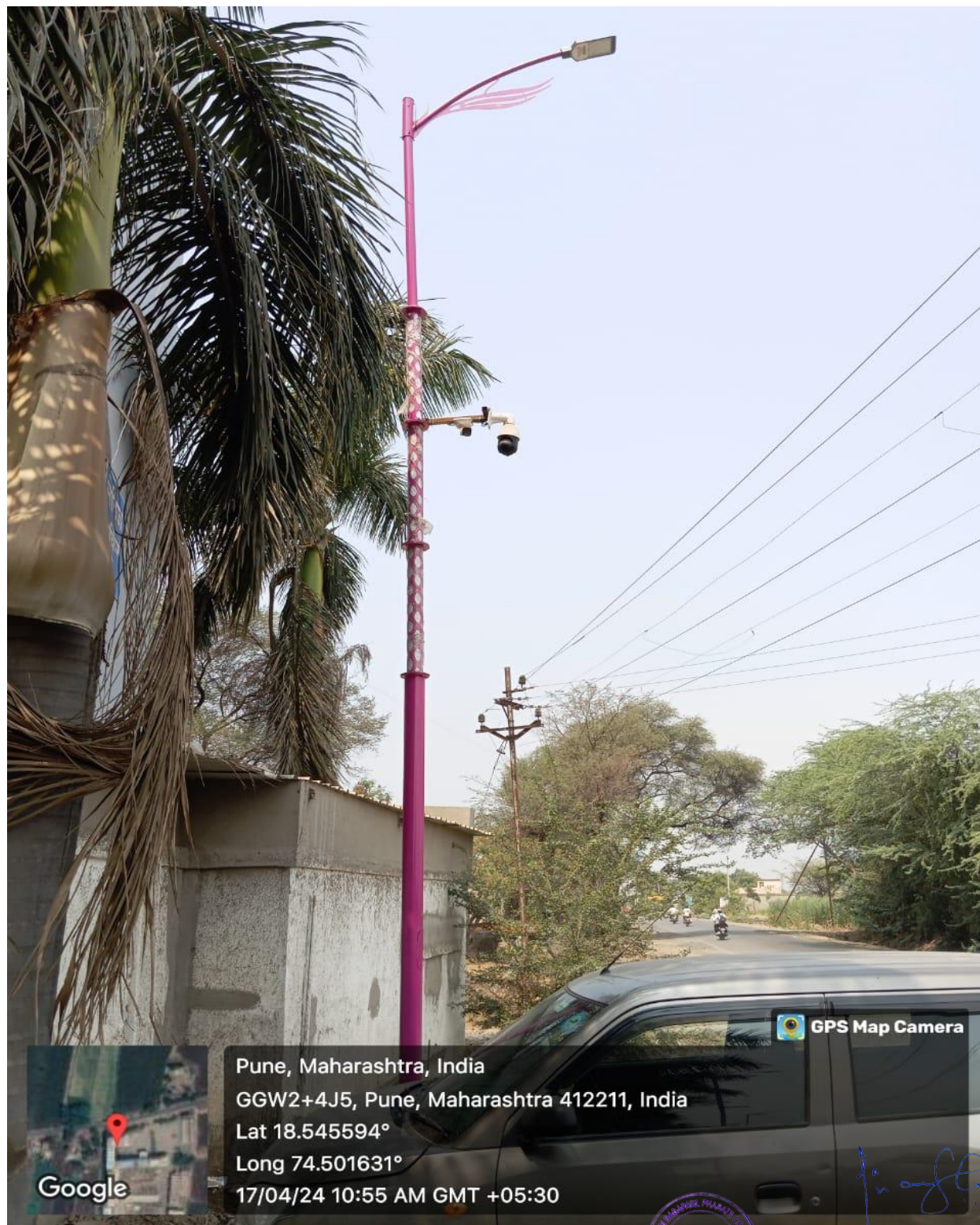


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CCTV



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Vehicle Parking



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Internet & Wi-Fi Service



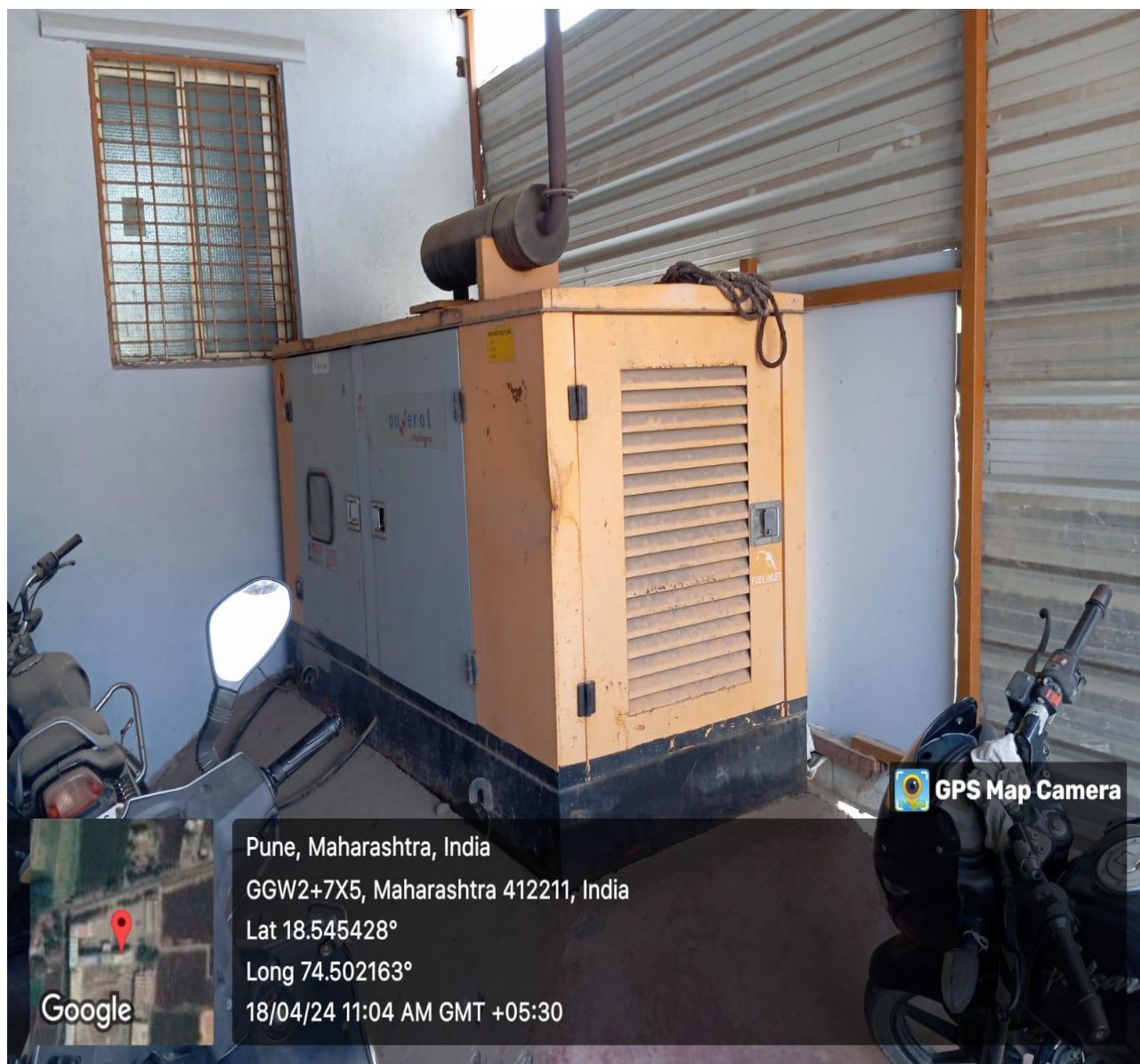
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Electricity Generator



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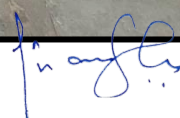
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Free Uniform for Non-Teaching Staff



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Faculty Birthday Celebration



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