



**SEVA MANDAL EDUCATION SOCIETY'S
SMT. SUNANDA PRAVIN GAMBHIRCHAND
COLLEGE OF NURSING**

**SMT. SUNANDA PRAVIN GAMBHIRCHAND COLLEGE OF NURSING
338, R.A. KIDWAI ROAD, MATUNGA, MUMBAI - 400 019**

**PERFORMANCE APPRAISAL DONE IN YEAR 2022
(INCREMENT GIVEN IN AUG 2022)**

Smt. Sunanda Pravin Gambhirchand College of Nursing has introduced new Performance Appraisal Policy in Academic Year 2022-23 has adopted on a mixed basis i.e., Performance Based Appraisal as per the requirement of University MUHS Faculty Evaluation is added. This decision was taken as per the Resolution done in GC meeting held on 02/11/2022.

-Time Period- It is Planned in the month of July paid in August for every Academic Year. Performance Appraisal done in the month of July, 2023 for performance shown in A.Y. 2022-23 was paid.

-Committee Member Present-

- i) Mr. Bharat M. Pathak- Secretary, Smt. Sunanda Pravin Gambhirchand College of Nursing.
- ii) Mrs. Shilpa A. Shettigar- Principal, Smt. Sunanda Pravin Gambhirchand College of Nursing
- iii) Mrs. Delphina Mahesh Gurav- Vice Principal, Smt. Sunanda Pravin Gambhirchand College of

Nursing.

***Special Points: -**

Staff were given this increment in the A.Y. in the range 10% to 18% hike in the consolidated salary.

***Evaluation**

-Total no of staff served in A.Y. 2022-23- Teaching 33 Non-Teaching 10

-New Appointment- 8 (Teaching) and 2 (Non-teaching)

-Resigned staff- 7 (Teaching) and 2 (Non-teaching)

-Deputed for M.Sc. staff- 4

-Total number of staff increment given- 27 staff + 4 Deputed staff

-Total number of staff increment given- 31 staff

-Conclusion:

- Staff attrition rate is -.

- As per the policy of Seva Mandal Education Society staffs are given the increment who are completing the A.Y. 2022-23 so 9 staff resigned.

- For the A.Y. 2022-23, Beside staff salary increment it is decided,

- Amount remuneration of extra workload of Skill Courses will be directly debited to staff account from Unnati.



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- Consultancy amount can be taken in B.Sc account and pre decided sanction percentage can be given to staff.
- For PHD admission / PG courses / Fellowship Programmes
 - i) Data collection leave
 - ii) Financial Support
 - iii) Short term courses/ certificate courses
 - iv) 50% amount for publication in UGC care listed Journal.
- As decision was taken as per recommendation by IQAC and HR book updated.
- All decisions are approved in GC meeting.


Principal
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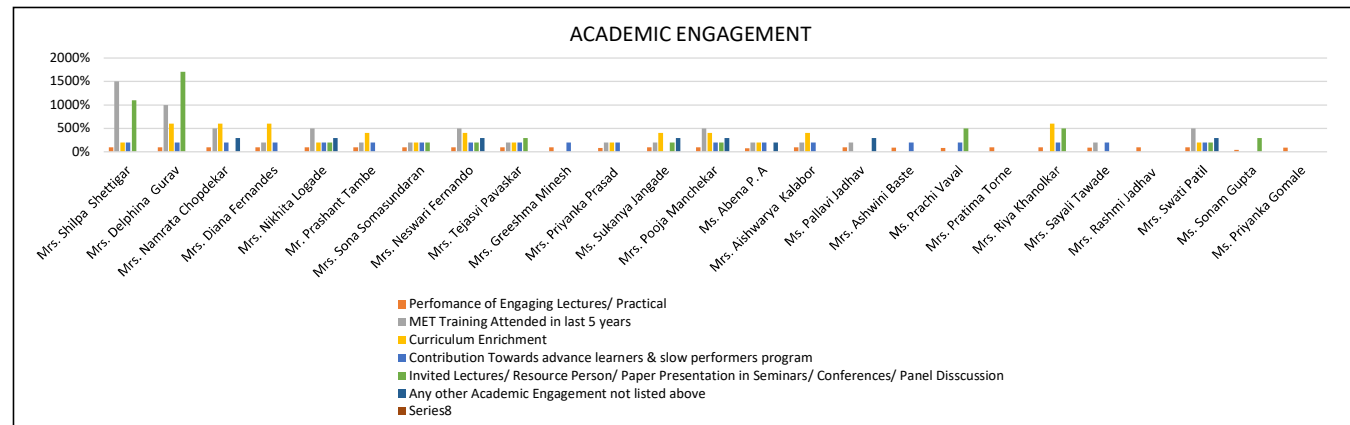


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COLLEGE OF NURSING**

TABLE NO. 1-

Sr. No		Mrs. Shilpa Shettagar	Mrs. Delphina Gurav	Mrs. Namrata Chopdekar	Mrs. Diana Fernandes	Mrs. Nikhita Logade	Mr. Prashant Tambe	Mrs. Sona Somasundaran	Mrs. Neswari Fernando	Mrs. Tejasvi Pavaskar	Mrs. Greeshma Minesh	Mrs. Priyanka Prasad	Ms. Sukanya Jangade	Mrs. Pooja Manchekar	Ms. Abena P. A	Mrs. Aishwarya Kalabor	Ms. Pallavi Jadhav	Mrs. Ashwini Baste	Ms. Prachi Vaval	Mrs. Pratima Torne	Mrs. Riya Khanolkar	Mrs. Sayali Tawade	Mrs. Rashmi Jadhav	Mrs. Swati Patil	Ms. Sonam Gupta	Ms. Priyanka Gomale
1)	Academic engagement																									
a)	Performance of Engaging Lectures/ Practical	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	85%	100%	100%	80%	100%	100%	90%	85%	100%	100%	95%	100%	100%	40%	90%
b)	MET Training Attended in last 5 years	15	10	5	2	5	2	2	5	2	0	2	2	5	2	2	2	0	0	0	0	2	0	5	0	0
c)	Curriculum Enrichment	2	6	6	6	2	4	2	4	2	0	2	4	4	2	4	0	0	0	0	6	0	0	2	0	0
d)	Contribution Towards advance learners & slow performers program	2	2	2	2	2	2	2	2	2	2	2	0	2	2	2	0	2	2	0	2	2	0	2	0	0
e)	Invited Lectures/ Resource Person/ Paper Presentation in Seminars/ Conferences/ Panel Discussion	11	17	0	0	2	-	2	2	3	0	0	2	2	0	0	0	0	5	0	5	0	0	2	3	0
f)	Any other Academic Engagement not listed above	0	0	3	0	3	-	-	3	0	0	0	3	3	2	0	3	0	0	0	0	0	0	3	0	0

GRAPH NO.1-



REMARK

It is noticed that for Lectures and Practicals, majority of staff compliance is 100%. 85% staff had attended Medical Education & Training (MET) Training Programme. It is noticed that teaching staff are engaged in other academic engagements.

Need to provide training on-

- Curriculum enrichment
- Resource person
- Participation in Panel Discussion

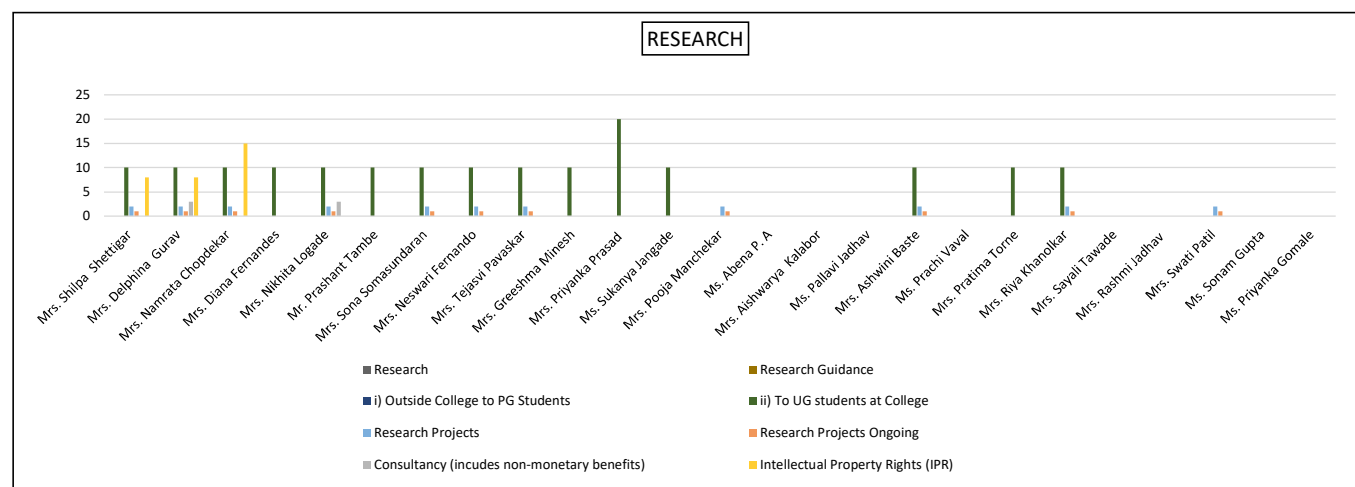
(Signature)
Principal
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TABLE NO. 2-

Sr. No		Mrs. Shilpa Shettigar	Mrs. Delphina Gurav	Mrs. Namrata Chopdekar	Mrs. Diana Fernandes	Mrs. Nikhita Logade	Mr. Prashant Tambe	Mrs. Sona Somasundaran	Mrs. Neswari Fernando	Mrs. Tejasvi Pavaskar	Mrs. Greeshma Minesh	Mrs. Priyanka Prasad	Ms. Sukanya Jangade	Mrs. Pooja Manchekar	Ms. Abena P. A	Mrs. Aishwarya Kalabor	Ms. Pallavi Jadhav	Mrs. Ashwini Baste	Ms. Prachi Vaval	Mrs. Pratima Torne	Mrs. Riya Khanolkar	Mrs. Sayali Tawade	Mrs. Rashmi Jadhav	Mrs. Swati Patil	Ms. Sonam Gupta	Ms. Priyanka Gomale
2)	Research																									
a)	Research Guidance																									
	i) Outside College to PG Students	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	ii) To UG students at College	10	10	10	10	10	10	10	10	10	10	20	10	0	0	0	0	10	0	10	10	0	0	0	0	0
b)	Research Projects	2	2	2	0	2	0	2	2	2	0	0	0	2	0	0	0	2	0	0	2	0	0	2	0	0
c)	Research Projects Ongoing	1	1	1	0	1	0	1	1	1	0	0	0	1	0	0	0	1	0	0	1	0	0	1	0	0
d)	Consultancy (includes non-monetary benefits)	0	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
e)	Intellectual Property Rights (IPR)	8	8	15	0	-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

GRAPH NO.2-



REMARK

- 0% engagement of staff as Research Guide
 - Outside College/ University for PG students and in Consultancy notice.
 - HR Policy updated to :
 - Policy of staff attend other university/ deemed university as PG / PHD Guide sanctioned by management as well as for motivation of staff in PHD enrolment and completion.
 - Leave for PHD & financial support related New Policy decision added to HR Book.
 - For UGC care listed journal,HR Policy is updated with financial support policy.
 - For above all, due guide for prepared and intimation given to staff.
- Staff are motivated and supported for:
- Additional Qualification
 - Membership

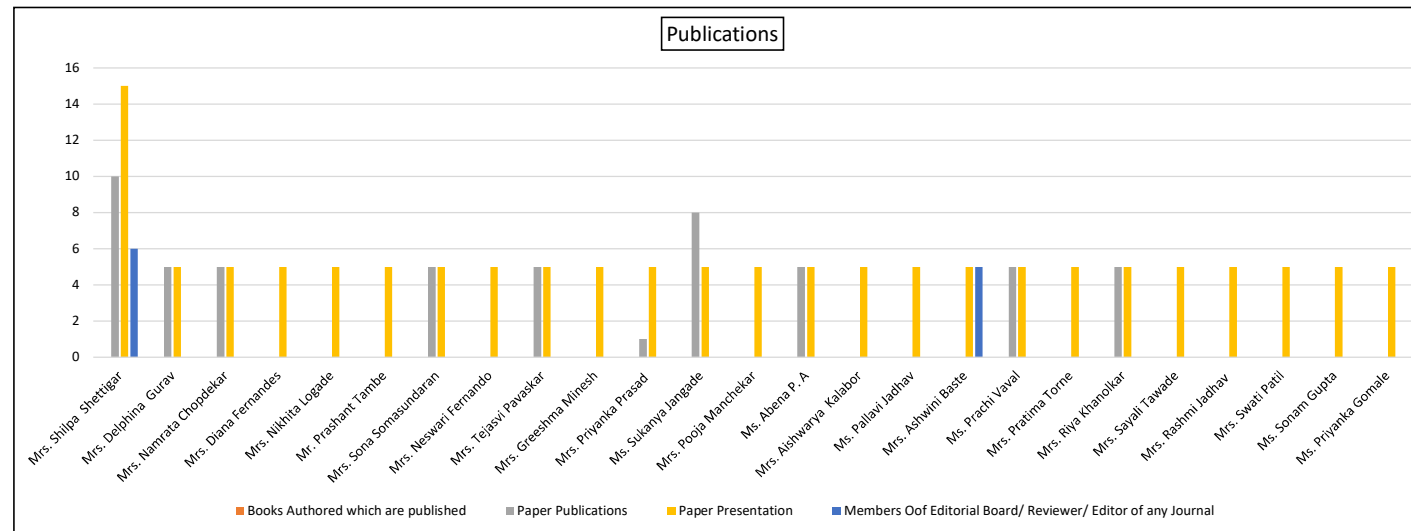
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TABLE NO. 3-

Sr. No		Mrs. Shilpa Shettigar	Mrs. Delphina Gurav	Mrs. Namrata Chopdekar	Mrs. Diana Fernandes	Mrs. Nikhita Logade	Mr. Prashant Tambe	Mrs. Sona Somasundaran	Mrs. Neswari Fernando	Mrs. Tejasvi Pavaskar	Mrs. Greeshma Minesh	Mrs. Priyanka Prasad	Ms. Sukanya Jangade	Mrs. Pooja Manchekar	Ms. Abena P. A	Mrs. Aishwarya Kalabor	Ms. Pallavi Jadhav	Mrs. Ashwini Baste	Ms. Prachi Vaval	Mrs. Pratima Torne	Mrs. Riya Khanolkar	Mrs. Sayali Tawade	Mrs. Rashmi Jadhav	Mrs. Swati Patil	Ms. Sonam Gupta	Ms. Priyanka Gomale
3)	Publications																									
a)	Books Authored which are published	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
b)	Paper Publications	10	5	5	0	0	0	5	0	5	0	1	8	0	5	0	0	0	5	0	5	0	0	0	0	0
c)	Paper Presentation	15	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
d)	Members Oof Editorial Board/ Reviewer/ Editor of any Journal	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	0	0

GRAPH NO.3-



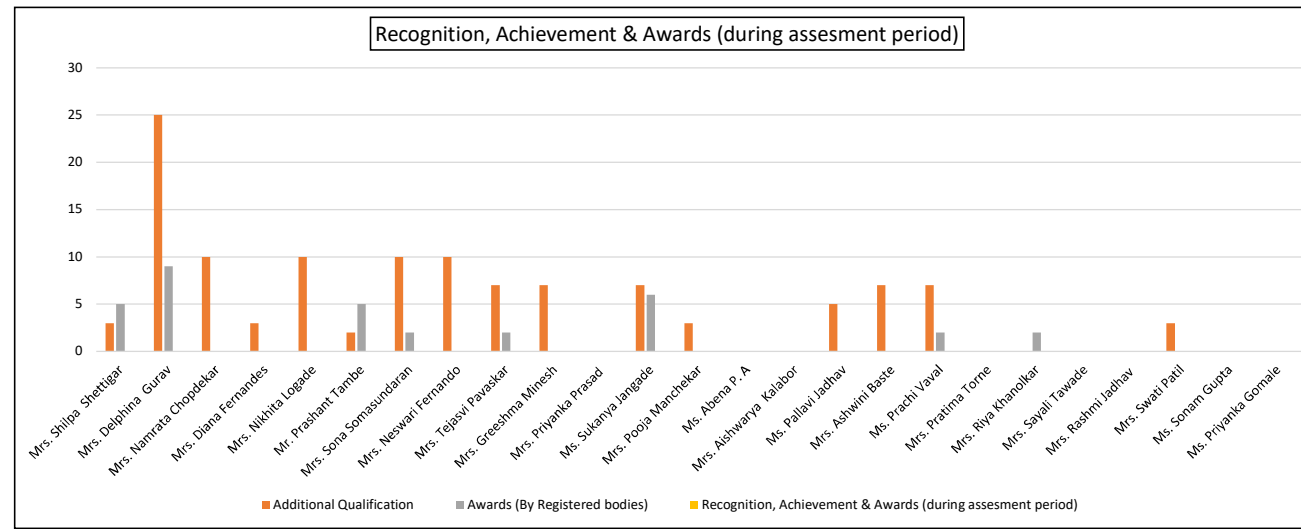
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4)	Recognition, Achievement & Awards (during assesment period)																									
a)	Additional Qualification	3	25	10	3	10	2	10	10	7	7	0	7	3	0	0	5	7	7	0	0	0	0	3	0	0
b)	Awards (By Registered bodies)	5	9	0	0	0	5	2	0	2	0	0	6	0	0	0	0	0	2	0	2	0	0	0	0	0

GRAPH NO.4-



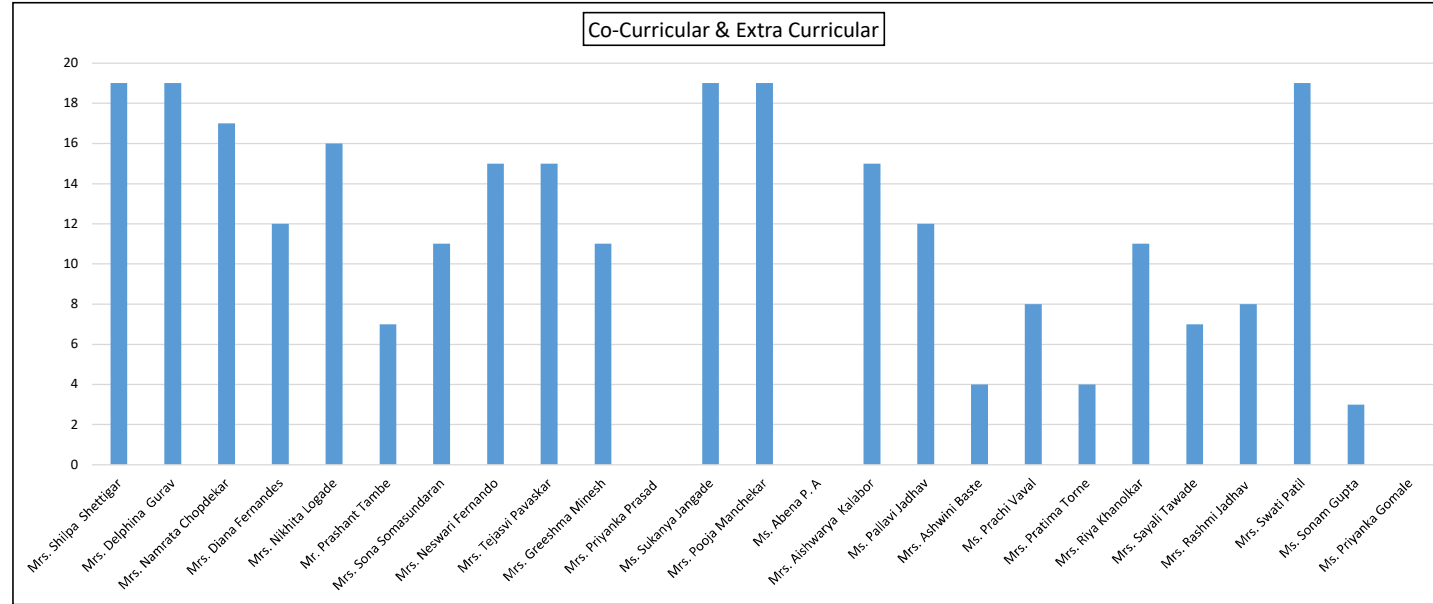
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5)	Co-Curricular & Extra Curricular	19	19	17	12	16	7	11	15	15	11	0	19	19	0	15	12	4	8	4	11	7	8	19	3	0

GRAPH NO.5-



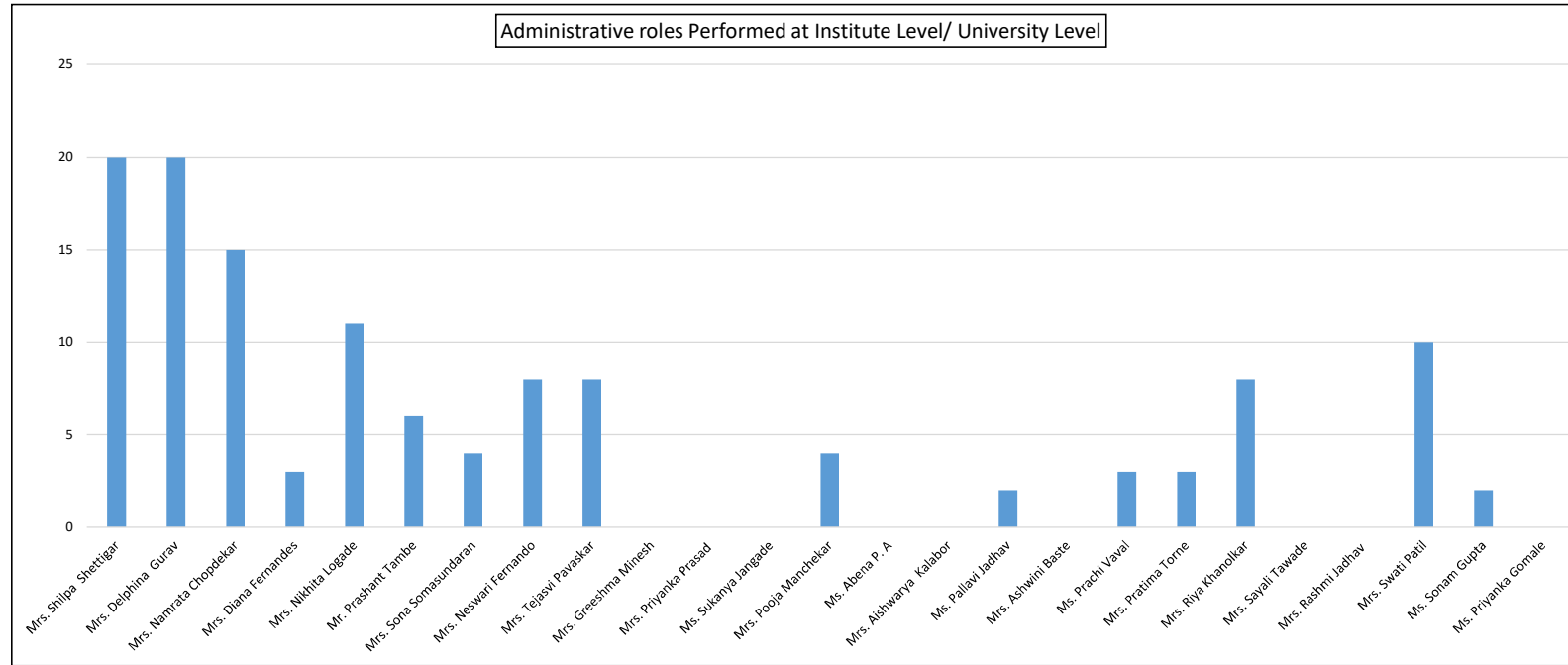
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6)	Administrative roles Performed at Institute Level/ University Level	20	20	15	3	11	6	4	8	8	0	0	0	4	0	0	2	0	3	3	8	0	0	10	2	0

GRAPH NO.6-



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