



Maharshi Karve Stree Shikshan Samstha's
**Cummins College of Engineering
for Women**

Sharpening Engineering Acumen with a difference
NAAC Accredited

Approved by AICTE, New Delhi & DTE, Mumbai
Affiliated to Rashtrasant Tukadoji Maharaj Nagpur University



6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

All the welfare measures provided by samstha / college are for motivating and satisfying the employees. The samstha / college has well documented HR policy which reflects the performance appraisal system, welfare measures leading to avenues for employee's career development. The samstha /college considers welfare measures as their investment rather than an expense. The samstha / college has following effective welfare measures for its employees.

1. Employees Provident Fund:
2. Medi claim-Health Insurance:
3. Gratuity is applicable to every employee as per the rules & regulations laid by GoM.
4. Full paid Maternity Leave: Samstha provides 180 days full paid maternity leaves.
5. Fee concession: Samstha provides fees concession to the wards of weaker employees.
6. Encashment of Earned Leave: Employee has facility for en-cashing the earned leaves.
7. Timely Credit of Salary to bank account: Every month, the employee gets the salary on time.
8. Reimbursement of Membership fees of professional society.
9. Medical leave encashment Facility of balance medical leave to ad-hoc faculties are available.
10. Career Advancement Scheme: Elevation to higher posts/ ranks as per respective eligibility.
11. Employee has facility for availing interest-free Festival Advance.
12. Early punch &/or leaves are sanctioned to the employee pursuing higher degrees.
13. Samstha provides Laptop to principal, accounts / admin officer, T & P Officer, IT cell staff.
14. Samstha also provides the vehicle to the principal.
15. College has a tea club to maintain a healthy & friendly environment among the employees.
16. Samstha provides Staff Quarter for the employees
17. Samstha pays mobile bill for the few of the responsibility shouldering employees.





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17. Samstha provides vehicle to the staff for transportation during on-duty work.
18. Samstha provides free bus facilities for employees & the wards admitted to college to commute.
19. Samstha provides relief funds to economically weaker employees for major medical emergencies.
20. Samstha provides winter & summer vacations to eligible employees.
21. Samstha protects the salary of newly appointed employees.

Self-appraisal:

The college gives a fair chance to employees to evaluate their performance and determine their strengths and flaws. Employees can identify their areas for improvement & accordingly work on self-set goals. The employees have to submit the self-appraisal report at the end of every academic year with the following information details personal information, Academic record, experience Research experience/contribution and training, Industry interaction, innovations contributions and special efforts in teaching with documentary evidence etc. The reporting officer (HoD) and Principal give independent marking according to weightage & thus provides recommendations for employee. The process of self-appraisal is transparent. Based on the student feedback, the Principal and Dean Academics give suggestions to the teaching.

Avenues for career development/progression:

Samstha conducts career development programs for employees' professional growth. Samstha believes that every employee should develop skills within or outside the organization for salary hikes & promotion. This helps to retain Samstha's current employees & at the same time employees feel valued. Samstha organizes Faculty Development Programs, Workshops, Seminars, Trainings for the employees.



KaMilind
Dr. Milind Khanapurkar
Principal
Maharshi Karve Stree Shikshan Sanatha's
Cummins College of Engineering for Women
Hingna, Nagpur-441110.

Tel. No. : 9657667030 E-mail : office@cumminscollege.edu.in,
website : www.cumminscollege.edu.in

Mouje Sukli (Gupchup), Hingna, Nagpur-441110





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6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Medical Leave Encashment & Encashment of Earned Leave

- Medical leave encashment Facility of balance medical leave to ad-hoc faculties is available at end of every year.
- At the end of service of an employee, employee has facility for encashing the earned leaves.



Kind
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Sample Proofs
for
Medical Leave Encashment
&
Encashment of Earned Leaves

■ Tel. No. : 9657667030 ■ E-mail : office@cumminscollege.edu.in,
■ website : www.cumminscollege.edu.in

Mouje Sukli (Gupchup), Hingna, Nagpur-441110



Cummins College of Engineering for Women

Hingna, Nagpur - 441110
Salary for the month of September 2018 paid in October 2018
Teaching Staff

Teaching

Sr No	Name of Employee	Designation	Present Days	Basic Earnings										Deductions										Signature			
				Basic	G. P.	Basic Revised	D.A.	H.R.A. 25%	CLA	TA	Special Pay	Acad. Spl. Pay	Fix	Gross Salary	PF	PT	IT	The Club	Leave Sanctioned	Unavailed Leave	Health Ins.	Gratuity	Total Deduct		Net Salary		
1	Dr. Bhushan Joshi Scale 37400-67000 AGP 10000	Principal Arts July-August-18	30	55200 1900	10000	65200 3800	84760 4940	13040 700	240	0	3000	33000	0	199240 9500	1800	200	41000	0	1	500	0	1540	45341	163299.00			
First Year/Allied Sciences Department																											
2	Dr. Sanjivani Shastri Scale 15600-39100 AGP 6000	Asst. Professor Arts July-August-18	30	20590 780	6000	26590 1560	34567 2028	5318 312	240	2400	0	0	0	69115 3900	0	200	3000	100	1	500	0	686	4487	68528.00			
3	Pravin Gorantwar Scale 15600-39100 AGP 6000	Asst. Professor Arts July-August-18	30	20590 780	6000	26590 1560	34567 2028	5318 312	240	2400	0	0	0	69115 3900	0	200	1000	0	1	300	0	686	2187	70828.00			
4	Rashmi Deshpande Scale 15600-39100 AGP 6000	Asst. Professor Arts July-August-18	30	20590 780	6000	26590 1560	34567 2028	5318 312	240	2400	0	0	0	69115 3900	0	200	2500	0	1	200	0	686	3587	69428.00			
5	Dr. Shubhangi Bompilwar Scale 15600-39100 AGP 6000	Asst. Professor Arts July-August-18	30	20590 780	6000	26590 1560	4520 2028	0 312	240	2400	15390	0	0	49140 3900	0	200	0	100	1	200	0	686	1187	59424.00			
6	Priyadarshini Ramteke Scale 15600-39100 AGP 6000	Asst. Professor Arts July-August-18	30	19050	6000	25050	11022	5010	240	2400	0	0	0	43722	0	200	0	0	1	300	0	635	1136	44705.00			
			16	730		377	490	75						942													
			20	730		471	612	94						1177													
7	Asha Gedam Scale 15600-39100 AGP 6000	Asst. Professor Arts July-August-18	30	18320 710	6000	24320 1420	11917 1846	4864 284	240	2400	0	0	0	43741 3550	0	200	1000	0	1	200	0	611	2012	45278.00			
8	Sneha Uttarwar Scale 15600-39100 AGP 6000	Asst. Professor Arts July-August-18	30	20590 780	6000	26590 1560	4520 2028	0 312	240	2400	24465	0	0	68215 3900	0	200	0	0	1	200	0	686	1087	70492.00			
9	Sabyasachi Bhattacharya Consolidated 30000	Asst. Professor	30	30000				0	0	0	0	0	0	30000	0	200	0	0	1	50	0	0	251	29749.00			
			10											9464													

Dr. B. P. Joshi
(Principal)
MKSS's, Cummins College of Engg. for Women
Hingna, Nagpur-441110



Dr. Milind Khanapurkar
Principal
Maharshi Karve Stree Shikshan Sanstha's
Cummins College of Engineering for Women
Hingna, Nagpur-441110

Kinkind

Sr No	Name of Employee	Designation	Present Days	Basic	G. P.	Basic Revised	D.A.	Tax Earnings							Deductions										Net Salary	Signature	
								H.R.A. 20%	CLA	TA	Special Pay	Advt. Spt. Pay	WA	Gross Salary	PF	PT	IT	Tax Chub	House Rent Allowance	Medical Allowance	Dearness Allowance	Dearness Pay	Gratuity	Total Deduct			
E & TC Department																											
10	Ajay Tinguria Scale 15600-39100 AGP 6000	Asst.Professor Arts July, August-18	30	29800 1050	6000	35800 2100	23986 2730	7160 420	240	2400	26402	0	0	0	0	95988 6250	0	200	6000	0	1	200	0	500	8901	92337.00	
11	Sandhya Bahalgaonkar Scale 15600-39100 AGP 6000	Asst.Professor Arts July, August-18	30	20590 780	6000	26590 1560	16220 2028	5318 312	240	2400	0	0	0	0	60768 3900	0	200	0	100	1	200	0	696	1167	53481.00		
12	Abhishek Baseshankar Scale 15600-39100 AGP 6000	Asst.Professor Arts July, August-18	30	19050 730	6000	25050 1460	8016 1898	5010 292	240	2400	0	0	0	0	40716 3650	0	200	700	0	1	200	0	635	1736	42630.00		
13	Amit Fulsunge Consolidated 32000	Asst.Professor	30	32000	0	32000	0	0	0	0	0	0	0	0	32000	0	200	0	0	1	0	0	1067	1268	30732.00		
14	Pallavi Ganorkar Scale 15600-39100 AGP 6000	Asst.Professor Arts July, August-18	30	18320 710	6000	24320 1420	4134 1846	0 284	240	2400	2940	0	0	0	34034 3550	0	200	0	100	1	200	0	611	1112	39069.00		
		ML Encashment	3											2597													
15	Jaya Gadge Scale 15600-39100 AGP 6000	Asst.Professor Arts July, August-18	30	19810 760	6000	25810 1520	4388 1976	0 304	240	2400	11260	0	0	0	44098 3800	0	200	0	100	1	200	0	660	1161	46737.00		
16	Rucha Khandalikar Scale 15600-39100 AGP 6000	Asst.Professor ML payment Nov-17 to Feb-18	0	19050 53023	6000 16700	0 69723	0 6972	0 0	0 668	0 0	0 21237	0 0	0 0	0 98600	0 0	0 600	0 0	0 0	0 0	0 4	0 800	0 0	0 0	0 1464	0	97196.00	
17	Abul Jambhulkar Consolidated 27000	Asst.Professor	30	27000	0	27000	0	0	0	0	0	0	0	0	27000	0	200	0	0	1	100	0	900	1201	25799.00		

Dr. B. P. Joshi
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Hingna, Nagpur-441110



Page 2 of 15



Kamind
Dr. Milind Khanapurkar
Principal
Maharshi Karve Stree Shikshan Sanatha's
Cummins College of Engineering for Women
Hingna, Nagpur-441110.

Sr No	Basic of Employee	Designation	Present Days	Basic	G.P.	Basic Pay	S.A.	R.A. 2%	CLA	TA	Special Pay	Grat. Pay	DA	Gross Salary	PF	PT	IT	Gr Club	Gr Fund	Gr Health	Gr Pension	Total Deduct	Net Salary	Signature	
Mechanical Department																									
18	Kedar Chimote Scale 15600-39100 AGP 6000	Asst Professor Arms July, August-18	30	19050 730	6000	25050 1460	8016 1898	5010 292	240	2400	0	0	0	40714 3650	0	200	0	0	1	200	0	635	1636	43338.00	
19	Yogesh Dandekar Scale 15600-39100 AGP 6000	Asst Professor Arms July, August-18	30	19050 730	6000	25050 1460	8517 1898	5010 292	240	2400	0	0	0	41217 3650	0	200	0	0	1	200	0	635	1636	43831.00	
20	Aditya Kawadaskar Scale 15600-39100 AGP 6000	Asst Professor Arms July, August-18	30	19050 730	6000	25050 1460	8016 1898	5010 292	240	2400	0	0	0	40714 3650	0	200	0	0	1	100	0	635	936	43430.00	
21	Sushil Lanjewar Scale 15600-39100 AGP 6000	Asst Professor Arms July, August-18	30	23070 850	6000	29070 1700	9593 2210	5814 340	240	2400	0	0	0	47117 4260	0	200	0	100	1	250	0	769	1320	60047.00	
22	Vijay Dandekar Scale 15600-39100 AGP 6000	Asst Professor Arms July, August-18 ML Encashment	30 4	16320 710	6000	24320 1420	4134 1846	0 284	240	2400	2110	0	0	33204 3580 3463	0	200	0	0	1	100	0	611	912	39305.00	
23	Priyanka Mahankar Scale 15600-39100 AGP 6000	Asst Professor Arms July, August-18	30	20590 780	6000	26590 1560	2659 2028	0 312	240	2400	7310	0	0	39199 3900	0	200	0	0	1	200	0	686	1087	42012.00	
24	Shalish Khekele Scale 15600-39100 AGP 6000	Asst Professor Arms July, August-18	30	21390 800	6000	27390 1600	1917 2080	0 320	240	2400	8770	0	0	40717 4000	0	200	0	0	1	100	0	713	1014	43703.00	

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Hingna, Nagpur-441110.

Sr No	Name of Employee	Designation	Present Days	G. P.				Earnings												Deductions						Net Salary	Signature							
				Basic	Basic Revised	D.A.	H.R.A.	CLA	TA	Special Pay	Add. Spt. Pay	WA	Gross Salary	PF	PT	IT	Tax	Club	Stamp	Household	MGRD	Sec. Rec.	Retire	Total Deduct										
IT Department																																		
25	Sushma Satpute Scale 15600-39100 AGP 6000	Asst.Professor	0	22220	6000	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	0	0	0	0
26	Harshwardhan Kharpate Scale 15600-39100 AGP 6000	Asst.Professor Arts July,August-18 ML Encashment	30	19050 730	6000 1480	25050 1898	4259 1898	0	240	2400	10740	0	0	42889 3660	0	200	0	100	1	200	0	635	1136	47878.00										
27	Vidya Raut Scale 15600-39100 AGP 6000	Asst.Professor Arts July,August-18	30	18320 710	6000 1420	24320 1846	4134 1846	0	240	2400	1730	0	0	32824 3560	0	200	0	0	1	100	0	611	912	35462.00										
28	Suruchi Kiley Scale 15600-39100 AGP 6000	Asst.Professor Arts August-18	30	19050 730	6000 1460	25050 1898	4259 1898	0	240	2400	1940	0	0	33889 3660	0	400	0	0	2	200	0	635	1237	36302.00										
Computer Department																																		
29	Sharayu Dote Scale 15600-39100 AGP 6000	Asst.Professor Arts July,August-18	30	22220 830	6000 1660	28220 2158	18907 2158	5644 332	240	2400	4908	0	0	60319 4160	0	200	1100	100	1	100	0	741	2242	62227.00										
30	Abhilasha Borkar Scale 15600-39100 AGP 6000	Asst.Professor Arts July,August-18	30	18320 710	6000 1420	24320 1846	4864 1846	284	240	2400	0	0	0	38390 3560	0	200	500	100	1	200	0	611	1612	40328.00										
31	Shalindra Sahu Scale 15600-39100 AGP 6000	Asst.Professor Arts July,August-18	30	19050 730	6000 1460	25050 1898	4259 1898	0	240	2400	13765	0	0	46714 3660	0	200	1000	0	1	200	0	635	2036	47328.00										
32	Sakshi Khamenkar Scale 15600-39100 AGP 6000	Asst.Professor Arts July,August-18	30	18320 710	6000 1420	24320 1846	4134 1846	0	240	2400	1730	0	0	32824 3560	0	200	0	0	1	100	0	611	912	35462.00										
33	Pravin Khawse Scale 15600-39100 AGP 6000	Asst.Professor Arts July,August-18 ML Encashment	8	18320 710	6000 1420	24320 1846	4134 1846	0	240	2400	1730	0	0	32824 3660	0	200	0	0	1	200	0	611	1012	42288.00										
34	Bhagyashree Joshi Consolidated 25000	Asst.Professor	30	25000	0	25000	0	0	0	0	0	0	0	25000	0	200	0	0	1	0	0	833	1034	23966.00										
35	Rashmi Bharatay Consolidated 40000	Asst.Professor	27	40000	0	36000	0	0	0	0	0	0	0	36000	0	200	0	100	1	0	0	1333	1634	34366.00										
Teaching Total				867743	220700	1032281	433558	98271	7388	64800	159427	33000	0	1861431.00	1800	7400	59800	10000	38	6800	0	23515	100353	1761078.00										
Non - Teaching Total				142780	34100	181230	203099	31248	2240	5200	11200	0	200	434415.00	21641	3000	0	800	15	2000	1125	4342	32923	401492.00										
Technical Staff				134540	29800	167650	196450	27700	2195	6000	0	0	300	365120.00	23504	3200	0	900	16	1300	0	4435	33355	331765.00										
Grand Total				11485963	2644600	12877961	4936307	1535369	11923	76000	176827	33000	600	2660966						10	1126	32292	168631	2494335.00										

Prepared by

Dr. B. P. Joshi
(Principal)

MKSS's, Cummins College of Engg. for Women
Hingna, Nagpur-441110



Checked by [Signature]
Page 4 of 15



[Signature]
Principal

Kind

Dr. Milind Khanapurkar
Principal
Maharshi Karve Street Shikshan Sanatha's
Cummins College of Engineering for Women
Hingna, Nagpur-441110.

Cummins College of Engineering, Nagpur No.89
Nagpur

Bank Payment Voucher

No. : 165

Dated : 27-Oct-2020

Particulars	Amount
Account : Amounts Payable	81,559.00
Through : Axis SB A/c No.31194	
On Account of : Being paid to Jagdish Gupta towards Leave Encashment as received from HO and details attached. Refer R. no. 0739 dt. 26.10.2020.	
Amount (in words) : INR Eighty One Thousand Five Hundred Fifty Nine Only	
	₹ 81,559.00



Receiver's signature:

Checked by

Authorised Signatory

Verified by



Kamind
Dr. Milind Khanapurkar
Principal
Maharshi Karve Stree Shikshan Sanatha's
Cummins College of Engineering for Women
Hingna, Nagpur-441110.

Bank Payment Voucher

No. : 383

Dated : 17-Dec-22

Through : Axis SB A/c No.31194

Particulars	Amount
Account : Amounts Payable	92,252.00
On Account of : Being paid to Nirmal Muley towards Leave encashment amount as received from MKSSS HO.	
Amount (in words) : INR Ninety Two Thousand Two Hundred Fifty Two Only	
	₹ 92,252.00

Receiver's Signature:

Authorised Signatory

Checked by

Verified by



Kinind
Dr. Milind Khanapurkar
Principal
Maharshi Karve Stree Shikshan Sanatha's
Cummins College of Engineering for Women
Hingna, Nagpur-441110.

Bank Payment Voucher

No. : 89

Dated : 23-May-23

Particulars	Amount
Account : Amounts Payable	15,72,228.00
Through : Axis SB A/c No.31194	
On Account of : Being paid to Dr. Bharatbhushan Joshi towards leave encashment as per mail and statement attached. Refer R. 858 dt. 17.05.2023.	
Amount (in words) : INR Fifteen Lakh Seventy Two Thousand Two Hundred Twenty Eight Only	
	₹ 15,72,228.00

Receiver's Signature:

Checked by 


Authorised Signatory


Verified by




Dr. Milind Khanapurkar
Principal
Maharshi Karve Stree Shikshan Sanatha's
Cummins College of Engineering for Women
Hingna, Nagpur-441110.

Cummins College of Engineering, Nagpur No.89

Bank Payment Voucher

No. : 535

Dated : 19-Jan-24

Through : Axis SB A/c No.31194

Particulars	Amount
Account : Amounts Payable	1,12,000.00
On Account of : Being paid to Pravin Hirde towards leave encashment as per HO mail. Refer R. no. 05135 dt. 08.01.2024.	
Bank Transaction Details: Pravin Hirde Cheque 228360 19-Jan-24 1,12,000.00	
Amount (in words) : INR One Lakh Twelve Thousand Only	
	₹ 1,12,000.00

Receiver's Signature :

Checked by



K. Milind
Dr. Milind Khanapurkar
Principal
Maharshi Karve Stree Shikshan Sanatha's
Cummins College of Engineering for Women
Hingna, Nagpur-441110.

Authorized Signatory

Verified by