

Programme: Continuation of affiliation for i)B.Sc. and ii) M.Sc. Nursing:

Type of programme: aided.

Part 1 – AIC Report

Part 2 – Recommendations of the Affiliation Inquiry Committee

OBSERVATIONS:

Compliance on the status on the essential conditions:

i)B.Sc. Nursing

1. Re-designation of teaching staff as per INC recommendation-the position is as under.

Sr. No	Name of the Post	Total Requirement	Existing	Created as of May, 2016	Remarks	
1.	Professor cum Principal	1		1	Created in 2007	
2.	Professor cum Vice Principal	1		1	Created in 2007	
M.Sc. Nursing						
1.	Professor	1	0	1	Cabinet approval received for creation of 29 post of which 24 post are for B.Sc. and M.Sc. (N) programs	
2.	Associate Professor	1	0	1		
3.	Assistant Professor	3	0	3		
B.Sc. Nursing						
1.	Professor	1	0	1		
2.	Associate Professor	4	1	3		
3.	Assistant Professor	6	5	1		
4.	Tutor	28	14	14		
Total		46	20	26		

Posts in Place

Sr. No	Name of the Post	Regular	Existing Contract	To be appointed
1.	Principal	1		
2.	Associate Professor	1		
3.	Lecturer	5		
4.	Public Health Nurse	1		
5.	Clinical Instructor	4	3	17
6.	Staff Nurse	11		
Total		23	3	17
		43		

1. Appointment of librarian on regular basis to be made-one candidate with M.Lib. qualifications is appointed as Library Assistant. Two posts of Lib. Asstts. will be filled on contract basis.
2. Creation of digital library- the process is initiated but not completed.

Compliance on the status of the suggestions:

1.The suggestions made during the last AIC and not fulfilled needs be fulfilled by end of October, 2016.

ii)M.Sc. Nursing

Compliance on the status on the essential conditions:

The status of essential conditions nos. 1 to 3 above for B. Sc. Nursing is the same for M.Sc. Nursing.

Compliance on the status of the suggestions:

1.The suggestions made during the last AIC and not fulfilled needs to be fulfilled by end of October, 2016.

(I) Essential Conditions to be fulfilled by October, 2016. (B.Sc. and M.Sc. Nursing).

1.Although there is enough Faculty in the College, the re-designation/creation of teaching staff, Librarian and non-teaching staff as per INC recommendations to be followed up with the Government.

2.Extension and expansion of library facilities by adding more P.G reference books and creation of digital library to be given top priority.,

(II) Overall recommendation of the AIC:

AIC recommends continuation of affiliation for i)B.Sc. Nursing with an intake of 100 students and ii)M.Sc. Nursing with an intake of 25 students for the the academic year 2016-17 as approved by the Indian Nursing Council (INC). The College to submit the compliance report to the University in the first week of November, 2016 on the essential conditions and suggestions.

(III) Suggestions of the AIC (B.Sc. and M.Sc. Nursing)

a. The suggestions made by the AIC during its last visit and those not fulfilled may be taken up on war footing.

Position	Name	Signature
Chairman	Prof. Pradeep Naik	
Co-ordinator, CDC	Dr.D.B. Arolkar	-
Representative of DHE	Dr.Remy Dias	-
Ex. Engineer	A. Srivastava	-
Expert	Prof. David A. Kola	

Name of College: Institute of Nursing Education, Bambolim, Goa Date of Visit: 2/11/2015-10.30 a.m.

Programme: B.Sc. Nursing

Type of Programme: Aided

(1) Observations:

a) The Principal was informed of the visit of the Affiliation Inquiry Committee (AIC) to the College scheduled on 2.11.2015 orally and vide letter dated 16/10/2015 and the visit was confirmed. However, when the AIC visited the College on the above date and time, it was informed that the Principal was on leave and the charge given to the Incharge Principal. The Committee was of the opinion that the Principal was very much required to be present during the visit of AIC to the College in view of letter dated 20.8.2015 from the Indian Nursing Council (INC), New Delhi informing that INC will not issue validity to B.Sc. Nursing and that compliance report was required to be submitted to the INC within 8 weeks of receipt of the letter from INC.

b) The Committee noted that the Incharge Principal was not very conversant with affiliation matters and was unable to provide/produce certain replies/information to the AIC satisfactorily. In view of this and letter dated 20.8.2015 from the INC, New Delhi the AIC wanted the Principal on the campus for sometime to which it was informed that she was out of station.

c) The Committee noted that at the visit of the AIC to the College on an earlier occasion also, the Principal was on leave. The AIC took a serious note of her absence during the visits of the AIC to the College and suggested that Director of Health Services and the Under Secretary (Health), Govt. of Goa need to be informed of the absence of Principal during AIC visits.

d) The College is also conducting the ANM course which does not come under the ambit of Goa University and some teachers specifically appointed for the said course are also shown for the University programme (B.Sc. Nursing).

e) While interacting with the Faculty, it is revealed that the suggestions of the AIC are taken very casual by the Head of the Institute.

f) The Committee noted that the following essential conditions laid down by Affiliation Inquiry Committee to be fulfilled by June 2015 were not fulfilled as per compliance report attached to the application for affiliation. The part compliance is indicated in bracket.

- (i) Re-designation of Teaching staff as per INC recommendations and requirements.
- (ii) Appointment of Librarian on regular basis to be made (2 Asstt. Librarians have been appointed on contract basis).
- (iii) Creation of digital library.

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(g) The following suggestions of AIC were also not complied.

(i) To conduct regular student, Faculty and Principal meeting together to sort in the academic queries which students have.

(ii) To modify curriculum to make more students centered.

(II) Essential conditions to be fulfilled by end of February, 2016.(For 2016-17)

(i) Re-designation of Teaching staff as per INC recommendations and requirements.

(ii) Appointment of Librarian on regular basis to be made.

(iii) Creation of digital library

(III) Overall recommendations of the AIC

The AIC does not recommend continuation of affiliation for the academic year 2016-17 on account of the following:

(i) The College does not have the validity certificate from Indian Nursing Council for academic year

2016-17 as informed to the College vide letter dated 20/8/2015.

(ii) The College has not made any efforts to comply with the essential conditions and suggestions laid

down by the AIC during its last visit.

The College to submit the compliance report by the end of February, 2016 on the essential conditions and suggestions laid down by the AIC during its last visit as also the essential conditions and suggestions of 2016-17. The AIC will thereafter revisit the College to verify the actual compliance.

(IV) Suggestions of the AIC (For 2016-17)

(i) To conduct regular student, Faculty and Principal meeting together to sort in the academic queries which students have

(ii) To modify curriculum to make more students centered.

(iii) All class rooms to be equipped with smart boards/LCDs.

(iv) Computers to be provided in library with internet connections for use by the students.

(v) Computers to be provided with printing facility for the Faculty.

(vi) Workshops/Seminars to be organized by college at least once in a year.

(vii) Grievance Redressal mechanism for students to be put in place.

(viii) Internet facilities to be provided on the campus.

(ix) Faculty deputed for workshops/seminars to be paid TA/DA, registration fees and sanctioned duty leave. Duty leave Order to be issued.

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Representative of DHE	Dr.Remy Dias	-
Ex. Engineer	A.Srivastava	-
Expert	Dr.David Kola	Approved via email

Name of College: Institute of Nursing Education, Bambolim Goa Date of Visit: 2/11/2015 10.30 a.m.

Programme: M.Sc. Nursing

Type of Programme: Aided

(I) Observations:

a)The Principal was informed of the visit of the Affiliation Inquiry Committee (AIC) to the College scheduled on 2.11.2015 orally and vide letter dated 16/10/2015 and the visit was confirmed. However, when the Affiliation Inquiry Committee visited the College on the above date and time, it was informed that the Principal was on leave and the charge given to the Incharge Principal. The Committee was of the opinion that the Principal was very much required to be present during the visit of the AIC.

b)The Committee noted that the Incharge Principal was not very conversant with affiliation matters and was unable to provide/produce certain replies/information to the AIC satisfactorily. In view of this, the AIC wanted the Principal on the campus for sometime to which it was informed that she was out of station.

c)The Committee noted that at the visit of the AIC to the College on an earlier occasion also, the Principal was on leave. The AIC took a serious note of her absence during the visits of the AIC to the College and suggested that Director of Health Services and the Under Secretary (Health), Govt. of Goa need to be informed of the absence of Principal during the AIC visits.

d)The Committee noted that the following essential conditions laid down by Affiliation Inquiry Committee to be fulfilled by June 2015 were not fulfilled as per compliance report attached to the application for affiliation. The part compliance is indicated in bracket.

(i)Re-designation of teaching staff as per INC recommendation

(ii)Appointment of librarian on regular basis to be made (2 Asstt. Librarians have been appointed on contract basis).

(iii)Extension and Expansion of library facilities by adding more P.G. reference books and creation of digital library.

(iv)Creation of department to give a feeling of PG institute

(v)Creation of Institute level Ethical Committee (not constituted as per rules).

(e)The following suggestions of the AIC were also not complied.

1.Regular in house staff development programme such as Journal club, Seminar and clinical lecture by staff to staff.

2.Consider the request of PG students for hostel by earmarking few rooms in the existing hostel.

3.Reorganisation of curriculum if possible to make it student centered.

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4. Rescheduling of calendar of events eg. Synopsis, examinations.
5. Nomination of representative on College Council from University/Medical College till
M.Sc. Nursing program is regularised.

(II) Essential conditions to be fulfilled by end of February, 2016.(For 2016-17)

1. Re-designation of teaching staff as per INC recommendation
2. Appointment of librarian on regular basis to be made.
3. Extension and Expansion of library facilities by adding more P.G. reference books and creation of digital library.
4. Creation of Department to give a feeling of PG institute
5. Creation of Institute level Ethical Committee as per rules.

(III) Overall recommendations of the AIC :

The AIC does not recommend continuation of affiliation for the academic year 2016-17 as the College has not made any efforts to comply with the essential conditions and suggestions laid down by the AIC during its last visit.

The College to submit the compliance report by the end of February, 2016 on the essential conditions and suggestions laid down by the AIC during its last visit as also the essential conditions and suggestions of 2016-17. The AIC will thereafter revisit the College to verify the actual compliance.

(IV) Suggestions of the AIC(For 2016-17).

- (i)Regular in house staff development programme such as Journal club, Seminar and clinical lecture by staff to staff.
- (ii)Consider the request of PG students for hostel by earmarking few rooms in the existing hostel.
- (iii)Reorganisation of curriculum if possible to make it student centered.
- (iv) Rescheduling of calendar of events eg. Synopsis, examinations.
- (v) Nomination of representative on College Council from University/Medical College till M.Sc. Nursing program is regularised.
- (vi) Library Committee to be constituted with representation of M.Sc. Nursing students.
- (vii)All class rooms to be equipped with smart boards/LCDs.
- (viii)Computers to be provided in library with internet connections for use by the students.
- (ix)Computers to be provided with printing facility for the Faculty.
- (x)Workshops/Seminars to be organized by the College at least once in a year.
- (xi) Grievance Redressal mechanism for students to be put in place.
- (xii)Internet facilities to be provided on the campus.

(xiii) Faculty deputed for workshops/seminars to be paid TA/DA, registration fees and sanctioned duty leave. Duty leave Order to be issued.

Position	Name	Signature
Chairman	Prof.Pradeep Naik	
Co-ordinator, CDC	Dr.D.B. Arolkar	-
Representative of DHE	Dr.Remy Dias	-
Ex. Engineer	A.Srivastava	-
Expert	Dr.David Kola	Approved via email

(I) Observations:

The AIC observed that the compliance report submitted by College to University is misleading as none of the essential conditions laid down by Affiliation Inquiry Committee to be fulfilled by the College by 15th June 2015 not complied with. The part compliance of Sl.No.7 below is indicated in bracket.

1. Creation and maintenance of faculty appointment on a permanent basis.
2. Payment of salary as per the recommendations of Govt. vide Order No. 15/2/2008-DHE/MISC/217 dated 23/01/2014.
3. Maintenance of service registers for the teaching staff.
4. Appointment of M.Sc. qualified teaching staff as per INC requirement. None of the present M.Sc. qualified teaching staff posses required experience as per INC norms.
5. Appointment of ten B.Sc. (N) qualified teaching staff to fulfil the requirement of INC
6. Expansion of library facilities
 - i. By creating digital library.
 - ii. Adding more number of reference books.
 - iii. Extending library timing beyond class hours.
7. Reorganisation of the institute by making clear demarcation between.
 - i. Academic block) The reorganisation has been done but has
 - ii. Laboratories) resulted in reduction of space for laboratories
 - iii. Hostel block.) as per INC norms.
8. Reorganisation of the curriculum to make it more student centered and to make it teaching learning more integrated.
9. As per INC regulations of 2014, the College to have two Professors (one Principal, one Vice-Principal), two Associate Professors, three Asstt. Professors. Till date the College has only Principal and 13 Clinical Instructors. The appointment of Smt.B.G. Bhavani as Principal of the College is not approved by the University
- 10.The College conducts block theory for three continuous months and block clinical for three
Continuous months. There is no link between lectures delivered and clinicals attended.
- 11.The Library is not professionally managed. Out of 1,700 library books, 30% of books are not
as per the syllabus. There is no evidence of e-books.

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12.The College has not created an academic environment conducive to facilitate teaching and research.

(II) Essential Conditions to be fulfilled by the end of February, 2016. (For 2016-17)

1.Creation and maintenance of faculty appointment on a permanent basis.

2.. The appointment of Principal to be approved by the University.

3.Payment of salary to be as per DHE Order No. 15/2/2008-DHE/MISC/217 dated 23/01/2014.

4. Maintenance of service registers for the teaching staff.

5.Appointment of M.Sc. qualified teaching staff as per INC requirement. None of the present

M.Sc. qualified teaching staff posses required experience as per INC norms.

6.Appointment of ten B.Sc. (N) qualified teaching staff to fulfil the requirement of INC

7.Expansion of library facilities

iv. By creating digital library.

v. Adding more number of reference books.

vi. Extending library timing beyond class hours.

8.Reorganisation of the curriculum to make it more student centered and to make it teaching

learning more integrated.

9.The permanent Faculty to be given salary (in pay band and Grade Pay) and other allowances

as per the recommendations of the VI Pay Commission.

10.The system of Annual Performance Appraisal Report to be introduced for the Faculty.

11.The College to deduct Provident Fund and Income tax of the Faculty and non-teaching staff

as applicable and credit the same to the respective agencies.

12.The College to follow reservation policy for admissions for 1st year B.Sc. and the admission

criteria to be in consonance with that followed by other Colleges.

13.The College to constitute Ethical, Academic Screening and Library Committees and Grievance Redressal Mechanism.

14.Lab space to be as per INC norms.

15.As per INC regulations of 2014, the College to recruit two Professors, two Associate Professors, three Asstt. Professors and 10-18 Tutors.

(III) Overall recommendations of the AIC :

The AIC does not recommend continuation of affiliation for the academic year 2016-17 as the College has not made any efforts to comply with the essential conditions and suggestions laid down by the AIC during its last visit.

The College to submit the compliance report by the end of February, 2016 on the essential conditions and suggestions laid down by the AIC during its last visit as also the essential conditions and suggestions of 2016-17. The AIC will thereafter revisit the College to verify the actual compliance.

(IV) Suggestions of the AIC (For 2016-17).

1. Faculty deputed for workshops/seminars to be paid TA/DA, registration fees and sanctioned duty leave. Duty leave Order to be issued.
2. Workshops/Seminars to be organized by the College at least once in a year.
3. Salary slip and Form 16 to be issued to all Faculty and non-teaching staff.
4. The budget and audited statement to be separated from the Trust/Society.
5. The time table for theory and clinical postings to be reorganized so that the students have a link between lectures and clinicals.
6. The Anti Ragging Committee constituted by the College is not as per the norms. It needs to be reconstituted.

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Chairman	Prof.Pradeep Naik	
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