

Name of College: Kamaxidevi Homoeopathic Medical College and Hospital, Shiroda Goa

Date of Visit: 28/1/2016 Programme: BHMS Type of Programme: Self financing.

The University had vide letter dated 15.7.2015 informed the College about the grievances of the Faculty and the College was given six months time to comply with all the requirements/points raised by the Faculty listed below. The compliance is as follows:

Sr. No.	Grievances of Faculty	Compliance
1.	The process of appointments/promotions granted to them were not carried out as per University Statute thereby making it untenable at the time of according approval at the university level.	The interviews were conducted on 15 th and 25 th January, 2016 and the appointments were not reported to the University as on date of the AIC visit.
2.	Upgradation/CAS was not done as per service rules	The interviews for upgradation were conducted on 15 th and 25 th January, 2016.
3.	No salary increment was granted to the faculty after the year 2011 as required under the relevant clause of University Statute.	3% increment is paid to the Faculty from salary of July 2015.
4.	In most of Departments, only single full time regular Faculty were appointed contrary to the requirements and as a result they are overloaded with daily work	The interviews were conducted on 15 th and 25 th January, 2016 and the appointments were not reported to the University as on date of the AIC visit.
5.	They were also asked to do duties in the College Hospital in addition to teaching work load	As informed by the University vide letter dated 25.1.2016, the AIC conducted a head count of the Medical and para clinical and support staff in the hospital. There were 22 personnel present. The hospital staff were not issued identity cards. The College has to submit to the University the appointment orders and salary acquaintance details of every hospital staff.
6.	At the time of CCH inspection, they were asked to sign a letter saying that the other Faculty who are in the Department are on regular basis	This could not be ascertained.
7.	They were not paid salaries in time. The Salary of March, 2014 was paid on 15/6/2015.	The Faculty and non-teaching staff is paid salary till September, 2015. Dearness Allowance paid is at rate of 25%.
8.	The College administration does not accept acknowledging of letter related to their grievances addressed to either Prindpal or the Management.	Inward/Outward register maintained by the College is incomplete. During the interaction with the Faculty, it was pointed out by some of the

		Faculty that replies to the Memos are not acknowledged and letters from some Faculty are not accepted and they are asked to meet the Principal.
9.	They are not allowed to take leave due to them as per rules and earned leave is not given if they work in vacation	Proper record of Earned Leave is not maintained in the service book and earned leave is not carried forward. Proportionate Earned Leave for working on vacations is not credited to the leave account of the Faculty.
10.	There are cases where visiting teachers who come once in a week are shown as regular faculty to fulfil the faculty requirement	This could not be ascertained.
11.	In some cases, the supporting staff in the office is drawing more salary than a regular senior teacher and there is lot of discrimination/bias in the attitude of Management	The Faculty with UG qualifications are paid less.

Essential Conditions to be fulfilled by July, 2016.

1. Salary to teaching and non teaching staff should be paid before 10th of following month. The College should submit to the University monthly records of payment of salary viz. bank statement showing credit of salary to the respective salary account, salary acquittance signed by the Faculty and non-teaching staff. Late payment of salary should be made with compound interest.
2. The Faculty and non-teaching staff to be paid increment at the rate of 3% or as applicable in July every year.
3. Upgradation/CAS for faculty to be done as per service rules.
4. The required Faculty to be added to single Faculty Department as per Council norms.
5. Required Faculty should be appointed to teach Dentistry, Psychiatric and Dermatology.
6. A Surgeon to be appointed. At present the College Faculty is delivering lectures.
7. Computer and internet facility may be made available in the College.
8. Senior faculty to be appointed as HOD/Incharge of the Department.
9. Computer facilities for Faculty to be made available.

ii) Overall recommendations of the AIC.

The AIC does not recommend continuation of affiliation for the academic year 2016-17 as the main grievance of the Faculty for timely payment of salary is not met by the College. Upgradation/CAS is yet to be given to the Faculty. Recruitment of Faculty is yet to be reported and approved by the University. The AIC proposes to re-visit the College in August, 2016 to check the actual compliance.

The College has applied for affiliation for increase in admission from 50 to 100 seats for the academic year 2016-17. The AIC noted that the present Faculty ratio is not as per CCH norms. The Faculty recruitments are yet to be approved by the University. There is no significant upgradation of the laboratories in the College. The Central Council of Homoeopathy has not given its consent for increase seats from 50 to 100 seats. In view of this, the AIC does not recommend affiliation for increase intake from 50 to 100 seats for the academic year 2016-17.

(III) Suggestions of the AIC

1. The College Office to accept letters submitted by Faculty. All letters to be acknowledged.
2. Library to be kept open during lunch break for benefit of students and library timings may be extended.
3. Transport to be provided for students during clinical posting and back.
4. Xerox machine with printing facility may be provided in the library for use of students
5. No. of copies of books in library to be increased.
6. Payment of stipend to students may be considered.

Position	Name	Signature
Chairman	Prof. Pradeep Naik	SD/
Co-ordinator, CDC	Dr. D. B. Arolkar	---
Representative of DHE	Dr. Remy Dias	---
Ex-Engineer	A. Srivastava	---
Expert	Prof. S. B. Konkani	Approved by Email

Shri Kamaxidevi Homeopathic Medical College & Hospital, Shiroda- Goa.

Continuation of affiliation for BHMS program

Date of visit: 01/06/2016 (Revisit) Program: Self financing.

Part 1 - AIC Report

Part 2 - Recommendations of the AIC.

Observations:

1. The Affiliation Inquiry Committee observed that 98% of the essential conditions and suggestions especially appointment of Faculty at the level of Professor, Associate Professor and Assistant Professor have been complied.
2. The infrastructure required in terms of lecture halls is adequate for intake of 50/60 seats.
3. The facilities for teaching material such as Instruments/Equipments are adequate.
4. The syllabus/curriculum followed at the College is as per CCH norms.

(I) **Essential Conditions to be fulfilled by 15th June, 2016:**

Outstanding arrears (salary) for six months needs to be released.

(II) **Overall recommendations of the AIC:**

Affiliation Inquiry Committee recommends continuation of affiliation for the academic year 2016-17 with an intake of 50 seats. Intake of 60 seats (10 additional) is recommended subject to CCH approval.

(III) **Suggestions of the AIC:**

Nil

Position	Name	Signature
Chairman	Dr. Pradeep G. Naik.	Sd/-
Co-ordinator, CDC	Dr.D.B.Arolkar	---
Representative of DHE	Dr. Remy Dias	---
Ex. Engineer	A. Srivastava	---
Expert	Prof. R.S.Guhadal	Sd/-