

3rd Cycle Assessment & Accreditation by NAAC

CRITERION –VI GOVERNANCE, LEADERSHIP AND MANAGEMENT

QlM - 6.3.1

Faculty Empowerment Strategies

Page No. Sr. Content No. Declaration 1 3 Response to QIM 6.3.1 2 4 Performance Based Appraisal System (PBAS) Format 3 6 Confidential Report (CR) format for Teachers 4 8 Confidential Report (CR) format for Non-Teaching Staff 5 13 **APL** Format 15 6 7 CL Format 16

Criterion - VI Governance, Leadership and Management

QIM-6.3



Outward No. SSACSCM/.....

Date: 20/05/2023

Declaration

This is to certify that the information, reports, true copies of the supporting documents, numerical data, etc. furnished in this file have been verified by the IQAC and the Head of the Institution. The data is found correct.

Hence the certificate.







Shri Shivaji Education Society, Amravati's Shri Shivaji Arts Commerce and Science College, Motala, Dist.-Buldhana

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

Teaching:

- The parent institute Shri Shivaji Education Society, Amravati, and the college have initiated several welfare measures for the well-being of teaching and non-teaching staff.
- Welfare measures by the Institute The parent institution offered the job to one of the family members after the sudden death of the staff member in service as per government rules on compassionate grounds.
- Teaching and nonteaching staff is covered by Group Life Insurance.
- The college conducts on socially relevant issues like AIDS, Drug & Voter awareness.
- Medical reimbursement: as per the guidelines of the university & UGC medical reimbursement is given to employees.
- Leaves: Leaves rule of the university are adhered to employees are granted leaves as per their entitlement.

Non-Teaching:

- The parent institute Shri Shivaji Education Society, Amravati, and the college have initiated several welfare measures for the well-being of teaching and non-teaching staff.
- Welfare measures by the Institute The parent institution offered the job to one of the family members after the sudden death of the staff member

in service as per government rules on compassionate grounds.

- Teaching and nonteaching staff is covered by Group Life Insurance.
- Medical reimbursement: as per the guidelines of the university & UGC medical reimbursement is given to employees.
- Leaves: Leaves rule of the university are adhered to employees are granted leaves as per their entitlement.

The Institution evaluates all teaching & non-teaching staff every year. An appraisal system evaluates the faculty's academic performance against a list of set objectives and it identifies the SWOC of concerned faculty. Through this system, the institution fulfills the goals and aims of the parent society. The performance of each faculty member is assessed according to the Annual Self-Assessment by the Performance Based Appraisal System (PBAS). Promotions are based on the PBAS proforma for UGC Career Advancement Scheme (CAS) which is based on the API score which appears before the screening cum selection committee. The institution undertakes a wide range of activities besides academics, for which faculty members are assigned additional duties and responsibilities. The Institute accords appropriate weightage for these contributions in their overall assessment. The faculty members are informed well in advance of their due promotion. The PBAS proforma filled by the Faculty Member is checked and verified by the HODs, followed by the Principal & IQAC office.

All non-teaching staff are also assessed through an annual confidential report. The various parameters for staff members are assessed under different categories i.e., character, habit, talent, departmental abilities, capacity to do hard work, discipline, reliability, relations/cooperation with superiors, subordinates, colleagues, students, and public.

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE

Official Publication of Sant Gadge Baba Amravati University

PART-ONE

(Extra-Ordinary)

Monday, the 15th July, 2019

No.: 17/2019

Direction

Date : 15/7/2010

Subject :- Self – Assessment Proforma - cum – Score Sheets for Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) for Appointments and Promotions under Career Advancement Scheme of Teachers and other Academic Staff.

Whereas, the University has hereinbefore, issued the Direction No. 35/17 to deal the matter on the above subject,

AND

(UGC Regulations-2018)

Now, whereas, the Government of Maharashtra, Higher & Technical Education Department, Mumbai, has issued **Government Resolution No. Misc-2018/C.R.56/18/UNI-1** dated 8th March. 2019. regarding Revision of Pay Scales of teachers and equivalent cadres in Higher Education as per UGC Scheme (7th Pay Commission), and minimum qualifications for appointment of teachers and other academic staff in all the Universities, Colleges and measures for the maintenance of standard in Higher Education of view of University Grants Commission, Resolution-2018,

AND

Whereas, the above **Government Resolution No. Mise-2018/C.R.56/18/UNI-1** dated 8th March. 2019, is implemented, by this University, vide Direction No. 8/ 2019, dated 2/4/2019 so also the Direction No. 14/2019, dated 27.06.2019, regarding corrigendum issued by Govt. vide G.R. dated 10 May, 2019 to this of G.R. of 8th March, 2019.

AND

Whereas, the above UGC Regulation, 2018 (Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission also provides minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education,

AND

Whereas, the Proforma-cum-Score Sheets are to be prepared as per the UGC Regulations-2018 as accepted by the Govt., the Vice-Chancellor has appointed the Committee which has prepared the Proformacum-Score Sheets based on guidelines, criteria on the subject, and the Proforma-cum-Score Sheets have been accepted by the Vice-Chancellor.

AND

Whereas, the matter is to be implemented by prescribing the Ordinance u/s 74 of the Mabararashtra Universities Act, 2016.

AND

Whereas, making of ordinance is time consuming process.

AND

Therefore, I, Dr. M.G. Chandekar, Vice-Chancellor of Sant Gadge Baba Amravati University, in exercise of the powers conferred upon me under Section 12(8) of the Maharashtra Public Universities Act. 2016, do hereby direct as under :-





tiri Shivaji Arts,Commerce Ince College Motala Distt.Buldana

SANT GADGE BABA AMRAVATI UNIVERSITY GAZETTE - 2019 - PART ONE - 142

2. This Direction shall come into force from the date of its issuance.

3. Self Assessment Proforma-cum-Score Sheets for Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), for Appointments & Promotions under Career Advancement Scheme of Teachers, will be as prescribed by UGC Regulation, 2018 (Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education Resolution as accepted by Govt. of Maharashtra vide G.R. dated 8th March,2019 and 10th May, 2019. Self Assessment Proforma-cum-Score Sheets prescribed accordingly by the University for this purpose are as per Section-I, Section-II, Section-III and Section-IV annexed herewith, as ANNEXURE-A..

Summary of these Sections is as under :-Summary of Sections :-(A)

Section-I

Appendix - I : For University and College Teachers other than Physical Education Persons & Librarians for filling Part - B (Categories - I, II & III) of Appendix - II & Appendix - III.

Appendix – II : PBAS Proforma for Promotions under CAS of Teachers other than Physical Education Persons & Librarians (Part - A, Part - B & Part - C).

Appendix - III : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A Part - B & Part - C) for Teachers other than Physical Education Persons & Librarians.

Section-II

Appendix - IV : For University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports for filling Part - B (Categories - I, II & III) of Appendix - V & Appendix - VI.

Appendix - V : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A) Part - B & Part - C) for University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports.

Appendix -VI : PBAS Proforma for Promotions under CAS of University Director / Deputy Director / Assistant Director of Physical Education & Sports and College Director of Physical Education & Sports (Part - A, Part - B & Part - C).

Section-III

Appendix - VII : For University Librarian / Deputy Librarian / Assistant Librarian and College Librarian for filling Part - B (Categories - I, II & III) of Appendix - VIII & Appendix - IX.

Appendix-VIII : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for University Librarian / Deputy Librarian / Assistant Librarian and College Librarian.

Appendix - IX : PBAS Proforma for Promotions under CAS of University Librarian/ Deputy Librarian / Assistant Librarian and College Librarian (Part - A, Part - B & Part - C).

Section- IV

Appendix - X : For Teachers under Music and Performing Arts Part - B (Categories - I, II & III) of Appendix - XI & Appendix - XII.

Appendix - XI : Annual Self Assessment Proforma for the Performance Based Appraisal System (Part - A, Part - B & Part - C) for Teachers under Music and Performing Arts.

Appendix - XII : PBAS Proforma for Promotions under CAS of University For Teachers under Music and Performing Arts (Part - A, Part - B & Part - C).

- (B) For Direct Recruitments of Professor and Principal posts, applicants should submit the information under "(A)" in the Format under 'Category - III' of Part B of Appendix – II, VI, IX & XII XI along with his / her application form by respective category of teachers.
- 4. The cases of Self-assessments, score sheets, API, and PBAS shall hereinafter be dealt as per this





ITC:

Stiri Shivaji Arts, Commerce & Science College Motala Distt.Buldana

SELF ASSESS	MENT FORM	OF THE PRIN	CIPAL /	COLLEG	GE TEACHI	ER
			-20)	1		
	PART	-I (BASIC INFORM	ATION)			
1) Full name		:				
2) Designation		:				
3) Department		:				
4) Subject taught a	and faculty	:				
5) Date of joining t				-		_
present universi	ty					
6) Date of Birth		-				-
 Place of Birth (Village/Town/Ta 	luka/ District)			·····		-
8) Nationality and F	Religion ;					-
9) Whether belongs SC/ST/OBC/OPE						_
10) Permanent Addre	968 ;					
 Mother Tongue Language Known Whether any Imm property heid. If se and where, 	iovabla :					-
14) Qualifications of th	ie Teacher :					
Degree and Post- Graduate degree examination	Special/ Principal subject offered	Allied additional subordinate subjacts offered	Class obtained	Year.of passing	University] .
	· · · · · · · · · · · · · · · · · · ·					
School of the second of the se						

Period of

service

from - to

15) Teaching experience at the

College Level

Name of the

previous

Institutions

2

Year -----

Designation

Month -

Subjects

taught

Classes

laught

Scale of

pay

-				P	
 i) Courses taught ii) Number of periods per week : 					
as per prescribed norms.		Work-	oad]	
*	U.G.	P.G.	M.Phil.	Ph.D.	
 Actual number of periods per week. 				-	
2) Lociures -					
a) Tutorials				-	
b) Practical					
o) Seminars					
d) Dissertations					
e) Others					
SELF ASSESS (NOTE : Self Assessment should) Teaching Methods applied :				ld)	
sis and biography II) Encouraging question in : class III) Announcing topics frietis & Science cussion in advances III) Construction of the state			•		incipal ji Aris, Commerce college Motal

ight Iding seminars v) Use of audio visual alds (Whether facilities exist) II) Contribution to a research schemes approved by the UGC, DST, ICAR, ICSSR & others, if any. III) Any other contribution in -¥ i) Teaching Methods il) Evaluation Techniques lii) Course Development etc. IV) Academic and professional growth (During the year). I) Research qualification acquired . ii) Research projects underlaken iil) Research papers published indicating titles and names of journals in which published. iv) Guidance rendered to research scholor v) Participation in Seminars, Workshops and Conferences. vi) Participation In Orientation proigrammes Refrasher courses etc. vii) Any other type of training (Whenever such facilities exist) V) Participation in Extra Mural activities. i) Extra curricular activities, debates, cultural activities, counselling to students plant on. 26 % 4 NS 000 Princip Shri Shivaji Arts, Commerce IGAC CO-ORDINATOR & Science College Motala Shri Shivaji Arts,Commerce and Science Cellege,Metala Distt.Buldana S @ Mote

QIM-6.3

		4	
•		34	
	ii) Service to community Adult	and the strength of the state o	
	Education, Extension		
	Serivce etc.		-
	VI) Help in departmental adminis-		
	trative activities by way of		
	membership of various.		
	committee such as Discipline	1	
	Committee, Admission Com-		
	mittee, Students Welfare		
	Committee etc.		
	VII) Any other Information about his	and the second	
	contribution (not conveyed		
	above) relevant to a proper		
	as-sessment of activities.		
	VIII) General Observations -		
	i) Attendence		
	a) Regularity		
	b) Punctuality	and the second	
	ii) Students teachers Relationship		
	iii) Colleague relationship		
	iv) Class control		
	 v) Reading habits and other matters 		
	IX) Your own assessment of your		
	performance for the year under		
	report in regard to :		
	a) The quality and quantity of		
	work done and how It com-		
	pared with the prescribed		
	norma, standards or targets.		
	b) Guiding, training, control-		
	ling Class		
		V Construction of the second s	
	c) Dotalls of any specific		
	Item(s) of work done by you which think especially note-		
	worthy.		
	d) If, in your opinion you were		
	unable to meintain the ex-		
1	pected quality or quantity		
1	in performence, in any re- spect, indicate your res-		
-	why this beapened		
	ommerce & South		
		(Signature of the teacher)	
	Da Gentile	J.L	
	oliege	CASI PAncipal .	
	A Har Motale Shr	CAC CO-ORDINATOR Shivaji Ana, Commerce Shivaji Ana, Commerce Shivaji Ana, Commerce Shivaji Arts, Commerce & Science College Motala	
	Shr	I Science Cellege Motala & Science College Motala	

				RTMENT OR PRI	NCIPAL.
a) State v	whether the fac	is stated above are	correct; if not, stat	the teacher? if not, git	ve reasons why you
do not	agree				
I) Actual	verification & e	valuation in respect	s of Part II	· · · · ·	
Item	Correct	Exaggerated	Excellent	Very Good	Average
I					100 - 11 - 11 - 11 - 11 - 11 - 11 - 11
II					P
Ш					ŝ.
IV					
V					
VI					
VII					
VIII					
IX					
F) Wr full	egrity and char nether powers o y utilised. neral Assessme	telegeted are : *A+ = Out	standing, A = Very rage, C = Bølow A	y Good, B+ = Positivel verage	y Good, B=Good,
(* Strike of	ut which is not	applicable.)			
Date : /	1			Signature of Report	ing Officer
Observatio	ons of the Rev	eiwing Officer			
		and the second design of the s			

गोप	ानीय अहवाल न	नम्ना	
	परिशिष्ट - ब भाग		
	ालयातील शिक्षकेत्त		
	पनीय अहवालाचा न	तमुना)	
 पुर्ण नांव 	:		
२) वडीलाचे नांव	:		
३) जन्म तारीख	:		
४) जन्म स्थान	:		
५) राष्ट्रीयत्व व धर्म	:		
६) जात/संवर्ग	:		
७) पदनाम	:		
८) शैक्षणिक पात्रता	:		
९) सद्याचे पदावर सेवत रुजू होण्याचा	दिनांक :		
१०) महाविद्यालयाचे नांव	:		
११) एकूण सेवा काळ	:		
१२) वेलन श्रेणी	:		
१३) कार्यस्वरुपी पत्ता	. :		
		و بن بي مربوع به بي مربوع به د	
१४) दुरध्वनी (एस.टी.डी. सह)			
१५) मुळ ठिकाणचा पत्ता	:		
			NN NN AN AN AN AN AN AN
१६) स्थावर मालमत्ता असल्यास पत्ता	:		
१७) मातृभाषा	:		
१८) अवगत असलेल्या भाषां	:=		
१९) प्रदान करण्यात आलेला कामांचा प्र	कार :		
२०) आपल्या कर्तव्याचे संक्षिप्त वर्णन			
२१) आपल्या सोपविलेल्या स्वतःच्या		nerce & Scien	
कर्तव्याचे मुल्यमापन	S	Left Ce & Scrence Collegge 4445 • Molals	
२२) आपण केलेल्या कामापैकी एखाद्या		Colliege	
चांगल्या कामाची नोंद	A line	un a unitale	tit.
दिनांकः- / /२०	O-ORDINATOR	Chri Sh	Principar j ivaji Arts, Commerce
ठिकाणः - Shri Shiva and Scien	ji Aria,Cemmerce ce College,Motala	कर्मचाऱ्याची सही	nce College Motala Distribuidana

1	ोपनीय अहवाल नम्ना
	परिंशिष्ट – ब भाग ४ व ५
	(गोपनीय अहवालाचा नमुना)
वरिष्ठ महाविद्यालयातील शिक्षकेत्तर क	र्मचाऱ्यासंबंधी सर्वसाधारण योग्यता व चरित्र संबधी प्राचार्याचा अभिप्राय
१) कर्मचाऱ्याचे पुर्ण नांव :	
२) शैक्षणिक पात्रता :	३) धारण केलेले पद :
४) जन्म तारीख :	५) जात/संवर्ग :
६) रुजू होण्याचा दिः :	––––– ७) एकूण सेवा काळ :– –––––
९) प्रतिवेदन कालावधी १०) उद्योगप्रियता व कार्यक्षमता	:- शैक्षणिक सत्र २० -२० :
११) हाताखालील व्यक्तीकडून काम करुन घेण्याची क्षमता	:
	तलेले संबंध :
१३) सर्वसाधारण बुध्दीमत्ता	:
१४) तांत्रीक कार्यक्षमता	-
१५) विशेष कल	:
१६) निर्णय शक्ती, उपक्रमशिलता	:
व धडाडी यासह प्रशासनीक कार	र्यक्षमता
१७) सचोटी व चारित्र्य	
(संशायस्पद असल्यास अहवाल र	
१८) प्रदान करण्यात आलेला शक्तीच पुर्णपणे वापर करतात काय?	1 :
१९) सर्वसाधारण मुल्यमापन	
प्रबंधक/अधिक्षक/ : मुख्य लिपीकाचा अभिप्राय	
(वरीत पैकी जे प्रमुख असतील त्यांन	ो अभिप्राय द्यावा.)
	स्वाक्षरी
प्राचार्याचा अभिप्राय :	
Halladar aller	प्राचार्यांची स्वाक्षरी ,
पुनर्विलोकन अधिकाऱ्याचा निरीक्षण पाचार्य गांद्य क े अ धिकाऱ्याचा भारे सिं	
पुनावलाकन आधकाऱ्याचा निराक्षण प्राचार्य याज्य करने सिण्कहून्त आहे किं नसल्या अर्थ्याची कारणे	qı :
नसल्या हिंगांची कारणे दिनांक हैं // २०	CAN Principal .
Ram. S	iQAC COORDINATOR Inri Shivaji Arts, Commerce Inri Shivaji Arts, Commerce & Strience College Motala
	nd Science College, Motala Distt. Buldana

	Criterion - V	٧I	Governance,	. Leadership	o and	Manag	gement
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अ)	9	कर्मचाऱ्याचे नांव	साधारण किंवा अेपीएल रजेचा अर्ज :
.,	2	कर्मचाऱ्याचा संवर्ग बहुदा	
		सेवेत नियुक्त झाल्याची तारीख	
		सेवेत कायम करण्यात आल्याची तारीख	-
		विद्यमान वेतन श्रेणी	;
		विद्यमान श्रेणीत मिळत असलेले वेतन	
	.,	घरभाडे भत्ता	-
		वाहन भत्ता	
	(0)	कर्मचाऱ्यास हवी असलेल्या रजेचे नांव	-
		हव्या असलेल्या रजेच्या तारखा व एकूण दिवस	
		वैद्यकीय कारणास्तव रजा हवी असल्यास त्याबाबत	
		वैद्यकीय प्रमाणपत्र जोडावे. (ते प्रमाणपत्र कोणी दिलेले आहे)	
	90)	रजा मागण्याचे कारण	
	99)	अर्जाची तारीख	
	9)	सेवा पुस्तकाप्रमाणे शिल्लक रजा अर्जित रजा	:-
		लियीन टिपणी सेता प्रस्तकप्रमाणे किल्लक रूस अर्थित रूस	
		अर्धवेतनी रजा	÷
		अेपीएल रजा	:-
:	2)	कर्मचारी जेथे काम करतो तेथील महत्वाची	:-
		काही कामे प्रलंबित आहेत काय ?	
1	3)	रजेवर जातांना कर्मचाऱ्याकडें आलमारी चाबी	:-
		असल्यास अर्जासाबत कार्यालयात जमा केली	
		की कसे	
۶	()	कर्मचाऱ्यास रजा मंजुर करावयाची असल्यास	:-
		त्यांचा पदभार कोण सांभाळणार ?	
4		रजा मंजुरीसाठी वैद्यकीय प्रमाणपत्र आवश्यक	:-
		असल्यास ते अर्जासोबत जोडलेले आहे काय?	
Ę)	रजा मंजुरीची शिफारस	;-
		अधिक्षकाची/वरिष्ठ लिपीकाची सही	विभाग प्रमुखाची स्वाक्षरी
ब) मं	जूरी	आदेश	
9) ट f	रील प्रमाणे कार्यालयीन टिपणीतील अभिप्राय मान्य करून अर्ज 	विरास त्यांनी मागीतलेली रजा
	2	पातूमा दि पातूमा दि	वी पुढे होणान्या स्था.व्य.स./शा.स.चे.मंजूरीस अधिन राहुन रजा उपभोगण्याची परवानगी देण्यात वैद्यकीय प्रमाणपत्राचे आधारे असल्यास त्यांनी रूजु होतांना फिटनेस प्रमाणपत्रासह अर्ज अहवाल
	7	रादर करावा.	/त्यांनी वैद्यकीय कारणास्तव रजा मागीतलेली अस्ततांना अर्जासोबत वैद्यकीय प्रेमाणपत्र जोडलेले

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Jeevan Prakash", 1st Floor, Shrikrishna Peth, Annavati - 444 601 E-mail: bo_g702@icindia.com, Tel No. (0721)-2666376	GSLI CLAIM FORM "A" older for claiming benefit under the Gro Retirement or Withdrawal of a Member)				Initial monthly Contribution	Shri Shivaji Arts Commerce & Science College Motala Distt Buldana
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