(

Off.: 624846 Resi.: 680392



[ARTS & COMMERCE]

[Founder : Sadhu T.L. Vaswani]

Mrs. A. A. JETHWANI Principal 6, Koregaon Road, Pune - 411 001. [INDIA]

	FORM FOR APPOINTMENT	OF A TEACHER
REF.NO.E-1	(u)/2	Date : 19.12.95
To,		
Shoci/Smt Ra	ma Venkatachalam,	
0.5	-21, New Apsara Apts.	
PII	INK Bub: Appointment to the post of	Teetumm
	INE Bub: Appointment to the post of	(Subject)
Sir/Madam,	the company of the second	
	spose to our advertisement dated	6 12 05 you had
applied for	r the post of Lecturer of Commerce	
You were in Constituted	nterviewed for the above post by the by the Management.	e Selection Committes
I am	pleased to inform you that the Mana	gement has appointed you
on the said	d post in St. Mira's follege for Gi	rls, Pune - 1, in the
scale of R	2200-75-2800-100-4000 Your appointment is subject to	with eliect iron
		o Gie ieriowing oeims and
Conditions		
1. Your	services will be governed by the M	pharashtra Universities
Br. Co.	lations laid down by the University	of Pine and State
/ Gove	erment from time to time.	
/	ou are appointed in clear vacancy of	on full-time basis on
02. (a) I	robation for a period of	year (s) from the
đ	ate of joining.	
(P) Y	our appointment is purely temporary	for a period of
	i.e. from	10
(c) Y	cour appointment is on the leave vac	
	rem to	
(a) T	, ,	
t	he post is reserved for he said category, you are appointed	on full-time basis on
	probation for a period of	_year(s) from the date
	of joining.	
(·) I	he post is reserved for	. Since you do not
b	belong to the said category, you are	appointed full-time
	on temporary basis against the reser	we any claim on the said
	post in future.	
/	- · · · · · · · · · · · · · · · · · · ·	
E H	This temperary vacancy is caused by Hence you are appointed full-time or	n purely temporary basis
	for a period of	•
(g) Y	Your appointment is on part-time/clo	ock hour basis only.



Off.: 624846 Resi.: 680392



SADHU VASWANI MISSION'S ST. MIRA'S COLLEGE FOR GIRLS

[ARTS & COMMERCE]

[Founder : Sadhu T.L. Vaswani]

Mrs. A. A. JETHWANI Principal 6, Koregaon Road, Pune - 411 001. [INDIA]

= 2 =

- 3. (i) You will be paid basic pay of Rs. 2275/ per menth in the scale indicated above. You will also be entitled to bearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the State Government from time to time. In case you are appointed for a period of more than one year, you shall earn annual increment.
- (ii) You will be paid remuneration at the rate of Rs. per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University of Pune and Director of Technical Education/Director of Medical Education & Research/Joint Director of Higher Education as the case may be.
- 4. (a) You shall have to qualify the NET or the SET or similar test (as the case may be) laid down by the University or State Government/UGC or the Central Council pertaining to your faculty within the stipulated period.
- 5. Your appointment is subject to the minimum number of students and the workload prescribed for the post.
- 6. You shall submit the originals as well as certified true copies of relevant testimonials such as birth date certificate, marksheets, experience certificate, discharge/relieving certificate, last Ray Certificate, Caste certificate, change of name certificate (if any), etc. before joining your duties.
- 7. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the statutes at the time of joining the duties.
- 8. You will be allowed to join the duties on producing of :-
 - (i) Two passport size photographs,
 (ii) **Laracter Certificate from two eminent persons, one of them should be a Govt. Gazetted Officer.
 - (iii) Discharge Certificate from previous employer (if any).
- 9. You shall undergo medical, examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional, pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for employment on the staff of the College/institution.



Off.: 62484 Resi.: 6803'



SADHU VASWANI MISSION'S ST. MIRA'S COLLEGE FOR GIRLS

[ARTS & COMMERCE]

[Founder : Sadhu T.L. Vaswani]

Mrs. A. A. JETHWANI
Principal

6, Koregaon F Pune - 411 001. [IN

- 10. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (READ) on the address given, shall be deemed to have been acknowledged duly signed by you.
- 11. You will not conduct or engage yourself in any private tuitions or private coaching classes.
- 12. You will not engage yourself in any other job paid full-time, partime or otherwise, during the continuance of your service; without the permission of the competent authority/Management.
- 13. Your services are transfereable to any other college/institutions run by the Management.
- 14. Your appointment may be terminated, at any time, by either side/party, by giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than air months.
- 15. If you are found absent continuously for more than thirty days without permission your services fill stand terminated automated you are found guilty of violation of any terms and condition mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the solution of your service you shall not directly or indirectly do such things which are subversive to the interest the Society/University/Institute/College/Students.
- 16. You have to communicate your acceptance to the Management/Control Institution within sever days from the date of receipt of the Order of Appointment, failing which your appointment is lied be cancelled.

Yours faithf

Secretary Princ

To: 1. Mrs. Rama Venkatachalam

- 2. The Secretary, St. Mira's College for Cirls Board, Pune 411 001.
- 3. Accounts Section.

6/19)



SKK/-

(2¹) 19141.

0. -1 (U)/29

11,12,97

OFFICE CADEA

St. Mira's College for Girls Board, Pune, is pleased to confirm the serivees of Mrs. Rama Venkatachalam, Lecturer, in her existing post w.e.f. 29.12.97, subject to the approval of the Joint Director, Higher Education, Pune Region, Pune 1, and University of Pune.

the will be entitled and admitted to the benefits of the General Provident Fund.

To: 1) Mrs. R. Venkatachalan.

- 2) The Secretary, St. Mire's College for Girls Board.
- 3) The Chariperson, St. Mira's College Roard, Pune.
- 4) Accounts Section.

forsed in allege Bound nesting dated

COLLIGE FOR SHARE

ne and Designation of /iewing Authorn

Principal

Nos.: 356061 0060, 350065 1063, 350066 6064, 350067 h: 'UNIPUNA' 0145 7719 UNIP IN 0212 353899



Ganeshkhind

No.: CCO 1036

Date: 15/3/1996

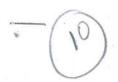
The Secretary / Principal, St. Mira's College for Girls 6, Koregaen Road, ... Pune-411001. Sub. : Approval to the appointment of .. Lecturer Sir / Madam, With reference to the subject mentioned above, I am directed to inform you that the appointment of Shri. Smt. Dr. Rama . Venkatachalamas Lecturer for the subject Commerce is hereby (a) approved with effect from ... 20.12.1995 (b) approved for a period of The College / Institute is required to follow the requisite procedure for selection and appointment of a duly qualified teacher immediately. Thanking You, Yours faithfully for Registrar Copy to: (1) The Principal,



(3) The Deputy Registrar, Reservation Cell, University of Pune, Pune-411 007.

MRS . RAMA VENKATACHALAM

LECTURER



1.1.1996.

SUBSTANTIVE

ITEM

isting scale/scales of the post where there is more than one scale and the scales are merged in the single revised scale. The particular scale in which the employee was drawing pay should be specified).

- 2. Existing emoluments as on 1.1.1996
 - A) Basic pay (vide Rule 7 -2(1)(A)
 - B) Special pay (Where the special pay is merged in the revised scale) vide Rule 5 -2(1)(B)
 - C) Dearness Allowance, appropriate to basic pry/basic pay plus special pay (where special pay is merged in the revised scale) admissible 6s on 1.1.1996.
 - D) Amount of First Interim Relief
 - E) Amount of Second Interim Relief

Total existing emoluments (A)to(E)

Fitment weightage 40% of the Basic Pay

- 5. Total of Items No.3 and 4.
- 6. Revised scale corresponding to existing scale/scales shown against Item No.1 above.
- 7. (^) Revised pay as fixed under Rule 5 -2(1)(A)(ii) at the stage in the revised scale in next above the amount against No.5.
 - (2) Number of increments due on account of bunching (Note 3 below sub rule 1 a dule 5).
 - (3) Stage in the revised scale of pay at which pay is to be fixed including the benefit on account of bunching.



Rs. 3,367/-

Rs. 100/-

Rs. 228/-

Rs. 5,970/-

Rs. 910/-

Rs. 6,880/-

: 8000-275-13500

Rs. 8,000/-

Rs. 8,000/-



(4) Stage in the revised scale or pay at which pay is to be fixed Rs. 8,000/ so as to ensure at least one increment in the revised scale for every three increments in the pre-revised scale (Note 4 below sub Rule 1 of 5) Pay fixed in the applicable revised. 8. 8,000/scale of pay (stage of pay at 5.No. 7(3) or (4) whichever is higher) Amount of special pay (A) sub rule 1 of Rule 5. 9. Pay as per Rule 5, Sub Rule 2, (2) 10. under third provision of rule. Revised emoluments to be shown as 11. 8,000/-1) Revised pay 2) Special pay (vide Rule 5 (2) (C), unrevised rate may be shown. 3) Personal pay (vide Rule5, (2) Date of next increment under Rule 5 12. 1.12.96 (2) sub rule 1(A) Note 2. Date of Any other relevant informat Increment . : Increment Rs. 8000/-1.1.1996 1.12.1996 Rs. 8275/-Rs. 8550/-1.12.1997 Rs. 8825/- was on leave on the day of increment 29.1.19989 1.12.1999 Rs. 9100/-07 - .2000 . . . G.H.GIDWANI DR. PRINCIPAL Rama Venicalchalam dated 11-12-1.1998 Destunation in Leaf 8000-13500 Rs. SERO of Education) is legional Office Anmi ine414 to Joint Direc Puni Reyici.



r Assistant professors and Equivalent Posts & Readers/ Lecturer (SG) / equivalent posts not impleted 3/5 years as on 01.01.2006]

Name of the College / Institution : St. Mira's College for Girls

Name of the Teacher : Shri / Smt. Rama Venkatachalam

Sr.No.	OATE PESCRIPTION OATE TO STATE	Relevant
Trail.	Designation of the post in which pay is to be fixed as on	
1	01.01.2006	Asst. Professor
2	Status (Substantive / Officiating)	Substantive
3	Pre-revised Designation and Pay Scale . 8003 at a page of the	Lecturer (SG)
	i de en anne en ante	12000-18300
4	Existing emolument as on 01.01.2006	g non comp
	a) Basic Pay (including stagnation increment, if any) = 13(1 15101) 0	200, 12,000
	0-67000 from 20.12.2008 (d)	000,6 Due for 3740
	iange in pay band, hence separate sheet anawollA asansad (o	3,780 As there is c
	d) Total ['(a) to'(c]	21,780
5	Revised Pay Band &AGP/GP corresponding to the pre-revised processed processed processes at Sr. No. 4 above.	15600-39100 AGP - 8000
6	Pay in the revised Pay Band with reference to the prerevised basic shown at Sr.No. 4(a)	T L: rithvered beroode
7	Academic Grade pay (AGP) applicable	8,000
8 8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the sbustantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable.	
10	Personal pay, if any eggs stangua msi	# 179 E AP
11	Revised emoluments after fixation of pay?	
	a) Pay in the revised Pay Brand (as per Sr.No. 7 or 9 or 10 above winchever is applicable)	22,320
	b) Academic Grade Pay (Sr. No. 8) (50) 112	8,000
	c) Special Pay, if admissible 3 shows to A	5,000
	d) Personal Pay, if admissible and a set but A	



ranging nambé angin) nambangan anul mangan

Date of next increment and pay after increment 12

100	Date of increment	Pay after increment		
Sr.No.		Pay in Pay Band	AGP/GP	Basic Pay
1	1 st July 2006	23230	8000	31230
2	1 st July 2007	24170	8000	32170
3	1 st July 2008	25140	8000	33140
4	1 st Sept 2008	28130	8000	36130=33140(2990)

Any other relevant information: Completed Ph.D. on 12.05.2008

3 non compounded increments for Ph.D. awarded on 01.09.2008 @ 3%.

994 x 3 = 2990 (total increments) anemorani devisensia anibutani) y

Due for 37400-67000 from 20.12.2008

As there is change in pay band, hence separate sheet attached.

Date .18 DEC 2009 server-erg edt at guibnogser 2009

Place - Pune

Signature & seal of Principal / Director

cademic Grade pay (NGP) applicable

Attached herewtih :1 Form of option 2. Service Agreement 488 Vs 3. Undertaking Vs

rence to the revised pay of purpor

basic shown at Sr.No. 4(a)

Status (Substantive / ORICIA

pre-revised Desenation and Pay Sike

8.000

21.750

Principal say with the erence to the revised pay of jury serior discussion to be indicated.

कुलसचिव पुणे विद्यापीठ, पुणे-७

As Per Govt. Resolution 200. NGC 2009/(243/09)- UNI-1, dated 12th August, 2009 the pay Designation -- Assistant Fixed as on 1.1.2006 Rs223 In the pay band 15600 And Grade Pay Rs. 8000 And his / her date of next increment Is 1st July---- 2006

(Higher Education Grants) Pune Region, Pune

Joint Divector (Higher Education) Pune Regional Office Pune-411 001



PROFORMA FOR FIXATION OF PAY

For Associate professors and Equivalent Posts & Incumbent Readers/ Lecturer (SG) / equivalent posts either completed 3 & 5 years as case may be as on 01.01.2006 or thereafter]

Name of the College / Institution : St. Mira's College for Girls

Name of the Teacher: Shri / Smt. Rama Venkatachalam

Sr.No.	Description	Relevant Information	
	Designation of the post in which pay is to be fixed as on		
1	20.12.2008	Associate Professor	
2	Status (Substantive / Officiating)	Substantive	
		Lecturer (SG)	
3	Pre-revised Designation and Pay Scale	12000-18300	
	b) Date of placement in the pre-revised scale (should be either on or before 01.01.2006)	20.12.2005	
	c) Date on which completed 3 years in the pre-revised Scale	20.12.2008	
4	Existing emolument as on 20.12.2008		
Helli	a) Basic Pay (including stagnation increment, if any)	14,100	
131112	b) Dearness Pay	7,050	
	c) Dearness Allowance transparad estimates and animal anim	7,111	
	d) Total ['(a) to'(c]	25,261	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above	37400-67000	
MICHAEL AND	100 100 100 100 100 100 100 100 100 100	AGP - 9000	
6	Pay in the revised Pay Band with reference to the prerevised basic shown at Sr.No. 4(a)		
7	Academic Grade pay (AGP) applicable		
		Payer Processes	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)		
9	Revised pay with reference to the sbustantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.		
10	Personal pay, if any		
11	Revised emoluments after fixation of pay		
	a) Pay in the revised Pay Brand (as per Sr.No. 7 or 9 or 10 above withchever is applicable) (2011)	37,400	
1001	b) Academic Grade Pay (Sr. No. 8)	9,000	
PERM	c) Special Pay, if admissible	and the search progetty.	
7-7	d) Personal Pay, if admissible	5 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	



12 Date of next increment and pay after increment

	Date of increment	Pay after increment		
Sr.No.		Pay in Pay Band	AGP/GP	Basic Pay
1	01.07.2009	38800	9000	47800

13 Any other relevant information

Place - Pune

St. Mira's College & Cirls, Foona

Signature & seal of Principal /Director

Attached herewith: 1 Form of option

2. Service Agreement

3. Undertaking

द्धारमले कुलसचिव एषे विद्यारीत, एके १५ As Per Gout. Resolution No.

NGC 2009/(243/09)- UNI-1, dated

12th August. 2009 the pay of Shri/Smt. Rama Itak ataula law
Designation - Law Start Professor
Fixed as on 12006 Rs 201400
In the pay band 201400 60000
And Grade Pay Rs. 9000

Joint Director (Higher Education) Pune Regional Office Pune-411 001



FORM OF PAY FIXATION

AS PER THE GOVERNMENT RESOLUTION NO NGC/1200/73396/(15)/2000

VISHI - 4 DT. 12 JUNE 2000

1) Name of the Teacher Mrs. Rama Venkatachalam

2) Existing pay scale 8000-275-13500

3) Pay in the Existing scale : Rs. 9375/-

as on - 20.12.2000

Date of placement 20.12.2000 4 4)

5) Pay scale after the placement : 10000-325-15200

6) Pay in the scale of Rs. 10000/-

Rs.10000-325-15200

Date of next increment 1.12.2001 7)

8) Pay after the increment Rs. 10325/-

Place Pune

Date

Signature of the Principal

PAY APPROVED AS UNDER

Rs. 10000/- -20.12.2000

Rs. 10325/- -1.12.2001

Rs. 10650/- -1.12.2002

to Jost

Jucation

Joint r (Highr Office Puna

PU € 34.

ASSESSMENT COMMITTEE REPORT

REPORT OF THE SELECTION COMMITTEE APPOINTED TO IMPLEMENT THE PROCESS OF SELECTION FOR PROMOTION OF A TEACHER TO THE SELECTION GRADE

Name of the College	ST. MIRA'S COLLEGE FOR GIRLS: PUNE 1
Name of the Teacher	: Mrs Rama Venkatachalam
Subject	: Commerce
performance of the teacher Selection Grade of Rs. 120	ction Committee appointed to consider and evaluate the ras related in the Self Appraisal Form for promotion to the 1000-420-18300 was held at Ness Wadia College of Commerce The following members were present: Chairman of the Governing Body/his Nominee.
2. De la H Cidux	
3. De le-Helidu	concerned subject
5. Dr. Kadvekar	

The Committee carefully considered and scrutinized the Self Appraisal Form of Prof.

Mes Rama Ventalam alongwith the supporting documents attached to the Self Appraisal Form in the light of the conditions laid down by the Government in this behalf vide GR No. NGC-1298 (4619) UNI-4 dt. 11.12.1999.

Subject Expert

Government Nominee

After taking into consideration the information given by the teacher in his Self Appraisal Form regarding his academic qualifications and other achievements, the Committee unanimously recommends as under:-

That Prof. Rama Venkatachalam fulfils all the conditions laid down by the Government vide GR No. NGC-1298 (4619) UNI-4 dt. 11.12.1999 for the scale of Rs. 12000-420-18300 and therefore be placed in the Selection Grade.

Contd....2/-



The Committee further recommends that Prof. Rama Venkatachalaw placed in the scale of Rs. 12000-420-18300 with effect from R. A. Vaswam 1.(Chairman of the Governing Body / His Nominee St. Mira's College For Girls 3. (Head of the Department of 4. (Vice-Chancellor's Nominee) the College in the Concerned subject) 5. (Vice-Chancellor's Nominee-Subject-Expert) 6. (Subject Expert GOVRENMENT NOMINEE Date: Place: Pune.

FORM OF PAY FIXATION

AS PER THE GOVERNMENT RESOLUTION NO NGC/1200/73396/(15) 2000

VISHI dt. 12 th JUNE 2000

1) Name of the teacher:

Mrs. Rama Venkatachalam

2) Existing pay scale:

Rs. 10000- 325-13500

3) Pay in the existing Scale

Rs. 11625/-

as on 20-12-2005

4) Date of Placement

20-12-2005

5) Pay scale after placement:

Rs. 12000 - 420- 18300

6) Pay fixed in the revised pay: scale

Rs. 12000/-

7) Date of next increment:

1-12-2006

8) Pay after increment:

Rs. 12420/-

Place: Pune

0

Pay approved as under

20-12-2005

Rs.12000/-

1-12-2006

Rs.12420/-

St. Mira's College For Girls, Poona

Administrative Officer, Higher Education Grants Pune Region, Pune - 1.

(Higher Education Grants) Pune Region, Pune

(Higher Education)

PL-D

nt

ST. MIRA'S COLLEGE FOR GIRLS, PUNE PAY FIXATION FORM (PHD)

	1	Name of the Lecturer	Dr. Rama Venkatchalan
	2	Designation	Asstt Professor
	3	ExistinglPay Band and Grade Pay	15600 - 39100
		×	Grade Pay Rs. 8000/-
	4	Date of Ph.D	12.5.2008 (but effet from 1.9.2008)
P	5	Name of the University	University of Pune
	6	Basic Pay as on 1.9.2008	24170 + 8000 = 32170
	7	Amount of 3 Non Compounded	970 x 3 = 2900/-
		increment 3 % of Rs.	
	8	Total of 6 + 7	24170 + 2900 = 270¶0+8000=35070
	9	Pay fixed on 20.12.2008	37400-67000 GP 9000 = 46400/-
	10	Date of Next Increment	1.7.2009
	11	Pay after increment	38800 + 9000 = 47800/-
			· · · · · · · · · · · · · · · · · · ·

STATE OF STA

Dr.G.H.Gidwani Principal

8,000/-

to Joint Blaster Phylor Education Puno Region, Pune 411 001

Moint Director
(Higher Education)
Pune Regional Office
PUNE-411001

⁽³⁾ Stage in the revised scale of pay at which pay is to be fixed including the benefit on account of hyperine

FORM OF PAY FIXATION

AS PER THE GOVERNMENT RESOLUTION NO NGC/1200/73396/(15) 2000

VISHI dt. 12 th JUNE 2000

1) Name of the teacher:

Mrs. Rama Venkatachalam

2) Existing pay scale:

Rs. 10000- 325-13500

3) Pay in the existing Scale as on 20-12-2005

Rs. 11625/-

4) Date of Placement

20-12-2005

5) Pay scale after placement:

Rs. 12000 - 420- 18300

6) Pay fixed in the revised pay:

Rs. 12000/-

scale

7) Date of next increment:

1-12-2006

8) Pay after increment:

Rs. 12420/-

Place: Pune

Pay approved as under

20-12-2005

Rs.12000/-

1-12-2006

Rs.12420/-

OLLEGE FOR GIBLS - POONLY

(G.H. GIDWANI)

St. Mira's College For Girls Poons

Administrative Officer, Higher Education Grants PuneJRegion, Pune - 1. doint Director (Higher Education) Pune Regional Office PUNE-411001

UNIVERSITY OF PUNE

Telephone Nos.: 356061 350060, 350065 351063, 350066

356064,

Telegraph: 'UN Telex: 0145 771

Fax: 0212 3538

Ref. No.: (6



Ganeshkhind, PUNE-411007.

350067 IPUNA' I9 UNIP IN			PONE-41
1036			Date : 15/3/1996
То			28
LINE THE PROPERTY OF THE PARTY	egretary / Principal,		
St.	Mira's College	for Girls	
6, K	pregaon Road,		
	-411001 .		
			Dated 29.1.1996
Sir / Madam,			
With	reference to the s	ubject mentioned	above, I am directed to
Inform you	that the appointment	of Shri./Smt./Df. R	ama Venkatachalam
••••••		as . Lectur	O E
for the subje	ect Commerce	h	. is hereby
(a) a	proved with effect fr	om 20. 12. 1	99.5.
(b) a	oproved for a period	of	·····
i. T	e. fromhe College / Institute	to is required to follow	w the requisite procedure for ied teacher immediately.
Thank	ing You,		
	OLEGE	FORGIALS	Yours faithfully



for Registrar

A LOUISIAN	2000	
Copy	to	
CODV	w	-

(1) The	Principal,

(2) Shri. / Smt. / Dr	Rama Venkatachalam
	St.Mira's College for Girle
	6, Koregaen Read,