

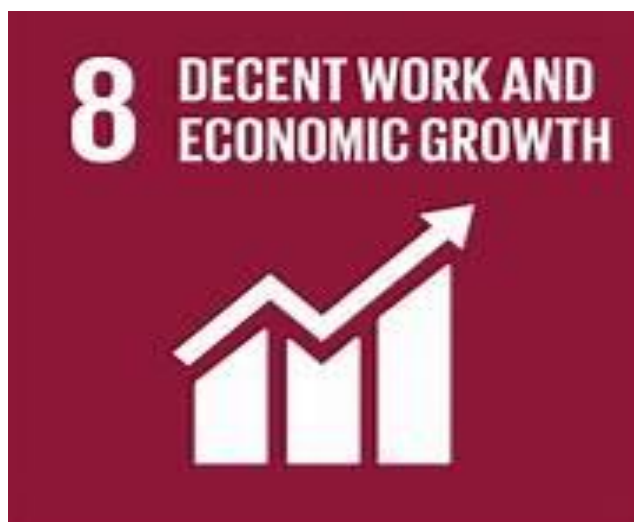
JSS Academy of Higher Education & Research

(Deemed to be University) (Accredited A+ Grade by NAAC)

COMPENDIUM ON SDG-8

DECENT WORK AND ECONOMIC GROWTH

**Compendium of Activities in Achieving UN Sustainable
Development Goals**



2024-25

8.1 Education**a) Courses Up gradation and New Addition: Admission status – 2024-2025**

Sl No.	Name of the State	MBBS	MD/MS	M.Sc, MPH, M.Phil	B.Sc.	Total
1	Andaman & Nicobar	-	-	01	-	01
2	Andhra Pradesh	05	19	05	-	29
3	Assam	01	-	01	-	02
4	Bihar	16	01	01	-	18
5	Chhattisgarh	03	02	-	-	05
6	Delhi	16	05	-	-	21
7	Gujarat	-	01	-	-	01
8	Haryana	20	06	-	-	26
9	Himachal Pradesh	-	-	-	01	01
10	Jharkhand	04	01	-	-	05
11	Jammu & Kashmir	02	-	-	-	02
12	Karnataka	71	44	116	102	333
13	Kerala	13	14	33	86	146
14	Madhya Pradesh	-	-	-	01	01
15	Maharashtra	08	07	02	-	17
16	Manipur	-	-	01	-	01
17	Meghalaya	01	-	01	-	02
18	Orissa	03	04		-	07
19	Rajasthan	08	05	-	-	13
20	Sikkim	-	-	01	-	01
21	Tamil Nadu	19	33	12	04	68
22	Telangana	11	12	02	-	25
23	Tripura	01	-	-	-	01
24	Uttar Pradesh	34	05	03	-	42
25	Uttarakhand	01	01	-	-	02
26	Punjab	03	03	01	-	07
27	West Bengal	10	-	-	-	10
28	Tanzania	-	-	01	-	01
	Total	250	163	181	194	788

Admission status

Programs	Total Intake	Total admitted	Male	Female
MBBS	250	250	92	158
MD/MS (24)	166	163	73	90
Fellowship (3) & Diploma (1)	71	Under Process		
M.Phil (2)	14	14	01	13
Medical M.Sc. (5) & MPH (1)	121	101	28	73
Biomedical M.Sc. (5)	93	66	10	56
B.Sc. (13)	194	194	56	138
Total (55)	909	788	260	528

Course wise admission

Sl. No.	Program / Course	Sanctioned Intake	Admitted	Male	Female
	UG Medical				
1	MBBS	250	250	92	158
	PG Medical Degree / Diploma				
	Pre Clinical				
2	MD Anatomy	04	01	01	-
3	MD Physiology	04	04	03	01
4	MD Biochemistry	03	03	-	03
	Para Clinical				
5	MD Pharmacology	04	04	03	01
6	MD Pathology	14	14	-	14
7	MD Microbiology	04	04	-	04
8	MD Community Medicine	04	04	02	02

9	MD Forensic Medicine	03	03	02	01
	Clinical				
10	MD General Medicine	20	20	12	08
11	MS General Surgery	16	16	09	07
12	MD Geriatrics	02	02	01	01
13	MD Respiratory Medicine	04	04	04	-
14	MS O.B.G.	08	08	-	08
15	MD Paediatrics	12	12	04	08
16	MS Orthopaedics	11	11	09	02
17	MD Radio-Diagnosis	10	10	07	03
18	MS E.N.T.	06	06	01	05
19	MD Anaesthesiology	14	14	05	09
20	MS Ophthalmology	05	05	01	04
21	MD Dermatology	07	07	01	06
22	MD Psychiatry	03	03	02	01
23	MD Hospital Administration	02	02	02	-
24	MD Emergency Medicine	05	05	03	02
	PG Diploma				
25	D.P.M.	01	01	01	-
Sl.No.	M.Sc. / MPH/ M.Phil.	Sanctioned Intake	Admitted	Male	Female
26	Fellowship in Critical Care Medicine	05	04	-	04
27	Fellowship in Pain Medicine	05	02	-	02
28	Fellowship in Psychosexual Medicine	55	Under Process		
29	Diploma in Psychosexual Health	06	Under Process		
30	M.Phil. Clinical Psychology	10	10	01	09
31	M.Phil. Rehabilitation Psychology	04	04	-	04
32	M.Sc. Medical Anatomy	05	04	02	02
33	M.Sc. Medical Physiology	10	07	02	05
34	M.Sc. Medical Biochemistry	26	25	10	15
35	M.Sc. Medical Microbiology	25	19	01	18
36	M.Sc. Medical Pharmacology	10	05	-	05
37	Master in Public Health (MPH)	45	41	13	28
38	M.Sc. Clinical Embryology	30	30	04	26
39	M.Sc. Clinical Psychology	22	18	-	18
40	M.Sc. Medical Genetics & Counselling	15	15	06	09
41	M.Sc. Health Technology & Data Science	20	01	-	01

42	M.Sc. Echo Cardiography	06	02	-	02
	B.Sc.				
43	B.Sc. Respiratory Care Technology	05	05	02	03
44	B.Sc. Medical Laboratory Technology	12	12	06	06
45	B.Sc. Medical Imaging Technology	20	20	06	14
46	B.Sc. Anaesthesia & OT Technology	14	14	-	14
47	B.Sc. Renal Dialysis Technology	07	07	03	04
48	B.Sc. Cardiac Care Technology	20	20	06	14
49	B.Sc. Perfusion Technology	05	05	03	02
50	B.Sc. Physician Assistant	03	03	-	03
51	B.Sc. Optometry	10	10	03	07
52	B.Sc. Emergency Medicine Technology	12	12	06	06
53	B.Sc. Forensic Science	25	25	09	16
54	Bachelor of Occ. Therapy	40	40	08	32
55	B.Sc. (Hons) Medical Genetics & Genomics	21	21	04	17

8.2 Library Books and Expenses

Total Budget sanctioned 2024-2025 - 462 lakhs

Total Number of Books - 34740

<u>Journals</u>	International	-	129
	National	-	<u>105</u>
	Total	-	234

Details of expenditure & No. of Books/Journals added for last 3 years

Year	Total Budget (Rs. In Lakhs)	Total Expenditure (Rs. In Lakhs)		Total No. books /journals added
2022-2023	306.00	Books	29.19	1018 Books added
		Journals	284.91	247 Printed Journals (4 Online Journals)
		Online Database		4 Online Database
2023-2024	390.00	Books	30.65	905 Books added
		E-Books	305.01	59 E-Textbooks

		Journals		230 Printed Journals (6 Online Journals)
		Online Database		4 Online Database
		Books	55.59	1535 Books added
2024-2025	462.00	Journals	309.61	230 Printed Journals (04 Online Journals)
		Online Database		4 Online Database

Library Usage Statistics for the period from December 2024 to May 2025

Sl No	Particulars	Students			Staff	Others	Total
		UG	PG and Research	B.Sc. & M.Sc.			
a	No. referred						
	Books	9739	5116	8619	1967	1081	26522
	Journals	168	435	371	400	-	1374
b.	No. issued						
	Books issued	1433	235	1795	69	-	3532
c.	No. of users (section wise)						
	Reference	9739	5116	8619	1967	1081	26522
	Journal						
	Digital Library	4193	934	2258	705	360	8450

8.3 Manpower

Enabling Faculty Growth and Dignified Employment

JSS Medical College recognizes that human capital is the cornerstone of decent work and long-term institutional excellence. By supporting structured academic growth and secure employment, the institution ensures dignified and fulfilling work for its faculty and staff.

Faculty are empowered through national/international fellowships such as FAIMER, IMA, and AMBI, enhancing their expertise and global outlook.

- Dr.Praveen Kulkarni, Professor, Department of Community Medicine has completed Regional FAIMER Competency - Based Education Programme Rface Fellowship at CMCL, FAIMER Regional Institute, Ludhiana from Dec.2023 to Jan.2025



Dr.Sunil Kumar D, Professor and Head, Department of Community Medicine and Dean Student Welfare, JSS AHER has been selected for FAIMER Fellowship at International FAIMER Institute, Philadelphia, USA (Online mode).



Dr.Akila Prashant, Prof. & HOD., Department of Biochemistry is awarded the Fellowship of the Association of Medical Biochemists of India on 19th December 2024 during the annual conference of the Association (AMBICON-2024) at Ahmedabad, Gujarat for her contribution towards the progress and strengthening of this august body of AMBI.

Dr.Bindu Malini, Asst. Professor of Ophthalmology has been awarded FAICO - Fellow of All India Collegium of Ophthalmology during All India Ophthalmic conference and is admitted as fellow of All India Collegium of Ophthalmology in April 2025.



Dr.Soumya Rajshekar Patil, Assistant Professor, Department of O.B.G. has successfully completed MRCOG and has become a member of Royal College of Obstetrician and Gynaecologist.

Dr.Amoghashree, Assistant Professor, Department of Community Medicine awarded Fellowship in Post Graduate Degree in Hospital Management (PGDHM) at the National Institute of Health and Family Welfare, New Delhi during 2023-2024



Dr.Rashmi S., Senior Resident, Department of Community Medicine awarded Fellowship in Post Graduate Degree in Management (PGDHM) at the National Institute of Health Family Welfare, New Delhi during 2023-2024



Hospital
and

Dr.Prince Jacob, Assistant Professor, Department of Medical Genetics has been selected as a Global Health Emerging Postdoctoral Fellow at Yale University under Dr.Monkol Lek for the year 2025-2026. The home institutions are Public Health Research Institute of India and JSSAHER with Dr.Siddaramappa J. Patil and Dr.Deepa Bhat as mentors with additional support from Dr.Purnima Madhivanan.

- The publication policy mandates continuous academic output, supported by incentives, digital tracking, and mentorship programs.
- Non-teaching staff benefit from timely promotions, DA arrears clearance, and career progression planning, promoting equity and morale.
- The 37th Governing Body Meeting (GBM) reaffirmed commitment to faculty/staff welfare through new recruitments, internal promotions, and performance recognitions.

Teaching Staff Position – As on May 2025

Sl.No.	Designation	Male	Female	Total
1	Professor	63	35	98
2	Associate Professor	67	28	95
3	Assistant Professor	49	69	118
4	Lecturer	01	01	02
5	Senior Resident	26	58	84

6	Tutor	19	25	44
7	Medical Officer	02	01	03
8	Optometrist	01	-	01
9	Embryologist	01	-	01
10	Statistician	-	01	01
	Total Nos.	229	218	447

NON-TEACHING STAFF

Sl.No.	Designation	Male	Female	Total
1	Non-Teaching staff	131	63	194
2	General Workers	11	04	15
	Total Nos.	142	67	209

Faculty Appointment, Promotion and Resignation [June 2024 to May 2025]

Particulars	Appointment	Promotion	Resignation
Professor	03	12	03
Asso. Professor	01	15	02
Asst. Professor	16	10	12
Sr. Resident	20	-	16
Tutor	32	-	12
Total	72	37	45

8.4 Health insurance

Total number of teaching staff and non-teaching staff covered under Group medical insurance m/s Royal sundaram general insurance Co.Ltd are 28 members with a total sum insured of rs 6,60,000.

FAMILY FLOATER POLICY

Sl.no	Sum insured	Monthly premium	Yearly premium
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1.	RS 100000	RS 1000	RS 12000
2.	RS 200000	RS 2000	RS 24000
3.	RS 300000	RS 3000	RS 36000
4.	RS 400000	RS 4000	RS 48000
5.	RS 500000	RS 5000	RS 60000

A. STUDENTS GROUP ACCIDENT POLICY

- Under this policy, the premium amount shall be collected only from the students during admission time as per the category mentioned.
- The staff members (both teaching and non teaching) are covered free of cost.
- The benefits offered by the General Insurance CO. are as follows:-

Category	
Premium per student per annum	Rs 1500/-
Benefits offered by the company	
a. Accidental death and permanent total disability for one earning parent	Rs 15,00,000
b. Student accidental death and dismemberment	Rs 5,00,000
c. Staff accidental death and dismemberment	Rs 5,00,000
d. Medical expenses reimbursement for students and staff.	Upto Rs 1,00,000 per student per accident.
e. OPD treatment	Rs 1,00,000 per staff per accident. Rs 50,000.
f. Weekly benefit for staff; if a staff is met with an accident and he/she not able to attend duties due to temporary total disability, weekly compensation will be payable for a period of 52 weeks.	Rs 10,000 per week.

8.5 Research

Research, Innovation, and Economic Productivity

SDG 8 emphasizes sustainable economic growth through innovation and productivity. JSS's thriving research ecosystem drives healthcare innovation and entrepreneurial thinking, contributing to the knowledge economy.

- The JSS Biorepository serves as a regional hub for sample storage, translational research, and diagnostics, enabling scalable innovations.

Dr. Rakesh Mishra, Director of the Tata Institute of Genetics and Society (TIGS), Bengaluru, who emphasized the importance of biorepositories in accelerating basic and translational research and their applications in disease diagnosis and treatment. Senior leadership from JSS Mahavidyapeetha & JSS Academy of Higher Education & Research and JSS Hospital highlighted the center's alignment with the national agenda for improving healthcare outcomes.

The facility aims to:

- Enable resource sharing for collaborative research across institutions.
- Support advancements in the diagnosis and treatment of rare diseases.
- Enhance translational research by providing high-quality biological materials.

Following the inauguration, Dr. Mishra delivered a special lecture on **“Fight Against Rare Disorders Using Genomics, Genome Editing, and Biotherapeutics”**, showcasing cutting-edge approaches to rare disease diagnosis and treatment, including mRNA and in vivo gene therapies. This lecture further underlined the significance of genomic research in addressing the challenges of rare disorders, aligning with the broader objectives of the ICMR CCoE.

The establishment of the JSS Biorepository Center is a significant step in strengthening the infrastructure for collaborative healthcare research, supporting the vision of resource sharing, and contributing to the national and global health ecosystem.



- Dr. Deepa Bhat, Professor of Anatomy and Certified Genetic Counsellor, JSS Medical College, Mysuru is co-authored in the Lancet Regional Health – Southeast Asia.

This pioneering work introduces the first validated stigma scale from India for individuals living with sickle cell disease (SCD) and their caregivers — a timely and much-needed tool to inform inclusive public health policies and community engagement.

Developed under the leadership of Dr. Bontha V. Babu and supported by the ICMR National Task Force Project (Socio-Behavioural Research Division), the ICMR-SCD Stigma Scale for India (ISSSI) was built through rigorous fieldwork across six tribal regions, with JSS Medical College contributing as one of the core institutions.



- 90+ active interdisciplinary projects in fields like pharmacy, medicine, AI, and traditional systems foster cross-sectoral innovation.
- AI-enabled apps developed by students and faculty enhance efficiency in clinical care, public health, and rational prescribing.
- The 37th GBM highlighted increased research grants, industry tie-ups, and growth in IPR filings, promoting economic return through science.
- Helps to achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and infrastructure upgradation.

Research Projects & Clinical Trials

Sl. No.	Particulars	Number	Amount in Rs.
1	Newly sanctioned projects	02	90,50,000.00
2	External Funded Projects (National), ICMR, DBT, DST NACO, MEDGENOME, IADVL, ICSSR.	54	681,718,156

3	International Funded Projects Pfizer - USA, GID, Fogarty, NIH, Swedish Heart Lung foundation, Sweden, University of Birmingham	18	136,910,550
4	Fellowships - ICMR, Lady Tata Memorial Trust Scholarship & DBT.	13	15,945,943
5	UG STS – 2024 - 2025– ICMR	19	15,00,000.00
6	PG Thesis grants – ICMR	08	8,00,000.00
7	Clinical Trials	69	22184478.99
8	Industry Sponsored	17	965,995
9	JSS AHER funded	94	79,54,800
10	Special Interest Group	13	33,84,287

RESEARCH PROJECTS COMPLETED WITH OUTCOME

Sl. No.	Sponsoring Agency / PI	Outcome Publications / Ph.D.
1	ICMR – 09	Publication – 09 Patent – 01 Ph.D. Awarded – 05 Poster Awarded – 01 Ph.D. pursuing – 01 Publication under process – 01
		Publication – 01 Ph.D. Awarded – 01
2	Imperial College London	Publication – 02
3	PHRII	Publication under process
4	KSTA	Publication under process
5	Mamta HMIC, New Delhi	Publication – 04 Ph.D. pursuing – 02
6	ISPPD	Publication Under process
7	Google Research, USA	2 OSCE workshops conducted
8	UG STS – 03	Reports accepted
9	ICMR	Publication – 06, 1 PhD Awarded
		Publication – 03, 1 PhD Awarded
		Publication – 05, 1 PhD Awarded
		Publication – 01, 1 PhD Awarded
		E-Module submitted to ICMR
10	FIST (CEMR Laboratory)	Publication – 238
11	Tata Institute of Genetics and Society, Bangalore	Multicentric Study

		Report from JSS has been submitted
12	Institute of Public Health Bangalore	Publication submitted – 01
13	Nidhi Prayas	Publication Under process Patent in process
14	Nova Biomedical Sciences	Article Publish – 01 Poster Presentation – 01 Manuscripts Under Review - 07

Empowering Youth, Women, and Early Researchers

Equity and empowerment are key to inclusive growth. JSS promotes youth leadership and gender-responsive programs that enable learners to thrive in academic and professional domains.

- Young researchers are nurtured through mandatory publication policies, with over 60 awards received nationally for innovation and research.
- Initiatives like the award-winning “Stain-At-Ease” project illustrate student-led social innovation addressing real-world challenges.
- Gender-focused initiatives such as cancer awareness drives, menstrual hygiene campaigns, and self-care workshops foster a healthy and inclusive academic environment.
- Platforms like research fairs and student symposiums ensure early exposure to scientific inquiry and career pathways.

DETAILS OF PATENT / COPY RIGHT

Sl No	Patent Number	Title	Investigator	Date of Publishing
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1	202211071150 A	Method For Cardiovascular Risk Assessment In Diabetic Patients By Performing Oxidative Stress Test And Uses Thereof	Rajesh Kumar Thimmulappa	14/06/2024
2	202441047243	An Assistive Device 5 For Visually Impaired individuals And A Method Of Enabling Navigation Thereof	Dr Sunil Kumar D	12/07/2024
3	202443050122	Method And System Of Object Recognitionusing An Assistive Device For Assisting Visually Impaired Individuals	Dr Sunil Kumar D	02/08/2024
4	202443050432	An Assistive Device And a Method For Text Recognition By Visually Impaired Individuals	Dr Shweta Neminath Kurkuri	02/08/2024
5	202443051977	Method And 5 An Assistive Device for Tracking Location Of Visually Impaired Individuals	Dr Sunil Kumar D	02/08/2024
6	202441064073	Jigsaw Puzzle Game For Teaching Rational Antimicrobial Use In The Treatment Of Gastroenteritis	Dr Sumana M N	06/09/2024
7	202441064112	Educational Game System For Teaching Rational Antimicrobial Use In Intra-Abdominal Infections	Dr Sumana M N	06/09/2024
8	202441059940	Power of the Pawns: Gastro-enteritis Treatment Board Game	Dr Sumana M N	25/08/2024
9	202441060901	HIT TO FIT Board Game	Dr Sumana M N	23/08/2024
10	2024441067716	The Bling Ring To Fit The Bling : An Educational Board Game For Antibiotic Selection in Lower Respiratory Tract Infection	Dr Sumana M N	13/09/2024
11	202441073413	Sepsis Smart: An Innovative Game For Clinical Training In Antimicrobial Stewardship	Dr Sumana M N	04/10/2024
12	550681 202141008355	Self-Contained And Portable Life Support System	Srinivasa Murthy	
13	202341089879	A SYSTEM OF IMAGING AN OBJECT AND METHOD THEREOF	Dr Sunil Kumar D	05/07/2024

14	JSS Medical College/ Pharmacology	Dr. Ranjith Raj Pharmacology Authors- Sai Chakith M R , Dr. Sushma P, Dr. A. M. Satish , Dr. Chandan S, Dr. Ranjith Raj, Dr. Shiva Prasad Kollur, Dr. Murali, Mahadevamurthy, Dr. Kestur Nagaraj, Amruthesh	A Skin Serum and the Method of Preparation THEREOF	Application No - 202441096935
15	JSS Medical College/ Pharmacology	Dr. Ranjith Raj Pharmacology. Authors- Dr. Ramith Ramu, Shashank M Patil, Ranjith Raj, Prithvi S Shirahatti	Production of multi-therapeutic bioactive peptide from colostrum fat-globule membrane protein	Application No - 202441098517 A
16	JSS Medical College/ Pharmacology	Dr. Pushpa.V.H Pharmacology. Authors- Dr. Ramith Ramu, Shashank M Patil, Pushpa.V.H, Prithvi S Shirahatti	Title: A novel bioactive peptide targeting PPAR-gamma modulation	Application No - 202441098063 A
17	JSS Medical College/ Pharmacology	Dr.Kalabharathi H. L. Pharmacology. Dr. Rohini S. Kavalapure, Ms. Naik Jui Pravin, Dr. Shankar G. Alegaon, Mr. Shankar Gharge, Mr. Shriram D. Ranade, Dr. Kalabharathi H. L., Dr. B. R. Prashantha Kumar, Dr. Ramith Ramu	Novel quinoline innovations in alpha-amylase inhibition for next-generation antidiabetic drugs	Application No - 202541004230 A

8.6 Hospital Statistics

Genetic counselling

Details	Numbers
Old cases	335
New cases	347
TOTAL	682

Laboratory Investigations

Department	No of Investigations
Biochemistry	1844641
Pathology	2235824
Microbiology	231661

Medical Departments

Department	OPD	IPD
Medicine	123935	12888
Respiratory medicine	21727	2076
Geriatrics	11227	2522
Paediatrics	54927	7340
Dermatology	64946	1623
Psychiatry	19278	1142
Emergency medicine	35404	12080
Rheumatology	16188	1214

Surgical Departments

Department	OPD	IPD	Day Care	Major OT	Minor OT
General surgery	89257	8791	1067	3399	10201
OBG	62636	5387	910	2536	2801
Orthopedics	55226	4883	743	2004	5299
ENT	46355	2519	712	1452	6855
Ophthalmology	55620	2145	728	1526	402

Super - specialty Departments

Department	OPD	IPD	Day care	Major OT	Minor OT
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Cardiology	25812	1462	—	1330	70
Nephrology	13973	2085	—	—	—
Neurology	18740	1077	—	—	—
Medical gastroenterology	19841	2295	654	—	—
Surgical oncology	2448	427	—	382	229
Medical oncology	10048	5133	4118	—	—
Urology	27180	1864	1499	2895	1420
Neuro – surgery	17159	2134	—	737	407
Paediatric surgery	5747	608	—	532	—
CTVS	1360	246	—	117	—
Surgical gastroenterology	4474	893	—	491	—
Plastic surgery	11992	822	—	947	4065

COMMUNITY WORKS

“TOBACCO ADDICTION, CHILD LABOUR AND CHILD MARRIAGE”: YOUTH CAMPAIGN – 10-08-2024

Community Engagement, Livelihoods, and Social Entrepreneurship

Decent work begins in communities. JSS engages directly with the public through education, capacity-building, and entrepreneurship promotion—especially in underserved and rural areas.

- Through the School of Public Health, programs like “Youth for Governance” and “Digital Health Days” build civic agency and digital literacy.
- 16 community outreach programs in the last year addressed preventive health, adolescent empowerment, and school health promotion.
- Collaborations with Zilla Panchayats and PHCs offer skill-building modules, teleconsultations, and livelihood-oriented health education.
- The 37th GBM noted these initiatives as catalysts for grassroots employment, especially among women and youth.

To make our 78th Independence Day Celebrations more meaningful, the Ministry of Health and Family Welfare insisted on a series of awareness programs titled “**Tobacco Free Youth Campaign 2.0**” to educate and empower the young generation of India to resist or quit tobacco usage in any form. India is the second largest consumer of tobacco globally, and accounts for approximately one-sixth of the world's tobacco-related deaths. The tobacco problem in India is peculiar, with the consumption of a variety of smokeless and smoking forms. In this regard, the NSS unit, JSS Medical College, AHER Mysuru organized community outreach camps at local government high schools.

The day one program was conducted in the Govt. High School, Udbur village, HD Kote Road, Mysuru, was held on the 9th Friday, August 2024 and on second day programme was held on the 10th Saturday, August 2024. The program was organized in Govt High School Kuvempunagar, Mysuru. The main topics of the awareness campaign covered during these events included, ‘**Awareness Against Tobacco and Alcohol.**’ ‘**Awareness Against Child Labours**’ and ‘**Awareness Against Child Marriage.**’ Mr. Sourav, Ms. Sanya Sathish, Ms. Gopika, Mr. Adwaith, Ms. Evana, Mr. Veeresh, Mr. Chiranth, Ms. Aishwarya, Mr. Rahul, Ms. Ananya, Mr. Aayush, Mr. Dipayan Saha, and Mr. Vishnu, all second-year B.Sc. NSS student volunteers from the division of Allied Health Science took active and enthusiastic participation in organizing, conducting, and coordinating the whole event successfully. High school students who were our target population of the program took an active participation in the whole program.

Both events started with an introductory remark about the motto of NSS activities and, the importance of social awareness among youth was followed by welcoming the Headmistress, the other teachers, and students of the school. NSS volunteers, Sowrav, Sanya, Veeresh, and Chiranth addressed the gathering with each concept; they highlighted the consequence of the use of “Tobacco, Alcohol, and Drugs,” and its impact on society and the responsibility of their parents was very much stressed. They discussed how to fight the odds and how to help others to overcome those addictions.



To sensitize the students’ self-consciousness and not to attract them towards such menace, the students were administered the oath by the physical education teacher was one of the main highlights of the events.



Oath Administration by the teachers, Govt. High School, Kuvempunagar, Mysuru.



Mr. Veeresh spoke about the pervasive issue of child labour, including its impact on physical health, education, and prospects. He highlighted global and local statistics and the legal frameworks combating child labour. NSS

volunteers stressed about child labour and its legal consequences. Subsequently, it was followed by an awareness speech about child marriage.

Volunteers used various charts and visual aids to present key statistics, facts, slogans, and pictorial representations of the topics being discussed. These aids helped in visualizing the severe effects of the issues at hand. As we concluded the two-day NSS camp, we were filled with a sense of accomplishment and hope. By engaging with the students of different schools, a small but a significant step towards creating a healthier, safer, and more equitable society was initiated.

Sl No	Organization	Place	Date	No. of Patients Screened
1	JSS Hospital, Mysuru	General Health Camp, Nanjangud	07-06-2024	682
				
2	NJS Charitable Trust® Mysuru	General Health Camp, Mysuru	11-06-2024	210
				
3	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	09-07-2024	240
				
4	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	09-08-2024	230

				
5	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	13-08-2024	270
				
6	JSS Hospital, Mysuru	General Health Check-up Camp, Kuvempunagar, Mysuru	19-08-2024	140
				
7	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	10-09-2024	230
				
8	JSS Hospital, Mysuru	Mysuru Palace Premises, Mysuru	21-09-2024	75

				
9	JSS Hospital, Mysuru	Mega Health Check-up Camp, Harave Village, Chamarajanagar	28-09-2024	285
				
10	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	08-10-2024	250
				
11	JSS Hospital, Mysuru	Geriatrics Health Camp Marasettihalli Village, Mysuru Taluk	24-10-2024	100
				
12	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	12-11-2024	233



13	JSS Hospital, Mysuru	JSS Womens College, Kollegal	06-12-2024	1468
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14	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	10-12-2024	205
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Sl No	Organization	Place	Date	No. of Patients Screened
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1	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	11-01-2025	220
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2	JSS Hospital, Mysuru	Free Geriatric Health Check-up Camp at Brigade Sparkle Apartment, JP Nagar, Mysuru	19-01-2025	15
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3	JSS Hospital, Mysuru	Murgiswamy, Viraktha Math, Shiramalli, Hullahalli Hobli	07-02-2025	250
				
4	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	11-02-2025	320
				
5	JSS Hospital, Mysuru	PM Shri School Jawahar Navodaya Vidyalaya, DMG Halli Village, Mysuru	19-02-2025	350
				
6	JSS Hospital, Mysuru	Free General Health Camp, Koodanahalli Village, Mysuru	05-03-2025	170

				
7	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	11-03-2025	387
				
8	JSS Hospital, Mysuru	Free General Health Camp, Hadinaru PHC	12-03-2025	220
				
9	JSS Hospital, Mysuru	Free Geriatric Health Check-up Camp at Brigade Mountain View Apartment, Ooty Road, Mysuru	16-03-2025	33
				
10	JSS Hospital, Mysuru	NSS Health Checkup camp, Kuratti Village, Nanjangud	19-03-2025	120

				
11	JSS Hospital, Mysuru	NSS Health Checkup camp, Puttegowdana Hundi, Mysuru Tq.	25-03-2025	51
				
12	JSS Hospital, Mysuru	NSS Health Checkup camp, Jayapura Village, Nanjangud	26-03-2025	80
				
13	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	08-04-2025	383
				
14	JSS Hospital, Mysuru	Comprehensive Health assessment Camp for elderly at Brigade Palmgrove, Bogadi Road, Mysuru	14-04-2025	30

				
15	JSS Hospital, Mysuru	NSS Health Checkup camp, Someshwarapura Village, Varuna Hobli	29-04-2025	56
				
16	NJS Charitable Trust, Mysuru	Kanti Mallana Kalyana Mantapa, Kabir Road, Mysuru	13-05-2025	397
				

Annual Special Camp - NSS Unit, JSS Medical College, Mysuru

10th to 17th March – 2025

NSS unit of JSS Medical College, JSS AHER had organized an annual special camp from 10th to 17th March 2025 at various villages coming under Devalapura Gramapanchayiti (Devalapura, Hadajana, Chikkagowdanahundi, Rayanahundi, Marigowdanahundi and Ayarahalli). Free health screening and treatment camp was conducted as part of the NSS annual special camp. The camp was organized and supported by JSS Medical College, under the JSS Academy of Higher Education and Research, Mysuru. All our activities are guided, directed, and supported by the principal Dr.H.Basavanagowdappa, and vice-principal Dr Suma N.M. and Dr. Praveen Kulkarni, JSS Medical College, Mysuru and Mr. Satish Chandra. Chief Administrative Officer, JSS Medical College, Mysuru and Dr K L Krishna, NSS Coordinator, JSSAHER, Mysuru.

The medical health camp team involved Services offered by specialists from various departments including general medicine, obstetrician & gynaecologist, and paediatrics from JSS Hospital and Research Centre, Mysuru. and MBBS students of JSS Medical College, Mysuru. There were different counters, like Registration, screening like recording the blood pressure (BP), testing random blood glucose levels (Blood Sugar), checking Height, Weight, and BMI, checking vision with Snellan's and Ishihara charts and one pharmacy counter was set up to dispense free medicine for all the patients who were prescribed medication by the concerned doctors. Around 662 patients including the public and students from schools and Anganwadi benefited from the services offered during the free medical camp series; it mainly included many children, women, and the old-age population. Blood sugar (CBG) was tested in 295 patients, and free drugs were distributed to 600 patients.

Along with this, the students took the initiative to spread awareness about important issues like nutrition and its values, social hygiene, personal hygiene, the Right to Education, Child labour, Child marriage, and Beti Bachao Beti Padhao. A small group of students went door to door, covering most of the houses of the village to create awareness and impart knowledge to the families educating them through posters, flyers, and slogans. Students discussed with the villagers how to break various superstitions and stereotypes.



INCOME GENERATED FROM PARTICIPANTS OTHER THAN JSS MEDICAL COLLEGE

Sl. No.	COURSES / WORKSHOP	Revenue
1	JSS College of Nursing Cardiac Emergencies Workshop	26,285.00
2	JSS College of Nursing Mastering Surgical Skill Workshop	12,272.00
3	Medical Emergencies Workshop	18,880.00
4	JSS School of Nursing BLS course	2,34,000.00
5	Advanced NRP Workshop	3,894.00
6	JSS College of Physiotherapy Workshop	6,490.00
7	JSS College of Nursing- Dept. of Medical Surgical Workshop	22,184.00
8	JSS College of Nursing- Dept. of Nursing Foundation workshop	5,546.00
9	Pediatric Procedural training workshop	7,080.00
10	JSS College of Nursing - Dept. of OBG workshop	21,948.00
11	JSS College of Nursing - Dept. of Paediatric Nursing workshop	8,496.00
12	Sahana Raju (JSSMC fellow ship students)	3,540.00
13	Shruthi Rao & Narasimha Rao (Mysore, for UK Visa)	7,080.00
14	Joicy T J (staff Nurse, sigma hospital for UAE visa)	3,540.00
15	Vasundharadevi P G (JSS Ayurveda college intern)	3,540.00
16	Sagaya Rosy R (Apollo staff Nurse for visa UAE)	3,540.00
17	Ashwini S – (JSS OT technicians for VISA UAE)	3,000.00
18	Nithyashree Singh (JSSMC Fellow Ship students)	10,000.00
19	Taniya Erum (JSSMC Fellow Ship students)	10,000.00
20	Sneka G (JSSMC Fellow Ship students)	10,000.00
21	Sahana N (JSSMC Fellow Ship students)	10,000.00
22	Dr. Ruben Omar S (JSSMC EMD Sr.)	10,000.00
23	Shravanthi (JSSMC MPH students)	3,000.00
24	BLS & ACLS Course for pharmacy Student	3,50,000.00
25	Bhavana A.L.	3,000.00
26	Pavithra S.	3,000.00
27	Pradeep Raj	11,800.00
28	Non- AHA BLs course for Outsiders	23,010.00
29	BLS class for JSS College Nursing Students	2,91,000.00
30	Nursing Ventilation workshop	4,956.00
31	Ophthalmology Suturing workshop	2,478.00
32	ALS 5000 Lung Module Skanray Technology	23,600.00
33	Non- AHA BLS for PALS Candidates	47,790.00
34	PALS workshop	27,000.00
35	BLS class for Physiotherapy Students	2,28,000.00
36	BLS class for Ayurveda Students	2,52,000.00
37	Cardiac Emergency workshop - JSS CON	38,350.00
38	Neonatal Care and Resuscitation workshop – JSS CON	20,178.00
39	Normal Labour Essential workshop – JSS CON	24,072.00
40	Adithya Yelamatti	3,540.00

41	Dr.Sushmitha H.S.	10,000.00
42	Dr.Sahana N.	10,000.00
43	Dr.Vini B.	11,800.00
44	Dr.Roshan T.	11,800.00
45	Dr.Farha Ayisha	3,540.00
46	Dr.Manas Babu	10,000.00
47	Dr.Poojitha	3,540.00

TOTAL REVENUE GENERATED - ₹18,58,789.00

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Syndrome: A Work Group Report of the AAAAI Adverse Reactions to Foods Committee, *Journal of Allergy and Clinical Immunology: In Practice*, 2024 Dec;12(12):3242-32490.

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JSSDCH

Introduction

SDG 8 centers on fostering sustained, inclusive, and sustainable economic growth, along with full and productive employment and decent work for everyone. It highlights the necessity of creating employment opportunities that ensure fair wages, social protection, and safe working environments.

The targets outlined under **SDG 8** include:

1. Maintain per capita economic growth aligned with national conditions, aiming for at least 7% annual GDP growth in the least developed countries.
2. Boost economic productivity through diversification, technological advancement, and innovation, with a particular emphasis on high-value-added and labor-intensive industries.
3. Promote policy frameworks that encourage job creation and entrepreneurship—especially for youth and women—while ensuring access to financial services.
4. Increase resource efficiency in both consumption and production, and advocate for sustainable living practices.
5. Support the formalization and expansion of micro, small, and medium-sized enterprises, notably through improved access to financial services.
6. Guarantee full and productive employment and decent work for all individuals—women, men, youth, and persons with disabilities—ensuring equal pay for work of equal value.
7. Implement urgent and effective actions to eliminate forced labor, modern slavery, and human trafficking, and to abolish the worst forms of child labor.
8. Safeguard labor rights and promote safe, secure working conditions for all workers, including migrant laborers—especially women and those in vulnerable forms of employment.
9. Formulate and apply policies that support sustainable tourism, which generates employment and promotes local heritage and products.
10. Strengthen the capability of domestic financial institutions to broaden access to banking, insurance, and other financial services.

SDG 8 acknowledges that economic growth, employment generation, and decent working conditions are vital for alleviating poverty, fostering social inclusion, and achieving broader sustainable development. It underscores the importance of inclusive and sustainable economic systems that uphold labor rights and enhance overall well-being.

Initiatives taken in this regard

Economic Growth

Budget Details (Lakhs)2024-2025

Tuition Fee	2419.37
(College Fee (others	112.02
JSS AHER Fee	51.23
JSS Mahavidyapeetha Fee	4.40
Examination Fee	43.50

Other receipts + Hospital	490.50
Grants	112.22
Dept of forensic	2.80
Other certificate courses	53.25
Grand total	3289.39

Expenditure (as per revised budget Apr 2024-Mar 2025)

Heads	Amount	Actual
Establishment	2,401.39	2,367.22
Administrative expenses	85.15	104.38
Academic activities	102.50	125.30
Students' amenities	51.35	51.35
Examination fee	32.75	32.75
JSS Mahavidyapeetha fee	4.28	4.28
Payment to JSSAHER	50.79	50.79
Administration Charges	25.00	25.00
Hospital consumables	167.00	158.00
Non - recurring expenditure	60.00	65.00
Grants	14.00	14.00
Certificate Course	25.00	25.00
Information & Digital Technology	11.00	8.57
Total	3,030.21	3,031.64

Staff and student Insurance

	No of Students/Staff Medical	Insurance premium collected
PG MDS	85	2500+1500
UG BDS	362	2500+1500
MSc. Forensic	2	2500+1500
Staff: Non- teaching		
Staff: teaching		
ESI		

Student Projects

Funding Agency	Number of Projects	Grant amount
JSSAHER	42	497336.00
ICMR		
Group pharma		
Grand total		

Staff

Funding Agency	Number of Projects	Grant amount
JSSAHER	2	2,74,995.00
SERB/DST	1	74,812.00
Ethicare clinical trails	1	74,129.00
Group pharma	2	1,85,000.00
ICMR	4	44,03,764.00
Grand		50,12,700.00

FACULTY:

Faculty Statistics

Sl No	Department	Professors	Associate Professors /Readers	Lecturers	Tutors
1	Pediatrics & Preventive Dentistry	3	3	4	-
2	Oral & Maxillofacial Surgery	4	5	3	-
3	Conservative Dentistry & Endodontics	4	3	4	2
4	Prosthodontics & Crown & Bridge	3	6	4	2
5	Oral Medicine & Radiology	4	2	4	-
6	Periodontology	2	5	3	-
7	Orthodontics & Dentofacial Orthopaedics	4	1	5	-
8	Public Health Dentistry	1	4	-	1
9	Oral Pathology & Microbiology	2	1	2	-
10	Forensic Odontology	-	-	1	-

HR Statistics (Nos.)

Teaching	Non-teaching	Total
92	95	187

HR turnover statistics

	Teaching	Non-Teaching
Appointments/ Continuations	28/03	09/04
Promotions	17	03
Resignations	11	01
Retirements	-	03
Deputations	-	01

DENTAL HACKATHON 2.0



Dental Innovation Hackathon 2.0, a groundbreaking event aimed at revolutionizing dental healthcare through technology and innovation, was organized by the Institution's Innovation Council (IIC) of JSS Dental College and Hospital on 07-05-2025.

The event brought together 26 teams, including undergraduate, post graduate dental students with faculty members. The program "Dental Innovation Hackathon 2.0" served as a platform for interdisciplinary collaboration to address real-world challenges in dentistry.

The event kicked off with keynote addresses from Vice-Chancellor, JSSAHER Dr. Basavagowdappa. H who spoke on the future of digital dentistry and ignited the young minds towards thinking beyond, "The normal".

Dr. Dhakshaini. MR, Principal, JSSDCH whose inspirational presence set the tone for the event along with Dr. Jaishankar Vice Principal JSSDCH. Dr. Nitin, the Convenor of the event, played a pivotal role in conceptualizing the hackathon. Dr. Aruna. G, Organising Secretary, efficiently coordinated the various elements of the hackathon. With continued commitment of Dr. Premlatha BR, Dr. Sheethal Chandra and other members, IIC the saw the light of success.

Teams presented their solutions to a panel of judges comprising Dr. Srinivas Murthy, Dept of Pediatrics, JSSMCH, Mysore, Dr. Madhsudhan, Dept of Computer science SJCE, Mysore and Dr. Raghavendra Shanbhag, Dept of Pedodontics and Preventive Dentistry, JSSDCH who praised the innovations and applauded the prize winners.

JSSDCH, under the umbrella of JSSAHER is thrilled by the creativity and enthusiasm shown by the participants. This hackathon has proven that the future of dentistry lies at the intersection of healthcare and technology.

Plans are already underway for next edition towards motivating Patents and commercialisation, with hopes of expanding its reach and impact across the dental community.

Patents aligning to SDG 8

Details of Granted Patents

Sl. No.	Title of Patent Awarded/Filed	Patent /Design Application No.	Name of Inventors	College & Department	Date of Award/Filing/ Published
1	Resin-Based 3D Printing for Hand Prostheses	434576-001	Dr Hemant Mathur Dr Aditi Mathur Dr Sunila Bukanakere Sangappa Dr Mahesh Suganna Golgeri Dr Payal Tripathi Dr Supratim Tripathi Dr Shivakumar G C Dr Sahana S Dr Maria Maddalena Dr Giuseppe Minervini Dr Diana Russo Dr Vincenzo Ronsivale	Prosthodontics and Crown & Bridge	12.6.2025
2	A method for preparing a cavity disinfectant composition	202441021559	Dr Sreejeeta Dey Dr Seema Deshmukh, JSSDCH Dr Asha Srinivasan	Pediatric & Preventive Dentistry	27.05.2025
3	A device for molar uprighting and distalization	202241039235	Dr Jyothikiran Reader Dr Suma S, JSSDCH Dr Pradeep S, JSSDCH	Orthodontics and Dentofacial Orthopedics	28.4.2025
4	Self contained and portable life support system	202141008355	Dr Srinivasa Murthy D, JSSMC Dr B Nandlal, JSSDCH	Pediatric & Preventive Dentistry	20.9.2024
5	Ergonomically designed operators chair for dental practitioners to perform dental procedures	202341009613	Dr Meenakshi S Lecturer Dr Raghunath N, JSSDCH Dr Uma H M	Prosthodontics and Crown & Bridge	2.9.2024

Details of Filed Patents

Sl. No.	Title of Patent Awarded/Filed	Patent /Design Application No.	Name of Inventors	College & Department	Date of Award/Filing/ Published
1	Artemisia nilgirica extract & fraction	202541062044	Dr Suman Basavaraju Dr Logesh R, JSSCP Dr Anita Singh	Periodontology	29.6.2025
2	An orthodontic dental device with LED for gum diseases, white spot lesions and tooth whitening	202541060437	Dr Ashwini T S Dr Supreeth S Gowda Dr Nitin V M	Conservative Dentistry	24.6.2025
3	Injectable nano hydroxyapatite and chitosan bone graft	202441101601	Dr Suman Basavaraju Dr Kalyanam Rashmi Durga Dr Ravindra S	Periodontology	21.12.2024
4	A composition for use in holding the denture in the oral cavity	202441063945	Dr Meenakshi S Lecturer	Prosthodontics and Crown & Bridge	23.8.2024

Details of Published Patents

Sl. No.	Title of Patent Awarded/Filed	Patent /Design Application No.	Name of Inventors	College & Department	Date of Award/Filing/ Published
1	Herbal Hard Candy Lonzenges to aid in tobacco cessation – GOTT – Go Off Tobacco Today	202541004954	Dr Chandrashekar B R Dr Nishanth Khanum Dr Balamuralidhara V	Public Health Dentistry	31.1.2025
2	Device and Method for real time angulation feedback in Dental Procedures	202541039662	Dr Umang Rai, JSSDCH Dr Nanditha kumar M Dr Ravichandran	Prosthodontics	16.5.2025
3	Herbal mouth spray formulation and method of preparation using lotus (nelumbo nucifera) and betel leaf (piper betel L.)	202541043129 A	Dr Suresh J Dr Meenakshi S, JSSDCH	Prosthodontics	30.5.2025
4	A reflection based intra oral imaging device for dental examination and a method of operating the device thereof	202541003820	Dr G Hari Prakash, JSSMC Dr Sunil Kumar D, JSSMC Dr Deepika Yadav, JSSMC Dr Sunitha S, JSSDCH	Public Health Dentistry	31.1.2025
5	An Eco-friendly cytobrush for exfoliative cytology procedures	202441094607	Dr Vidya G D Dept. of Oral Pathology Dr. Shivanda S, JSSDCH Dr. Sowmya.S , JSSDCH Dr. Balamuralidhara V, JSS College of Pharmacy	Oral Pathology & Microbiology	3.1.2025
6	A composition for use in holding the denture in the oral cavity	202441063945	Dr Meenakshi S Dr Riyaz ali osmani Dr Dhakshini M R Dr Balamuralidhara V Dr Raghunath N Dr H B Manjunatha, UOM	Prosthodontics	30.8.2024
7	A method of formulating an Indigenous patch for detecting Nickel Hypersensitivity	202441057258	Dr Suma S Reader	Orthodontics & Dentofacial Orthopedics	23.8.2024

Copyrights granted

Sl. No.	Registration No.& Date	Name of the authors	Class and description of the work	Title of the work
1	SW-19858/2024 26.12.2024	Dr Meenakshi S Dept. of Prosthodontics Dr Raghunath N Dept. of Orthodontics	Computer software work this copyright application projects the original source code of the mend tool. Covering its unique structure, and innovative features designed to enhance dental ergonomics and workflow efficiency	MEND Tool- Meenakshi's Ergonomic needs for dentistry
2	A-156300/2024 4.12.2024	Dr Meenakshi S Dept. of Prosthodontics	Artistic work diet and nutrition are crucial for oral health, especially in elderly denture wearers. Dental care must address age related issues and dietary habits for successful prosthodontic therapy	Eat well with dentures - nutrition guidelines pamphlet for geriatric denture wearers
3	8.10.2024	Dr Raghavendra Shanbhog Dr Chanchala H P Dr Mahanand B S Mr Harsh R Shah Mr Vishal Mishra Mr Pratul Bhargava Dr B Nandlal Dr Dhakshaini M R	Computer software work the source code of the machine learning based smart mobile application for detecting clinical dental fluorosis is a foundational element of this cutting edge software	Machine learning based smart mobile application for detecting clinical dental fluorosis
4	L-154740/2024 3.10.2024	Dr Meenakshi S Dept. of Prosthodontics Dr Raghunath N Dept. of Orthodontics	Literary/dramatic work Mend Tool give a quick guide for practicing dental ergonomics in daily dental practice to ensure injury free working condition this tool helps to work smart and work right	MEND Tool

Special Interest Group:

SIG Dental Cariology

The workshop on "Bio-Esthetics and Function in Harmony" was conducted at JSS Dental College and Hospital on 5th February 2025 organized by SIG Dental Cariology. This workshop aimed to provide insights into the integration of Bio-Esthetic principles with functional harmony in clinical dental practice. The event witnessed the active participation of postgraduate students from the departments of Prosthodontics, Conservative Dentistry, and Pediatric Dentistry.

The goal of the workshop was to enhance participants' understanding of Bio-Esthetics, focusing on the balance between aesthetics and functional efficiency. The sessions emphasized modern approaches to restorative and rehabilitative procedures that align with natural dentition and orofacial harmony.

Workshop Highlights

- **Inaugural Session:** The event commenced with an introduction to the significance of bio-esthetics in contemporary dentistry, highlighting its role in achieving long-term functional stability.
- **Keynote Lectures:** Esteemed speakers **Stephan Lampl**, **Desigar Moodley** delivered lectures on:
 - Principles of Bio-Esthetics in Dental Rehabilitation
 - Functional Occlusion and Its Role in Aesthetic Restorations
 - Contemporary Techniques in Conservative and Prosthetic Dentistry
- **Hands-on Training:** Participants engaged in practical exercises that focused on:
 - Aesthetic restorations and occlusal adjustments
 - Smile design and functional assessment
 - Material selection for biomimetic restorations
- **Case Discussions:** Clinical case presentations allowed participants to analyse and discuss real-world applications of bio-esthetic concepts.
- **Interactive Q&A Session:** Experts addressed queries from attendees, fostering an engaging learning environment.



SIG- Oral Precancer & Cancer



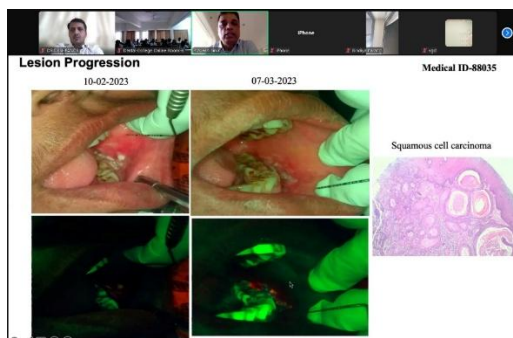
SIG on “Oral Precancer & Cancer” organized a CDE program in hybrid mode on 28th February 2025, at JSS Dental College & Hospital, Mysuru on the occasion of World Cancer Day, celebrated on 4th February every year. Dr. Dhakshaini MR, Principal, JSSDC&H and Dr. Jaishankar HP, Vice Principal, JSSDC&H were the guests of honour. Dr Prasanna S Deshpande and Dr Uzma Iqbal Belgaumi, were the resource faculty. Dr. Prasanna provided a comprehensive update on understanding the basics of oral cancer. Dr Uzma delivered an intense lecture on the current research standings in oral cancer with a complete overview on the possible arenas of oral cancer research and its fundings. Around 160 delegates attended the program both online and offline mode.

Ms. Ashika 3rd year student was given a token of appreciation, sponsored by Dr. Anirudh B Acharya, for her performance in quiz conducted during the webinar organized on 13th December 2024 by the SIGs. Dr. Jaishankar HP, Vice Principal, JSSDC&H emphasized the requisite of such programs which are the need of the hour.

SIG – “Oral Microbiome, Dysbiosis & Diseases”

SIGs on “Oral Microbiome, Dysbiosis & Diseases” and “Oral Precancer & Cancer” jointly organized a CDE program in hybrid mode on 13th December 2024, at JSS Dental College & Hospital, Mysuru. Dr. Dhakshaini MR, Principal, JSSDC&H and Dr. Jaishankar HP, Vice Principal, JSSDC&H were the guests of honour. Principal Dr. Dhakshaini MR enlightened the students about the significance of the SIGs and emphasized on its contribution to the society at large.

Dr. Praveen Birur and Dr. Anirudh B Acharya, were the resource faculty. Dr. Praveen Birur provided an experiential update on the point of care diagnostics in oral cancer with an emphasis on the current use of AI in oral cancer diagnosis. Dr. Anirudh B Acharya delivered a brilliant lecture on the role of oral microbiome in oral diseases. Around 150 delegates attended the program both in online and offline mode. Dr. Sushma R moderated the whole session.



NEW CLINICS

Aligner Clinic

The clinic is focused to treat dental irregularities without the use of traditional braces.

Facial Esthetic Clinic

The clinic, situated within the Department of Oral and Maxillofacial Surgery (OMFS), aims to provide advanced non-invasive procedures to enhance facial aesthetics and promote overall patient well-being.

Month & Year	Number of Patients treated
July-2024 to June-2025	44

Geriatric Dental Clinic

Geriatric Dental Clinic an Interprofessional Collaboration Inaugurated at JSS Dental College: 'Caring for our elders, the greatest responsibility.' Geriatric dentistry is geared toward older adults. It focuses on providing geriatric patients with the dental care needed to help them maintain healthy mouth which further helps in maintaining their overall health and wellbeing.

“Special Smiles” oral care clinic at Department of Pediatrics, JSS Hospital JSS Smile – Multidisciplinary Cleft lip and Palate Out Patient

Month	New	Old	Total
July-2024 to June-2025	16	185	201

Baby Oral Health Promotion Clinic (BOHPC)

Month	Total Number of patients evaluated	Total number of patients referred
July-2024 to June-2025	499	286

Breathe Healthy Clinic

Month & Year	Number of Patients screened
July-2024 to June-2025	105

Health Care in pregnancy Clinic

Month & Year	Number of Patients screened
July-2024 to June-2025	147

Laser Clinic

Month & Year	Number of Patients treated
July-2024 to June-2025	106

MOU

1 Signing of MOU and workshop on "Bio-Esthetics and Function in Harmony" Edelweiss Dentistry Products GmbH, Austria



Industrial / Academic / Research collaboration MOU signing held on 5th February 2025 by Dr Dhakshaini M.R., Principal and Dr B Nandlal, Professor, Dept. of Pediatric & Preventive Dentistry with Dr Stephan Lampl, CEO & Founder, Edelweiss Dentistry Products GmbH, Austria for Integrated Training in Esthetic Dentistry. The event also had presence of Dr Vishal Kumar Gupta, Dean (Academics), JSSAHER, Dr Desigar Moodley, Chief Scientific Officer, Edelweiss Dentistry.

Industry-Academia collaboration MOU signing on the 5th April 2024 by Dr Dakshini M.R. the Principal of JSSDCH with Aravindakshan T.S.Y from Swastify Foundation for the development of an Oral health screening system in children of 2 to 5 years with Prof B Nandlal, Head in the Dept of Pediatric and preventive dentistry as knowledge partner from the faculty of dentistry JSS AHER.



JSS Dental College and Hospital Signs MoA with VitalView AI for AI-Driven Collaboration in Dental Healthcare



JSS Dental College and Hospital, a constituent college of JSS Academy of Higher Education & Research (JSSAHER), Mysuru, has signed a Memorandum of Agreement (MoA) with VitalView AI Private Limited, Thiruvananthapuram, a leading provider of AI-driven healthcare solutions headquartered in Mangalapuram, Kerala, India

The collaboration aims to foster academic, clinical, and research partnerships, with a focus on AI-powered solutions for dental healthcare. Key initiatives include joint prototyping, clinical validation, integration trials, and access to clinical data and samples, built on mutual understanding and shared goals

The signing ceremony was presided over by Dr. Basavanagowdappa H, Vice Chancellor, JSSAHER, who highlighted the importance of collaborative efforts in academic and research domains. The event was attended by senior academic leaders including

Dr. Manjunatha B, Registrar Dr. Vishal Kumar Gupta, Dean – Academics Dr. Vikram Patil, Deputy Dean – Research, Clinical Dr. Dhakshaini M R, Principal, JSS Dental College & Hospital Dr. Jaishankar H P, Vice Principal Dr. Nagabhushana D, Professor, Oral Medicine & Radiology Dr. Anupama C, Lecturer, Prosthodontics and Crown & Bridge

Dr. Anupama C, MoA Coordinator, delivered the welcome address, outlining the key objectives and expected outcomes of this collaboration. Mr. Amal Shehu, Founder & CEO of VitalView AI, introduced the company and its expertise in developing cutting-edge AI solutions for dental healthcare

The MoA was formally signed by Dr. Dhakshaini M R on behalf of JSSDCH and Mr. Amal Shehu representing VitalView AI

Key Focus Areas of Collaboration

Joint prototyping and validation of AI-based diagnostic tools

Clinical integration and scaling through shared technical platforms

Development of collaborative research proposals and academic programs

Promotion of innovation in healthcare education and delivery

The event concluded with a Vote of Thanks by Dr. Vikram Patil, acknowledging the commitment of all participants toward building impactful, AI-powered healthcare partnerships

This MoA marks a significant milestone in advancing interdisciplinary academic and research excellence, reaffirming the shared vision of both institutions to co-develop innovative solutions that empower education, clinical practice, and research through AI technologies

Organization with which MoU/ Agreement is signed	Year of signing MoU	Duration	List the actual activities under each MoU /agreement year wise	Number of students/teachers participated under MoUs
M/s. Dentcare Dental Lab private ltd., NAS Road Muvattupuzha Kerala	30.5.2025	29.5.2026	Fabrication of Prosthesis	Dr Dhakashaini M R Principal, JSS Dental College & Hospital & Mr Sreejith Somanathan HOD-Sales & Marketing M/s. Dentcare Dental Lab private ltd.,Kerala
Swastify Foundation, Hyderabad, India	5.4.2025 5.4.2024	5.4.2026 5.4.2025	To foster collaboration towards the advancement of preventive healthcare, with a particular focus on pediatric dental screening and preventive dentistry. Knowledge sharing partner to access and present Dental Caries in Children. To develop software for health screening in children. (MOU)	T.S.Y.Aravindakshan Swastify Foundation, Hyderabad, India & Dr B Nandlal Prof. & HOD, Dept. of Pediatric Dentistry
Edelweiss Dentistry Products Gmbh Smile Center Dammstraße 68, 6922 Wolfturt Austria	5.2.2025 17.8.2023	4.2.2026 16.8.2024	- Edelweiss shall provide to the enrolled students requisite training during the course along with laboratory visits, demonstration of equipment's or use of edelweiss materials, work flow, study materials, dental materials for the bench work, and product literature once a year. - Edelweiss shall render full support in conducting the course for the enrolled students for one visit per year. - Edelweiss shall facilitate to post enrolled students at Edelweiss's facility in	Mr. Stephan Lampl Email id: st.lampl@edelweissdentistry.com Dr. Desigar Moodley Email id: d.moodley@edelweissdentistry.com Dr. Dhakashaini M.R. Principal Dr. B Nandlal, Professor Email id: dr.bnandlal@jssuni.edu.in Dr. Nanditha Kumar Email id: dr.nandithakumarm@jssuni.edu.in

Organization with which MoU/ Agreement is signed	Year of signing MoU	Duration	List the actual activities under each MoU /agreement year wise	Number of students/teachers participated under MoUs
			Austria for continuous training which includes didactic lectures and practical training and Edelweiss shall designate specialized doctors/or expert dental technicians as faculties to conduct lectures, tutorials, lab demonstrations and to supervise the progress of the students while the students are at Edelweiss 's facility as part of the course. • Edelweiss shall ensure the safety of all students while they are at any of Edelweiss's facilities and exercise utmost care with students and also agrees to take responsibility and provide redressal in case there are any unforeseen, unfortunate incidents with any of students, at their facility, during the visit. • Edelweiss shall issue completion joint certificates to all enrolled students at the end of their course, as mutually agreed between the parties about the eligibility of the students. • Edelweiss agrees that in case this MOU terminates before the end of term, then Edelweiss shall continue to provide its services as	edu.in

Organization with which MoU/ Agreement is signed	Year of signing MoU	Duration	List the actual activities under each MoU /agreement year wise	Number of students/teachers participated under MoUs
			agreed under this MOU to the enrolled students till completion of their program. Edelweiss will name a contact person who shall be responsible for the interactions between the Parties on behalf of Edelweiss and shall also be responsible for the support that is required from Edelweiss.	
M/s. IPCA Laboratories Ltd., 48, Kandivli Industrial Estate, Mumbai	15.11.2024 30.1.2024	10 Months 10 Months	Evaluation of efficacy and safety of aceclofenac+Paracetamol+Serratiopeptidase combination after impacted lower third molar surgery; A randomized, double blind comparison with aceclofenac+paracetamol combination (Agreement)	Mr. A.K.Jain Managing Director/CFO For & On behalf of M/s. IPCA Laboratories Ltd., 48, Kandivli Industrial Estate, Mumbai & Dr. R Sathish Professor, Dept. of Oral Surgery & Dr. Dhakshaini M R Principal

Hospital statistics: Registration (July-2024 to June-2025)

Months	Old OP	New OP	Total OP
July	6813	2698	9511
August	5974	2071	8045
September	4835	2157	6992
October	4668	2110	6778
November	5082	2014	7096
December	5548	2111	7659
January	5027	2146	7173
February	4971	1845	6816
March	5089	1878	6967
April	5669	2613	8282
May	6385	2713	9098
June	6195	2297	8492
Grand Total	66256	26653	92909

Department wise Statistics (July-2024 to June-2025)

Departments	OPD						Procedures	
	2024			2025			2024	2025
	Old	New	Total	Old	New	Total		
OMR	1011	13161	14172	988	13492	14480	14172	14475
PEDO	3350	1416	4766	3586	1437	5023	6359	5529
OMFS	4878	4562	9440	4598	4244	8842	10092	9011
CONS	4343	6033	10376	3285	5402	8687	9954	9537
PERIO	3663	3724	7387	4169	3514	7683	7364	7793
PROSTH	4994	2090	7084	4867	2006	6873	7084	6873
ORTHO	6282	834	7116	4622	1005	5627	6996	4622
Grand Total	28521	31820	60341	26115	31100	57215	64045	59865

JSS Hospital Dental Unit, Mysuru (July-2024 to June-2025)

Month	OPD			Minor Procedures
	Old	New	Total	
July	471	393	864	783
August	488	367	855	691
September	360	378	738	618
October	390	367	757	624
November	376	328	704	554
December	424	356	780	626
January	463	370	833	715
February	419	355	774	683
March	475	365	840	648
April	431	387	818	730
May	470	400	870	800
June	434	380	814	726
G. Total	5201	4446	9647	8198

JSS Hospital, Dental unit, Suttur (July-2024 to June-2025)

Month	OPD			Procedures
	Old	New	Total	
July	173	204	377	272
August	88	152	240	124
September	88	123	211	56
October	124	144	268	180
November	122	220	342	213
December	121	167	288	179
January	114	565	679	243
February	85	186	271	234
March	118	154	272	139
April	83	131	214	102
May	117	195	312	221
June	137	147	284	191
G. Total	1370	2388	3758	2154

Urban and Rural Centers (July-2024 to June-2025)

JSS Urban Centre OPD Medarakeri Mysore		Rotary Jeevodaya, JSS Dental unit, Central Jail Mysuru		Dept. of Public Health Dentistry		Total OP	Total Procedures
OP	Procedures	OP	Procedures	OP	Procedures		
683	5	550	195	577	419	1810	619

Department of Pedodontics and Preventive Dentistry School Programmes – Free Treatment (July-2024 to June-2025)

Name of the School	Total OP	Treated OP	Health education
JSS Residential Free School, Suttur	578	150	578

Dept. of Oral & Maxillofacial Surgery & JSS Hospital (Ward & OT) (July-2024 to June-2025)

	2024 -2025 Major OT	IP
JSSDCH	64	99
JSS Hospital	174	192
Grand Total	238	291

Investigation (July-2024 to June-2025)

Department	Investigations	
	2024	2025
Radiology	14915	17664
Pathology	3259	4206

Special Clinic (July-2024 to June-2025)

Months			
	Old OP	New OP	Total OP
July	479	176	655
August	450	130	580
September	368	146	514
October	384	156	540
November	437	135	572
December	420	148	568
January	507	163	670
February	374	156	530
March	461	134	595
April	439	200	639
May	462	171	633
June	421	131	552
Grand Total	5202	1846	7048

Dept. of Public Health Dentistry – Comprehensive Clinic (July-2024 to June-2025)

Month	OPD			Procedures
	Old	New	Total	
July	209	29	238	196
August	29	21	50	49
September	10	32	42	8
October	21	13	34	22
November	15	1	16	16
December	12	15	27	22
January	0	45	45	44
February	0	41	41	7
March	8	4	12	11
April	10	28	38	22
May	21	2	23	11
June	7	4	11	11
G. Total	342	235	577	419

Dhanta Bhagya Yojane: 393 New Cases_(July-2024 to June-2025)

Inter professional Health Care

JSS Smile – Multidisciplinary Cleft lip and Palate outpatient Clinic (July-2024 to June-2025)

Month	New OP	Old OP	Total
July	1	17	18
August	2	8	10
September	2	5	7
October	0	7	7
November	4	21	25
December	1	17	18
January	0	20	20
February	1	16	17
March	0	17	17
April	2	15	17
May	3	22	25
June	0	20	20
G. Total	16	185	201

Baby Oral Health Promotion Clinic (BOHPC) (July-2024 to June-2025)

Month & Year	Total Number of patients evaluated	Total number of patients referred
July	48	26
August	24	11
September	58	23
October	43	29
November	42	16
December	54	18
January	56	20
February	73	27
March	43	16
April	33	11
May	37	8
June	35	13
G. Total	546	218

(July-2024 to June-2025)

Breathe Healthy Clinic	Oral Health Care in pregnancy Clinic
105 Patients were screened	147 Patients were screened

(July-2024 to June-2025)

Laser Clinic	Facial Esthetic Clinic	Aligner Clinic
OP.	OP	OP
106	54	137

JSSCPM

Introduction

Preserving the environment is key to supporting sustainable economic growth as the natural environment plays an important role in supporting economic activities. It contributes directly, by providing resources and raw materials such as water, timber, and minerals that are required as inputs for the production of goods and services; and indirectly, through services provided by ecosystems including carbon sequestration, water purification, managing flood risks, and nutrient cycling.

Natural disasters directly affect economic activities leading to very high economic losses and throwing many households into poverty. Maintaining ecosystems and mitigating climate change can therefore have a great positive impact on countries' economic and employment sectors

Sustained and inclusive economic growth is a prerequisite for sustainable development, which can contribute to improved livelihoods for people around the world. Economic growth can lead to new and better employment opportunities and provide greater economic security for all. Moreover, rapid growth, especially among the least developed and developing countries, can help them reduce the wage gap relative to developed countries, thereby diminishing glaring inequalities between the rich and poor.

Over the past 25 years, the number of workers living in extreme poverty has declined dramatically, despite the lasting impact of the 2008 economic crisis and global recession. In developing countries, the middle class now makes up more than 34 percent of total employment – a number that has almost tripled between 1991 and 2015.

However, as the global economy continues to recover, we are seeing slower growth, widening inequalities, and not enough jobs to keep up with a growing labor force. According to the International Labour Organization, more than 204 million people were unemployed in 2015.

The SDGs promote sustained economic growth, higher levels of productivity, and technological innovation. Encouraging entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery, and human trafficking. With these

targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030.

1. DECENT WORK & ECONOMIC GROWTH (SDG 8)

8.1. Research on economic growth and employment: Nil

8.2. Employment practice

8.2.1 Does your college & university pay all staff and faculty at least the living wage, defined as the local "living wage" for a family allowance?

Employment practice living wage

Definition of living wages by the Labour Ministry of India "Minimum income necessary for workers to meet their basic needs"

Yes. Living wage is provided according to the Labor Ministry of India. Documents enclosed

Employment practice



Sub: Revision of pay scales of management employees – teaching and non teaching staff – of JSS Mahavidyapeetha and JSS Institutions – sanction of.

Ref: (1) This Office order No. GAD/EST(I)/20/2008-09 dated 12.7.2008 and subsequent amendment orders,
(2) This office order No. GAD/EST(I)/21/2008-09 dated 12.7.2008.
(3) This office order No. GAD/EST(I)/22/2008-09 dated 12.7.2008.
(4) This Office order No. GAD/EST(I)/38/2010-11 dated 25.11.2010.
(5) This office order No. GAD/EST(I)/10/2014-15 dated 16.9.2015.

Preamble:

1. The pay scales/consolidated pay bands of the JSS management employees in various cadres, teaching and non-teaching, were comprehensively revised w.e.f 1.11.2007 under the office order cited at (1) above. Various cadres covered by the revision of pay scales/consolidated pay bands were detailed in the office order dated 12.7.2008 cited at (2) above, as amended from time to time. Qualifications for various categories of posts were prescribed under office order dated 12.7.2008 cited at (3) above.
2. Keeping in view the welfare of the employees, the management sanctioned the revised scale w.e.f 1.10.2015 under office order dated 16.9.2015 cited at (5) above.
3. Now again, a Committee of Officers was asked to examine the question of reviewing and revising the consolidated pay bands/pay scales sanctioned on 16.9.2015 and related matters. The Committee has completed its deliberations and made certain recommendations in this regard.
4. Accepting the recommendations of the committee, the management is pleased to sanction the revised consolidated pay bands/pay scales and extend certain other benefits to its employees w.e.f 1.4.2020 (i.e., from April 2020 salary). Hence this order,

ORDER NO. GAD/EST(I)/10/2020-21 DATED 27.5.2020

Accepting the recommendations of the Committee, consolidated pay bands/pay scales of various teaching and non teaching cadres of management employees of JSS MVP and JSS Institutions are revised w.e.f 1.4.2020 (i.e., from April 2020 salary) as shown in Annexure-I to this order subject to the following conditions.

1. These orders are not applicable to employees:
 - (i) working on contract basis/part time basis,
 - (ii) employees governed by grant-in-aid rules,
 - (iii) employees drawing salary in UGC/AICTE, GOK pay scales,
 - (iv) retired and re-employed employees,
 - (v) teaching staff of public schools,
 - (vi) persons paid out of contingency,

[Handwritten signature and date 27/5/2020]

- (vi) employees (Non teaching staff) appointed earlier to 1st May 2002 and posted to work in other JSS Institutions including JSS AHER and its constituent colleges, and
- (vii) the other category of employees not included in the said Annexure-I to this order.

2. All initial appointments shall be on probation for a period of two years - already sanctioned - continued unchanged. Accordingly, the consolidated pay bands are revised. They shall be eligible for consolidated pay, without DA, HRA and CCA during this period. On satisfactory completion of the probationary period, the employees will be eligible for the corresponding pay scales subject to availability of vacancies. A Committee of officers constituted by JSS MVP shall screen the employee's record of their work, Confidential Report, etc., for declaring them as having satisfactorily completed the probation period.
3. Dearness Allowance (DA):
The employees who are in the pay scales are eligible for Dearness Allowance (DA) at the rate of 25% on the basic pay in their scale of pay.
4. House Rent Allowance (HRA):
The employees who are in the pay scales are eligible for House Rent Allowance (HRA), at 30% of basic pay at Bangalore (BMRD limits) and Coimbatore cities, 20% of basic pay at Mysore and Dharwad cities, and 10% of basic pay in all other places are continued unchanged.
5. (a) City Compensatory Allowance (CCA):
City Compensatory Allowance (CCA) is sanctioned to employees at ₹300/- p.m for Bangalore (BMRD), Mysore, Dharwad and Coimbatore cities only.
(b) Winter and Hill Allowance:
Winter and Hill Allowance to management employees at Ooty already sanctioned are continued unchanged.
6. Place Allowance:
The Place Allowance is sanctioned to employees on both Consolidated pay bands and pay scales Bangalore (BMRD) and Coimbatore only as per the following rates.
(a) ₹1,100/- p.m for those drawing consolidated pay/basic pay up to ₹9,999/- p.m.
(b) ₹1,300/- p.m for those drawing consolidated pay/basic pay between ₹10,000 to ₹14,999/- p.m.
(c) ₹1,500/- p.m for those drawing consolidated pay/basic pay ₹15,000/- p.m and above.
7. Driver's Allowance:
Special Allowance sanctioned to Drivers (management employees) under this office order dated 16.9.2015, cited at (5) above, is revised from ₹750/- p.m to ₹1,000/- p.m as "Driver's Allowance" subject to all other conditions laid down in the said order.
8. Auditor's Allowance:
Special Allowance sanctioned under office order dated 25.11.2010 cited at (4) and revised as per office order dated 16.9.2015 cited at (5) above, for Auditors doing outside audit work is revised from ₹500/- p.m to ₹750/- p.m subject to all other conditions laid down in the said order.

9. Fixation of Pay in the revised Consolidated pay bands/ Pay scales:

- (i) Any employee presently on pay scale may exercise his/her option, within 30 days from the date of this order, as to the date from which the revised pay scales is accepted by him/her.
- (ii) The initial fixation of pay in the revised pay scales shown in Annexure-I, shall be, the basic pay figure shown as in col.3 corresponding to the present basic pay in the 2015 pay scale shown in col.2 of Annexure-II to this order.
- (iii) Weightage: After fixation of basic pay as per sub-para (ii) above, weightage of one additional increment in the corresponding revised pay scale shall be allowed for an employee with net service (excluding LWA etc.,) of 5 to 10 years, two additional increments for employees with 10 to 15 years of such service, three additional increments for employees with 15-20 years of such service and four additional increments for employees with 20 years of such service or more. But it is not applicable to one who downgraded from higher to lower category of posts for not having prescribed qualification.
- (iv) Officials under suspension or against whom disciplinary proceedings are contemplated or underway are eligible for the admissible emoluments under the 2015 pay scales only subject to the results of the said proceedings.
- (v) Employees on consolidated pay shall be given the revised consolidated pay as per col.3 corresponding to the present consolidated pay shown in col.2 of Annexure-III to this order.
- (vi) There is no change for present annual increment date. Extent of LWA, if any, during the period shall postpone the increment to that extent.
- (vii) Employees are not eligible for any other allowances except those mentioned at para 3 to 8 above.

10. The allocation statements showing the fixation of pay in the consolidated/ pay scales should be sent to the concerned Heads of Divisions as per Annexure-IV to this order, and got approved after due verification by DAA before drawing the salary in the revised pay scales/ consolidated pay band.

Bt 27/5/20
EXECUTIVE SECRETARY

To,

1. The Directors of all Divisions, JSS Mahavidyapeetha, Mysore.
2. Advisor, TED, JSS MVP, Mysore.
3. Pro-Chancellor, JSS AHIER, Mysore.
4. The Director, JSS Hospital, Mysore.
5. The Vice-Chancellor, JSS AHIER, Mysore.
6. The Vice-Chancellor, JSS Science and Technology University, Mysore.
7. All Heads of JSS Institutions.
8. Office Copy.
9. Guard File.

Copy submitted to the H.H. President, JSS Mahavidyapeetha, Mysore for kind information.

Annexure-I

OFFICE ORDER NO. GAD/EST/10/10/2020-21 DATED 27.5.2020

Sl. No	Category of Posts	Consolidated Pay		Pay Scales
		1 st Year	2 nd Year	
1	1. Director & Equivalent	By promotion from next below cadre of respective post		13600-900-39000-1050-45300-1200-51250-1350-51850
2	1. Joint Directors & Equivalent	By promotion from next below cadre of respective post		32800-800-33600-900-39000-1050-45300-1200-51250
3	1. Deputy Director & Equivalent	By promotion from next below cadre of respective post		30400-800-33600-900-39000-1050-45300-1200-51100
4	1. Principal of B.Ed College 2. Principal of B.P.Ed. College 3. Principal of Polytechnic 4. Resident Engineer 5. Professor 6. Accounts Officer	By promotion from next below cadre of respective post		28100-700-28800-800-33600-900-39000-1050-45300-1200-50100
5	1. Lecturer in Polytechnic 2. Asst. Engineer (Civil & Electrical) 3. Lecturer in Degree College 4. Lecturer in B.Ed College 5. Lecturer in B.P.Ed College 6. Principal of ITI 7. Physical Education Director 8. Medical Social Worker 9. System Analyst 10. Asst. Accounts Officer	15000	18000	22800-600-24600-700-28800-800-33600-900-39000-1050-45300
6	1. Librarian Grade-I 2. Lecturer in PU College 3. Law Officer 4. Additional Co-Ordinator 5. Community Co-Ordinator	11500	15000	21600-600-24600-700-28800-800-33600-900-39000-1050-45300

05/12/20
[Signature]

Executive Secretary

7	1. Office Superintendent 2. Computer Programmer 3. Librarian Grade-II 4. Foreman 5. Dieticians & Diabetic Educator 6. Asst. Education Officer 7. Accounts Superintendent 8. Graphic Designer	12000	14000	20000-600-21000-600-24600-700-28800-800-33600-900-38300
	9. Asst. Medical Record Officer	By promotion from the cadre of Medical Record Technician		
8	1. Graduate Teacher with B.Ed., Qualification 2. Lecturer in D.Ed College 3. Sanskrit Teacher Gr-I 4. Physical Education Instructor Gr-I 5. Bio Medical Engineer 6. Instructor in Technical & Other Institutions 7. Computer Operator 8. Jr. Engineer (Civil) 9. Draftsman 10. Jr. Engineer (Elec) 11. Artist (Dip. in Arts) 12. Physiotherapist 13. Supervisor (Workshop) 14. DTP Operator Gr-I 15. Printing Operator 16. Supervisor (Printing Press)	11000	13000	17660-450-19000-500-21000-600-24600-700-28800-800-32000
9	1. Sr. Lab Technician	By promotion from the cadre of Jr. Lab Technician		16500-400-17200-450-19000-500-21000-600-24600-700-28800-800-29600

21/5/20

Executive Secretary

11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65</																																			

12	1. Driver 2. Mechanic 3. Work Inspector 4. Electrician 5. Artist (with SSLC in Higher Arts) 6. Asst. Supervisor (Workshop) 7. Asst. to Orthotic & Prosthetic Engineer 8. Mudraka (Printing Press) 9. Manager (Sabahavana) (except SSC, Bangalore)	9000	10000	11600-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000-500-21000
13	1. Carpenter 2. Plumber 3. Wiremen 4. Electrical Helper	8000	9000	11000-200-12000-250-13000-300-14200-350-15600-400-17200-450-19000
14	1. Agamika 2. Lab Helper 3. Lab Attender 4. Lift Operator 5. Dark Room Asst., 6. ECG Asst., 7. X-ray Asst., 8. Pharmacy Asst., 9. Leather Asst., 10. Tailor 11. OT Asst., 12. Nursing Aid 13. Practical Nurse 14. Attender	8000	9000	10400-200-12000-250-13000-300-14200-350-15600-400-16400
15	1. Masseuse 2. Animal Care Taker 3. Gardner 4. Peon 5. Cleaning Staff (Ward Boy/Watd Ayah/Scavenger/Dhoby)	7000	8000	9600-200-12000-250-13000-300-14200-350-14550

Signature 27/5/20

Executive Secretary

Annexure - II

To Office order No. GAD/EST(I)/10/2020-21 Dated 27.5.2020
Fixation of Basic Pay in the revised pay scales

Sl. No	Basic pay in the present (2015) pay scale (in ₹)	Basic pay in the revised (2020) corresponding Pay scale (in ₹)	Sl. No	Basic pay in the present (2015) pay scale (in ₹)	Basic pay in the revised (2020) corresponding Pay scale (in ₹)
(1)	(2)	(3)	(1)	(2)	(3)
1	6500	9600	33	16400	19000
2	6750	9800	34	16900	19500
3	7000	10000	35	17400	20000
4	7250	10200	36	17900	20500
5	7500	10400	37	18400	21000
6	7750	10600	38	18900	21600
7	8000	10800	39	19400	22200
8	8250	11000	40	20000	22800
9	8500	11200	41	20600	23400
10	8750	11400	42	21200	24000
11	9000	11600	43	21800	24600
12	9250	11800	44	22400	25300
13	9500	12000	45	23150	26000
14	9800	12250	46	23900	26700
15	10100	12500	47	24650	27400
16	10400	12750	48	25400	28100
17	10700	13000	49	26150	28800
18	11000	13300	50	27050	29600
19	11300	13600	51	27950	30400
20	11600	13900	52	28850	31200
21	11900	14200	53	29750	32000
22	12250	14550	54	30800	32800
23	12600	14900	55	31850	33600
24	12950	15250	56	32900	34500
25	13300	15600	57	33950	35400
26	13650	16000	58	35150	36300
27	14000	16400	59	36350	37200
28	14400	16800	60	37550	38100
29	14800	17200	61	38750	39000
30	15200	17650	62	40100	40050
31	15600	18100	63	41450	41100
32	16000	18550	64	42800	42150

[Signature] 27/5/20
 Executive Secretary

Annexure - III

To Office order No. GAD/EST(1)/10/2020-21 Dated 27.5.2020

Fixation of Consolidated Pay in the revised pay band

Sl. No	Category of Posts (2020 pay scales)	Cons. pay in the present (2015) pay band (in ₹)		Cons. pay in the revised (2020) corresponding Pay band (in ₹)	
		1 st Year	2 nd Year	1 st Year	2 nd Year
1	Sl.No.5 (Lecturer in Polytechnic & Others)	12500	15000	15000	18000
2	Sl.No.6 (Librarian Grade-I & Others)	9000	9500	12500	15000
3	Sl.No.7 (Office Superintendent & Others)	8500	9000	12000	14000
4	Sl.No.8 (Graduate Teacher with B.Ed., qualification & Others)	8000	8500	11000	13000
5	Sl.No.10 (FDA & Others)	7500	8000	10500	12000
6	Sl.No.11 (SDA & Others)	7000	7500	10000	11000
7	Sl.No.12 (Drivers & Others)	6500	6750	9000	10000
8	Sl.No.13 (Carpenter & Others)	6000	6200	8000	9000
9	Sl.No.14 (Attenders & Others)	5500	5700	8000	9000
10	Sl.No.15 (Peons & Others)	5000	5200	7000	8000

[Signature] 27/5/20
Executive Secretary

8.2.2 Does your College & University recognize unions & labour rights (freedom of association & collective bargaining) for all, including women & international staff?

Employment practice unions

Yes. JSSCPM and JSSAHER follows unions & labor rights as per the guidelines and policies of Indian Pharmaceutical Association (IPA) and council.

Indian Pharmaceutical Association (IPA)

The Indian Pharmaceutical Association (IPA) is the national body representing over 1 million pharmacists and pharmaceutical scientists from Industry, Academia, Regulatory, Hospital and Community Pharmacy. It is a non-governmental organization that has been in official relations with the FIP and WHO. IPA is member of Drug Technical Advisory Board (DTAB), Ministry of Health and Family Welfare, Government of India.

IPA works to protect the labor rights and freedom of employment of pharmacists in India. It does this by:

- Advocating for fair wages and working conditions for pharmacists
- Providing legal assistance to pharmacists who have been discriminated against or exploited
- Raising awareness of the importance of pharmacists' rights among employers and the public

IPA has been successful in protecting the labor rights of pharmacists in India. For example, it has helped to ensure that pharmacists are paid a fair wage, that they have access to safe working conditions, and that they are not discriminated against on the basis of their gender, religion, or caste.

IPA's work to protect the freedom of employment of pharmacists is also important. It helps to ensure that pharmacists are free to choose their place of employment and that they are not forced to work in unsafe or exploitative conditions.

IPA's work to protect the labor rights and freedom of employment of pharmacists is essential to the health of the Indian pharmaceutical industry. By ensuring that pharmacists are treated fairly and have the freedom to choose their place of employment, IPA helps to ensure that the industry has a well-trained and motivated workforce.

- In 2016, IPA successfully lobbied the government to increase the minimum wage for pharmacists.
- In 2017, IPA helped to secure a court order that prohibited employers from discriminating against pharmacists on the basis of their gender.
- In 2018, IPA launched a campaign to raise awareness of the importance of pharmacists' rights among employers and the public.

IPA's work to protect the labor rights of pharmacists is ongoing. JSSCP and JSSAHER follows guidelines as per the Indian Pharmaceutical Association.

8.2.3 Does your College & University have a policy on discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)?

Employment policy on discrimination

<https://jssuni.edu.in/jssaaher/college-of-pharmacy-mysuru/cpm-icc.html>

Institutional Policy/Guidelines created (yyyy): 2022

Institutional Policy/Guidelines reviewed (yyyy): 2024

Employment policy on discrimination



JSS Academy of Higher Education & Research
(Deemed to be University)
Accredited 'A+' Grade by NAAC
Sri Shivarathreeshwara Nagara
Mysuru – 570 015, Karnataka, INDIA

Policy on antidiscrimination in the workplace

1. Preamble

JSS Academy of Higher Education & Research, believes in equality in workplace. Hence, the HEI has made this policy to prevent any discrimination and ensure equality.

2. Definition:

Discrimination in workplace can be in different forms; there might be a single reason or a combination of multiple grounds of discrimination. Discrimination in a workplace may constitute in form of:

1. Age
2. Sex
3. Qualification
4. Disability
5. Pregnancy
6. National origin
7. Race/ Colour
8. Religion
9. Sexual harassment
10. Equal pay or compensation
11. Region/Place of origin
12. Caste and
13. Ethnicity.

3. Procedures:

3.1 Disability

Disability discrimination occurs when an employer or an entity treats a qualified individual with disability who is an applicant or employee unfavourably due to that person being disabled. This unfavourable behaviour can be experienced during recruiting, pay, promotion, etc.

JSS Academy of Higher Education & Research has made a commitment for promoting, protecting and ensuring the rights recognised by government of India's act -The rights of Persons with disabilities Act, 2016 for **safeguarding** and **protecting** the disabled in India.

This Act under Sec. 3 mentions that 'No person with disability shall be discriminated on the grounds of disability and ensures that the person with disability enjoys the right to equality, life with dignity and respect for his/her integrity equally with others.

Under Sec. 19 and 20 there shall be non-discrimination in employment.

Under Sec. 32 of the same Act provides for reservation in higher educational institutions.

Under the Act, Sec. 34 the following categories of benchmark '**disabilities**' are protected – (a) Blindness and Low vision; (b) Deaf and hard of Hearing impairment; (c) Loco motor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (c) Autism, intellectual disability, specific learning disability and (d) Mental illness Multiple disabilities from amongst persons under clauses a to d

JSS Academy of Higher Education & Research abides by this ACT

3.2 Remuneration

Discrimination may also exist in the payment of compensation to the employee which includes salary and other benefits. JSS Academy of Higher Education & Research shall not show any such discrimination.

3.3 Principle of Equal pay for Equal work

JSS Academy of Higher Education & Research shall pay equal remuneration to men and women workers for same work or work of a similar nature as per the **Equal Remuneration Act, 1976. Section 5** of the Act and shall **prohibit** formulating a recruiting process putting women on disadvantage on account of their gender which is in reference to the work that is same or similar to that which is offered to men and even in respects of transfers and promotions.

3.4 Discrimination based on sex

Discrimination based on sex can happen when an employee or a probable candidate is discriminated on the grounds of a person belonging to a particular sex. Discrimination based on sex might be seen in the areas of recruiting, conditions of employment, promotion, benefits, dividing work tasks based on whether staffs are male or female.

Any such discrimination shall be prohibited at JSS Academy of Higher Education & Research.

Discrimination on this ground is **prohibited** by **Article 15** of the Constitution which says no citizen shall on the grounds of sex, caste, place of birth be ineligible for, or discriminated against in respect of, any employment or office.

3.5 Discrimination on the grounds of pregnancy

Discrimination can be refusal of grant of job to a women who is pregnant or dismissal of the women from the organisation subject to her disclosure of the fact of pregnancy.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

3.6 Discrimination based on caste

Under the Protection of Civil Rights Act, 1955 and the protection of civil rights rules 1977 if a person molests, injures, annoys, boycott, obstructs, or insults or attempt to do such act toward a person of Scheduled Caste, that person may be punished with imprisonment of term not less than one month and may extend upto six months and with fine not less than one hundred rupees and not more than five hundred rupees. If a person of Scheduled Caste faces boycott in form of not allowing that person to work or do business with other person or receive from him the services he renders, or any other things which are commonly done in ordinary course of a business is a punishable offence and he may file a FIR in the local police station.

Such a discrimination shall be prohibited at JSS Academy of Higher Education & Research.

3.7 Prevention of sexual harassment of women:

JSS AHER strictly prevents, prohibits and redresses sexual harassment of women as per Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013. As per this Act under Sec.4 an internal compliance committee shall be constituted for the purpose.

4. Authority

The Vice-Chancellor, Registrar & Director (Academics), HRD Section of JSS Academy of Higher Education & Research and Principals of the constituent colleges and Heads of the departments holds delegated authority and is responsible for all aspects of this policy.

5. Date of implementation:

This policy will come into immediate effect from 01.01.2022

6. Date of revision:

01.01.2024


REGISTRAR
JSS Academy of Higher Education & Research
Sri Shivarathreeshwara Nagara
Mysuru-570015, Karnataka, India

8.2.4 Does your College & University have a policy commitment to no forced labour, no modern slavery, no human trafficking, and no child labour?

Employment policy modern slavery

Yes. JSSCPM and JSSAHER follow no forced labor, no modern slavery, no human trafficking, and no child labor as per the guidelines and policies of the Indian Pharmaceutical Association and Council.

Employment policy modern slavery

Indian Pharmaceutical Association (IPA)

The Indian Pharmaceutical Association (IPA) is the national body representing over 1 million pharmacists and pharmaceutical scientists from Industry, Academia, Regulatory, Hospital and Community Pharmacy. It is a non-governmental organization that has been in official relations with the FIP and WHO. IPA is member of Drug Technical Advisory Board (DTAB), Ministry of Health and Family Welfare, Government of India.

It has a number of initiatives in place to promote responsible sourcing and prevent modern slavery in the pharmaceutical supply chain.

- A code of conduct that prohibits modern slavery and forced labor. The code of conduct applies to all IPA members, and it requires them to take steps to prevent modern slavery in their operations and supply chains.
- A transparency policy that requires members to disclose their efforts to prevent modern slavery. The transparency policy helps to raise awareness of the issue of modern slavery, and it allows stakeholders to hold IPA members accountable.
- In addition to these policies, IPA also works to raise awareness of modern slavery in the pharmaceutical supply chain. It does this through training programs, webinars, and other outreach activities. IPA also works with governments and other stakeholders to develop and implement policies that will help to eliminate modern slavery from the pharmaceutical industry.

Here are some of the specific steps that IPA takes to prevent modern slavery:

- Require members to conduct due diligence on their suppliers. This includes reviewing suppliers' policies and procedures on modern slavery and conducting on-site audits.
- Provide training to members and their employees on modern slavery. This training helps people to identify the signs of modern slavery, and to know what to do if they suspect that it is happening.
- Set up a whistleblowing system. This allows people to report suspected cases of modern slavery anonymously and confidentially.

- Publish an annual transparency report. This report details IPA's efforts to prevent modern slavery, and it includes information on the steps that its members have taken to address the issue.

IPA's policies and initiatives are helping to make the pharmaceutical supply chain more slavery-free. By working to raise awareness of the issue, and by providing tools and resources to its members, IPA is helping to prevent modern slavery and protect the rights of workers. JSSCP and JSSAHER **follows guidelines as per the Indian Pharmaceutical Association.**

8.2.5 Does your College & University have a policy on guaranteeing equivalent rights of workers if/when outsourcing activities to third parties?

Employment practice equivalent rights outsourcing

Yes. Document enclosed

Institutional Policy/Guidelines created (yyyy): 2023

Institutional Policy/Guidelines reviewed (yyyy): 2023

Employment practice equivalent rights outsourcing

JSS Academy of Higher Education & Research
(Deemed to be University)
Accredited "A" Grade by NAAC



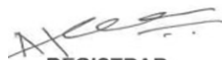
JSSAHER/REG/ACA/POP/535/2023-24/ 3172

Date: 19.06.2023

CIRCULAR

Sub: Implementation of Guidelines for Engaging Professor of Practice at JSS AHER, Mysuru 2023.
Ref: 1. UGC letter No. D.O.F.No. 9-1/2010 (PS/Misc)PT-I dated 30th September 2022.
2. Resolution of the 66th Board of Management (BOM) meeting held on 06.02.2023

The 'Guidelines for Engaging Professor of Practice at JSS Academy of Higher Education & Research (JSS AHER), Mysuru 2023' which is prepared in accordance with the University Grants Commission's 'Guidelines for engaging Professor of Practice in Universities and College' cited under reference (1) and approved in the 66th BOM meeting of JSS AHER is enclosed with this circular for implementation. The mentioned guidelines shall come into effect from the date of this circular.


REGISTRAR

To,

1. The Principals of the Constituent Colleges of JSS AHER, Mysuru.
2. The Deans of the Faculties of JSS AHER, Mysuru.
3. The Heads/Coordinators of the Departments/Schools of JSS AHER, Mysuru.

Copy to,

1. The Pro Chancellor, JSS AHER, Mysuru.
2. The Vice Chancellor, JSS AHER, Mysuru.
3. The Officers of JSS AHER, Mysuru.
4. Office copy

Copy submitted to:

1. His Holiness Swamiji, The Chancellor, JSS Academy of Higher Education & Research, Mysuru and the President, JSS Mahavidyapeetha, Mysuru - for kind perusal.
2. JR Office, JSS Mahavidyapeetha, Mysuru.

Guidelines for Engaging Professor of Practice at JSS Academy of Higher Education & Research (JSS AHER), Mysuru 2023.

The National Education Policy (NEP) 2020 seeks to transform higher education by focusing on skill- based education to meet the needs of the industry and the economy. Further, the NEP also recommends integrating vocational education with general education and strengthening industry-academia collaboration in the JSS AHER. For skilling of youth at the optimum level, learners are required to think like employers and employers are to think like learners. Towards this, the JSS Academy of Higher Education & Research (JSS AHER) has taken a new initiative to bring the industry and other professional expertise into the academic institutions through a new category of positions called "Professor of Practice" in line with University Grants Commission (UGC) letter No. D.O.NO.F.9-1/2010(PS/Misc) PT-I dated 14th November 2022. This will help to take real world practices and experiences into the classrooms and also augment the faculty resources in higher education institutions. In turn, industry and society will benefit from trained graduates equipped with the relevant skills.

1. Objectives:

- i. To bring in distinguished experts from various fields such as health science, engineering, science, technology, entrepreneurship, management, commerce, social sciences, media, civil services, armed forces, legal profession and public administration and related domain into the academic institutions.
- ii. To enable the JSS AHER to formally associate with persons of eminence and encourage them to participate in experiential learning, research, training, skilling, entrepreneurship and extension and to play mentoring role.
- iii. To develop courses and curriculum to meet the industry and societal needs and enable the JSS AHER to work with industry experts on joint research projects and consultancy services which will be mutually beneficial.

2. Eligibility:

- i. Distinguished experts who have made remarkable contributions in their professions from various fields such as health care industry, engineering, science, technology, entrepreneurship, commerce, social sciences, media, literature, fine arts, civil services, armed forces, legal profession, community development, panchayati raj, rural development, watershed development, water-harvesting, organic farming, small green energy systems, municipal planning, community participation, gender budgeting/planning, inclusive development of tribals and public administration and related domain among others. Those who have proven expertise in their specific profession or role with at least 15 years of service/experience, preferably at a senior level, shall be eligible for Professor of Practice.
- ii. A formal academic qualification is not considered essential for this position if they have exemplary professional practice in lieu. These experts will also be exempted from the requirement of publications and other eligibility criteria stipulated for the recruitment of faculty members at the Professor level.

However, they should possess the skills to carry out the duties and responsibilities specified in the following section.

- iii. The number of Professors of Practice in the JSS AHER, at any point in time, should not exceed 10% of the sanctioned posts in the JSS AHER.

3. Duties and Responsibilities:

- i. Involve in the development and designing of courses and curriculum.
- ii. Introduce new courses and deliver lectures as per JSS AHER policies.
- iii. To encourage students in innovation and entrepreneurship projects & provide necessary mentorship for these activities.
- iv. To focus on enhanced industry-academia collaborations.
- v. Conduct jointly in collaboration with regular faculty member of the institution, workshops, seminars, deliver special lectures and training programmes.
- vi. Carry out joint research project or consultancy services in collaboration with the regular faculty members of the Constituent Colleges and JSS AHER Departments.

4. General Conditions:

- i. The engagement of Professor of Practice will be for a fixed term in accordance with Section 7.
- ii. The engagement of Professor of Practice will be exclusive of the sanctioned posts of constituent college and JSS AHER's Departments. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.
- iii. Professor of Practice is not open for those in teaching profession- serving or retired.

5. Categories of Engagement:

It is envisioned that Professor of Practice can be engaged in one of the following categories:

- A. Professor of Practice funded by Industries.
- B. Professor of Practice funded by the JSS AHER from their own resources.
- C. Professor of Practice on Honorary basis.

A. Professor of Practice funded by Industries:

- i. Today's industry looks for graduates with specific skill sets. But the higher education system is churning out graduates who fall short of the required skills. As a result, many industries now hire graduates and provide adequate training before employing them. Involving experts from industry in teaching will benefit both the industry and the higher educational institutions. For engaging industry experts and professionals in this category, JSS AHER may collaborate with the industries to support the Professor of Practice positions. **The travel allowance (within the country) and accommodation shall be provided to the Professor of Practice. Minimum two visits per year with at least five working days in each visit.**

B. Professor of Practice funded by JSS AHER from their own resources:

As per the policy directives of NEP 2020, graduate programs are revised with the holistic and multidisciplinary approach. JSS AHER may assess the required gap areas in different fields and engage experts working in leadership positions in various fields. In this category, the remuneration for the Professor of Practice is made by the JSS AHER from their own resources as indicated below:

Remuneration:

- i. **Full-time:** The nominated Professor of Practice shall work full-time in the JSS AHER and its constituent college/department/school. **The monthly emolument to the full-time Professor of Practice shall be as per the pay scale of the Professor prescribed in the concerned constituent college/department/school of JSS AHER. The travel allowance (within the country) may be provided to the Professor of Practice, maximum claim may be twice a year.**
- ii. **Part-time:** The nominated Professor of Practice shall work in the JSS AHER and its constituent colleges/departments/schools for a mutually agreed period of a year/month. **The emolument to the part-time Professor Practice shall be pay scale of the Professor prescribed in the concerned constituent college/department/ school of JSS AHER considering the number of working days in the month. The travel allowance (within the country) and accommodation may be provided to the Professor of Practice. Minimum of three months engagement in a semester with two visits in a year.**

C. Professor of Practice on Honorary basis:

Experts fulfilling the eligibility criteria for the Professor of Practice may like to share their expertise with students and come forward to teach on an honorary basis. Such experts may be engaged on an honorary basis as Professor of Practice and their services may be utilized for the benefit of the students.

The Professor of Practice on Honorary basis shall be provided with an honorarium of Rs. 2000/- (Rupees Two Thousand Only) per lecture (if the Professor of Practice is engaged on hourly lecture), Rs. 8000/- (Rupees Eight Thousand Only) per day of service (if the Professor of Practice is engaging the complete working day) and Rs. 1,00,000/- (Rupees One Lakh) per month (if the Professor of Practice is engaging multiple days in a month with minimum of thirteen (13) working days of activity). The travel allowance (within the country) and accommodation shall be provided to the Professor of Practice.

6. Procedure for selecting Professor of Practice

- a) The Vice-Chancellor may invite nominations from eminent experts for Professor of Practice positions.
- b) The experts willing to serve may also be nominated or they can send their nomination to the Vice-Chancellor with detailed biodata and a brief write-up about their potential contribution to JSS AHER.
- c) Such nominations will be considered by a selection committee consisting of Vice

Chancellor as Chairman, two senior professors from JSS AHER, Mysuru and three eminent external members. Based on the recommendations of this committee, the Academic Council and the Board of Management of JSS AHER will decide on the engagement/empanelment.

7. Tenure

The engagement may be **initially for up to one year**. At the end of the initial engagement or subsequent extension, JSS AHER will make an assessment and take the decision about extension. The JSS AHER will devise assessment procedure for extension based on the contribution and requirement of the experts engaged as Professors of Practice. **The maximum duration of service of Professor of Practice at JSS AHER shall not exceed three years** and is extendable by one year in exceptional cases and the total service shall not exceed four years as recommended by UGC guidelines.



REGISTRAR

8.2.6 Does your college & university as a body have a policy on pay scale equity, including a commitment to measurement and elimination of gender pay gaps?

Employment policy pay scale equity

8.2.7 Does your College & University measure/track pay scale gender equity?

Tracking pay scale for gender equity

Yes, Document enclosed

Employment policy, pay scale equity, & Tracking pay scale for gender equity

JSS Academy of Higher Education & Research
(Deemed-to-be-University)
Accredited 'A' Grade by NAAC
Sri Shivarathreeshwara Nagar, Mysuru-57 0 015, Karnataka, India.

Phone No.: 0821-2548392/93 Fax No.: 0821-2548394, mail: registrar@jssuni.edu.in web: www.jssuni.edu.in

No. JSSDU/HRD(5)/UNI/76/SRP/2020-21 / 282 Date : 30-05-2020

To,

1. The Principal, JSS Medical College, Mysuru.
2. The Principal, JSS Dental College & Hospital, Mysuru.
3. The Principal, JSS College of Pharmacy, Mysuru.
4. The Principal, JSS College of Pharmacy, Ooty.

Sir/ Madam,

Sub : Sanction of revision of pay scales of Management employees-
Non-teaching staff of JSS AHER & it's Constituent Colleges-reg.

Ref : Order No.GAD/EST(1)/10/2020-21 dated 27-05-2020 from the
Executive Secretary, JSS Mahavidyapeetha, Mysuru.

A copy of the order dated 27-05-2020 cited at ref. above issued by JSS Mahavidyapeetha in connection with revision of pay scales of Management employees working in JSS AHER and its Constituent Colleges is enclosed herewith for reference-

- a) Action shall be taken to fix the pay of each Management employee in the revised pay scale of 2020 in the format enclosed herewith each cadre wise.
- b) The statement of fixation shall also be recorded in the Service Registrar of the employee under the attestation of the Head of Institution and the Service Register may be forwarded to JSS AHER along with statement of fixation of pay for approval.
- c) In terms of instructions vide para 9 (a) of JSS Mahavidyapeetha order dated 27-05-2020 an option is to be exercised by the employee within 30 days from the date of this order as to the date from which the revised pay scale is accepted by him/her. A format of option to be exercised by the employee is appended herewith for taking further necessary action at your end before fixing the pay of the employees in the revised pay scales.

The Option so exercised should be pasted in the Service Register of respective employee.

The statement of fixation of pay along with the option form exercised by each employee and his/her Service Register should be sent to JSS AHER for further process.

EST
02/06/20
1-06-20
D>S.Somashekhar--letter>UNI

20/06/2020

21/6/20

Yours faithfully
REGISTRAR
S M

Preamble : In the order read at reference (1) above, the Pay Scales of the teaching staff of JSS College of Pharmacy, Mysore & Ooty were revised w.e.f. 01.02.2001.

In the order read at reference (2) above, sanction was accorded for merger of Dearness allowance equal to 50% of existing pay of the employees of JSS College of Pharmacy, Ooty with the basic pay w.e.f. 01.01.2006.

In the order read at reference (3) above, the Pay Scales of the teaching staff of JSS Medical College, Mysore were revised w.e.f. 01.10.2007.

In the order read at reference (4) above, sanction was accorded for payment of special allowance and special annual increment in respect of teaching staff of JSS College of Pharmacy, Mysore & Ooty w.e.f. 01.01.2008.

In the order read at reference (5) above, certain incentives like, Super Speciality Allowance etc were granted to the teaching staff of JSS Medical College, Mysore w.e.f. 16.08.2008.

In the order read at reference (6) above, the Pay Scales of the teaching staff of JSS Dental College & Hospital, Mysore were revised w.e.f. 01.10.2009.

In the order cited at reference (7) above, the pay scales were revised w.e.f. 01.10.2007 to the Tutors with or without PG Diploma and Senior Residents (with PG degree in the concerned subjects) at JSS Medical College, Mysore.

In the order cited at reference (8) above, the Pay Scales of the teaching staff with BDS qualification, who were on regular time scale of pay in JSS Dental College and Hospital were revised w.e.f. 01.10.2007.

In order to compensate the rising cost of living and also with a view to retain the expert existing faculty and to attract well qualified teachers, the proposal to revise the Pay Scales of the teaching staff of JSS University, Mysore and its Constituent Colleges has been under the active consideration of the University.

The matter has been examined in detail and it is decided to sanction the revised Pay Scales to the teaching staff of JSS University, Mysore and its Constituent Colleges.

Hence the order.

ORDER NO. REG/EST-II(1)/MDC/82/2010-11 DATED 18-10-2012

PART - I

Sanction is hereby accorded to revise the Pay Scales in respect of the teaching staff of JSS University, Mysore and its Constituent Colleges **with effect from 1st September 2012** as detailed below:

A) (i) JSS Medical College and JSS Dental College & Hospital, Mysore

Sl No	Name of the category	Existing Pay Scale (₹)	Revised Pay Scale	
			Pay Band (PB) (₹)	Academic Grade Pay (AGP) (₹)
01	Lecturer/ Sr. Resident (With PG Degree)	12000-18300	15600-39100	6000
02	Assistant Professor	12000-18300	15600-39100	8000
03	Associate Professor/Reader	16400-20000	37400-67000	9000
04	Professor / Director/ Dean / Principal	18400-22400	37400-67000	10000

A) (ii)

Sl No	Name of the category	Existing Pay Scale (₹)	Revised Pay Scale	
			Pay Band (PB) (₹)	Academic Grade Pay (AGP)(₹)
01	Lecturer (BDS) at JSS Dental College	12000-22650 (State scale)	9300-34800 (Central scale)	4800
02	Tutor/Sr. Resident at JSS Medical College (With PG Diploma)	14050-25050 (State scale)	15600-39100 (Central scale)	5400

B) JSS College of Pharmacy, Mysore & Ooty

Sl No	Name of the category	Existing Pay Scale (₹)	Revised Pay Scale	
			Pay Band (PB) (₹)	Academic Grade Pay (AGP) (₹)
01	Lecturer	8000-13500	15600-39100	6000
02	Assistant Professor	12000-18300	15600-39100	8000
03	Associate Professor/Professor	16400-22400	37400-67000	9000
04	Principal	18400-22400	37400-67000	10000

C) JSS University, Mysore

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01	Lecturer	8000-13500	15600-39100	6000
02	Assistant Professor	12000-18300	15600-39100	8000
03	Associate Professor/Professor	16400-22400	37400-67000	9000

2. Date of Effect:

The revised Pay Scales shall be extended to the teaching staff of JSS University, Mysore and its Constituent Colleges, with effect from 1st September 2012.

3. Pay Fixation Formula:

The pay fixation in the revised Pay Scales shall be done as indicated in Annexures I to VI in respect of JSS Medical College/Dental College & Hospital, Mysore and Annexure -VII to X in respect of JSS College of Pharmacy at Mysore & Ooty and JSS University.

4. Increment :

Each annual increment shall be equivalent to 3 percent of the sum total of the pay in the relevant Pay Band and the Academic Grade Pay (AGP) as applicable for the stage in the Pay Band.

5. Date of next increment in the Revised Pay Scales:

After the initial pay is fixed in the revised Pay Scale, the next annual increment will accrue on the normal date on which it is due.

6. Dearness Allowance (DA):

The DA in the revised Pay Scales w.e.f. 01.09.2012 shall be 65 percent of the basic pay (pay in the Pay Band plus AGP).

7. House Rent Allowance (HRA) :

The House Rent Allowance (HRA) in the revised Pay Scales w.e.f. 01.09.2012 shall be 16 percent of the basic pay (pay in the Pay Band plus AGP) in respect of those who are working at Mysore.

In respect of those teaching staff who are working at Ooty, the HRA, Hill Allowance and Winter Allowance shall be paid as per **Annexure-XI**.

8. City Compensatory Allowance (CCA):

The City Compensatory Allowance (CCA) in the revised Pay Scales shall be Rs 300/-PM w.e.f. 01.09.2012 for all the teaching staff working at Mysore only.

9. Non-Practicing Allowance (NPA) :

Sanction is also accorded for payment of Non-Practicing Allowance (NPA) to the teaching staff of JSS Medical College, Mysore (Pre-clinical & Para-clinical) at the following rates subject to strict compliance of conditions mentioned in Part-II of this order.

Post	Amount of NPA (in ₹)
Lecturer/Asst. Prof.	10000
Asso. Professor	15000
Professor	17000

10. The revised pay scales are applicable to the existing teaching staff of JSS University and its constituent Colleges, who have successfully completed their probationary period and are drawing pay in the existing regular scales of pay or as may be mentioned in the appointment orders for prospective teaching staff.

11. The benefit of the revised Pay Scales is not applicable to the retired and re-employed teaching staff.

8.2.6 - Non-Teaching, 8.2.7 - GE

JSS Academy of Higher Education & Research

(Deemed-to-be-University)

Accredited 'A' Grade by NAAC

Sri Shivarathreeshwara Nagar, Mysuru-57 0 015, Karnataka, India.



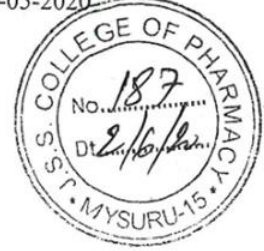
Phone No.: 0821-2548392/93 Fax No.: 0821-2548394, mail: registrar@jssuni.edu.in web: www.jssuni.edu.in

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Date : 30-05-2020

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The Option so exercised should be pasted in the Service Register of respective employee.

The statement of fixation of pay along with the option form exercised by each employee and his/her Service Register should be sent to JSS AHER for further process.

Yours faithfully

[Signature]
REGISTRAR
S M

EST
02/06/20
1.06.20
D>S Somashekar->letter>UNI

[Signature]
01/06/2020

[Signature]
2/6/2020

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The matter has been examined in detail and it is decided to sanction the revised Pay Scales to the teaching staff of JSS University, Mysore and its Constituent Colleges.

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ORDER NO. REG/EST-II(1)/MDC/82/2010-11 DATED 18-10-2012

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11. The benefit of the revised Pay Scales is not applicable to the retired and re-employed teaching staff.

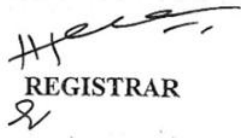
12. With the fixation of pay in the revised Pay Scales, no other special pay and / or allowances and perks, are admissible unless specifically sanctioned by the University.

13. The other service conditions and responsibilities governing the applicability of Revised scales of pay to the teaching staff of JSS University and its constituent colleges are given in Part-II of this order.

14. The norms for appointment/promotion of teaching faculty under various category of posts in JSS University and its constituent colleges shall be adopted as per the guidelines prescribed by the Regulatory authority namely MCI/DCI/PCI/AICTE/UGC as the case may be.

15. Every member of the teaching staff is supplied with a copy of this order on which he / she shall sign and return it to the University, as a token of his/her acceptance of the order Part-I & II through the Head of the Institution/Principal. The revision of Pay Scales and the conditions laid down in this order shall have to be accepted in totality. No conditional acceptance is entertained.

16. The Registrar, JSS University, Mysore and Head of the Institutions of Constituent Colleges are directed to prepare and send the Statement of Fixation of Pay (duly supported by any option wherever required) to JSS University for scrutinizing and approval before drawal of salary of teaching staff in the Revised Pay Scales.


REGISTRAR

To,

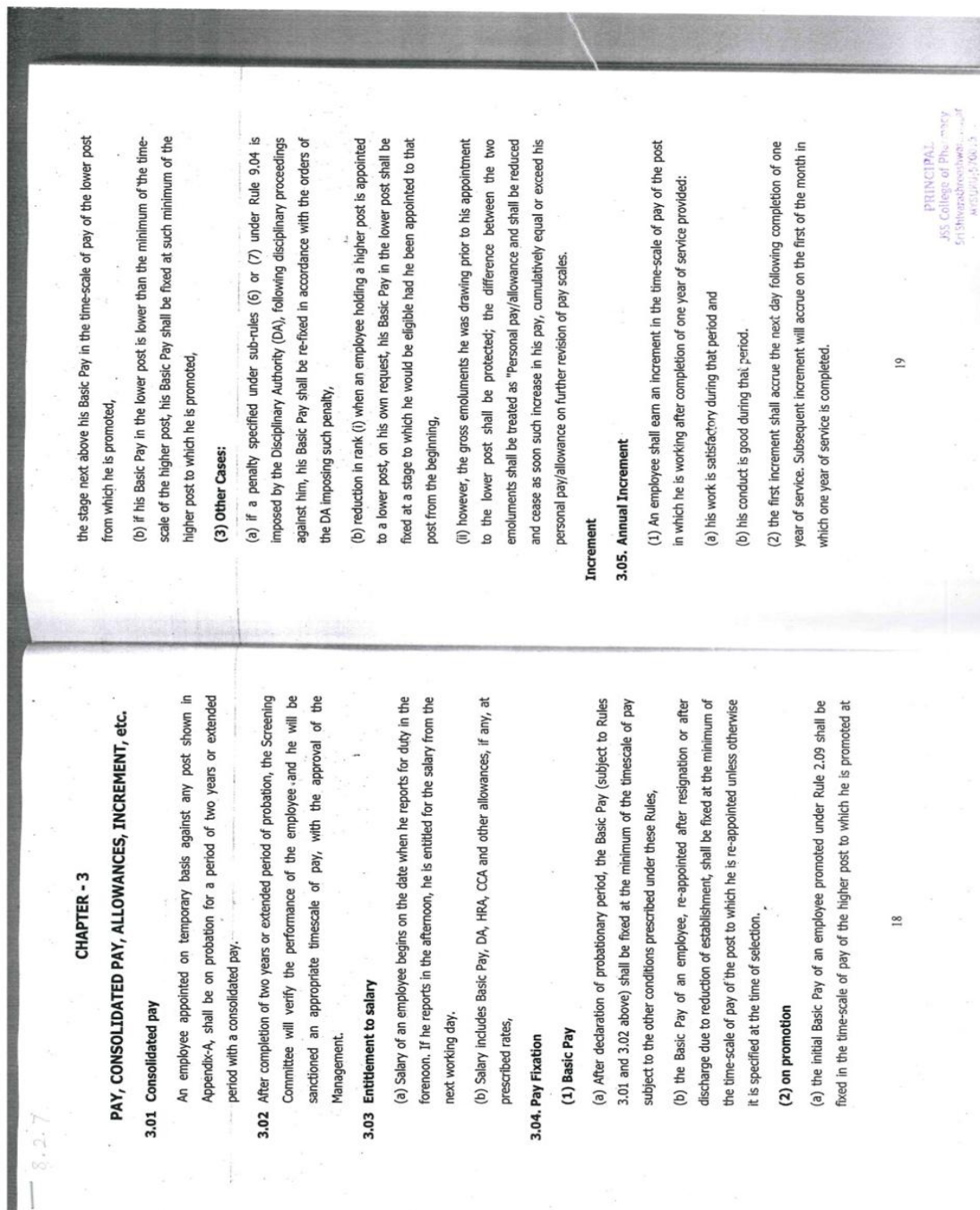
1. The Pro-Chancellor, JSS University, Mysore & the Executive Secretary, JSS Mahavidyapeetha, Mysore- for kind information.
2. The Vice-Chancellor, JSS University, Mysore- for kind information.
3. The Principal, JSS Medical College, Mysore.
4. The Principal, JSS Dental College & Hospital, Mysore.
- ✓ 5. The Principal, JSS College of Pharmacy, Mysore.
6. The Principal, JSS College of Pharmacy, Ooty.
7. The Medical Superintendent, JSS Hospital, Mysore.
8. Order file/spare copy/Office copy.

Copy is submitted to the Chancellor, JSS University and the President, JSS Mahavidyapeetha, Mysore - for kind perusal.

8.2.8 Does your College & University have a process for employees to appeal on employee rights and/or pay?

Employment practice appeal process

Yes. JSSCPM and JSSAHER follows unions & labor rights as per the guidelines and policies of Indian Pharmaceutical Association (IPA) and council.



Note: If an employee is appointed on the last working day of a month, his first increment will, however, accrue on the first day of the next month, in the following year.

- (3) the period of LWA availed, if any, during the year will postpone the annual increment to that extent.
- (4) the increment of an employee may be withheld by the competent authority or by the Management, if his work was unsatisfactory or if his conduct was not good.
- (5) the competent authority or the Management may order such withholding of the increment after giving an opportunity to the employee to defend himself in accordance with the provision in Chapter 9 of these Rules.

3.06. Passing of service examination/test

- (1) If an employee is required to pass service examination/test prescribed for the post he is holding for earning increment, he shall not be eligible for increment until he passes such examination/test.
- (2) If the increment of an employee is deferred under sub-rule (1), the increment so deferred shall be sanctioned with effect from the day following the last day of the examination/test passed by him and he shall not be eligible for arrears.

3.07 Period counting for increment include period of (1) duty performed in the post, (2) earned leave duly sanctioned, (3) joining time on transfer/on deputation for training/seminar/ conference, etc, and other periods treated or declared as duty, if any, by the Management.

3.08. Additional Charge: The Management may place an employee in charge of a vacant post in addition to his own post due to exigencies of work.

3.09. Head Quarters

- (1) the headquarters of an employee is the station/place where the office/Institution, in which he is working, is located,

- (2) the employee must reside at his headquarters and shall not leave without prior permission, in writing, by the Head of the Institution/Office/Division/his official superior.

3.10. The employee will be at the disposal of the JSS MVP and he may be deployed in any manner in the exigencies of work by the Management without any additional remuneration.

3.11. Employees' Welfare Schemes

- 1. All eligible employees shall
 - (a) subscribe to Employees' Provident Fund (EPF) and Employees' State Insurance Scheme (ESI), and
 - (b) subscribe to Mediclaim/health insurance and Employees' Welfare Schemes at their option.
- 2. All eligible employees are entitled to the benefit of Gratuity in terms of payment of Gratuity Act.1972. For this purpose JSS MVP/its institutions, as employers, are presently in tie up with the schemes envisaged by LIC of India,

Transfers

3.12. An employee may be transferred by the Management from one post to another in the same/different cadre carrying the identical pay scale in the same/new station:

- (1) due to exigency of work/administrative reasons,
- (2) at the written request of the employee in special circumstance.

3.13. An employee so transferred shall join duty in his new post or place of posting after getting relieving orders from the Head of the Institution/Division, as the case may be.

3.14. The transferred employee shall prepare a complete list of his charge including cash, if any, and stores, files, as also library books or any other items borrowed from stores etc. and hand over the same to his successor/authorised employee as laid down under **Rule 9.31 of JSS MVP Accounts Rules, 2012.**

3.15 Deputation

(A) Transfers and posting an employee from one society/Trust (R) to another society/Trust (R) will be termed as 'Deputation'. All the conditions mentioned in the rules referred to Para 3.12 (1)(2), 3.13 and 3.14 is applicable.

(B) **Training/Seminar/Workshop, etc.** The Management may depute an employee to any training/conference/seminar/workshop, etc. He may:

- (1) be allowed actual journey time (for both To and Fro) required from his headquarters to the venue/place of such training, etc by the shortest route by public conveyance, and
- (2) immediately (within 10 days) on return, he shall submit to the concerned authority - (a) attendance certificate (b) brief report regarding the training/seminar/workshop etc. and (c) settle the accounts, etc.

Joining Time

3.16 An employee on transfer/deputation shall join his new post:

(1) if the transfer/deputation involves no change of station/place, shall report immediately for duty:

(a) if relieved in the forenoon, he shall join his new post the same afternoon, and

(b) if relieved in the afternoon, on the forenoon of next working day.

Note: relief before 12.00 noon of the day be construed as relieved in the forenoon and relief after 12.00 noon be construed as relieved in the afternoon,

(2) if the transfer/deputation involves change of station/place, the joining time allowed may be limited to the journey/transit time required to reach that place by the shortest route by public conveyance,

(3) Sunday/public holiday(s) may be prefixed/suffixed by an employee on transfer for purpose of joining duty in the new post,

(4) the Management may allow additional joining time for employees on special consideration, viz., handling stores/central stores/library, etc.

(5) the transferred employee shall not avail any kind of leave, except casual leave due to genuine reason, before joining duty at the new post.

(6) As joining time is treated as duty, the salary of an employee on transfer for the month in which he is transferred shall be drawn in the office at new place/headquarters.

8.3 Expenditure per employee

- Total number of employees (teaching and non-teaching staff): 110
- College expenditure (Rs): Document enclosed in page no: 46.
- Amount spent per employee (Rs): 89000.0/month

J.S.S COLLEGE OF PHARMACY
(Constituent College of JSS AHER)
SS Nagar Mysuru

Consolidated Income & Expenditure Account for the year ended March 31, 2024

Particulars	Notes	March 31, 2024	March 31, 2023
Income			
Fee Income	11	21,30,88,711	21,02,25,429
Interest Income	12	8,19,106	6,88,792
Other Income	13	55,34,521	29,85,586
Closing Stock		2,43,871	2,25,244
Total		21,96,86,210	21,41,25,050
Expenditure			
Salary Expenses	14	9,14,01,776	8,00,67,338
Employee Benefit Expenses	14.1	94,49,278	80,83,712
Administrative Expenses	15	1,77,25,836	1,66,74,764
Academic Expenses	16	1,42,55,207	1,39,64,981
Opening Stock		2,25,244	2,69,228
Administration Cost		20,00,000	20,00,000
Advertisement Cost		15,00,000	15,00,000
Total		13,65,57,340	12,25,60,024
Surplus Before Depreciation		8,31,28,870	9,15,65,026
Add: Grant Depreciation	10.1	10,48,087	12,38,489
Less: Depreciation	10	(78,63,653)	(65,49,956)
Surplus		7,63,13,304	8,62,53,559

Note: The Financials of college has been consolidated/merged with the Financials of AHER. UDIN is generated for consolidated financial statement of AHER and its constituent colleges. Therefore, separate UDIN is not generated for individual college FS.

vide our report of even date

for **MADHAVAN & CO.,**
Chartered Accountants
ICAI FRN 001909S

for **J.S.S COLLEGE OF PHARMACY, Mysuru**


Neeraj S. Mitran
Partner
ICAI M No.235401


Principal
PRINCIPAL
JSS College of Pharmacy
Sri Shivarathreeswara Nagar
MYSURU-570015

Place: Mysuru
Date: September 30, 2024



Schedule of Establishment 2024-25									
Sl No.	Particulars	Actual Salary per month December 2023	Next 12 Months	Yearly Premium	Increment / Addition	New Appointments	DA (10%)	Increase in salary to T. Staff as per 7th Pay Commission (Govt. of India)	Grand Total (Rs. In lacs)
1	Teaching staff Salary	64.49	773.88		3.00	25.00	20.00	200.00	1,021.88
2	Non Teaching staff Salary	11.65	139.80		1.00	10.00	4.00		154.80
3	PF Management	1.65	19.80						19.80
4	ESI Management	0.12	1.44						1.44
5	Gratuity (Teaching & Non Teaching staff)	50.00	50.00						50.00
6	Pharm D Stipend	3.75	45.00						45.00
7	Security Services	1.00	12.00						12.00
8	House Keeping	2.00	24.00						24.00
Total (Rs. In lacs)		134.66	1,065.92	-	4.00	35.00	24.00	200.00	1,328.92

8.4 Proportion of students taking work placements

- Total number of students: 153
- Number of students on work placement (Paid internship or training): 98
- Percentage of students on work placement: 98%

8.5 Proportion of employees on secure contracts

- Total number of employees: 16
- Number of employees on contracts of over 24 months (Staff not completed probationary period): 11
- Percentage of employees on secure contract (Staff completed probationary period): 05

ACTIVITIES CARRIED OUT

Workshop on “Enhancing Interview Skills for Career Readiness”

An enlightening and highly interactive online lecture series on “Enhancing Interview Skills for Career Readiness” was organized from 21 May to 22st May 2025 (Tuesday & Wednesday) at 10:30 AM, held in the Seminar Hall. The session was conducted in hybrid mode, accommodating both online and offline participants. The esteemed resource person for this series was Mr. H V Vishvesh, Founder Director, Arivu Skill Development Academy, S2V Solutions, Bangalore, and Vice President (Business Development), Excel Inc, Bangalore, India. Mr. Vishvesh, with his vast experience in corporate training, skill development, and business leadership, delivered an insightful series focusing on strategies and essential tips to enhance interview skills among students and young professionals.

Inaugural Session

The lecture series commenced with a warm welcome address delivered by Dr. Amit B Patil, who also provided a brief but impressive introduction of the guest speaker. He highlighted Mr. Vishvesh’s professional accomplishments and his active contribution to youth skill development through Arivu Skill Development Academy and S2V Solutions.

Lecture Highlights

Over two days, Mr. Vishvesh covered a comprehensive range of topics relevant to interview preparedness and employability enhancement. The key highlights included: Understanding the interview process from an employer’s perspective, Effective communication techniques – verbal and non-verbal, crafting strong resumes and cover letters. Handling common and tricky interview questions. Building confidence, grooming, and body language. Mock interview sessions and real-time feedback to participants. Time management and emotional intelligence during interviews. His sessions were highly engaging and filled with real-world examples, motivational insights, and practical advice aimed at preparing students for various professional and competitive environments.

The lecture series witnessed an enthusiastic turnout, with over 40 online participants and 30 offline attendees, comprising students, faculty members, and job aspirants. Participants actively interacted with the speaker, and the Q&A sessions after each talk were especially appreciated for the clarity and depth of responses provided by Mr. Vishvesh.

Valedictory & Vote of Thanks

The event concluded with a heartfelt vote of thanks delivered by D. Pravin Reddy , who expressed deep gratitude to Mr. H V Vishvesh for his time and valuable contributions. He also acknowledged the efforts of the organizing team, technical staff, and all the participants for making the event a grand success.



Workshop on Enhancing Pharmaceutical Quality Assurance through Good Manufacturing Practices (GMP)

Strengthening Pharmaceutical Standards through GMP and RPTUAS A pivotal national conference titled "Enhancing Pharmaceutical Quality Assurance through Good Manufacturing Practices (GMP)" was held at the Golden Jubilee Digital Theatre, JSS College of Pharmacy, Mysuru on 18 July 2025 11.00 am to 3.00pm. This impactful event was organized by the PHD Chamber of Commerce & Industry (PHDCCI) Health Committee, in association with the Department of Pharmaceuticals, Ministry of Chemicals and Fertilizers, Government of India, JSS Academy of Higher Education & Research (JSSAHER), and the Indian Pharmaceutical Association (IPA), Mysuru Branch. The conference served as a dynamic platform for policymakers, academic leaders, industry professionals, and regulatory experts to converge and deliberate on best practices, policy frameworks and regulatory reforms essential for strengthening pharmaceutical quality assurance in India. A key highlight was the session on the Revamped Pharmaceutical Technology Upgradation Assistance Scheme (RPTUAS) a government initiative designed to support Micro, Small, and Medium Enterprises (MSMEs) in upgrading their infrastructure and aligning with GMP norms.

Inaugural Session

The day began with the traditional lamp-lighting ceremony and the National Anthem, marking the solemn inauguration of a knowledge-centric journey toward pharmaceutical excellence. Mr. Jatin Nagpal, Secretary, PHDCCI, opened the session with a warm welcome address, emphasizing the shared responsibility of regulators, industry, and academia in fostering GMP compliance as the cornerstone of safe and effective pharmaceutical products. His remarks highlighted the government's support for initiatives like RPTUAS, which aim to build resilient and globally compliant pharmaceutical MSMEs. The event was graced by prominent Guests of Honor Dr. Khalid Ahmed Khan, Deputy Drug Controller, FSDA Karnataka & President, IPA Karnataka State Branch, Dr. Amaresh Tumbagi, Former Drug Controller, Government of Karnataka, Dr. H. Basavana Gowdappa, Vice Chancellor, JSSAHER, presided over the inaugural session. In his presidential address, he emphasized that quality assurance should be seen not merely as a regulatory requirement but as a professional and ethical obligation. He also urged the Indian pharma industry to

build self- reliance in Active Pharmaceutical Ingredient (API) production. Dr. Pramod Kumar T M, Principal, JSS College of Pharmacy, Mysuru, welcomed the gathering and stressed the role of academia in developing industry-ready professionals who are well-versed in GMP protocols.



In their keynote addresses, Dr. Khalid Ahmed Khan and Dr. Amaresh Tumbagi discussed the evolution of GMP in India, the rationale behind the revised Schedule M, and strategies to bridge the regulatory compliance gap.

Vote of Thanks

The conference concluded with a heartfelt Vote of Thanks delivered by Dr. Savitha R S, Secretary, IPA Mysuru Branch and the collaborative efforts of PHDCCI.

Technical Session: Foundations and Strategies for GMP Implementation

The conference featured a technical session on implementing GMP across pharmaceutical operations. Moderated by Dr. Pramod Kumar T M, the session was enriched by contributions from leading experts.

Panel Speakers:

Dr. Girish Pai, Associate Professor, Manipal College of Pharmaceutical Sciences, emphasized scientific underpinnings of GMP, robust process validation, and a compliance culture

Mr. Mahantesh Wali, Quality and Compliance Expert, offered insights into practical challenges and case-based strategies in GMP implementation

Dr. Suma Nair, Regulatory Affairs Consultant, Highlighted the importance of training, documentation practices, and regulatory harmonization

Mr. Sanjay Deshpande, International GMP Auditor Provided a global perspective, aligning Indian standards with international benchmarks like WHO-GMP, PIC/S, and US FDA

This session emphasized the importance of personnel training, technology integration, and regulatory foresight in building a GMP-compliant pharmaceutical ecosystem.

Participants engaged actively in a Q&A session, gaining clarity on the application process, eligibility criteria, and documentation requirements.

The session was particularly valuable to MSME representatives seeking to modernize their facilities and meet international quality standards



JSSCPO



ABOUT THE GOAL

SDG 8: Decent Work and Economic Growth

Sustainable Development Goal 8 (SDG 8) aims to foster sustained, inclusive, and sustainable economic growth, along with full and productive employment and decent work for all by 2030. This goal responds to ongoing global challenges such as unemployment, underemployment, and the lack of decent work opportunities.

SDG 8 highlights the importance of economic growth that benefits everyone—regardless of gender, age, race, or background—and is environmentally sustainable. It recognizes that growth must go hand in hand with social inclusion and environmental responsibility.

Key Targets of SDG 8

- **Economic Growth:** Maintain per capita economic growth in line with national circumstances, aiming for increased productivity and improved well-being for all.
- **Decent Work for All:** Ensure full, productive employment and decent work for all individuals, including women, youth, and persons with disabilities.
- **Formalizing the Informal Economy:** Promote policies that support the transition from informal to formal employment, ensuring social protections for all workers.
- **Youth Employment:** Expand access to quality vocational training and decent job opportunities to support young people's entry into the workforce.
- **Equal Pay and Non-Discrimination:** Eliminate employment discrimination—especially gender-based—and ensure equal pay for work of equal value.
- **Safe and Fair Working Conditions:** Take urgent measures to end forced labor, modern slavery, human trafficking, and child labor, while promoting safe and secure workplaces for all.
- **Boosting Productivity:** Encourage economic diversification, technological innovation, and upgrades to increase productivity and create quality jobs.

SDG 8 acknowledges that economic growth alone is not enough. Growth must be inclusive, sustainable, and centered on human dignity and environmental stewardship. It emphasizes the importance of reducing income inequality, empowering vulnerable groups, and protecting natural resources.

Achieving this goal requires a coordinated effort by governments, businesses, and civil society to create environments that support decent work and equitable economic opportunities. Progress on SDG 8 is essential to reducing poverty, improving living conditions, and building a fairer, more sustainable global economy.

OUR CONTRIBUTIONS

1. Living Wages

Our college is committed to supporting decent work and promoting economic growth by providing employment at living wages. This commitment aligns with the principles of social justice, human rights, and sustainable development. By ensuring fair compensation, we contribute to building a more equitable and inclusive society.

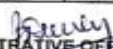
2. Gender Equality

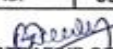
Gender equality in pay remains a global challenge, with disparities in earnings between men and women often reflecting gender-based discrimination. Our college actively addresses this issue by ensuring equal pay for equal work, regardless of gender.

To further support gender equity, we conduct annual gender sensitization programs that raise awareness about gender-based issues and promote inclusivity in the workplace.

Additionally, we offer competitive salary packages to our employees in line with the 6th and 7th Pay Commission scales, ensuring fair compensation across all roles.

EQUAL PAY

JSS COLLEGE OF PHARMACY : ROCKLANDS : OOTACAMUND - 643 001.									
PAY SLIP - APRIL 2025									
Employee No.		30		P.F. A/c. No.		TN/CBE/21907/		402	
Name and Designation		Assistant		Savings Bank A/c. No.					
PAN No.		9H		Name of the Bank		Punjab National Bank, Ooty			
CLAIMS :		Scale of Pay 15600-39100+ AGP 6000							
BASIC PAY									
Pay in the Pay Band	Addl. Grade Pay	Total Pay	Dearness Pay / Spl. Allow	Dearness Allow. (196 / 183%)	House Rent Allowance	Hill Allowance	Post and Misc. charges	Winter Allowance	Gross Salary (Rs)
17950	6000	23950	0	46942	1400	1500	0	0	73792
DEDUCTIONS :									
Income Tax	Professional Tax	Employee Provident Fund 12%	ESIC 0.75%	GSLIS	LIC			Total Deduction	
2000	0	1800	0	0	0			3800	
NET SALARY Rs.								69992	
 ADMINISTRATIVE OFFICER									

JSS COLLEGE OF PHARMACY : ROCKLANDS : OOTACAMUND - 643 001.									
PAY SLIP - APRIL 2025									
Employee No.		31		P.F. A/c. No.		TN/CBE/21907/		416	
Name and Designation		Assistant Professor,		Savings Bank A/c. No.					
PAN No.				Name of the Bank		Punjab National Bank, Ooty			
CLAIMS :		Scale of Pay 15600-39100+ AGP 6000							
BASIC PAY									
Pay in the Pay Band	Addl. Grade Pay	Total Pay	Dearness Pay / Spl. Allow	Dearness Allow. (196 / 183%)	House Rent Allowance	Hill Allowance	Post and Misc. charges	Winter Allowance	Gross Salary (Rs)
17950	6000	23950	0	46942	1400	1500	0	0	73792
DEDUCTIONS :									
Income Tax	Professional Tax	Employee Provident Fund 12%	ESIC 0.75%	GSLIS	LIC			Total Deduction	
2000	0	1800	0	0	0			3800	
NET SALARY Rs.								69992	
 ADMINISTRATIVE OFFICER									

JSS COLLEGE OF PHARMACY : ROCKLANDS : OOTACAMUND - 643 001.

PAY SLIP - JANUARY 2025

Employee No. [REDACTED] P.F. A/c. No. [REDACTED] 58

Name and Designation [REDACTED] Technician, Savings Bank A/c. No. [REDACTED]

PAN No. [REDACTED] Name of the Bank Punjab National Bank, Ooty

CLAIMS : Scale of Pay Level-11, Pay Matrix 35400-112400

BASIC PAY									
Pay in the Pay Band	Grade Pay	Total Pay	Dearness Pay / Spl. Allow	Dearness Allow. (196 / 183%)	House Rent Allowance	Hill Allowance	Post and Transport Allowance	Winter Allowance	Gross Salary (Rs)
60400	0	60400	0	10268	3200	6000	0	1500	81368

DEDUCTIONS :

Income Tax	Professional Tax	Employee Provident	ESIC 6.75%	GSLIS	LIC	Total Deduction
4000	0	[REDACTED]	0	90	[REDACTED]	13407

NET SALARY 67961

[Signature]
ADMINISTRATIVE OFFICER

JSS COLLEGE OF PHARMACY : ROCKLANDS : OOTACAMUND - 643 001.

PAY SLIP - JANUARY 2025

Employee No. [REDACTED] P.F. A/c. No. [REDACTED] 63

Name and Designation [REDACTED] Technician, Savings Bank A/c. No. [REDACTED]

PAN No. DVXP53758G Name of the Bank Punjab National Bank, Ooty

CLAIMS : Scale of Pay Level-11, Pay Matrix 35400-112400

BASIC PAY									
Pay in the Pay Band	Grade Pay	Total Pay	Dearness Pay / Spl. Allow	Dearness Allow. (196 / 183%)	House Rent Allowance	Hill Allowance	Post and Transport Allowance	Winter Allowance	Gross Salary (Rs)
56900	0	56900	0	9673	3200	6000	0	1500	77273

DEDUCTIONS :

Income Tax	Professional Tax	Employee Provident Fund 12%	ESIC 6.75%	GSLIS	LIC	Total Deduction
3000	0	1800	0	90	2404	7294

NET SALARY 69979

[Signature]
ADMINISTRATIVE OFFICER

The pay band is equal for both genders of staff.

Placement Cell

The "Students Placement Cell" of JSS College of Pharmacy, Ooty comprehensively plays a vital role in a smooth & efficient placement process by coordinating all the activities towards ensuring cent percent satisfaction of the graduating students for their better placement and career advancement which leads to decent work and economic growth of individuals and our nation. JSSCP, Ooty has a holistic approach to the placement process and hence, the inclusion of students in the process makes it more efficient and provides an opportunity to drive placement activities as per student requirements.

Functions and Responsibilities

- To strategize improving Industry - Institute Interactions nationally and globally.
- To organize workshops/training/mock interviews for grooming soft skills and overall personality development of the students.
- To identify the top 20 pharmaceutical industries from Fortune 500 companies, and top hospitals, academic institutions for the placement of graduates of all programs and ensure the placements PAN India.
- To register eligible and interested candidates one day before Pre-Placement orientation.
- To display welcome posters/stands for the company visiting the campus viz., name of the company, their team members, name of the program, and venue.
- To arrange rooms for the conduct of aptitude tests, group discussion, and interview process.
- To arrange accommodation/hospitality and other amenities for the recruiters as required.
- To collect resumes from eligible candidates, facilitate the interviews, follow up with recruiters, declaration of results and documentation.
- To submit the placement analysis data periodically to the chairman and display on notice boards.

Placement activities (July 2024-Dec 2024)**Department of Pharmaceutics**

S. No	Name of the student	Name of the Company	Position & Salary Package/Annum	Month Joined
1.	Ms. T Vaishnavi	Cohance life sciences, Hyderabad	Officer – Regulatory Affairs- 3. 68 L	August 2024
2.	Ms. J Darshini	Syngene, Bengaluru	Senior research associate- 3.8 L	December 2024
3.	Ms. Subbharanjani	Strides, Bengaluru	QA- 3.5 L	September 2024
4.	Mr. Prakash S	Esjay pharma, Chennai	QA- 2.6 L	August 2024
5.	Mr. Nithish S	Esjay pharma, Chennai	QA- 2.6 L	August 2024
6.	Mr. Meiyalagan M	Softgel, Chennai	2.8 L	July 2024
7.	Mr. Vineesh D	Saimerra, Chennai	FR& D- 2.8 L	August 2024
8.	Ms. Pratheeksha	Pfizer, Chennai	Regulatory affairs- 3.0 L	November 2024
9.	Mr. Manigandan D	Strides, Bengaluru	QA- 3.5 L	September 2024
10.	Mr. Thamarai Selvan D	Esjay pharma, Chennai	FR& D- 2.9 L	August 2024
11.	Mr. Vijayaraghavan	Caplin Steriles, Chennai	FR& D- 3.3 L	July 2024
12.	Ms. Jigyasa Singh	Pfizer, Chennai	RAPD Associate- 6L	August 2024
13.	Mr. Lokeshwar S	Morulaa healthtech pvt Ltd,	Regulatory affairs executive- 3 L	November 2024

Department of Pharmaceutical Chemistry

S. No	Name of the student	Name of the Company	Position & Salary Package/Annum	Month Joined
1.	Ms. Chettana Verma	Maharshi Dayanand Saraswati University, University in Ajmer, Rajasthan	Assistant Professor 5.40L	December 2024
2.	Ms.Kaveri	Doctoral student, Graduate School of Chemical Sciences & Engineering, Hokkaido University, Japan	¥1,80,000 jpy	October 2024

Department of Pharmacognosy

S. No	Name of the student	Name of the Company	Position & Salary Package/Annum	Month Joined
1.	Ms. Anusha Mary A	LabTech Innovations	Research Trainee & 1.8 L	July, 2024
2.	Mr. Suren R	Apex Biologicals Ltd, Chennai	Research Trainee & 2.4 L	August, 2024

Department of Pharmaceutical Analysis

S. No	Name of the student	Name of the Company	Position & Salary Package/Annum	Month Joined
1.	Mr. Gowtham. A	Caplin Point Laboratories, Chennai	Research Associate Rs. 3.5 L	July 2024
2.	Mr. Gowtham Kumar. S	Syngene Laboratories, Hyderabad	Associate Research Scientist Rs. 4.0 L	September 2024

3.	Mr. Haridhar	Global Calcium, Bengaluru	Trainee Associate / Rs. 3.0 L	August 2024
4.	Mr. Karthik. R	Stelis Biopharma Limited, Bengaluru	Research Associate Rs. 3.5 L	August 2024
5.	Mr. Manoj. S	Jubilant Pharma Limited, Bengaluru	Trainee Associate / Rs. 3.3 L	August 2024
6.	Mr. Meiyappan	SJ Pharma Limited, Bengaluru	Trainee Associate / Rs. 3.0 L	July 2024
7.	Mr. Raghul. P. A	MSN Laboratories Pvt., Ltd., Hyderabad	Research Associate Rs. 3.5 L	September 2024
9.	Ms. Thutkur Teja Sree Reddy	Hetero Labs, Bengaluru	Associate Research Scientist/ Rs. 3.5 L	August 2024
10.	Ms. Preethi. B	Archimedis Healthcare Pvt., Ltd., Chennai	Product Analyst Trainee / Rs. 3.6L	July 2024
11.	Ms. Jebisel Reba	USP, Hyderabad	Associate Research Scientist/ Rs. 4.0 L	August 2024
14.	Ms. Rithika	Hetero Labs, Bengaluru	Associate Research Scientist/ Rs. 3.5 L	August 2024
15.	Mr. Venkatesh Prasath	Ray Life Sciences,	Trainee Associate /	July 2024

		Bengaluru	Rs. 3.3 L	
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Department of Pharmaceutical Biotechnology

S. No	Name of the student	Name of the Company	Position & Salary Package/Annum	Month Joined
1.	Ms. Monica P	JSS College of Pharmacy, Ooty	Lecturer, 3.5 L	October 2024
2.	Ms. Indra R	Karpagam Academy of Higher Education and Research, Coimbatore.	Assistant Professor, 3.75 L	October 2024
3.	Ms. Priyadharseni M S	IQVIA	Clinical process coordinator 3.5 L	September 2024
4.	Mr. Arvind T	SAIMIRRA INNOPHARM	Pharma Product Manager All India 3.0L	October 2024

Department of Pharmacy Practice

S. No	Name of the student	Name of the Company	Position & Salary Package/Annum	Month Joined
1.	Dr Raghul Kumar A	Kauvery hospital, Salem	Clinical Pharmacist / 3 LPA	August 2024
2.	Dr Regin Willfred C	IQVIA, Kochi	Drug Safety Associate/ 3 LPA	August 2024

3.	Dr Sanjay Kumar AM	Kumaran medical center, Coimbatore	Clinical Pharmacist/ 3 LPA	September 2024
4.	Dr Soorya U	Royal Care Super Speciality Hospitals, Coimbatore	Clinical Pharmacist/ 3 LPA	August 2024
5.	Dr Jeevanantham I	JSS College of Pharmacy, Ooty	Lecturer/ 4.5 LPA	September 2024
6.	Mr Mohamed Syed Omar	JSS College of Pharmacy, Ooty	Lecturer/ 4.5 LPA	September 2024

Placement (Jan 2025-July 2025)

Department of Pharmaceutics

S. No.	Name of the Student	Company	Position	Package (LPA)	Month Joining
1	Ms. Nikam Kshitija Dilip	Syngene	FRD Scientist	3.8	June 2025
2	Ms. Hemalatha	Archimedis Digital	CSV Executive	4.0	June 2025
3	Mr. Nithish K	Archimedis Digital	RA Executive	3.5	June 2025
4	Mr. Jagan Senthilkumar	Strides Arco	Management Trainee	5.0	June 2025
5	Mr. Sanjai R	Archimedis Digital	CSV Executive	3.8	June 2025
6	Mr. Yusuf M	Archimedis Digital	CSV Executive	3.8	June 2025
7	Mr. Karthikesavan	Archimedis Digital	RA Executive	3.8	June 2025
8	Mr. Pradeep	Caplin Point	Executive FR&D	3.0	July 2025

9	Mr. Gurubaran	VIATRIS, Bengaluru	Executive FR&D	3.8	July 2025
10	Mr. Pritham Kayal	VIATRIS, Bengaluru	Executive FR&D	3.8	July 2025
11	Mr. Giridhara	Pfizer, Chennai	QA, Executive	5.0	July 2025

Department of Pharmacognosy

S. No.	Name of the Student	Company	Position	Package (LPA)	Month Joining
1	Ms. Anusha Mary A	LabTech Innovations	Research Trainee	1.8	April 2025
2	Ms. Shruthi	Apex Biologicals Ltd, Chennai	Research Trainee	2.4	June 2025
3	Ms. Bejjanki Shruthi	Unicorn Natural Products	Research Trainee	2.4	June 2025

Department of Pharmacology

S. No.	Name of the Student	Company	Position	Package (LPA)	Month Joined
1	Mr. Balakrishnan S	Excel College of Pharmacy	Academic	3.5	June 2025
2	Ms. Daarini U	Syngene, Bengaluru	Research Associate Trainee	3.88	May 2025
3	Ms. Kavyashree G S	Syngene, Bengaluru	Research Associate Trainee	3.88	May 2025
4	Ms. Megha S	Sunpharma, Baroda	Executive	3.5	May 2025
5	Mr. Prashant Ghimiray	NCBS, Bengaluru	Internship Trainee	2.0	June 2025
6	Mr. Raghul L R V	SAAN Lab, Chennai	Product Executive	5.0	June 2025
7	Ms. Rashi Jain	Higher Studies	-	-	-
8	Ms. Rimsa Jamil	NCBS, Bengaluru	Internship Trainee	2.0	June 2025
9	Ms. Shreni Priyadarshini	Higher Studies	-	-	-

10	Ms. Shruthilaya	Archimedis, Bengaluru	Software Engineer Trainee	3.8	June 2025
11	Mr. Suriya Narayanan	Anthem Bio Sciences, Bengaluru	Scientist Trainee	3.75	June 2025
12	Ms. Vinutha M	Archimedis, Bengaluru	Software Engineer Trainee	3.8	June 2025
13	Mr. Vishnuvarthan A	Anthem Bio Sciences, Bengaluru	Scientist Trainee	3.75	June 2025

Department of Pharmaceutical Analysis

S. No.	Name of the Student	Company	Position	Package (LPA)	Month Joining
1	Mr. Abhishek R	Microlabs, Hosur	Trainee Associate	3.8	June 2025
2	Ms. Anamika Dey	Syngene International, Bengaluru	Sr. Research Associate Trainee	3.8	June 2025
3	Mr. Mohamed Musharaf B	Syngene International, Bengaluru	Sr. Research Associate Trainee	3.8	June 2025
4	Ms. Sandhiya R	Bio Plus Life Sciences, Bengaluru	Officer – QA Documentation	3.8	June 2025
5	Mr. Sharan Raj R	Scitus Pharma Services, Chennai	Sr. Research Associate Trainee	3.5	May 2025
6	Ms. Sowbarnika S	Bio Plus Life Sciences, Bengaluru	Officer – QA Documentation	3.8	June 2025
7	Mr. Suranther K	Bio Plus Life Sciences, Bengaluru	Research Associate, AR&D	3.8	May 2025
8	Mr. Abinash H	Sai Life Sciences Ltd., Hyderabad	QA Trainee	3.0	June 2025
9	Ms. Anoushka Dash	Sai Life Sciences Ltd., Hyderabad	QA Trainee	3.0	June 2025
10	Mr. Pavalan K	Syngene International, Bengaluru	Sr. Research Associate Trainee	3.8	June 2025
11	Mr. Gowtham M S	Medreich Limited, Bengaluru	Officer – Quality Assurance	3.5	June 2025
12	Mr. Sharvesh R	Scitus Pharma Services, Chennai	Sr. Research Associate Trainee	3.5	May 2025

Department of Pharmaceutical Biotechnology

S.No	Name of the Student	Company	Position	Package (LPA)	Month Joining
1.	Ms. Aswathi P.S	In Vitro Research Solutions Pvt. Ltd, Bangalore	Intern	2.8	July 2025
2.	Mr. Jagadheesh v	Pasteur Institute of India, Coonoor	Scientific Assistant (Grade II)	3.6	July 2025
3.	Mr. Mohammed Musraf A	Erode college of pharmacy, Erode	Assistant professor	3.0	June 2025
4.	Mr. Saravana Kumar	Medopharm, Chennai	Trainee Officer	2.8	June 2025
5.	Ms. Nandhini.S	KSR college of Pharmacy - Tiruchengode	Assistant professor	3.6	July 2025

Department of Pharmacy Practice

S. No.	Name of the Student	Company	Position	Package (LPA)	Month Joining
1	Ms. Pradhiksha M	Center of Pharmacometrics, MCOPS, Manipal	Research Fellow	4.8	July 2025
2	Ms. Akila A	MedTrix, Bengaluru	Medical Writing	4.6	July 2025
3	Dr. Vansh Gaur	Novo Nordisk, Bangalore	Clinical Trial Administration Coordinator intern	3.6	July 2025

4	Dr. Roja B	Novo Nordisk, Bangalore	Clinical Trial Administration Coordinator intern	3.6	July 2025
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Placement for Pharm. D

S.No	Name of the Student	Company	Position	Package (LPA)	Month Joining
1.	Ms. Akila A	Junior medical writer	MedTrix Healthcare communications, Bangalore	4.6	July, 2025
2.	Ms. Pillai Pooja Tamilarasan	Junior Pharmaceutical Researcher	Delineate	6	July 2025
3.	Ms. Pradhiksha M	Student Intern	Centre of Pharmacometrics, MCOPS, Manipal	3	July, 2025
4.	Ms. Roja B	Clinical Trial Administrator Intern	Novo Nordisk, Bangalore	3.60	July 2025

S. No.	Name of the Student	Course	Name of the Company	Remarks
1	Ms. Akhila	Pharm D	Medtrix, Bengaluru (shortlisted for final interview)	Order received
3	Mr. Balaji M	Pharm D	Eroviz	Waiting for 2 nd Round interview
4	Mr. Sanjay V	Pharm D		

5	Mr. Someswaran	Pharm D		
6	Ms. Lakshmi Ishwariya	Pharm D		

Placement for B. Pharm

S. No.	Name of the Student	Course	Name of the Company	Remarks
1	Mr. Gokulavasan VJ	B.Pharm	Molclone Labs PVT LTD	Order received
2	Mr. Sree Hari V			
3	Mr. Shoneesh			



Dr. Gomathi S



Dr. Kousalya S


Principal
PRINCIPAL
J.S.S. COLLEGE OF PHARMACY
Rockland's, Ootacamund - 643 001

SLS, Mysuru

1. DECENT WORK & ECONOMIC GROWTH (SDG 8)

Details Related to SDGs	Evidence with documents	Weblink to support the details
1.1 Research on economic growth and employment		
8.1.1 Research supporting SDG 8: Research on Decent Work and Economic Growth (List of publications reflecting the research towards Decent Work and Economic Growth in Vancouver style)		
1. Seram Suresh Kumar Singh, D. (2025). Sustainable tourism practices. <i>Journal of Information Systems Engineering and Management</i> , 10(4), 714-724.		
1.2 Employment practice		
1.2.1 Does your college & university pay all staff and faculty at least the living wage, defined as the local “living wage” for a family allowance? Employment practice living wage Definition of living wages by the Labour Ministry of India “Minimum income necessary for workers to meet their basic needs”	Explain and attach evidence /documents supporting your explanation	

Provide evidence: Weblink and details of pay scale sheets of staff (including housekeeping and security staff) and faculty of the college to support that pay scale of the staff is equal or higher than the living wages as defined by the Ministry of Labour, Govt. of India		
Any Other Comments:		
1.2.2 Does your College & University recognize unions & labour rights (freedom of association & collective bargaining) for all, including women & international staff? Employment practice unions	Explain and attach evidence / documents supporting your explanation	
Provide evidence: Weblink and details of any associations/committees/bodies of the college supporting pay rights of the staff including women & international staff		
Any Other Comments:		
1.2.3 Does your College & University have a policy on discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)? Employment policy on discrimination	Yes	https://jssaherstoragenew.blob.core.windows.net/jsuudstorage/udpdocs/home-page-sdg-gender-equality-prevention-of-discremination-in-work-place.pdf

Provide evidence: Weblink and details of institutional policies/guidelines of the college on prevention of discrimination in the workplace including discrimination based on religion, sexuality, gender, age. Please link the above details of the college: https://jssuni.edu.in/JSSWEB/WebShowFromDB.aspx?MID=11007&CID=0&PID=10001		
Institutional Policy/Guidelines created (Year)? :		
Institutional Policy/Guidelines reviewed (Year)? :		
Any Other Comments:		
1.2.4 Does your College & University have a policy commitment to no forced labour, no modern slavery and no human trafficking, and no child labour? Employment policy modern slavery	Yes	https://jssaherdatalake.blob.core.windows.net/quality/EmployeeSelectionandRecruitmentPolicy.pdf
Provide evidence: Weblink and details of institutional policies/guidelines of the colleges on prevention of forced labour, modern slavery and human trafficking, and child labour.		
Institutional Policy/Guidelines created (Year)?		

Institutional Policy/Guidelines reviewed (Year)?		
Any Other Comments:		
1.2.5 Does your College & University have a policy on guaranteeing equivalent rights of workers if/when outsourcing activities to third parties? Employment practice equivalent rights outsourcing	Explain and attach evidence /documents supporting your explanation	
Provide evidence: Weblink and details of institutional policies/guidelines of the colleges guaranteeing equivalent rights of workers if/when outsourcing activities to third parties. (agreement/policies and guidelines of outsourced third party can also be considered) The above details of the college can be linked to the following policy of JSS AHER: https://jssuni.edu.in/admin/BlobFileWorking.aspx?FILENAME=NEM003223.pdf&FORWHAT=3		
Institutional Policy/Guidelines created (Year)?		
Institutional Policy/Guidelines reviewed (Year)?		
1.2.6 Does your college & university as a body have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps?	Explain and attach evidence /documents	

Employment policy pay scale equity 1.2.7 Does your College & University measure/track pay scale gender equity? Tracking pay scale for gender equity	supporting your explanation	
Provide evidence: Weblink and details of institutional policies/guidelines of the colleges on pay scale equity. Details of methods to measure the elimination of gender pay gaps in the college. The above details of the college can be linked to the following policy of JSS AHER: https://jssuni.edu.in/admin/BlobFileWorking.aspx?FILENAME=NEM003225.pdf&FORWHAT=3		
Institutional Policy/Guidelines created (Year)?		
Institutional Policy/Guidelines reviewed (Year)?		
1.2.8 Does your College & University have a process for employees to appeal on employee rights and/or pay? Employment practice appeal process	Explain and attach evidence /documents supporting your explanation	
Provide evidence: Weblink and details of the institution explaining the method/process for employees to appeal on employee rights and/or pay. The request letter by the employee and recommendation by the head for promotion in the college could be considered as appeal on the employees pay scale hike.		
8.2.9 - Does your College & university as a body recognise labour rights (freedom of association & collective bargaining) for all, including women & international staff?		

1.3 Expenditure per employee

- Total number of employees (teaching and non-teaching staff):
- College expenditure (Rs):
- Amount spent per employee (Rs):

1.4 Proportion of students taking work placements

- Total number of students:
- Number of students on work placement (Paid internship or trainings):
- Percentage of students on work placement:

1.5 Proportion of employees on secure contracts

- Total number of employees:
- Number of employees on contracts of over 24 months (Staff not completed probationary period):
- Percentage of employees on secure contract (Staff completed probationary period):

SLS, Ooty

2. DECENT WORK & ECONOMIC GROWTH (SDG 8)

Details Related to SDGs	Evidence with documents	Weblink to support the details
2.1 Research on economic growth and employment		
8.1.1 Research supporting SDG 8: Research on Decent Work and Economic Growth (List of publications reflecting the research towards Decent Work and Economic Growth in Vancouver style): NIL		
2.2 Employment practice		
2.2.1 Does your college & university pay all staff and faculty at least the living wage, defined as the local “living wage” for a family allowance? Employment practice living wage Definition of living wages by the Labour Ministry of India “Minimum income necessary for workers to meet their basic needs”	NIL	
Provide evidence: Weblink and details of pay scale sheets of staff (including housekeeping and security staff) and faculty of the college to support that pay scale of the staff is equal or higher than the living wages as defined by the Ministry of Labour, Govt. of India		
Any Other Comments:		

2.2.2 Does your College & University recognize unions & labour rights (freedom of association & collective bargaining) for all, including women & international staff? Employment practice unions	NIL	
Provide evidence: Weblink and details of any associations/committees/bodies of the college supporting pay rights of the staff including women & international staff		
Any Other Comments:		
2.2.3 Does your College & University have a policy on discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)? Employment policy on discrimination	Yes, the web link is given	
Provide evidence: Weblink and details of institutional policies/guidelines of the college on prevention of discrimination in the workplace including discrimination based on religion, sexuality, gender, age. Please link the above details of the college: https://jssuni.edu.in/JSSWEB/WebShowFromDB.aspx?MID=11007&CID=0&PID=10001		
Institutional Policy/Guidelines created (Year)? :		
Institutional Policy/Guidelines reviewed (Year)? :		
Any Other Comments:		
2.2.4 Does your College & University have a policy commitment to no forced labour, no modern slavery and no human trafficking, and no child labour?	NIL	

Employment policy modern slavery		
Provide evidence: Weblink and details of institutional policies/guidelines of the colleges on prevention of forced labour, modern slavery and human trafficking, and child labour.		
Institutional Policy/Guidelines created (Year)?		
Institutional Policy/Guidelines reviewed (Year)?		
Any Other Comments:		
2.2.5 Does your College & University have a policy on guaranteeing equivalent rights of workers if/when outsourcing activities to third parties? Employment practice equivalent rights outsourcing	Yes, the web link is given	
Provide evidence: Weblink and details of institutional policies/guidelines of the colleges guaranteeing equivalent rights of workers if/when outsourcing activities to third parties. (agreement/policies and guidelines of outsourced third party can also be considered) The above details of the college can be linked to the following policy of JSS AHER: https://jssuni.edu.in/admin/BlobFileWorking.aspx?FILENAME=NEM003223.pdf&FORWHAT=3 https://jssaherdatalake.blob.core.windows.net/quality/sls-ooty-sdg-8-2-5.pdf		
Institutional Policy/Guidelines created (Year)?		
Institutional Policy/Guidelines reviewed (Year)?		
2.2.6 Does your college & university as a body have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps?	NIL	

Employment policy pay scale equity 2.2.7 Does your College & University measure/track pay scale gender equity? Tracking pay scale for gender equity	Yes, the web link is given	
Provide evidence: Weblink and details of institutional policies/guidelines of the colleges on pay scale equity. Details of methods to measure the elimination of gender pay gaps in the college. The above details of the college can be linked to the following policy of JSS AHER: https://jssuni.edu.in/admin/BlobFileWorking.aspx?FILENAME=NEM003225.pdf&FORWHAT=3 https://jssaherdatalake.blob.core.windows.net/quality/sls-ooty-sdg-8-2-7.pdf		
Institutional Policy/Guidelines created (Year)?		
Institutional Policy/Guidelines reviewed (Year)?		
2.2.8 Does your College & University have a process for employees to appeal on employee rights and/or pay? Employment practice appeal process	NIL	
Provide evidence: Weblink and details of the institution explaining the method/process for employees to appeal on employee rights and/or pay. The request letter by the employee and recommendation by the head for promotion in the college could be considered as appeal on the employees pay scale hike. https://jssuni.edu.in/admin/BlobFileWorking.aspx?FILENAME=NEM003223.pdf&FORWHAT=3		

8.2.9 - Does your College & university as a body recognise labour rights (freedom of association & collective bargaining) for all, including women & international staff?

2.3 Expenditure per employee

- Total number of employees (teaching and non-teaching staff): 22
- College expenditure (Rs):
- Amount spent per employee (Rs):

2.4 Proportion of students taking work placements

- Total number of students: 13
- Number of students on work placement (Paid internship or trainings): 05

Percentage of students on work placement: 38.4%

2.5 Proportion of employees on secure contracts

- Total number of employees: 22
- Number of employees on contracts of over 24 months (Staff not completed probationary period): 08
- Percentage of employees on secure contract (Staff completed probationary period): 14 – 63.6%

DHSMS

Promote sustained inclusive and sustainable economic growth, full and productive employment, and decent work for all

Table 14: Activities conducted aligning to Goal 8

Curriculum	The curriculum is designed with concepts such as understanding the business environment, managerial and health economics, financial management, human resources management, operations management, corporate social responsibilities, market investments and cost benefit analysis. These concepts create better understanding about economic growth and sustainability. Students also learn about several laws and regulations governing the national and international business.
Teaching & Learning	Along with the classroom lectures, students also gain experiential learning through interactive case study discussions, seminars and their learning also gets enriched through hands-on activities such as societal activities, internships in reputed organizations and industrial visits. Economic development through creating employment opportunities: The placement cell of the department conducts various activities to assist students to build their careers. The placement process starts by developing students' employability skills through professional training. In this regard, the department has built-in approaches in terms of- I. Research-oriented approach: To test the theories and concepts the students are encouraged to carry out research, assimilate facts, analyze and bring out finding with evidence in terms of research articles, paper presentation, and article publication. II. Experiential learning approach: This innovative teaching pedagogy puts students on to various departments of the hospital to learn the various processes and understand the bottle necks and issues in those areas under the guidance of hospital staff through hospital postings. III. Intense training: During the 24 months program the students are trained in the class with the concepts and theories of management and health care, combined with hands-on learning in the hospital. This together with intense mentorship makes the students confident health care managers.

**Activities
conducted**

The Department of Health System Management Studies conducted various activities to complement the curriculum concepts designed for student learning. Contributing towards Goal8, the department conducted recruitment drives from placement cell and industrial visits.

Placement Drives**1. Novo Nordisk**

We were honored to welcome the esteemed team from Novo Nordisk to our campus at DHSMS, JSSAHER in Mysore. The engaging discussions centered around potential collaborations and future opportunities, further strengthening the bridge between industry and academia.

Amit Kumar Das, Member of the India Board of Directors at Novo Nordisk, along with Sudeepta Mandal and Nitish from the HR Department, had insightful interactions with our students, providing DHSMS, exploring ways to enhance student placement and career growth opportunities. Their input is sure to inspire and empower our students as they gear up for successful careers in the industry.

This visit is a significant step towards fostering industry-academia partnerships, and we look forward to the exciting synergies that will unfold from this collaboration.



2. Realgliz Pharma

Realgliz Pharma, a reputed pharmaceutical company known for its innovation and quality, visited DHSMS, JSS Academy of Higher Education and Research (JSSAHER) for an engaging Career Orientation Program.

The event was organized to guide students on various career opportunities in the pharmaceutical industry. Eminent professionals from Realgliz Pharma interacted with the students, shedding light on current industry trends, emerging roles in regulatory affairs, pharmacovigilance, quality control, research & development, and sales & marketing.

During the session, the speakers emphasized the importance of skill development, continuous learning, and adaptability in the evolving healthcare and pharma landscape. They also shared valuable insights on how students can prepare for interviews, enhance their resumes, and make informed decisions regarding higher education and job roles.

The session concluded with a Q&A round where students actively participated and clarified their doubts about career paths, internships, and industry expectations.

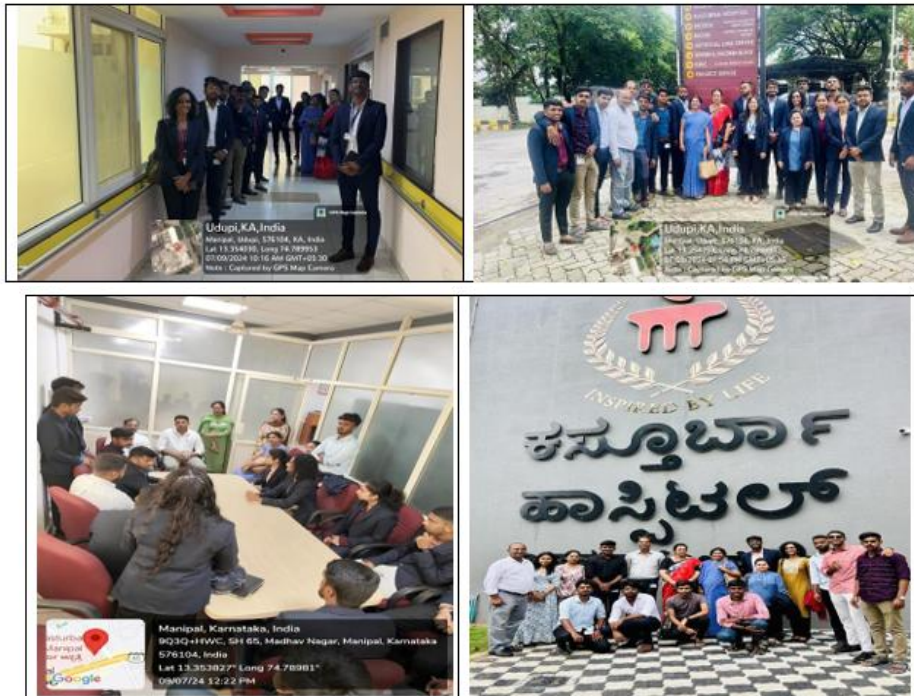
The visit by Realgliz Pharma was highly motivating and informative, leaving students better equipped to plan their professional journeys in the pharmaceutical sector. JSSAHER extends heartfelt thanks to Realgliz Pharma for their time and contribution to student development.



Industrial Visits

Visit to Kasturba Medical College and Hospital, Manipal

The visit was scheduled on the 9th July 2024 from 10 am to 2 pm. 18 students from the final semester MBA, accompanied by five faculty Dr. Divya, Dr. Shalini, Dr. Sujay MJ, Mr. Chethan Kumar, and Mr. Mahadevswamy visited the hospital. Operations team led by Mr. Jibu Thomas, Mr. Samith, and Dr. Ekta Tandon interacted with the students and explained the hospital and the facilities to them. Students were divided into 2 groups and visited the various areas of the hospital like OPD, Wards (general and special wards), Radiology, Insurance, MRD, CSSD, Chute Operation System, and OPD Front Office.



The Department of Health System Management Studies has arranged for an industrial visit for final year BBA students from 27th till 30th May 2025. Students of 6th semester BBA along with faculty had visited Karwar District Hospital and AJ Medical college

and hospital, Mangalore. A total of 26 students from the final semester BBA were accompanied by three faculty Dr Kankavalli K. Kundury , Mr Gurulingu and Dr. Mahadevswamy R.M. for the visit.

The industrial visit started on 27th from The University campus, students along with faculty had visited The District Hospital, Karwar on 28th May 2025. The hospital authorities have explained to students the functioning of various patient care services, registration and billing processes, medical record management and hospital information system services. Students felt that it was indeed a different experience visiting a government healthcare setup, which helped in enhancing their knowledge. On 29th May, students along with faculty have visited AJ hospital, Mangalore. The hospital tour began with a brief power point presentation on AJ hospital by the staff. The operations team led by Mr. Preetam interacted with the students and explained the hospital and the facilities. Students were divided into 3 groups and taken for tour of various areas of the hospital like OPD, Wards (general and special wards), Radiology, Central Laundry, Central Kitchen, CSSD, and OPD Front Office. The department welcomed the idea of students doing internships during vacation, and short-term projects that would benefit the hospital. The visit helped the students not only in enhancing their knowledge and providing opportunity for learning but also provided scope for furthering the activities in terms of internship and project work.





Soft Skills Training

The Dept. of Health System Management Studies organized a workshop on Communication & Behavioral Skills for 8 days from 16th May 2024 to 21st June 2024, (8 days) for the students of BBA Hospital & Health System Management.

The workshop was conducted by Mr. H.V. VISHVESH, 'ARIVU' Founder Director.

'ARIVU' follows the pedagogy of active learning i.e., experiential learning, and has the following ideas.

- Equip the participants with the desired 'Knowledge & wisdom' to face the challenges of competitive employability.
- Activity-based learning with proven methods to impart the desired skills.
- Rediscovering the joy of learning

The workshop was conducted for 28 students on

➤ Business Communication

- Body Language Listening Skills
- Presentation Skills
- Presentation Skills Questioning Techniques
- Decision making & Leadership skills.
- Assertiveness
- Time management
- Team Skills

The interactions were helpful to the students, they enjoyed the sessions. Students actively participated on all 8 days and showed their interest in this learning opportunity. All were engaged in teams rather than on an individual basis to emphasize the importance of teamwork in any given setting.





Soft skills are essential for personal and interpersonal abilities that shape how individuals communicate, collaborate, and adapt in various environments. They include communication, teamwork, problem-solving, and emotional intelligence, "each of which plays "a crucial role both in professional and personal success. As workplaces continue to advance, mastering soft skills enhances relationships, strengthens leadership, and improves overall effectiveness, making them vital for career growth and organizational success.

The Department of Health System Management Studies organized a Workshop on Personality Development and Communicational Skills for 10 days from Dec 4, 2024, to January 8, 2025, for the students of the 1st-year MBA in Hospital administration, MBA in Pharmacy administration, and MBA in Information Technology.

Mr. H.V. VISHVESH, 'ARIVU' Founder Director, conducted the workshop.

'ARIVU' follows the pedagogy of active learning i.e., experiential learning, and has the following ideas.

Equip the participants with the desired 'Knowledge & wisdom' to face the challenges of competitive employability.

Activity-based learning with proven methods to impart the desired skills.

Rediscovering the joy of learning

The workshop was conducted for 132 students on

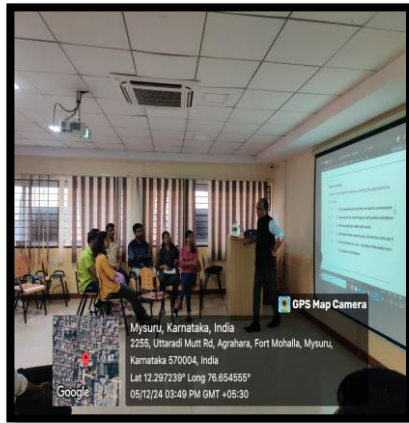
1. Communication skills- Active listening, Effective speaking and Nonverbal communication
2. Teamwork - Collaboration, Conflict Resolution, and Empathy
3. Time Management - Prioritising tasks, Avoiding procrastination, and Managing deadlines

4. Leadership - Decision-making, Problem-solving, and Motivation
5. Presentation skills - Body language, tone of voice, and PowerPoint presentation.

The interactions were helpful to the students, they enjoyed the sessions. Students actively participated in all 10 days and showed interest in this learning opportunity. All were engaged in teams rather than individually to emphasize the importance of teamwork in any given setting.

At the end of the workshop, students were trained to carry away three things teamwork, assertiveness, & an attitude in behavioral management to use proper words & appropriate body language with the right tone.





Social Awareness Camps

Community awareness programs along with self-employment opportunities was conducted as a part of the annual NSS program from the department in association with NSS unit, JSSAHER.



Our Top Recruiters



JIPMER

Jawaharlal Institute of Post Graduate Medical
Education & Research, Puducherry



