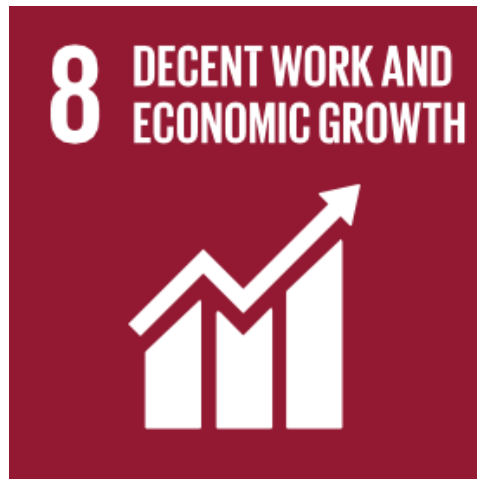


# COMPENDIUM ON SUSTAINABLE DEVELOPMENT GOALS 2023

## SDG 8 - DECENT WORK AND ECONOMIC GROWTH



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## ABOUT SDG 8

**Economic growth should be a positive force for the whole planet. This is why we must make sure that financial progress creates decent and fulfilling jobs while not harming the environment. We must protect labour rights and once and for all put a stop to modern slavery and child labour. If we promote job creation with expanded access to banking and financial services, we can make sure that everybody gets the benefits of entrepreneurship and innovation.**

### Status in India

- More than 10 million children are employed in some form of labour
- 12 to 15 million estimated annual demand for employment in India
- 12.8 million enter the job market every year
- 6.9% total unemployment rate
- 6.9% total unemployment rate
- 24% declining female labour force participation rate

JSS Academy of Higher Education & Research follows utmost transparency in every possible aspect and provides opportunities for the employees a great environment to work in. Following the footsteps of the Institute, the Faculty of Life Sciences has also been functioning with transparency and respect towards the employees.

Further, the Department has been providing orientation to students regarding their employment after their graduation in association with the Placement Cell, which is efficiently functioning for the future of the students.

JSS AHER has been functioning with the following policies

- Aligning employment, training and regulation policies to be consistent with commitments to equity and access strategies and targets.
- Providing appropriately positioned and supported scholarship and financial assistance schemes for students in need.
- Supporting creativity and innovation through a culture of acceptable risk-taking, providing the appropriate space and process for ideas to flourish.
- Monitoring employment outcomes and academic workload management.
- Implementing socially and environmentally responsible procurement policies and procedures, affecting up and down the supply chain.
- Critically querying the role of economic growth.

SDG 8 aims to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all by the year 2030. "Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all."SDG 8 addresses the challenges of unemployment, underemployment, and the lack of decent work opportunities that persist in many parts of the world. It emphasizes the importance of economic growth that benefits everyone, regardless of gender, age, race, or other factors, and is conducted in an environmentally sustainable manner.

## **TARGETS**

**Economic Growth:** Sustain per capita economic growth in accordance with national circumstances, aiming to achieve higher levels of economic productivity and well-being for all people.

**Decent Work:** Achieve full and productive employment and decent work for all men and women, including young people and persons with disabilities.

**Informal Economy:** Promote policies that support the formalization of informal employment, as a significant proportion of the global workforce is employed in the informal economy without proper social protections.

**Youth Employment:** Improve the access of young people to decent work opportunities and vocational training to facilitate their transition to the labor market.

**Equal Pay for Work of Equal Value:** Eliminate discrimination, including gender-based discrimination, in employment and ensure equal pay for work of equal value.

**Safe Working Environments:** Take immediate and effective measures to eradicate forced labor, end modern slavery, and human trafficking, and ensure the prohibition and elimination of child labor.

**Productivity and Job Creation:** Promote policies and strategies to achieve higher levels of economic productivity through diversification, technological upgrading, and innovation.

SDG 8 acknowledges that economic growth is not sufficient on its own; it must be inclusive, and sustainable, and promote decent work opportunities for all. This goal recognizes the need to address income inequality, support vulnerable populations, and ensure that economic activities are conducted in a way that protects the environment and natural resources.

Governments, businesses, and civil society play essential roles in implementing policies and initiatives that promote decent work, sustainable economic growth, and productive employment. Achieving SDG 8 is crucial for reducing poverty, improving living standards, and creating a more equitable and sustainable world.

## OUR CONTRIBUTIONS

### Living Wages

Promoting a living wage aligns with the principles of decent work, social justice, and human rights, and it can contribute to creating a more equitable and inclusive society. Our college is giving employment to living wages to promote economic growth.

### Gender Equality

Gender equality in salary, also known as the gender pay gap, refers to the disparity in earnings between men and women in the workplace. It is a critical issue that persists in many parts of the world and is often considered a form of gender-based discrimination in the labor market. The gender pay gap is typically measured by comparing the median earnings of men and women in a specific job or occupation. The gap is expressed as a percentage, representing how much less women earn compared to men. A gender pay gap of 100% would indicate that women earn nothing compared to men, while a gap of 0% would indicate complete equality in earnings. Our college is providing equal pay to both gender and also every year we are conducting an awareness program about gender sensitization. Our college is providing a good salary scale 6<sup>th</sup> & 7<sup>th</sup> pay to all the employees.

## PROGRAMMES AND ACTIVITIES ORGANIZED ALIGNING TO THIS GOAL

**Celebration of National Science Day, 2023** Celebration of National Science Day, 2023: School of Life Sciences and Life Science Departments of JSS Academy of Higher Education & Research celebrated National Science Day 2023 on 28th February 2023 at Sri Rajendra Auditorium, with the theme of "Global Science for Global Wellbeing" The event aimed to promote the importance of science in addressing global challenges and improving human well-being by commemorating the discovery of Raman Effect by Nobel laureate, physicist CV Raman on this day in 1928. The program was inaugurated by Chief Guest Dr. M. A. Shekhar, Vice-Chancellor, Adichunchanagiri University alongside Dr. K.A. Raveesha, Head, School of Life Sciences, Mysuru, and Dr. Gopenath T.S., Coordinator, Dept. of Biotechnology and Bioinformatics. The celebration began with a welcome address by Dr. K.A. Raveesha reiterating the Vasudhaiva Kutumbakam philosophy being imbibed in this year's theme for the National Science Day 2023 which is in alignment with India's G-20 theme "One Earth, One Family, One Future".The keynote address was delivered by the Chief Guest, Dr. M.A. Shekhar, Vice-Chancellor of Adichunchanagiri University and a renowned diabetologist. Dr. Shekhar shared his insights on the significance of global science in achieving sustainable development goals and creating a better world. He emphasized that "Global science for global well-being refers to the application of scientific knowledge, research, and innovation to address global challenges and improve human well-being worldwide and to create a better world for all, where everyone has access to the benefits of scientific progress and innovation to achieve health, happiness, and prosperity". He reiterated the ubuntu philosophy "I am because we are" and voiced his opinion on 'people before profit' concept. Dr. M. A. Shekhar was felicitated on this occasion. The National Science Day celebration aimed to inspire and encourage young minds to take up science as a career and contribute to the betterment of society. The event showcased the School of Life Sciences' commitment to promoting scientific research and education and highlighted the importance of science in addressing global challenges.

### **Educational Tool for Convenient, Precise & Quick Nutrient Analysis a National Webinar**

To promote innovation and Quality education on the intake of nutrients among normal and diseased individuals a Google Sheet-based educational tool for convenient, precise & quick nutrient analysis a National webinar was conducted by the Department of Nutrition and Dietetics, JSS AHER, in association with IDA, Mysore chapter on November 8th, 2022, "NUTRICAL -India's Most Efficient Nutrient Analysis Tool. The resource person included MR. NIKESH KUMAR JAIN, Head-Nutrition Innovation & Tech. NSR-Nutrition Support Resource. The organizing team included Dr. Vanitha Reddy P, Dr. Sudha Sairam, and Ms. Syeda Farha S.

### **Webinar on Educational Tool for Convenient, Precise & Quick Nutrient Analysis a National**

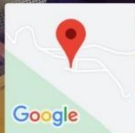
The Department of Nutrition & Dietetics is continuously striving to attain the Sustainable Development Goals. Along with classroom teaching, the Department of Nutrition & Dietetics is encouraging the Students of the UG and PG students visit to Sula Vineyards, Channapatna as part of Industrial exposure and placement activity - processing unit of Wine.



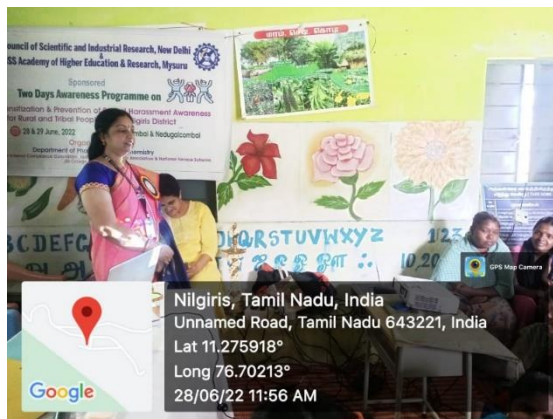
### **Students of the UG and PG students visit to Sula Vineyards, Channapatna as part of Industrial exposure and placement activity -processing unit of Wine.**

As part of B.Sc. Program in Food, Nutrition & Dietetics, students from B.Sc., VI Semester were taken to Sula Vineyards, Channapatna, on 18<sup>th</sup> April 2023. This was part of the Food Microbiology practical. Detailed information about the industry was given by Darshan, an employee of the Sula Vineyard. Students were taught about the various steps involved in wine preparation from harvesting to packaging. Students learned about the fermentation techniques involved, the yeast used for fermentation, pressing, clarification, aging, and bottling, and learned the entire chain of events.

## Glimpses of Two Days Awareness Programme



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 Unnamed Road, Tamil Nadu 643221, India  
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 Long 76.70208°  
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Nilgiris, Tamil Nadu, India  
 Unnamed Road, Tamil Nadu 643221, India  
 Lat 11.275918°  
 Long 76.70213°  
 28/06/22 11:56 AM



**Council of Scientific and Industrial Research, New Delhi, JSSAHER, Mysuru and Indian Pharmaceutical Association, Nilgiris local branch organised for an awareness event on Gender sensitization and prevention of sexual harassment for rural and tribal people. Organizing secretary Dr Gomathi Swaminathan welcomed. Dr. R. Kalirajan spoke about the meet while Dr. S. P.Dhanabal presided. The event was coordinated by Dr. B. Gowramma.**

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 prior to 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.





**PROMOTE SUSTAINED INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT, AND DECENT WORK FOR ALL**

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.

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.

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, industrial visits, NSS camps and skill building workshops.

## Internships at various reputed organizations

Impact Guru, a crowdfunding platform in India offering fundraising solutions for medical treatments, emergencies, NGOs & startups conducted a Fellowship Drive for students of the Department of Health System Management Studies, MBA II Year (MBA Hospital administration and MBA Pharmacy Administration). Ten Students were selected and will be getting performance-based Fellowships to the tune of rupees Twenty-Five thousand a month for a period of three months.



India's finest FINTECH research firm which develops Artificial Intelligence-based forecasting products Praedico Global Research Pvt. Ltd. is based out of Delhi. Conducted Summer Internship Drive for Students of the Department of Health System Management Studies, MBA I Year (MBA Hospital administration and MBA Pharmacy Administration). Twelve Students were selected and each of the students will be getting a Performance Based stipend of rupees Ten thousand from the Firm for a period of one month.

Dr. H.K. Mamatha, Associate Professor & Head, DHSMS, and Mr. Harshith, Asst. Professor, Training and Placement coordinator, DHSMS coordinated and facilitated the interview for the students.



Nestlé S.A. Swiss multinational food and drink processing conglomerate corporation headquartered in Vevey, Vaud, Switzerland. It has been the world's largest publicly held food company, measured by revenue and other metrics, since 2014. Conducted Campus Placement for the Department of Health System Management Studies Students of MBA IV Semester and MSC Nutrition and Dietetics. Nestle Team Consisted of two members Mr. Bibi Joseph Regional Manager of Karnataka and Ms. Kanishkaa HR Manager had Visited the Campus. Dr. HK Mamatha Dean of Management Studies, Dr. Raveesha Dean of the Faculty of Life Sciences, Dr. Vanita Reddy Coordinator of the Faculty of Life Sciences, and Mr. Harshith N Placement Coordinator DHSMS were Present.



### Industrial Visits

In view of the collaborations with the industries and signing MOU, the faculty from the Department of Health System Management Studies Mr. Harshith N, Asst. Professor and Placement Coordinator along with the Student Placement Coordinator Mr. Jamsheed visited BAL Pharma Limited Bengaluru and Anthem Biosciences on January 10th, 2023.



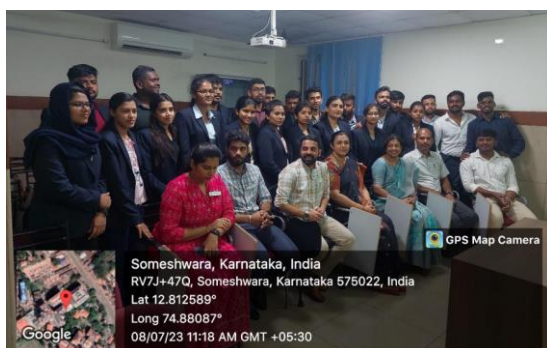
DHSMS Team made a visit to Anthem Biosciences Bengaluru and met Dr. Srinivas Seekallu, DGM, and Head Preclinical Research and Test Facility Management GLP .and discussed various aspects of collaboration and research activity.



With the view of enriching the student learning experience, Department of Health System Management Studies had arranged for an industrial visit to final year students of BBA in Hospital and Health System Management to KMC Manipal. A total of 37 students were accompanied by 5 faculty from the department for a 3-day tour.



The Department of Health System Management Studies had organised a visit for the IV semester MBA students to SDM Medical College and Hospital, Dharwad and Yenapoya Medical College and Hospital, Mangalore, with the purpose of enhancing the knowledge of the students about the different types of hospitals and understanding its functioning. The visit was scheduled from 6 th July 2023 and 8 th July 2023, taking prior permission from the hospitals and the University Authorities.



Someshwara, Karnataka, India  
RV7J+47Q, Someshwara, Karnataka 575022, India  
Lat 12.812589°  
Long 74.88087°  
08/07/23 11:18 AM GMT +05:30



Dharwad, Karnataka, India  
SDM Medical College Bus Stop, Hubli - Dharwad Hwy, Sattur Colony, Karnataka 580009, India  
Lat 15.417332°  
Long 75.049615°  
08/07/23 01:38 PM GMT +05:30

The Department of Health System Management Studies had organised a visit for the IV semester MBA students to JSS hospital Chamarajanagar with the purpose of enhancing the knowledge of the students about the different types of hospitals and understanding its functioning.



### **Soft Skills Training**

The Dept. of Health System Management Studies organized a Workshop on Personality Development & Communication skills for 10 days from January 24, 2023, for the students of 1st year MBA Hospital administration, MBA Pharmacy administration, and MBA Information Technology.



### **Resume Writing Workshop**

Department of Health System Management Studies Training and Placement Cell organized one day workshop on Resume Writing and Personal Interview by partnering with Genesis Training Bengaluru, on aligning with SDG goals Goal 4 (Quality Education) and Goal 8 (Decent Work and Economic Growth) Mr. Dinesh Parthiban was the Resource Person for this Workshop.



**WORKSHOP ON  
Resume Writing  
and Personal  
Interview**

organised by: Department of Health  
system Management Studies

4 QUALITY  
EDUCATION



8 DECENT WORK AND  
ECONOMIC GROWTH



Date- 2nd December 2022  
Place- DHSMS, MYSORE  
Time- 9.30 AM to 4.30PM



**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.



**Har Ghar Tiranga Celebrations**

The Department of Health System Management Studies celebrated Independence Day on 13th August 2022 in context with nations Har Ghar Tiranga, and distributed flags to staff. The staff and students paid respect to the Nation by singing National Anthem and Vande Mataram.



**Our Top Recruiters**



**JIPMER**

Jawaharlal Institute of Post Graduate Medical Education & Research, Puducherry



- **AWARENESS ABOUT GENDER EQUALITY**

The online Lecture was given by Ms. Kamalaveni, Assistant Professor, Bharathiyar University, Coimbatore on “**GENDER EQUALITY IN WORK PLACE**” scheduled on 31<sup>st</sup> March, 2023 (Friday) at 11.30 AM at Seminar Hall.

Prof. Suresh J. has given the welcome address and Dr. R. Logesh has given a brief introduction of the guest lecturer of Ms. Kamalaveni.

**Ms. Kamalaveni** has talked about the potential importance of gender equality in work place.

There were more than 40 online participants and 50 offline participants attended the talk given by **Ms. Kamalaveni**. The vote of thanks was given by **Dr. R. Logesh**.

- **DEVELOPING INTERVIEW SKILLS**

The online Lecture was given by Mr. H V Vishvesh, Founder Director, Arivu Skill Development Academy, S2V Solutions, Bangalore and Vice President (Business Development) Excel Inc, Bangalore, India on “**HOW TO DEVELOP THE INTERVIEW SKILLS**” scheduled on 29<sup>th</sup> April, 2023 (Saturday) at 10.30 AM at Seminar Hall.

Prof. Suresh J. has given the welcome address and Dr. R. Logesh has given a brief introduction of the guest lecturer of Mr. H V Vishvesh.

Mr. H V Vishvesh has talked about the potential importance of developing interview skills.

There were more than 40 online participants, and 50 offline participants attended the talk given by Mr. H V Vishvesh. The vote of thanks was given by Dr. R. Logesh.

- **ENTREPRENEURSHIP**

The online Lecture was given by Dr. Prashanth S, Assistant Director (Academics), Coordinator: SPARKLE CINE JSS Academy of Higher Education & Research, Mysuru on 29<sup>th</sup> May 2023 at 10.30 AM on “**ENTREPRENEURSHIP AWARENESS: IDEATE, INCUBATE & ACCELERATE**” scheduled on

Prof. Suresh J. has given the welcome address and Dr. R. Logesh has given a brief introduction of the guest lecturer of Dr. Prashanth S.

Dr. Prashanth S has talked about the potential importance of entrepreneurship and how to ideate and accelerate.

There were around 48 online participants, and 40 offline participants attended the talk given by Dr. Prashanth S. The vote of thanks was given by Dr. R. Logesh.





## RESEARCH ACTIVITIES:

### Visit of Dr Prem Srinivasan, Adjunct Faculty from 17.02.2023 to 20.02.2023



Dr Prem Sreenivasan, Professor, Rutgers University, New York USA an Adjunct faculty of JSSAHER visited from 17.02.2023 to 20.02.2023. On 17.02.2023 SIG- Dental Cariology organised an interactive first session with the postgraduate students from various departments and enlightened them on the recent advances in diagnostic technologies and revisited the most often used medications and their significance in the systemic alterations. He also emphasized the proper protocol and regime to be used for the said medicaments.

The same day in the second session a lecture was presented by Dr Prem Srinivasan on the advances in oral health products and diagnostics to the interns, it was more like an interactive session and an eye opener to the young professionals helping them to channel to the right path in terms of oral health product prescription.

On the 20.02.2023 interactive session with research groups in collaboration with the SIG –Dental cardiology has held the opportunity was utilised by various faculties of the JSS Dental College and Dept of Life sciences to collaborate in writing joint scientific review papers and also submit a research proposal on newer challenges on preventive oral care. The session concluded with an interactive Question and Answer round. The students and staff alike were grateful to be a part of this session and gained valuable insight into the recent advancement of diagnostic technologies.

### Dental Innovation Hackathon

Dental Innovation Hackathon was organized by the Institution Innovation Council (IIC) of JSS Dental College & Hospital, JSS Academy of Higher Education & Research, Mysuru in association with Sparkle Cine Foundation, JSS Academy of Higher Education & Research on 15<sup>th</sup> February 2023. The program was organized with the aim to explore the problem statements related to dentistry and find innovative solutions for the same. The program provided a platform for dental professionals to bridge the gap between the different disciplines and come out with ideas, prototypes, and innovations that are easier, less painful, and more reliable for dental patients. On this occasion, Dr. Madhur Gupta, Technical Officer, WHO Country Office – India visited the hackathon. She appreciated the efforts taken by the institution to promote the translational activity of academics and research and emphasized the need of more such programs to increase industry-academia collaborations. The program witnessed various innovations like herbal mouthwashes, unique sterilization devices for use in remote areas utilizing renewable energy and advanced technologies for therapeutic care. Dr Sudheendra Bhat, Controller of Examinations, JSS Academy of Higher Education & Research, presided over the event as Chief guest and motivated the participants. 16 participants presented their unique ideas and prototypes.



### **‘How to plan for Start-up and legal & Ethical Steps’ conducted on 18th May 2023**

An Institution Innovation Council (IIC) calendar event with the topic being ‘How to plan for Start-up and legal & Ethical Steps’ was conducted by the IIC of JSS Dental College & Hospital on 18th May 2023. The resource faculty was Mr Shivashakar B, Chief Executive, SJCE-STEP, JSS Technical Institutions Campus, Mysuru. Mr Shivashankar who spoke about the various steps involved in planning for a Start Up and also the Legal and Ethical issues associated with it. He also elaborated on the various facilities available with SJCE-STEP to encourage the budding entrepreneurs.

An insight into the many funding opportunities for the start-ups. The audience were 40 students across all the years of the BDS course and post graduate course along with 10 faculty who attended the talk.



## Women Tech Acceleration Program

Institution's Innovation Council of JSS Dental College & Hospital conducted a "Women Tech Acceleration Program" led by DERBI Foundation, an innovation supporting company supported by Start UP Karnataka on 20th July 2022 at Board Room, JSS Dental College.

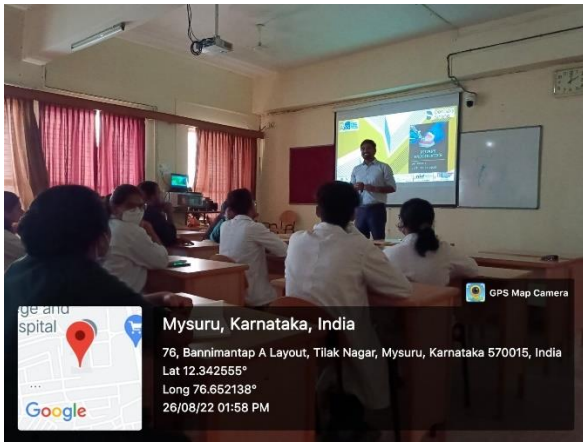
Dr Raghav Shetty, CEO Nutrisukan Biotech, Mr Jayachandran, Dental Mechatronics, Dr Prasannasrinivas Deshpande, Dr Chandrashekhar BR, Vice Principal, JSS Dental College, Dr Nitin V Muralidhar, IIC Co-Ordinator, Mr. Jagana Karthik , Program Lead, DERBI Foundation, Mrs. Bhavani , Community Manager, DERBI Foundation, Dr Amulya ,Dept of ENT , JSS Medical College , Mrs Sukanya , Nutrisukan Biotech presided over the program.



Department of Orthodontics and Dentofacial Orthopaedics, JSS Dental College and Hospital, JSSAHER in association with V aligners, organized guest lectures on 26<sup>th</sup> August 2022. Dr. K V Sujan Kumar, Orthodontist and, key opinion leader for V clear aligners. He delivered a lecture on the principles and concept biomechanics of aligner technologies and included various cases in Orthodontics. Hands on demonstration of fixing attachments on typhodont models was done. Intraoral scanning was demonstrated on live patient. The Full day program was attended by staff and Post-graduate students of the Department of orthodontics.



The Department of Conservative Dentistry and Endodontics, conducted a workshop on the 26th of August 2022 for the interns as a part of the curriculum for the certificate program on Clinical Endodontics, The Guest Lecture, was given by Dr. Arun J, an external speaker from DENTSPLY SIRONA and eminent practitioner from Davangere. About 19 interns attended the program and benefited. The lecture was followed by a hands-on workshop for Interns.



**Special Interest Group :** A research community within JSSHER connecting constituent colleges with a shared interest in advancing a specific area of knowledge, learning or technology where members coordinate within their particular field, specialties and communicate, meet, and plan research advances.

Special Interest Group – Lasers in Dentistry organized a Live Demonstration & Workshop on **“Photobiomodulation Therapy: An Innovative Laser treatment in Oral Mucositis and an Insight on Diabetic Foot Care”** on association with JSS Hospital, M G Road, Mysuru on 11<sup>th</sup> January 2023. The Resource Faculty of the Workshop was **Dr. Chandrashekar Yavagal**, India’s first Laserpreneur, internationally acclaimed Clinician, Speaker & Researcher on Lasers who gave an insight into photobiomodulation therapy & it’s application in various fields of medical & dental sciences & emphasized the need for such non-invasive techniques in the treatment of various clinical conditions. The Program was held in Hybrid mode with around 35 participants from various institutions attending online through zoom. Live Demonstration on Patients with Oral Mucositis was given by the Resource Faculty, Dr. Chandrashekar Yavagal along with **Dr. Basavant**, Head, Novolase Technologies, Principal Sponsor of the event.



A Webinar on Care Pathways for Caries Management for Children - Global Perspective was organized on 14th February 2023 by the Special Interest Group - Dental Cariology. The Resource Faculty was Professor Norman Tinanoff, Professor, Department of Pediatric Dentistry, School of Dentistry, University of Maryland, USA. There were about 80 registrations for the event & was well received by the audience.

### Workshop from SIG – Quality and Safe Use of Dental Materials



Special Interest Group - Quality and Safe Use of Dental Materials in association with the Dental Education Unit had organized hands-on workshop on Materials and Concepts of Teeth Whitening on 09.12.2022. Dr. Santosh Ravindran, an Entrepreneur from Mumbai graced the occasion as the resource faculty and shared his knowledge on teeth whitening with the students of JSSDCH. The program was supported by FGM Dental Products and Mix Pac products. Undergraduates and postgraduates from JSSDCH attended the program. Hands on demonstration was also provided on the volunteer. The participants were then provided with materials for hands on experience. The teeth whitening materials provided by the FGM dental products will further be taken up for exploratory research with other external members of SIG.

## OUT REACH ACTIVITIES

### Hospital statistics: Registration

Months	Old OP	New OP	Total OP
July-2022	4952	1924	6876
August	3644	1764	5408
September	4731	2044	6775
October	4360	2031	6391
November	3994	2021	6015
Dec-2022	4454	2251	6705
Jan-2023	4909	1982	6891
Feb	5048	1751	6799
March	5185	1973	7158
April	4870	2257	7127
May	5642	2749	8391
June	6348	2439	8787
Grand Total	58,137	25,186	83,323

### Department wise Statistics

Departments	OPD						Procedures	
	2022			2023			2022	2023
	Old	New	Total	Old	New	Total		
OMR	727	9784	10511	930	12817	13747	10511	13747
PEDO	1933	952	2885	3158	1353	4511	3692	5610
OMFS	4114	3735	7849	4659	4384	9043	9263	10564
CONS	3903	8305	12208	4035	8281	12316	12313	13140
PERIO	3004	3835	6839	3276	4190	7466	6805	7491
PROSTH	4110	1939	6049	4559	2081	6640	6099	6640
ORTHO	6845	943	7788	6326	1100	7426	7788	7666
Grand Total	24636	29493	54129	26943	34206	61149	56471	64858

**JSS Hospital Dental Unit, Mysuru**

Month	OPD			Minor Procedures
	Old	New	Total	
July-2022	226	415	641	694
August	221	346	567	580
September	246	440	686	713
October	280	343	623	582
November	262	367	629	596
Dec-2022	318	356	674	583
January-2023	313	347	660	622
February	267	330	597	597
March	303	425	728	743
April	275	427	702	716
May	357	494	851	795
June-2023	450	325	775	683
G. Total	3518	4615	8133	7904

**JSS Hospital, Dental unit, Suttur**

Month	OPD			Procedures
	Old	New	Total	
July-2022	139	204	343	190
August	109	147	256	161
September	145	190	335	152
October	84	142	226	96
November	83	476	559	445
Dec-2022	143	905	1048	665
January-2023	109	316	425	379
February	109	127	236	164
March	143	192	335	202
April	134	156	290	207
May	131	189	320	136
June-2023	129	197	326	247
<b>G. Total</b>	<b>1458</b>	<b>3241</b>	<b>4699</b>	<b>3044</b>



**Urban and Rural Centers**

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		
278	17	304	129	148	119	326	189

**Department of Paedodontics and Preventive Dentistry**

**School Programmes – Free Treatment**

Name of the School	Total OP	Treated OP	Health education
Sai Ranga School	211	30	189
JSS Residential Free School, Suttur	194	75	755

**Dept. of Oral & Maxillofacial Surgery & JSS Hospital (Ward & OT)**

	2022 -2023 Major OT	IP
JSSDCH	64	97
JSS Hospital	217	232
Grand Total	281	329

**Investigation**

Department	Investigations
	2022-2023
Radiology	37215
Pathology	4712

### Special Clinic

Months			
	Old OP	New OP	Total OP
July-2022	346	110	456
August	283	134	417
September	345	159	504
October	336	159	495
November	365	99	464
Dec-2022	315	129	444
Jan-2023	391	155	546
Feb	354	116	470
March	421	132	553
April	334	176	510
May	443	133	576
June-2023	410	141	551
<b>Grand Total</b>	<b>4343</b>	<b>1643</b>	<b>5986</b>

### Dept. of Public Health Dentistry – Comprehensive Clinic

Month	OPD			Procedures
	Old	New	Total	
Jan-2023	1	0	1	1
Feb	0	0	0	0
March	20	38	58	36
April	66	103	169	169
May	81	115	196	196
June-2023	50	64	114	111
<b>G. Total</b>	<b>218</b>	<b>320</b>	<b>538</b>	<b>513</b>

**Dhanta Bhagya Yojane: 96 New Cases**

**Inter professional Health Care**

**1.JSS Smile – Multidisciplinary Cleft lip and Palate out Patient Clinic**

<b>Month</b>	<b>New OP</b>	<b>Old OP</b>	<b>Total</b>
July-2022	3	12	15
August	3	15	18
September	2	12	14
October	5	14	19
November	3	15	18
December 2032	1	12	13
January-2023	1	11	12
February	2	11	13
March	4	13	17
April	3	16	19
May	4	20	24
June-2023	3	15	18
<b><u>G. Total</u></b>	<b>34</b>	<b>166</b>	<b>200</b>

**2. Baby Oral Health Promotion Clinic (BOHPC)**

<b>Month &amp; Year</b>	<b>Total Number of patients evaluated</b>	<b>Total number of patients referred</b>
July	147	53
August	109	37
September	80	22
October	40	18
November	31	16
December 2022	30	14
January-2023	82	24
February	97	39
March	56	12
April	106	35
May	71	31
June-2023	76	19
<b><u>G. Total</u></b>	<b>925</b>	<b>320</b>

### **3. Breathe Healthy Clinic**

<b>Month &amp; Year</b>	<b>Number of Patients screened</b>	<b>Number of patients treatment begun</b>
July	22	02
August	36	02
September	28	02
October	22	01
November	26	04
December	20	01
January-2023	40	02
February	20	02
March	26	02
April	21	01
May	17	04
June-2023	20	02
<b>G. Total</b>	<b>298</b>	<b>25</b>

## **BENEFITS OFFERED BY JSSAHER TO EMPLOYEES**

### **A. 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
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

### **B. 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/-
<b>Benefits offered by the company</b>	
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.

# Employment practice living wage



VC	REP	COE
FC	SS/AM	Dir/AGP
By. Recd. No. 2531		Dr. (Res)
A/c Off. DATE 28/5/20		MAC
BO & S	Store	

JSSU- 2531

## JSS MAHAVIDYAPEETHA

Dr. Sri Shivarathri Rajendra Circle, Mysore - 570004

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 signatures and dates:*  
28/5/2020  
S-015

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

Sl. No	Category of Posts	Consolidated Pay		Pay Scales 3 <sup>rd</sup> year and onwards
		1 <sup>st</sup> Year	2 <sup>nd</sup> Year	
1	1. Director & Equavalant	By promotion from next below cadre of respective post		33600-900-39000-1050-45300-1200-52500-1350-53850
2	1. Joint Directors & Equavalant	By promotion from next below cadre of respective post		32800-800-33600-900-39000-1050-45300-1200-52500
3	1. Deputy Director & Equavalant	By promotion from next below cadre of respective post		30400-800-33600-900-39000-1050-45300-1200-51300
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	22800-600-24600-700-28800-800-33600-900-39000-1050-43200
6	1. Librarian Grade-I 2. Lecturer in PU College 3. Law Officer 4. Additional Co-Ordinator 5. Community Co-Ordinator	12500	15000	21600-600-24600-700-28800-800-33600-900-39000-1050-40050

*[Signature]*  
27/5/20  
Executive Secretary

## Employment practice unions & 8.2.8 Employment practice appeal process

### 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.

## **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.**

# 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 30<sup>th</sup> September 2022.  
2. Resolution of the 66<sup>th</sup> 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 66<sup>th</sup> 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.

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Sri Shivarathreshwara Nagar, Mysuru - 570 015, Karnataka, India  
T: +91-821-2548400; F: +91-821-2548394 E: registrar@jssuni.edu.in W: www.jssuni.edu.in

# EQUAL PAY

JSS COLLEGE OF PHARMACY : ROCKLANDS : OOTACAMUND - 643 001.										
PAY SLIP - JANUARY 2023										
Employee No.	40			P.F. A/c. No.	TN/CBE/21907/		425			
Name and Designation	Lecturer,			Savings Bank A/c. No.	4390000100					
PAN No.	MALE			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	Dearness Allow. (196 / 183%)	House Rent Allowance	Hill Allowance	Post and mess charges	Winter Allowance	Gross Salary (Rs)	
16570	6000	22570	0	44237	1400	1500	0	500	70207	
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.								66407		
ADMINISTRATIVE OFFICER										

JSS COLLEGE OF PHARMACY : ROCKLANDS : OOTACAMUND - 643 001.										
PAY SLIP - JANUARY 2023										
Employee No.	41			P.F. A/c. No.	TN/CBE/21907/		425			
Name and Designation	Lecturer,			Savings Bank A/c. No.	43900004001					
PAN No.	FEMALE			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	Dearness Allow. (196 / 183%)	House Rent Allowance	Hill Allowance	Post and mess charges	Winter Allowance	Gross Salary (Rs)	
16570	6000	22570	0	44237	1400	1500	0	500	70207	
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.								66407		
ADMINISTRATIVE OFFICER										

JSS COLLEGE OF PHARMACY : ROCKLANDS : OOTACAMUND - 643 001.										
PAY SLIP - JANUARY 2023										
Employee No.	11			P.F. A/c. No.	TN/CBE/21907/		218			
Name and Designation	Technician,			Savings Bank A/c. No.	439000040005					
PAN No.	MALE			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	Dearness Allow. (196 / 183%)	House Rent Allowance	Hill Allowance	Post and mess charges	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 0.75%	GSLIS	LIC			Total Deduction		
3000	0	1800	0	90	7266			12156		
NET SALARY								65117		
ADMINISTRATIVE OFFICER										

JSS COLLEGE OF PHARMACY : ROCKLANDS : OOTACAMUND - 643 001.										
PAY SLIP - JANUARY 2023										
Employee No.	12			P.F. A/c. No.	TN/CBE/21907/		228			
Name and Designation	Technician,			Savings Bank A/c. No.	4390000400095					
PAN No.	FEMALE			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	Dearness Allow. (196 / 183%)	House Rent Allowance	Hill Allowance	Post and mess charges	Winter Allowance	Gross Salary (Rs)	
53600	0	53600	0	9112	3200	6000	0	1500	73412	
DEDUCTIONS :										
Income Tax	Professional Tax	Employee Provident Fund 12%	ESIC 0.75%	GSLIS	LIC			Total Deduction		
6000	0	1800	0	90	2404			10294		
NET SALARY								63118		
ADMINISTRATIVE OFFICER										

The pay band is equal for both genders of staff

JSSAHER is promoting awareness among the students, staff, and also among tribal peoples about Gender sensitization and sexual harassment.

Council of Scientific & Industrial Research (CSIR) - HRDG, New Delhi & JSSAHER, Mysuru Sponsored Two Days Awareness Programme on “Gender Sensitization & Prevention of Sexual Harassment Awareness for Rural and Tribal People in The Nilgiris District” organized by Department of Pharmaceutical Chemistry, JSS College of Pharmacy, Ooty in associated with Internal Compliance Committee (ICC), National Service Scheme (NSS) and Indian Pharmaceutical (IPA) Association, Nilgiris Local Branch, Ooty at Nedugulkombai tribal village (Day 1: 28.06.2022) & Manjacombai tribal village (Day 2: 29.06.2022). About 110 delegates (Tribal people) from Nedugulkombai and Manjakombai participated actively and all sessions went interactively with high appreciation by all delegates. Distribution of Kit bags including sanitary napkins, Pen, Pencil, Eraser, Notebook & Scale was done.

# 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.



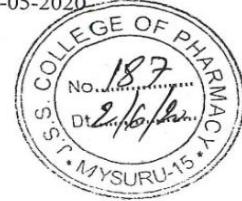
Phone No.: 0821-2548392/93 Fax No.: 0821-2548394, mail: registrar@jssuni.edu.in web: www.jssuni.edu.in

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.Somashekar--letter>UNI

28/05/2020

*[Handwritten signature]*  
27/5/20

Yours faithfully  
*[Handwritten signature]*  
REGISTRAR  
S. S. M.

## RESEARCH ACTIVITIES SUPPORTING SDG 8

### Research Projects- Major Projects

Funding agency	No. of projects	Amount
ICMR	16	Rs 360,89,000
BIRAC	1	Rs 176,92,00,000
Biological E limited	2	Rs 22,14,479
Bill Gates Melinda foundation	1	Rs 2400000
CBCC	1	Rs 2200000
WHO	1	Rs 23,43,390
MOU AGREEMENT NOVARTIS	1	Rs 2,00,000
SKAN RAY	4	Rs 7,91,250
IADVL	3	Rs 13,13,000
RGUHS	1	Rs 50,000
Imperial college of London collaborator CCDC UK, New Delhi.	1	Rs 13,20,000
India Alliance DBT welcome trust	1	9,00,000
Collaborating project, Institute of Public Health Bangalore	1	417200
TIGS	1	2,00,000
Medgenome	2	3600000
DST-CSRI	1	40,00,000
DST	1	58,00,000
DBT-Ramalingaswamy Fellowship	1	113,60,00,00
DBT	4	154,69,00,000
DBT-BUILDER	1	600,00,000
KSTA	2	6,50,000
DST-SATYAM	1	55,00,000
DST SERB-POWER	2	17,66,00,000
University of Arizona	1	24,00,000
Global Infectious Disease (GID), Fogarty, NIH	1	USD 1.1 Million Sanctioned
Wellcome Trust UK and DBT India alliance	2	13,79,00,000
Swedish Heart Lung foundation, Karolinska Institute, Sweden	3	126,00,000
University of Birmingham	1	Rs 2000000
Johnson and Johnson	1	Rs 7200000
Sanofi Pasteur	1	11,65,962/-
GSK	2	Rs 7000000
ROCHE	1	Rs 3000000
CMC Vellore	1	Rs 1600000
Wellcome Trust India alliance	1	Rs 900000
Sun pharmaceutical Industries Ltd.	1	Rs.5,26,350/-
AIKNIEST	1	Rs 1,97, 200/-
NidhiPrayas	1	Rs 1000000
Tolmar Inc.	1	Rs 3000000
Mylan Laboratories	1	Rs 30,00,000
Intas Pharma Co.	1	Rs 1800000

## JSSAHER & Industry Sponsored Projects

<b>Funding Agency</b>	<b>No of Projects</b>	<b>Amount</b>
JSSAHER	124	6162780.00
NOVA BIOMEDICALS (INDUSTRY SPONSORED) RESEARCH	24	9375725.00

## Student Projects

<b>Funding Agency</b>	<b>Number of Projects</b>	<b>Grant amount</b>
ICMR	12	6,30,000

## Clinical trials

<b>Client organization</b>	<b>Amount received (in Rs)</b>
IQVIA RDS India Pvt. Ltd	178579
CBCI	21193
Syneous Health UK Limited (Quilu)	105600
JSS Medical Research India Pvt.Ltd	54000
Pharm Olam	32400
GlaxoSmithKline (GSK)	40500
PPD Pharmaceuticals	106558
Diagnosearch Life Sciences Pvt. Ltd	82555
Clianta Research Ltd	283975
GlaxoSmithKline (GSK)	28080
<b>Client organization</b>	<b>Amount received (in Rs)</b>
Skarray Technologies	350472
Biological E Limited	15000000
Syneous Health UK Limited (Quilu)	1,00,000
Abiogenesis Clinpharm Pvt Ltd	8,39,068
Pharm Olam	1,62,000
Paraxel International Pvt Ltd	1,83,874.32
GlaxoSmithKline (GSK)	55,41,802
CBCC Global Research LLP India	7,11,018
QED Clinical Services	2,86,362
PPD Pharmaceuticals	24,79,389
Syngene International Pvt. Ltd	1,08,000
Paraxel International Pvt Ltd	1,62,000
Center for Chron	1,08,000
Clianta Research Ltd	4336866

## Patents

Sl. No.	Patent Title	Consultant	Patent Application No.	Filed
1	Multiplex PCR assay with cocktail of primer mix to identify pathogenic bacteria causing neonate sepsis	Cintelligence Services	202041015935	13-04-2020
2	Method for predicting prognosis and guiding treatment de-escalation in HPV positive head and neck cancers	Cintelligence Services	202241012389 A	07.03.2022
3	Method to inhibit NRF2 activity using HPV E6/E7 for sensitizing to chemoradiotherapy	Cintelligence Services	202241014944 A	17.03.2022
4	Feed Rail Automated Gravity Feeding Device for Premature Infants	M/s ALMT Legal, Bangalore	201741010900 – 2019-20 Published 14/04/2017	14/04/20217
5	A portable and simple to operate continuous positive airway pressure (CPAP) apparatus for neonates	M/s ALMT Legal, Bangalore	201841018247 – 2019-20	22-11-2019
6	Self-contained and portable life support system	M/s Innomantra Consulting services Pvt. Ltd.	202141008355 – 2020-21	2020-21
7	Tele-PAG: Telescopic pediatric adjustable gastrostomy tube	M/s Innomantra Consulting services Pvt. Ltd.	201741010901 – 2021-22 Published 14/4/2017	14-04-2017
8	A phototherapy device	M/s Innomantra., Mysuru	202141013556 - 2021-22 Filed	30-09-2022
9	Mouth wash for managing radiation induced oral mucositis in patients with head and neck cancer	Nitte University	201941035547	21-02-2020
10	Anticancer composition & a method of preparation thereof	National Biodiversity Authority, Chennai	202241041217 A	19-07-2022
11	Method for Cardio Vascular Risk assessment in Diabetic Patients by performing Oxidative stress test & uses thereof	ICMR	202211071150	09-12-2022

## Innovations

\* Development of AI based tool for early detection of breast cancer (in association with the SJCE, Mysore).

\* Development of AI based tool for assessment of prognosis in patients with liver lesions based on LI-RADS score and other clinical parameters (in association with the JSS ATE, Bangalore).

## e) Research Employment

Sl.no	Positions	Number
1	Junior research fellow	18
2	Senior research fellow	05
3	Scientist C	02
4	Assistant professor	06
5	PHD	12
6	Senior Resident	01
7	Project assistant	08
8	Research assistant	10

## Biotechnology Industry Research Assistance Council (BIRAC) – 36 staff

### Collaborations

Sl No	Collaboration with Institution name	Area	Financial details
1.	Faoqia Dental College Mysore	Bamboo Bazaar	12,000/
2	GC hospital	JP Nagar	5900
3	Gufic Pharmaceuticals	Bombay	25000
4	Anthropology Survey of India	Research	
5	Indian Institute of Science	Diabetes	
6	National University of Singapore	Cancer Cachexia	50 Lakhs
7	Sadvaidyasala Pvt., Ltd, Nanjangud B.V. PUNDIT's Traditional & Herbal Healthcare	Cancer Biology	Shivagutika capsules are supplied Each bottle costs Rs 500 for 50 capsules
8	Leads Clinical Research and BioServices Pvt. Ltd	clinical / preclinical trials	
9	Defence Food Research Laboratory, (DFRL) Mysuru	Pre clinical / clinical studies in the development of food products.	
10	RCC Trivandrum	Oncopathology	-
11	IKP knowledge park	Start-up support	.....



## Special Interest Group

A research community within JSSHER connecting constituent colleges with a shared interest in advancing a specific area of knowledge, learning or technology where members coordinate within their particular field, specialties and communicate, meet, and plan research advances.

SL.NO	AREA	AMOUNT
1	Respiratory and Environmental Diseases	590689.00
2	Cancer Biology and cancer Stem Cells	500000.00
3	Human Genomics and Rare Disorders	595700.00
4	Comprehensive Geriatric Care	445695.00
5	Public Health	450000.00
6	Patient Care Management	397898.00
	<b>TOTAL</b>	<b>2979982.00</b>

## HOSPITAL STATISTICS

### Genetic counseling

Details	Numbers
New Cases	307
Old Cases	245
TOTAL	552

### Laboratory Investigations

Department	No of Investigations
Biochemistry	17,01,232
Pathology	17,93,756
Microbiology	1,47,814

### Medical Departments

Department	OPD	IPD	Other procedures
Medicine	1,02,755	8172	-
Respiratory medicine	10641	3225	-
Geriatrics	7260	1624	-
Paediatrics	58491	6324	-
Dermatology	85831	1962	10590
Psychiatry	16226	562	-
Emergency medicine	13283	12591	-
Rheumatology	8992	158	-

## Surgical Departments

Department	OPD	IPD	Day Care	Major OT	Minor OT
General surgery	71476	3145	467	1643	8527
Obstetrics and gynaecology	42557	7561	919	2996	2432
Orthopedics	43238	2141	49	1134	5460
ENT	38740	934	190	568	4956
Ophthalmology	25924	1203	868	406	274

## Super - specialty Departments

Department	OPD	IPD	Day care	Major OT	Minor OT
Cardiology	18374	1354	1036	-	-
Nephrology	12311	1605	24698	-	-
Neurology	17193	832	1898	-	-
Medical gastroenterology	18121	1719	5727	-	-
Surgical oncology	1517	297	-	271	259
Medical oncology	16622	4012	3175	-	-
Urology	12225	1067	-	222	1003
Neuro – surgery	16466	1048	-	357	219
Paediatric surgery	2992	466	-	260	115
CTVS	4536	272	-	91	-
Surgical gastroenterology	1792	720	-	55	120
Plastic surgery	13208	759	-	870	1904

Community MedicineSl.No	Departments	Details
1	Medicine	1385
2	Surgery	150
3	Obg	147
4	Paediatrics	396
5	Dermatology	104
6	Ent	32
7	Ophthalmology	29
8	Orthopaedics	83
9	Dental Procedures	194
10	Dental Opd	57
11	Health Education Activities	19
12	Research Activities	41

**Forensic Medicine**

Sl.No.	Medicolegal Work	Numbers
1	Autopsy	119
2	Sexual Offence – Victim/Offender Examination	10
3	Expert Opinion	01
4	Court duty	05

**Anesthesiology**

Sl.no	Department	TOTAL
1	Surgery	1498
2	Obg	1220
3	Urology	1068
4	Orthopedics	707
5	Ent	644
6	Neurosurgery	299
7	Plastic surgery	378
8	Onco surgery	137
9	Paediatric surgery	247
10	Gastro surgery	194
11	Dental	102
12	Ophthalmology	817
13	Pain	161
14	Ect	51
15	Cath lab	660
16	Cardio thoracic surgery	724
	<b>TOTAL</b>	<b>8907</b>

**Student Projects**

Funding Agency	Number of Projects	Grant amount
JSSAHER	11	3,24,236.00
ISOI	1	10,000.00
ICMR STS	6	3,00,000.00
<b>Grand total</b>	<b>12</b>	<b>6,34,236.00</b>

**Staff**

Funding Agency	Number of Projects	Grant amount
JSSAHER	07	2,56,106.00
SERB	01	4,75,500.00
Dabur india Ltd	01	77,933.00
Ethicare clinical trails	01	43,200.00
Group pharma	02	1,32,519.00
ICMR	04	29,29,192.00
ISOI	01	15,000.00
<b>Grand</b>	<b>17</b>	<b>39,29,450.00</b>

## PUBLICATIONS SUPPORTING SDG 8

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4. Pradeep Kumar P C, Sojan Antony, Pratima Murthy, A Thirumoorthy, Mariamma Philip. Association of Social Network Characteristics with Substance Use among College-Going Young Adults: A Cross-Sectional Study. *Indian Journal of Psychological Medicine*. 2023 Mar;45(2):155-161.
5. Shabeena Akbar, Vijaylakshmi Rao Vadaga, Deepak Anil, Dr Narayana Murthy M.R, Dr Sunil Kumar D. A cross-sectional study to assess the knowledge, attitude and practice about COVID-19 following the 2nd wave among the residents of Mysuru city. *International Journal of Community Medicine and Public Health*. 2023Feb;10(2):790-794.
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9. Pujari, P Varughese. Amy Sarah Ginsburg. Harish Rao, Manish Gautam, Sunil Shewale, Dr Ravi M D, Shivani Desai, Jitendra Oswal, Saji James, N Mahantashetti, Renuka Munshi, Sundaram Balsubramaniam, A Somshekhar. Safety and immunogenicity of an indigenously developed tetanus toxoid, diphtheria toxoid, and acellular pertussis vaccine (Tdap) in adults, adolescents, and children in India. *Expert Review of Vaccines*. 2023;22(1):278-287.
10. Acsah Annie Paul, Madhan Ramesh, Dr Srinivas K G. Prevalence of Drug-Related Problems in Elderly Cancer Patients: A Prospective Observational Study in a Cancer Specialty Hospital. *Indian Journal of Pharmaceutical Education and Research*. 2023;57(1s):s148-s152.
11. George Teodoro, Shristi Bhattarai, Mahak Bhargava, T Subbanna Rekha, Ritu Aneja, Mousumi Roy, Fusheng Wang, Jun Kong. Deep learning based registration of serial whole-slide histopathology images in different stains. *Journal of Pathology Informatics*. 2023 Apr 23;14:100311.

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19. Vivek Anand Ojha, Amit Ranjan, Poornima A M, Dr Akila Prashant. Quality indicators to quality reports: Comparative study of two clinical biochemistry laboratories from Southern India, a cross sectional study. *International Journal of Health Sciences*. 2022 6(s6)3262.
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40. Nusarat Begum Tadmok, Sweta Phani Vinjamuri. A Study of the Effect of Body Mass Index on Pregnancy Outcomes. *EC Gynaecology*. 2022 Oct;11(11):3-8.



# **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 conducted by

**Internal Quality Assurance Cell (IQAC)**

in Achieving UN Sustainable Development Goals



**JSS AHER**

**2022-23**

**8**

**DECENT WORK AND  
ECONOMIC GROWTH**





**Initiative taken by JSS AHER- Internal Quality Assurance Cell (IQAC) aligning with Sustainable Development Goal-8:**

For Promoting Decent Work Conditions, JSS AHER-IQAC emphasized ethical and inclusive practice within its campus. To ensure fair treatment of all faculty, The IQAC implemented Technology Assisted Performance Appraisal System (TAPAS). The Context of TAPAS is as follows,

**Technology Assisted Performance Appraisal System**  
**(TAPAS)**

**Title:**

Technology Assisted Performance Assisted Appraisal System (TAPAS)

**Context:**

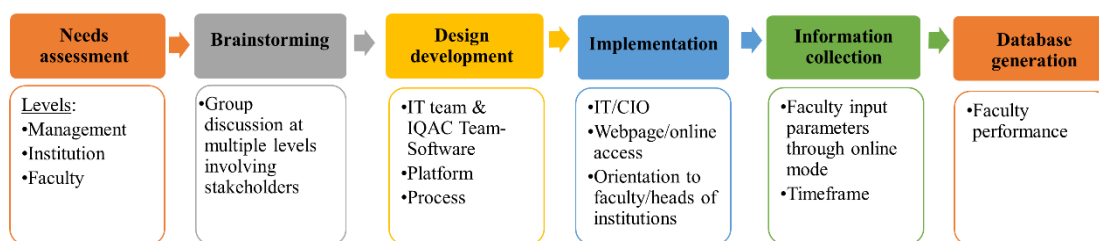
Higher education institutions (HEIs) are the drivers of knowledge and intellectual capital management in a country and faculty are the key drivers. Change management in universities is difficult and change implementation and sustenance of change is even more difficult. In higher education institutions, faculty are the key drivers of change, and any change implementation will be successful based on their compliance with the change. The performance of HEIs depends largely on the performance of their faculty across several indicators. Performance appraisal should be an act of analyzing their potential rather than measurements. Several methods of appraisals are being used for ages and considering today's digital world it is important to have a suitable digital platform for faculty to key in their performance.

**Objectives:**

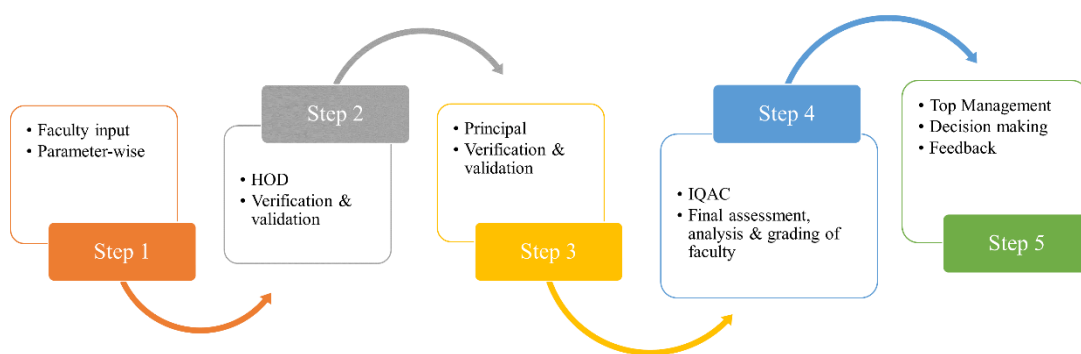
The JSS Academy of Higher Education & Research (JSS AHER), Mysuru, India is one of the premier institutions in the country renowned for its quality education and research nationally and internationally. The quality enhancement process through a strong appraisal system incorporating various facets of the teaching-learning process and impactful research has made the institution accomplish prestigious rankings through the global ranking agencies. The current practice aims on the design and implementation of a technology assisted performance appraisal system by JSS AHER for its faculty and its evaluation.

## Practice:

The Current practice is a descriptive study about the design and development of an online platform for the submission of information from faculty and evaluation of the data so collected with scientific analytical methods. The development of the system was followed by stepwise implementation at the faculty level, department level, institution level, and university level. At each level, the information collected was verified, validated, and forwarded for further action. The roles and responsibilities of each of the heads in the steps were assigned and communicated for smoother coordination and compilation.



**Fig:** Development of Online Performance evaluation system



**Fig:** Process flow chart of faculty performance evaluation system

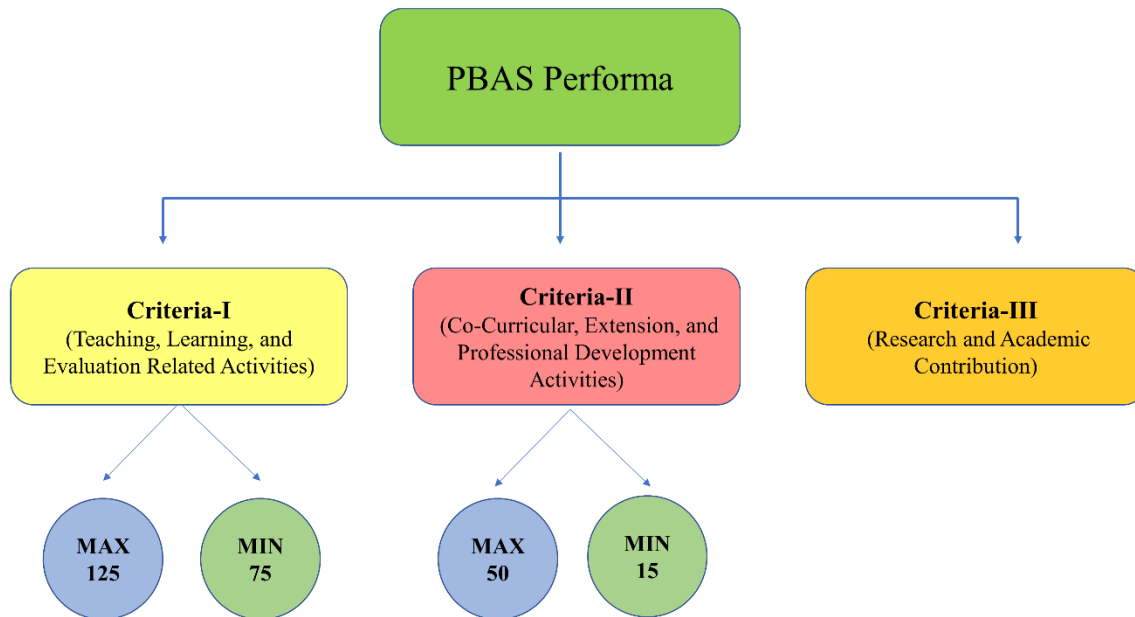


Fig: Performance assessment based on three criteria.

**Obstacles faced/Problems Encountered:** The obstacles faced in the implementation of online PBAS was the development of uniform appraisal system for individual specificity and diverse faculty with multiple roles.

**Impact of Practice/Evidence of Success:** In the current first-time online faculty performance appraisal in the organization, the online data collection system was developed to evaluate the achievements of faculties based on the recommendation of the University Grants Commission (UGC), New Delhi.

- Time saving: Online PBAS saved almost 40 to 50% of the time.
- The system generated reports regarding the human resource inventory in the organization, their capabilities, and distinctiveness as well as identifies the strength and weaknesses of the faculty and provides an opportunity for the best way of improvement to success.
- The appraisal system is used to reward/promote the best performers and orientation/faculty development programs for the development of faculty in need.
- Online systems eliminate many errors in the traditional methods of evaluation such as bias, favoritism, etc., and helps build a culture of transparency and trust in the organization.

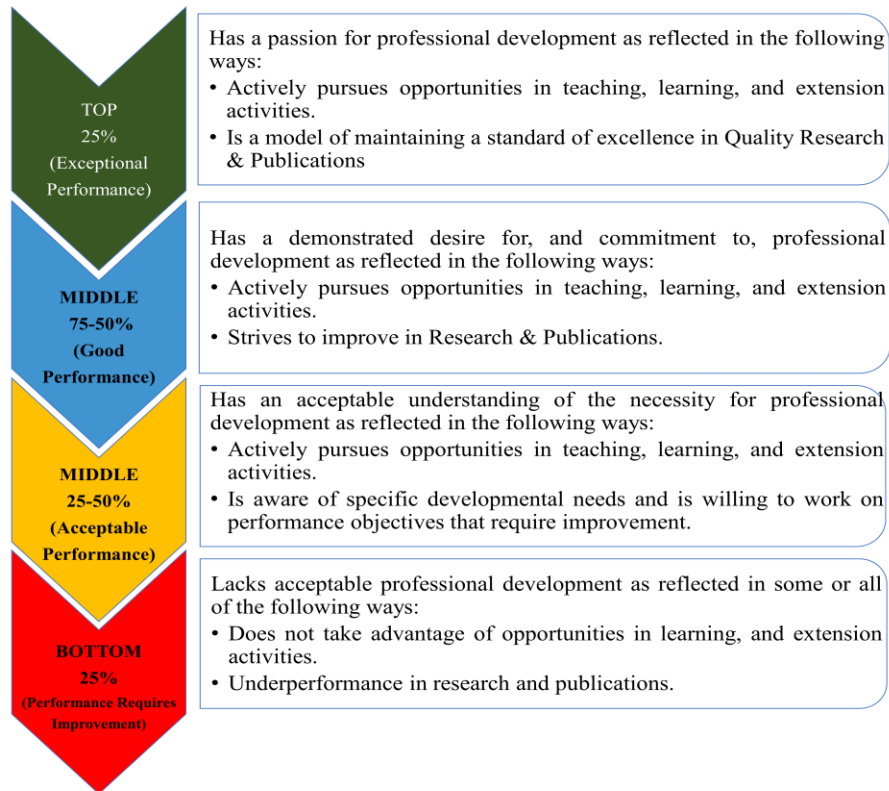


Fig: Rating scale based on the performance

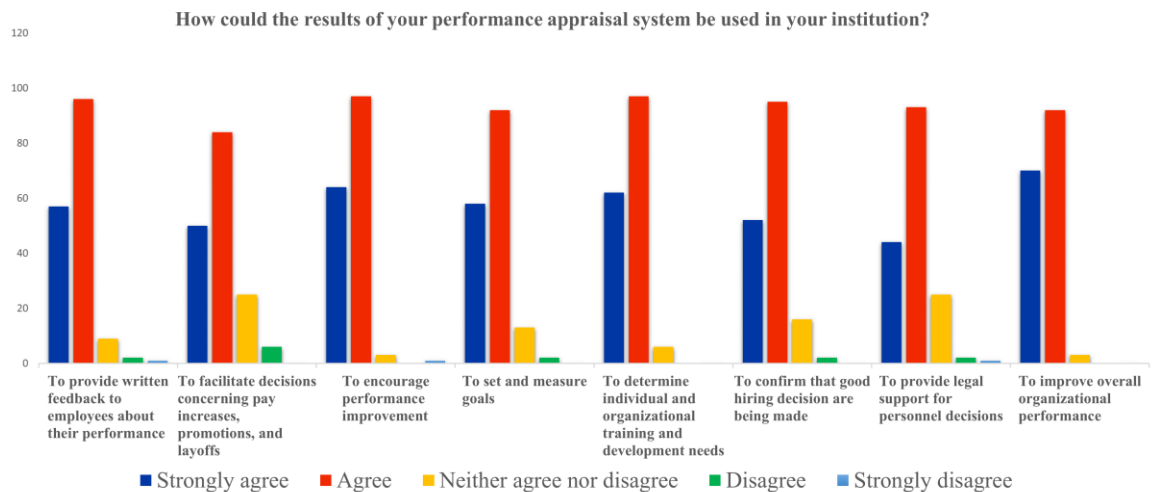


Fig: Analysis of responses on the usefulness of PBAS by the management

## Are You Satisfied with online PBAS System?

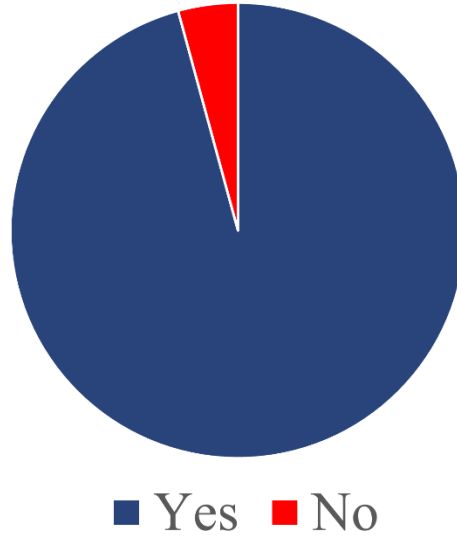


Fig: Response by faculty for satisfaction with the online PBAS.

### Resources Required:

Implementation of appraisal system required a combination of technological and human resources, which includes,

- ✚ Platform
- ✚ Technical Infrastructure
- ✚ IT Support
- ✚ Training and User Support
- ✚ Security Measures
- ✚ Administrative staff

### For Further Details/Contact Person

**Prashanth M Vishwanath**  
IQAC COORDINATOR  
JSS AHER, Mysuru



## JSS Academy of Higher Education and Research

(Deemed to be University)

Accredited By NAAC with 'A+' Grade

Sri Shivarathreshwara Nagara, Mysore-570 015, Karnataka, India

Phone No.: 0821-2548392 Fax No.: 0821-2548394 Email: registrar@jssuni.edu.in, Web: www.jssuni.edu.in

JSSAHER/REG/IQAC/GEN/95(3)/2023-24

Date:25/07/2023.

### NOTIFICATION

**Sub:** Implementation of Financial support policy based on PBAS.

**Financial Incentivization to faculty based on API score in PBAS.**

Sl. No.	Particulars	Permissible Assistance		
		$\geq 400$	300-399	$< 300$
<b>Participation in national/International conference/seminar/symposium</b>				
	<b>PBAS Score</b>	$\geq 400$	300-399	$< 300$
1	Registration Fees	As per actual but limited to 1000 USD (One thousand US Dollars)	As per actual but limited to 750 USD (Seven hundred and fifty US Dollars)	As per actual but limited to 500 USD (Five hundred US Dollars)
2	Travel allowance	100% travel allowance by economy class and by nearest route.	75% travel allowance by economy class and by nearest route.	50% travel allowance by economy class and by nearest route.
3	Eligibility/Frequency	International travel facility ONCE in TWO years and every year for National conference/Seminar/symposium	International travel facility ONCE in TWO years and every year for National conference/Seminar/symposium	International travel facility ONCE in THREE years and every year for National conference/Seminar/symposium
4	Availing Leave	Conference plus four days (two days before and two days after the conference days which will include the travel period)		

P.T.O

<b>Participation in Continuous Education program (CEP)</b>				
5	Leave and Financial Support	As per actual and leave up to maximum 05 days	As per actual and leave up to maximum 05 days	As per existing policy
<b>Deputation to acquire additional skills (National/ International)</b>				
6	Availing Leave	Leave not more than One Month is permissible provided faculty has not availed assistance for international travel.		
<b>Seed Money</b>				
7	Financial Support	As per the existing policy.		
<b>Funds under national level schemes</b>				
8	Travel within Nation	No upper limits		

Note:

1. Only the first author is eligible to avail the travel grant.
2. Faculty who are Charing the session/invited talk/plenary session are not eligible to claim the travel grant.

  
REGISTRAR

Copy to,

1. The Pro Chancellor, JSS Academy of Higher Education & Research, Mysuru.
2. The Vice Chancellor, JSS Academy of Higher Education & Research, Mysuru.
3. All Officers of JSS Academy of Higher Education & Research, Mysuru.
4. The Principal, JSS Medical College, Mysuru.
5. The Principal, JSS Dental College & Hospital, Mysuru.
6. The Principal, JSS College of Pharmacy, Mysuru.
7. The Principal, JSS College of Pharmacy, Ooty.
8. The Head, School of Life Science, Mysuru.
9. The Head, School of Life Science, Ooty.
10. The Coordinator, Dept. of Health System Management Studies, JSS Academy of Higher Education & Research.
11. The Human Resource Section, JSS Academy of Higher Education & Research, Mysuru.