



Sanjeevani Multipurpose Foundation's

Dr. Deepak Patil Ayurvedic Medical College & Research Center

Borpadale Phata (Nebapur), Kolhapur-Ratnagiri Road, Tal- Panhala, Dist. Kolhapur, Pin - 416213, Maharashtra State, India.

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• Recognized By Central Council of Indian Medicine, New Delhi & Govt. of India, Ministry of Health & Family Welfare, Department of AYUSH, New Delhi & Govt. of Maharashtra, Medical Education & Medicine Dept. •

• Affiliated to Maharashtra University Of Health Sciences, Nashik •

Human Resource Development (HRD) Committee

1. Introduction:

The Human Resource Development (HRD) Committee is established at Dr. Deepak Patil Ayurvedic Medical College and Research Centre, Borpadale, Panhala, Kolhapur, with the primary purpose of enhancing the skills, knowledge, and professional growth of all employees within the institution. This includes teaching staff, paramedical personnel, technical and administrative staff, and supportive employees. The HRD Committee will oversee the creation, execution, and monitoring of comprehensive training, education, and orientation programs aimed at upskilling and reskilling staff across various domains.

The HRD Cell will also serve as a Medical Education Technology Training Unit and a Quality Improvement Program Unit to ensure the institution maintains high standards in medical education and healthcare services.

2. Aims and Objectives of the HRD Committee:

The HRD Committee is formed to achieve the following objectives:

Enhancing Professional Development: Provide opportunities for continuous professional development through regular training, workshops, and skill enhancement programs.

Quality Improvement in Education: Promote the adoption of innovative teaching methodologies through technology and modern education tools.

Capacity Building: Ensure upskilling and reskilling of employees across various roles to keep them aligned with current industry and academic standards.

Efficient Institution Management: Improve the administrative, technical, and supportive services of the institution by organizing targeted training programs.

Resource Optimization: Effectively utilize institutional resources like ICT tools and create a robust environment for capacity building and professional advancement.

3. Vision and Mission of the HRD Committee:

Vision:

To become a center of excellence in human resource development by promoting continuous learning, innovation, and growth in all staff members, contributing to the holistic success of the institution.





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Mission:

To equip faculty and staff with modern skills and innovative teaching methodologies to foster excellence in Ayurvedic education and healthcare delivery.

To ensure that all employees, from teaching faculty to supportive staff, have access to training programs that promote career development, operational efficiency, and improved service delivery.

4. Structure and Composition of the HRD Committee:

The HRD Committee will consist of a diverse group of individuals from various departments to ensure balanced representation and decision-making. The committee members will serve for a two-year term, or as per institutional policies, with the possibility of co-opting experts as required.

Co-opted Members: The committee may co-opt experts in specific areas of training, technology, or education, as necessary.

1.	Chairman	Director or Dean or Principal
2.	Coordinator	Professor or Associate Professor (amongst teaching staff)
3.	Members	Medical Superintendent or Deputy Medical Superintendent
		One Faculty Member from First Professional Subjects
		One Faculty Member from Second Professional Subjects
		One Faculty Member from third professional subjects (Medical Subjects)
		Faculty Member from third professional subjects (Surgical Subjects)
		One Member from Administration or Human Resources

5. Roles and Functions of the HRD Committee:

The HRD Committee will be responsible for the planning, execution, and monitoring of the HRD Cell's activities. The following functions outline the scope of the committee's work:

1. Training and Capacity Building:

The committee will plan and execute workshops, training sessions, and orientation programs for all categories of staff, including teaching, paramedical, administrative, and technical employees.





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Create an annual training calendar based on identified needs, ensuring all programs align with institutional goals.

2. Technology Integration:

Equip the HRD Cell with Information Communication Technology (ICT) tools such as multimedia projectors, smart boards, laptops, Wi-Fi connectivity, and audio-visual systems to facilitate advanced learning and development.

Develop e-teaching content through audio and video recording facilities to create a library of digital resources for faculty and students.

3. Assessment of Training Needs:

Identify the specific skills and knowledge gaps across different categories of employees and plan customized training programs to address these needs.

Categories include:

Teaching staff

Administrative staff

Nursing staff and lab technicians

Panchakarma therapists and kriyakalpa therapists

Technical staff (IT, electrical, plumbing)

Cooks, pathya cooks, and Panchakarma preparation room staff

Supportive staff (gardeners, drivers, security)

Housekeeping or menial staff

4. Monitoring and Evaluation:

Continuously monitor the effectiveness of training programs by collecting feedback from participants and adjusting the curriculum to meet evolving needs.

Ensure that training activities result in measurable improvements in staff performance and overall institutional functionality.

5. Collaborative Engagement:

The committee will encourage collaboration with external experts and resource persons to deliver specialized training in areas such as medical education technology, quality improvement, and administrative management.

6. Resource Management:

Ensure that the HRD Cell is furnished with adequate resources, including furniture, ICT tools, and office space for the coordinator and staff.

Manage and allocate resources effectively to support the smooth execution of training programs.

6. Expected Outcomes from the HRD Committee's Work:

The work of the HRD Committee is expected to produce several key outcomes:





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Improved Teaching Methods:

Faculty will adopt more innovative and effective teaching techniques, improving the quality of education delivered to students.

Digital content and e-teaching materials will enhance the learning experience for students.

Skilled and Updated Workforce:

Staff will be upskilled and reskilled, ensuring they remain competitive and capable of handling their roles efficiently in a fast-evolving healthcare environment.

Regular training will ensure that both teaching and non-teaching staff are aware of the latest developments in their fields.

Enhanced Operational Efficiency:

Administrative, technical, and supportive staff will be better trained to manage institutional operations smoothly, resulting in improved efficiency and productivity.

The institution will benefit from enhanced cross-departmental collaboration and knowledge sharing, leading to a more cohesive and effective workforce.

360-degree Institutional Development:

The institution will see overall development in terms of teaching quality, operational efficiency, and student satisfaction.

The HRD Cell will contribute to fostering a culture of continuous learning, professional growth, and innovative thinking across the institution.

7. Other Associated Points:

Compliance with Standards:

The HRD Cell will adhere to the minimum requirements and standards as outlined in Schedules III and V to maintain quality and compliance with regulatory norms.

Continuous Improvement:

The committee will ensure continuous improvement of training content and methodologies by staying updated with advancements in medical education and institutional management.

Expertise from External Resources:

The HRD Committee will seek assistance from external experts, organizations, and consultants as necessary to address specialized training needs or to provide exposure to the latest industry trends and technologies.





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Conclusion:

The HRD Committee at Dr. Deepak Patil Ayurvedic Medical College and Research Centre, Borpadale, Panhala, Kolhapur, will play a pivotal role in the development and empowerment of its staff and faculty. Through well-structured training programs, innovative teaching methodologies, and efficient resource management, the institution will achieve greater operational efficiency, improved academic performance, and an enhanced reputation in the field of Ayurvedic education and healthcare. The committee's work will ensure a well-rounded approach to human resource development, ultimately contributing to the institution's long-term success.

Date of Formation:

Approved by: Dr. Nitin Tatpuje, Principal, DPAMC, Borpadale

Signature of the Managing Director


M. D.

Sanjeevani Multipurpose Foundation
Borpadale Phata, (Nebapur), Tal. Panhala
Dist. Kolhapur, Pin Code - 416 213


Principal

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Human Resource Development (HRD) Committee Members :

1.	Chairman	Dr. Nitin Tatpuje, Principal, DPAMC, Borpadale
2.	Coordinator	Dr. Vitthal Patil
3.	Members	Dr. Babasaheb Patil -Deputy Medical Superintendent
		Dr. Amar Abhrange
		Dr. Parag Kulkarni
		Dr. Dhairyashil Patil
		Dr. Prasad Mote
		Mr. Uttam Nangare


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