



Shree Rahul Education Society's

SHREE L. R. TIWARI COLLEGE OF ENGINEERING

Approved by AICTE & DTE, Maharashtra State & Affiliated to University of Mumbai, NAAC Accredited,
NBA Accredited program, ISO 9001:2015 Certified | DTE Code No: 3423, Minority Status (Hindi Linguistic)



HUMAN RESOURCE MANAGEMENT POLICY

2021-22

This document is policies and procedures which will provide guidelines on employer - employee relationships; the main objective is to impart information on acceptable norms of behavior, work schedules, health and safety measures, employment laws, conflict resolution and disciplinary measures or any other issues significant to manage human resource in the institute.

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Chapter : One

Introduction

SLRTCE - Brief Note :

Shree L. R. Tiwari College of Engineering, established in the year 2010, was the first engineering college in Mira-Bhayandar, and since then has provided a sound platform, equipping students to stand on their own feet, visualize, grow and build a bright future in the ever-growing industry. The college offers 6 full-time UG courses leading to the degree of Bachelor of Engineering (B.E.) from the University of Mumbai and also offers Master of Engineering (M.E.) in Computer Engineering and Electronics & Telecommunication. All courses are approved by the All India Council for Technical Education (AICTE), New Delhi & Directorate of Technical Education (DTE), Maharashtra State.

SLRTCE has spacious and well-ventilated classrooms with fully equipped laboratories and a huge Central Library. The institute has a fully-fledged Placement Cell with 100% Placement Assistance. The Incubation Centre, A sec. 8 company - SLRTCE 'Vyavasay Abhyas Niketan', provides opportunities for students to work on various funded projects. The Entrepreneurship Cell (E-Cell), engages students in Group Discussions, Workshops, Presentations, and participation at various events, which helps build their confidence and enhance their personality as budding entrepreneurs.

Value added training sessions help students as well as teachers to hone pertinent skills in all domains. Faculties of every Department are encouraged to participate in Workshops at various Institutes and also to organize STTPs, Seminars and Activities throughout the year at SLRTCE.

Besides the regular lecture method, teachers adopt learner centric techniques to involve students actively through Course Networking and NPTEL Courses. The mentoring system, Peer Learning, Group Discussion, Case Studies, Project Reports and Quizzes also form an integral part of the teaching methodology.

The college has successfully organized spectacular events at National and International level along with several inter-college and intra-college workshops and seminars, thus fashioning young minds to present their ideas, and achieve merits throughout their professional course. SLRTCE promises a bright future for its students in terms of success at the University examinations as well as worthy internships and final placements in the corporate sector.

Our Vision Mission



VISION

“To be a **world-class institute** and a front runner in the educational and socio-economic development of the nation by providing **high-quality technical education** to students from all sections of society.”



MISSION

“To provide superior learning experiences in a caring and conducive environment so as to empower students to be successful in life and contribute positively to society.”



QUALITY POLICY

As an institution of higher education administered by the Government of Maharashtra, SLRTCE, the prime engineering institute of Rahul Education, is committed to the principle of social inclusion, ensuring equal opportunity to all students, irrespective of their education, in a healthy and value-based learning environment, for holistic development of personality, actualizing their potential through sustained efforts.

The college is committed towards the various stakeholders – the parents of the students, the potential employers as well as towards the wider society, to build human capital that can be a valuable asset to the nation and contribute to its collective endeavor of emerging as a successful nation, globally.



GOALS

- ▶ To provide **quality** and **affordable education** to all the sections of society.
- ▶ To facilitate **overall personality development** of the students through organizing and participating in various inter and intra collegiate festivals, including physical fitness and sports.
- ▶ To offer a large number of combinations of subjects for greater flexibility and appropriate choice of subjects.
- ▶ To hone the skills of the students to enhance future learning and facilitate job orientation.
- ▶ To provide state-of-the-art infrastructure for the enrichment of the teaching-learning process.
- ▶ To encourage the spirit of research.
- ▶ To enhance creativity and an entrepreneurial approach through industrial collaborations.

Chapter : Two

Definitions

- 2.1. "The Institute" means "**Shree Rahul Education Society's - Shree L R Tiwari College of Engineering.**" The term Institute and College are synonymous and interchangeably used."
- 2.2. "Affiliated" means a college which has been granted affiliation by the University.
- 2.3. "University" means the University of Mumbai.
- 2.4. "State" means the State of Maharashtra.
- 2.5. "Management" means the trustees or the managing or the governing body i.e. **Shree Rahul Education Society.**
- 2.6. "College Development Council (CDC)" means the College Development Council of **Shree Rahul Education Society's - Shree L R Tiwari College of Engineering.**
- 2.7. "Appointing Authority" means the authority competent to make appointments to any post/position/job in the Institute. The appointing authority i.e. the Secretary of the Trust, is also the authority to terminate service.
- 2.8. "Competent Authority" means the authority competent to exercise the different powers and functions in the Institute i.e. the Management Committee. The Managing Committee shall be also the competent authority to take disciplinary action against the employees.
- 2.9. "Principal" means the Head of the college, appointed by the Management, to look after the day to day operations of the College, and the academic processes and their improvement.
- 2.10. "Faculty" means the teaching staff of the Institute and includes the Principal.
- 2.11. "Employee" means a person appointed to serve the Institute for a remuneration including those appointed on probation, ad-hoc and contractual basis, but does not include visiting and part time faculty.
- 2.12. "Temporary Appointment" means an appointment made on a purely temporary basis either in a permanent post or a tenure post against a temporary position/vacancy.
- 2.13. "Contract" means an agreement entered in writing between the "Competent Authority" and an employee.
- 2.14. "Probation" means an appointment made on specified conditions for a stipulated period to a post for determining one's fitness for eventual confirmation in the post.

Chapter : Three

Organogram

3.1 Introduction :

In accordance rules of the governing society and the state govt. in tandem with the requirements of the education sector, our institution has classified staff into two categories : Teaching and non-teaching Staff. The duties and responsibilities of the Teaching Staff is to fulfil the academic requirements set by the University of Mumbai and the respective Statutory Body and of the non-teaching Staff is to support academics by fulfilling administrative duties.

3.2 Job Description of the academic staff :

Faculties of the institution means Professors, Associate Professors, Assistant Professors and such other persons as may be appointed for imparting instruction or conducting research in the Institution and designated as faculties as per the appointment policy of affiliated University.

A teacher shall be a full-time salaried employee of the institution and shall devote his/her scheduled time of work towards accomplishment of designated duties as follows:

- ✦ Develop and implement innovative academic methods.
- ✦ Evaluate, monitor and mentor student academic progress.
- ✦ Guide, lead and mentor students in research projects.
- ✦ Create, innovate and implement career-enhancement programs and activities.
- ✦ Participate in departmental and college activities.
- ✦ Serve and support functional activities of departmental committees.
- ✦ Assess, review and evaluate student activities and progress.
- ✦ Assist and support senior professors in their academic and Research tasks and functions.

Contractual staff includes honorary, visiting, part-time and ad-hoc faculties whose duties are framed on the basis of the academic requirements of the institution.

The following activities are excluded from the scope of this policy:

- ✦ The work undertaken in connection with the examination conducted by Universities or learned bodies like paper setting, meetings in university etc.
- ✦ Public Service Commissions or to any literary work or publication or radio / television talk or extension lectures or, with the permission of the Principal or Management to any other academic work.



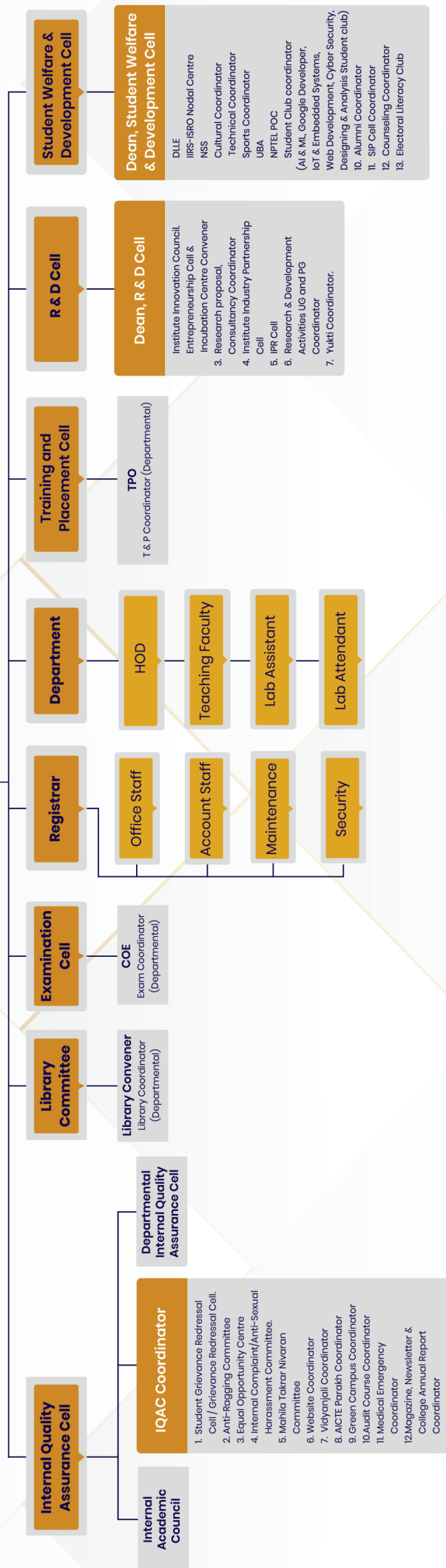
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Governing Body

Principal

Vice-Principal



3.3 Job Description of the Support Staff:

Support staff of the institution means Registrar, Deputy Registrar, Office Superintendent, Library In charge, Library Attendant, Clerk, Laboratory assistant, Placement In charge, Academic Advisor, Academic Coordinators, Security Staff, Canteen Support Staff, Reception, Sports Directors and In charge, Cashier, Accountants, Clerks, Peons and such other persons as may be appointed for conducting short/long term administrative assignments by the institution and are designated as above as per the institution policy.

A support staff shall be a full-time salaried employee of the institution and shall devote his / her scheduled time of work towards accomplishment of designated duties as follows:

- ✦ Engaging in activities related to student's scholarships
- ✦ Maintains the Faculty Member leave records
- ✦ Acts as a Coordinator for all the activities relating to the maintenance of the College.
- ✦ Takes care of HR policies of the institution side and outside the College.
- ✦ Takes care of all admission approval procedure and communicating with universities in person.
- ✦ Keeps account of financial transactions such as admission fees, semester fees, hostel fees etc.
- ✦ Keeps account of all the financial transactions related to repair, maintenance, purchase etc.
- ✦ Disburses salaries for the employees of the College.
- ✦ Keeping of all records of admin / work & transaction along with examination related paper / results etc.
- ✦ Submission of form / data to Regulatory bodies.

Chapter : Four

Working Hours

4.1 Emergency policy :

In case of any bad weather condition or emergency the weekly working hours can be reduced by the Principal or Management. A non-instructional working day is a part of regular duty for staff.

4.2 Flexible time policy :

In case of genuine needs, an employee can be given flexible time. But this should not impact the lecture hours.

4.3 Holidays :

Employees are eligible to avail all public holidays and Sundays other than leaves.

4.4 Hours of actual employment :

Academic and support staff have to complete minimum average time of 8 hours in a day.

College times as set forth by the Principal / Management for the students / faculties / support staff are strictly required to be adhered too.

Chapter : Five

Employee Conduct

The institution works with people from various areas, sections and class of society. The point of view of all stakeholders may differ. This might especially happen with both academic and support staff whose interests and opinions may differ. There may be a lot of difference of opinions. These difference can be handled with these following norms.

5.1 Employee code of conduct :

A faculty should be caring, fair and committed to the best interests of the students entrusted to their care, and seek to motivate, inspire and celebrate effort and success. Acknowledge and respect the uniqueness, individuality and specific needs of students and promote their holistic development. A staff should be committed to equality and inclusion and to respecting and accommodating diversity including those differences arising from gender, civil status, family status, sexual orientation, religion, age, disability, race, ethnicity, membership of the Traveller community and socio-economic status, and any further grounds as may be referenced in equality legislation in the future. A staff should seek to develop positive relationships with students, colleagues, parents, institution management and others in the institution community, that are characterised by professional integrity and judgment. The work of staff has to establish and maintain a culture of mutual trust and respect in their institutions.

A staff should act with honesty and integrity in all aspects of their work. A staff should inculcate character of respecting the privacy of others and the confidentiality of information gained in the course of professional practice, unless a legal imperative requires disclosure or there is a legitimate concern for the wellbeing of an individual. An employee should represent themselves, their professional status, qualifications and experience honestly. A staff should use their name/names as set out in the Register of Institute, in the course of their professional duties He / She should avoid conflict between their professional work and private interests which could reasonably be deemed to impact negatively on students.

A staff should uphold the reputation and standing of the profession. He / she should take all reasonable steps in relation to the care of students under their supervision, so as to ensure their safety and welfare. A staff should work within the framework of relevant legislation and regulations as per the affiliated university. A staff is liable to comply with agreed national and institution policies, procedures and guidelines which aim to promote student education, welfare and protection. A staff should be responsible enough to report, where appropriate, incidents or matters which impact on student welfare. He/ She has to communicate effectively with students, colleagues, parents, institution management and others in the institution community in a manner that is professional, collaborative and supportive, and based on trust and respect.

He /She should ensure that any communication with students, colleagues, parents, institution management and others is appropriate, including communication via electronic media, such as e-mail, texting and social networking sites.

He / She should ensure that they do not knowingly access, download or otherwise have in their possession while engaged in institution activities, inappropriate materials / images in electronic or other format. He / She should ensure that they do not knowingly access, download or otherwise have in their possession, illicit materials / images in electronic or other format. He / She should ensure that they do not practise while under the influence of any substance which impairs their fitness to teach.

A staff is supposed to maintain high standards of practice in relation to student learning, planning, monitoring, assessing, reporting and providing feedback. A staff should apply their knowledge and experience in facilitating students' holistic development. He / she should plan and communicate clear, challenging and achievable expectations for students. A staff is supposed to create an environment where students can become active agents in the learning process and develop lifelong learning skills. An academic staff should develop academic, learning and assessment strategies that support differentiated learning in a way that respects the dignity of all students. An academic staff should inform their professional judgement and practice by engaging with, and reflecting on, student development, learning theory, pedagogy, curriculum development, ethical practice, educational policy and legislation. Develop mutual respect, be open and responsive to constructive feedback regarding their practice and, if necessary, seek appropriate support, advice and guidance.

Take personal responsibility for sustaining and improving the quality of their professional practice by:

- ◆ Actively maintaining their professional knowledge and understanding to ensure in campus
- ◆ Reflecting on and critically evaluating their professional practice, in light of their professional knowledge base
- ◆ Availing of opportunities for career-long professional development.

Work with academic colleagues and student teachers in the interests of sharing, developing and supporting good practice and maintaining the highest quality of educational experiences for students. Work in a collaborative manner with students, parents/guardians, institution management, and other members of staff, relevant professionals and the wider institution community, as appropriate, in seeking to effectively meet the needs of students. Engage with the planning, implementation and evaluation of curriculum at classroom and institution level.

5.2 Administration of staff - Management relationship :

Honest and respectful communication is the key to resolving differences of opinion about a student's needs. Remarks that do not contribute to the positive progress of the conversation should be avoided.

5.3 Staff liability :

- i. If staff members have availed any facility, they have to take responsibility to ensure proper care of the assets and property of the institution, E.g.: Laptop, P.C, Printer, Speaker, Mikes, Projector, Telephone, Mobile, etc. provided should be submitted back in same the condition without any damage.
- ii. The books issued from library for reference should be submitted back on time fixed by librarian, failing which the staff will be liable to pay a fine which will be revised annually.
- iii. In case of faculty's resignation, transfer, termination etc., the faculty has to avail a 'No Dues Form' signed by authorities listed in the form to ensure that he/she is not liable to institution.

5.4 Discipline policy :

- i. The staff is liable to follow code of conduct of institution. He / She should not carry nor consume any alcohol in the college premises.
- ii. Staff is expected to maintain formal positive attitude and relations with other stakeholders especially with students and colleagues. If there are any grievances or complaints against a staff member, the institution will hear both the parties and resolve the situation with the help of Staff Grievance Redressal Forum's policies.
- iii. Staff should not smoke in the campus premises. Strict actions will be taken against a staff member who is found smoking in the campus premises.

5.5 Resignation :

- ◆ The faculty members intending to resign are required to give appropriate written notice with reason of leaving the service. The Authority can also remove/ask 1 month notice (Both sides) however any faculty member should not be relieved in the middle of the Academic Year.
- ◆ The continuation of service in the Institute will depend upon the confidential reports and feedback. The Authority reserves the right to accept or reject the recommendations for continuation of service or extension in the period of probation, made by the administrative authorities.
- ◆ To ensure compliance of the above, staff should deposit following Original Certificates. 10th or equivalent, Intermediate & Degree, Master Degree & Ph.D Institute reserves the right to relieve the staff at any time during notice period.
- ◆ The Management may terminate an employee if he / she is involved in political activity / a criminal case and or an employee failed to do his duty leading to moral turpitude / based on student feedback / negligence of duty, etc.
- ◆ In case of a contractual employee he/she can resign with a one month prior notice. An affiliated University approved employee is liable to fulfil three months' notice period before resignation. Inform the HR department and Principal as per term norms to avoid unpleasant actions.
- ◆ Exit interview is conducted to know the employees review regarding college. A feedback form is administered to find the employees feedback regarding the institution.

5.6 Termination policy :

Staff can be terminated due to the following reasons :

1. If the staff has got continuous 'Letter of Warning' to maintain performance for three times or more but failed to do so, then the institution can take decision for termination due to under performance.
2. If the staff has failed to follow code of conduct of the institution, irrespective of the memos given, then the institution can take a termination decision for not following institution's code.
3. If any fraud conducted or initiated by staff is proven, then termination will be the final decision.
4. Any kind of misconduct and unfair practices noticed by the Principal with evidence will lead to discontinuation of the employment offer letter.
5. Incompetence, including poor quality of work will also lead to termination of the employee.
6. Insubordination and related issues such as dishonesty or breaking rules will lead to discontinuation of the employment.
7. Theft or other criminal behaviour including revealing trade secrets will also lead to termination.
8. Sexual harassment and other discriminatory behaviour in the workplace with evidence will lead to discontinuation of the employment offer letter.
9. Physical violence or threats against other employees will lead to termination.
10. Any faculty involved in academic in Tuition Classes will meet with conflict of interest of the institution & shall lead to termination.
11. Any employee who does not behave modestly with women across the campus will be liable for immediate termination.
12. Any form of Atrocity will lead to termination.
13. Discrimination based on class, gender, social status will lead to termination.
14. Substance abuse / use of Narcotics / Alcohol on campus will lead to immediate termination.
15. Bribe from students or faculties for whatsoever case maybe will lead to termination.
16. Academic dishonesty while providing Research work, Academic credentials (Qualifications, Mark sheets etc.) will lead to termination.
17. Staff promoting him/her through social media by leveraging college's brands will lead to termination.

Chapter : Six

Healthy Workplace

6.1 Staff Assistance Program :

- ◆ Assistance is being provided for support in research, to apply for funding agencies in order to receive grants for research.
- ◆ Faculty development programs are organised for the staff members in order to develop their Academic and Facilitator skills. With the commencement of every terms, faculties are motivated to attend or conduct seminars, workshops, and conferences for development of staff.
- ◆ Leaves for Higher Education are provided, which could be paid or unpaid, depending upon the nature of education and tenure of the leave period requested for.
- ◆ Senior teachers also act as mentors and guide fresher's for research projects.
- ◆ Assistance for research, national and international conference, reimbursement of official travelling expenditure is provided subject to approval of Management.

6.2 Harassment and Discrimination Free Workplace Policy :

The institution has a strict anti-harassment and anti-discrimination policy for ensuring a healthy and peaceful workplace.

6.2.1. Religious, Racial and Regional Discrimination :

The institution stands strict against any form of discrimination on the basis of Religion, Race, Language, Region, Caste, Place of Birth, etc.

6.2.2. Sexual Harassment :

The institution strongly complies with the Procedural Guidelines against Sexual Harassment at Workplace (Vishakha Guidelines).

The institution also has a strict Anti-Sexual Harassment Policy.

6.2.3. Mental Harassment :

The institution also has a strict mechanism against any form of Mental Harassment towards all the stakeholders.

6.2.4. Physical Harassment :

The institution also has a strict Anti-Physical Harassment Policy.

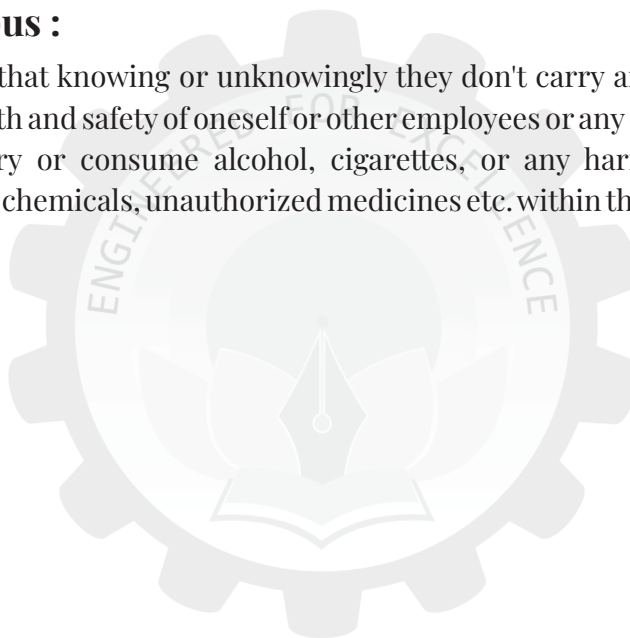
6.2.5. Cyber Harassment :

Any form of harassment via E-Mails, Phone Calls, Text Messages, Social Media Stories, Social Media Status Updates, News Feeds, Videos and Images on the internet (without the permission of the concerned person) is strictly prohibited and a stringent action will be taken against any person, proven guilty. Additionally, Legal Action will be initiated against him/her.

The policy regarding safety measures against discrimination and harassment are renewed yearly by the Staff Grievance Redressal Forum as per the norms of regulatory bodies.

6.3 Policy for against Carrying and Consumption of Hazardous Products in the Campus :

Staff should ensure that knowing or unknowingly they don't carry any hazardous products which can harm health and safety of oneself or other employees or any other stakeholder. Staff is restricted to carry or consume alcohol, cigarettes, or any harmful drugs, guns and ammunition, knives, chemicals, unauthorized medicines etc. within the campus.



Chapter: Seven

Leaves

7.1 Casual leave :

Employees can avail 12 Casual leaves at any point of time in an academic year. Not more than 3 casual can be taken together. These leaves are for personal casual requirements. Current year's casual leaves cannot be carry forwarded to next academic year if not availed by staff.

Half days : Employees can avail half day leaves.

Early going and late coming : Employee can avail early going or late coming facility in case of emergency situations. This facility can be availed for maximum one hour and three times in a month.

7.2 Duty leave :

Employees can avail 12 duty leaves in an academic year. Duty leave are for the purpose of university paper setting, paper presentations, attending short term workshops, attending conferences, Election duty or any other requirement permitted by management can be availed by staff.

7.3 Medical leave :

Employees can avail 6 medical leaves. Medical leave can be availed by employees for medical purposes only. If unplanned then, employees are supposed to submit medical certificate to administrative office as soon as she/he join back after availing the leaves with an application mentioning the number of days availed, date, reasons etc.

Maternity leaves : Maternity leave of 6 months can be availed by staff those who have completed two years in the college with half payment.

Chapter : Eight

Benefits

8.1 Increments :

Annual increment will be given based on the performance of the appraisal as per the norms of regulatory authority.

8.2 Other Perquisites:

The institution provides travelling cost reimbursements for travelling to meetings and reimburses various fees like conference attending fees, publication fees, industrial visit accompany cost adjustments, college vehicle etc. depending on institution - to - institution.

8.3 Provident Fund:

- ◆ Provident Fund contribution is deducted from employee's salary.
- ◆ Staff Group Insurance is done on yearly bases.

8.4 Incentives to Faculty For R&D Activities:

For Research papers presentations (National & International Levels) the Institute will pay the incentives as below.

- ◆ For National level conference Rs. 1000.
- ◆ For International level conference Rs. 1500.
- ◆ The Institute will bear the registration charges for publishing research papers in National/International Journals (subject to maximum up to Rs. 5000).

Chapter: Nine

Performance Appraisal

9.1 Self-appraisal

Self-appraisal is a self-evaluating and reporting technique established in the system which ensures the true collection of performance growth details from the right person that is employee himself. The core values of honesty and integrity reflect better with self-appraisal. A form of self-appraisal is developed which need to be updated by the employees. The data which is updated by employees shall be duly evaluated by HOD / co-ordinators before considering it to be the final information about the employee. The self- appraisal form of supporting staff is duly evaluated by Principal before considering it to be the final information about the employee.

9.2 Feedback

1. Semester-wise feedback forms of Teaching Staff are duly filled by the students for the same.
2. Separate feedback is collected for Academic and Supporting staff from regular disciplined students who have more than 75% of attendance
3. A separate feedback from the alumni is also collected.
4. In case of an experienced employee a feedback is collected from the previous institution in which the faculty was employed.

Chapter: Ten

Staff Grievance Management

10.1 Staff Grievance Redressal Policy:

The institution ensures yearly revival and formation of Staff Grievance Redressal Forums/Committees. The mechanism of Grievance Redressal consists of the ICC:

These Committees ensure that all grievances of the employees are met with appropriate solution at right time without any delay.

- ◆ Gender audit for creating an inclusive gender environment.
- ◆ SC / ST cell.
- ◆ Statutory Committee



Chapter : Eleven

Occupational Health and Safety

11.1 Health and Safety policy during Working Hours :

- ◆ Fire extinguishers are affixed as per requirements for safety. Safety drill is conducted for the staff every year.
- ◆ First aid boxes are available at every floor office for assistance in case of emergency medical requirements.
- ◆ A sanitary napkin vending machine is installed in the campus to meet the requirements of female staff and students.
- ◆ Water purifiers are maintained at every floor for supply of drinking water facility.
- ◆ Hygienic canteen is maintained in the campus for the benefit of staff.

11.2 Staff Support Equipment Policy :

- ◆ Separate Lifts are provided to the staff which facilitates the staff to function in a comfortable manner.
- ◆ Personal computers are provided wherever required. The Staff is allowed to use labs for printouts or any computer or online service requirements.
- ◆ Projectors will be provided to aid academic, if required.
- ◆ Separate sanitation rooms and rest rooms are provided to the staff.
- ◆ Staff will be able to order food directly from canteen at reasonable rates.

11.3 Personal Privacy Protection policy :

- ◆ Staff have full right to protect their personal information. Staff will not be compelled to share personal information related to family background and present family relations. Employee privacy will be fully taken care.
- ◆ Medical background shared by staff to management will not be shared with anybody.
- ◆ Financial details shared by staff will not be made public.

Chapter: Twelve

Miscellaneous

12.1 Equipment and resource usage policy :

Any facilities, equipment or resource available in institution can be utilized by employee with prior permission from management.

12.2 Personal file update policy :

Staff have to provide detailed information regarding current development of staff in any field. A certification indicating the same should be submitted to clerk to be filed with administration office.



Chapter: Thirteen

Amendments

Shree L. R. Tiwari College of Engineering committee may from time to time, add, alter, delete or otherwise amend these terms and conditions of service. Changes may be done by the management committee according to the University of Mumbai amendments. The mode of changes and providing information on the amendments shall be communicated in the Staff Meetings and / by other general mode of communication such as – Whats App and such similar messenger and also e-mails.





A word cloud centered on the page with a cream background. The words are arranged in a cluster, with 'Student Council' being the largest and most central. Other prominent words include 'Leadership', 'Community', 'Service', 'Teamwork', 'Spirit', and 'Positive'. Smaller words like 'Election', 'Diversity', 'Fun', 'Officer', 'Projects', 'Success', 'Goals', 'Help', 'Position', 'President', 'Improve', 'Inspire', and 'Dedication' are also present. The colors used are purple, black, and dark red.

Leadership
Election
Teamwork
Diversity
Fun
Help
Members
Projects
Success
Goals
Community
Vision
Service
Position
President
Spirit
Improve
Inspire
Dedication
Student
Council
Positive



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