www.dsvv.ac.in



देव संस्कृति विश्वविद्यालय DEV SANSKRITI VISHWAVIDYALAYA

Gayatrikunj - Shantikunj, Haridwar -249411 (India) **email:** info@dsvv.ac.in • **web:** www.dsvv.ac.in

Criteria 6

6.3 Faculty Empowerment Strategies

6.3.1: The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression





6.3.1: The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Dev Sanskriti Vishwavidyalaya (DSVV) has implemented a comprehensive system for performance appraisal, career development, and staff welfare that reflects its commitment to fostering a supportive and growth-oriented environment for both teaching and non-teaching staff.

Performance Appraisal System

DSVV utilizes the Performance Based Appraisal System (PBAS), which serves as a cornerstone for annual self-assessment and promotional considerations. This system is designed to:

- 1. Evaluate Performance: Assess the extent to which teaching and non-teaching staff meet the university's expectations.
- 2. Provide Feedback: Offer constructive feedback to help employees enhance their skills and performance.
- 3. Inform Decision-Making: Guide decisions related to promotions, training needs, and career development opportunities.

The PBAS at DSVV likely incorporates several key components:

- 1. Self-Assessment: Staff members reflect on their achievements, challenges, and areas for improvement.
- 2. Peer Review: Colleagues provide input on an individual's performance and contributions.
- 3. Student Feedback: For teaching staff, student evaluations are likely considered as part of the appraisal process.
- 4. Quantitative and Qualitative Metrics: Measurable indicators such as research output, teaching hours along with Innovation in Teaching Method, mentorship are considered.

Career Development and Progression

DSVV recognizes the importance of providing clear pathways for career advancement to motivate staff and foster long-term commitment. The university's approach to career development includes:

1. Promotional Avenues: Clearly defined criteria and processes for career progression within the institution.

- 2. Professional Development Support: Financial assistance for attending conferences, workshops, and training programs.
- 3. Research Support: Encouragement and resources for engaging in research activities and publications.
- 4. Overseas Training Opportunities: Financial support for international programs and training, broadening staff members' global perspectives.
- 5. Skill Enhancement Programs: Regular workshops and seminars to enhance both technical and soft skills.

Welfare Measures

DSVV has implemented a comprehensive array of welfare measures that address the physical, emotional, and professional well-being of its staff:

1. Educational Benefits:

o CBSE-affiliated 'A' Graded higher secondary school for staff children, ensuring quality education for employees' families.

2. Healthcare Provisions:

- o Fully functional medical facility with 24/7 ambulance service.
- o Employee Health Card for comprehensive medical coverage.
- o Maternity and paternity leave policies, supporting work-life balance.

3. Financial Security:

- o Employee Provident Fund, providing long-term financial security.
- o Retirement benefits, ensuring post-employment financial stability.

4. Professional Development Support:

- o Financial assistance for conference and workshop participation.
- o Support for research publications, encouraging academic contributions.

5. Work Environment:

- o Complimentary well-furnished staff quarters.
- o Coverage of utilities (electricity, water) by the university.
- o LAN/Wi-Fi facilities.
- o Free mobile service, facilitating communication.

6. Additional Benefits:

- o Free gas cylinders and complimentary dining facilities, addressing basic needs.
- o Flexible working arrangements, promoting work-life balance.

Integration with University Philosophy

DSVV's approach to performance appraisal, career development, and staff welfare is deeply integrated with its unique educational philosophy:

- 1. Holistic Development: Focus on both professional growth and personal well-being
- 2. Spiritual Values: The incorporation of spiritual well-being in staff welfare

Challenges and Future Directions

While DSVV's current systems appear comprehensive, there may be areas for further development like Technology Integration, Customization, Work-Life Balance and Global Benchmarking.

Criteria VI

6.3.1 - The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff



Performance appraisal, incentive-based promotions, and welfare initiatives are essential components of modern administrative structures, both in industry and academia. Dev Sanskriti Vishwavidyalaya (DSVV) adheres to these principles, recognizing the unique nature of academic contributions and striving to develop a fair and specific mechanism for evaluation.

Performance Appraisal System

DSVV has implemented a comprehensive performance appraisal system for both teaching and non-teaching staff. This system is designed to recognize and reward various academic accomplishments, such as noteworthy publications, patents, and contributions to research and innovation. The appraisal process involves:

- Regular Assessments: Faculty and staff undergo regular performance evaluations based on their
 roles and responsibilities. For teaching staff, evaluations consider factors like teaching
 effectiveness, research output, student feedback, and participation in academic activities. Nonteaching staff are assessed based on their efficiency, reliability, and contributions to the smooth
 functioning of the university.
- 2. **Qualitative and Quantitative Metrics:** Given that academic success often follows rigorous effort and iterative learning, the appraisal system combines quantitative metrics, such as publication count and grant acquisition, with qualitative assessments. These include peer reviews, self-assessments, and evaluations of community service and student mentorship.
- 3. **Feedback Mechanism:** Constructive feedback is an integral part of the appraisal process. Faculty and staff receive detailed feedback on their performance, highlighting strengths and identifying areas for improvement. This feedback supports professional growth and development.

Promotional Avenues

DSVV has established clear promotional avenues to incentivize high performance and professional growth. The promotion system is transparent and merit-based, offering staff opportunities to advance their careers based on demonstrated excellence and contributions. Key aspects include:

- 1. **Incentive-Based Promotions:** Promotions are linked to the performance appraisal outcomes, encouraging staff to excel in their respective roles. Criteria for promotion include research achievements, teaching excellence, leadership in academic initiatives, and contributions to the university's mission.
- 2. **Career Development Programs:** The university offers various career development programs, including workshops, seminars, and training sessions. These programs are designed to enhance the skills and knowledge of faculty and staff, preparing them for higher responsibilities and roles within the institution.

Welfare Measures

DSVV is committed to the well-being of its teaching and non-teaching staff, implementing effective welfare measures to ensure a supportive and motivating work environment. These measures include:

- 1. **Health and Wellness Programs:** The university provides health and wellness programs, including regular medical check-ups, mental health support, and wellness workshops. These initiatives promote the physical and mental well-being of staff.
- 2. **Financial Support:** DSVV offers various financial benefits, such as retirement plans, provident funds, and housing allowances. These benefits provide financial security and stability to staff, enhancing their overall job satisfaction.
- 3. **Work-Life Balance:** The university promotes a healthy work-life balance through flexible working hours, leave policies, and family-friendly initiatives. This approach helps staff manage their professional and personal lives effectively.

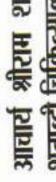
Developing a Fair Evaluation System

Recognizing that academic contributions are not always directly measurable, DSVV is actively working towards establishing a fair, academia-specific evaluation system. This system aims to:

- 1. **Acknowledge Rigorous Efforts:** The new evaluation mechanism will acknowledge the rigorous efforts and iterative processes inherent in academic work. It will consider the long-term impact of research and teaching contributions, rather than focusing solely on immediate outcomes.
- Inclusive Evaluation Criteria: The system will incorporate diverse evaluation criteria, reflecting
 the multifaceted nature of academic work. These criteria will include community engagement,
 interdisciplinary collaboration, and innovative teaching practices.



आवार्य श्रीराम शर्मा शताब्दी विकित्सालय

















पुष्टितका सं. 287

भी मेरमाता गायत्री ट्रस्ट द्वारा संचालित)





शामितकुळ, हरिद्वाट - 249411 (उसराकाण्ड)

अप्रेल से सितम्बर समय

प्रातः ८:00 से 11:30 सार्यं 4:00 से 5:30

प्रातः 8:00 से 11:30 अप. 3:30 से 5:30 अक्टूबर से मार्च

AND THE PROPERTY OF THE PROPER

EMPLOYEES' PROVIDENT FUND

(A statutory Body under the Ministry of Labour and Employment,

www.epfindia.gov.in

PROVIDENT FUND CODE NUMBER INTIMATION

No: 10000948730DDN Date: 12/05/2022

To

BALDAU DEWANGAN
REGISTRAR
DEV SANSKRITI VISHWAVIDYALAYA HARDWAR
GAYATRIKUNJ SHANTIKUNJ HARIDWAR SHANTIKUNJ,
HARIDWAR HARIDWAR
UTTARAKHAND - 249411

Sub: Allotment of Code Number to establishment M/s DEV SANSKRITI VISHWAVIDYALAYA HARDWAR under Employees' Provident Fund and Miscellaneous Provisions Act, 1952-regarding.

Sir/Madam,

Based on the information submitted online by you, your establishment is registered with Employees' Provident Fund Organisation with the following code number:

Code Number: UKDDN2656728000

This code number is allotted based on the following declarations by you:

1. Name of Establishment : DEV SANSKRITI VISHWAVIDYALAYA HARDWAR

2. PAN of Establishment : AAATV1261C

3. Date on which employment

strength crossed 19

: -

4. Section under which : 00000002-A5. Primary Activity : UNIVERSITY

6. Ownership Type : FIRMS RUN BY TRUST

7. The address proof of the

establishment is

- Any license/certificate/number issued by any Govt.

Application Number: 10000948730 Page 1 of 2

Code Number: UKDDN2656728000

- 8. The proof of date of set up 11/04/2002 is Others
- 9. As at the time of application, your establishment is having the following licenses and registrations:

S.No.	License Under	License Number	Date	Issued By	Place of Issue
96484 2	Others	61610557390010999		EMPLOYEES STATE INSURANCE CORPORATION	HARIDWAR

- 10. As on date of your application, your establishment is registered with ESIC having Code 61610557390010999.
- 11. As on date of your application, your establishment is not having LIN.

REGIONAL OFFICE DEHRADUN GAYATRIKUNJ SHANTIKUNJ HARIDWAR SHANTIKUNJ, 249411 alokdwivedi@awgp.org

Please note that this intimation letter is generated with the Owners' Details in Form 5A and the intimated letter will be valid only if the Form 5A is enclosed.

Important information:

- 1. By virtue of this registration, you are required to comply with the provision of the EPF & MP Act 1952. The obligations/duties/responsibilities cast upon you as an employer of this establishment and penalties, on account of non-compliance with the same, are explained on our website **www.epfindia.gov.in**. You are required to go through them carefully.
- 2. Remittance of dues under the provisions of the Act is to be made only through a Challan generated through the Unified portal. (The process for registration on the portal, preparation of the ECR txt file and related information is available on the website and the portal).
- 3. In case this letter is produced as a proof of the code number of the establishment, before any person including any Inspector from EPFO, the Form 5A generated through the portal at the time of registration should be a part of this letter. The remittance details of the establishment will be available on the EPFO website through the link "Establishment Search" where all payments from December 2016 onwards with the names of employees are available.
- 4. Please quote the Code Number UKDDN2656728000 for all the future correspondence with EPFO.

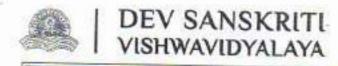
This is a system generated letter and needs no signature.

Employees' Provident Fund Organisation

Dated: 12/05/2022

Application Number: 10000948730 Page 2 of 2

Code Number: UKDDN2656728000



HARIDWAR (UTTARAKHAND) INDIA 249 411 E-mail:registrar@dsvv.org Web:www.dsvv.ac.in

प्रति : समस्त शैक्षणिक स्टाफ सदस्य

प्रेषक : कुलसचिव

दिनोंक : 05/11/2015

विषय : यू.जी.सी. द्वारा पदत ओरियेन्टेशन/रिफ्रेशर कीर्स में भाग लेने वाले स्टाफ सदस्यों के सम्बंध में।

कुलसविव कार्यालय

विश्वविद्यालय के समस्त शैक्षणिक स्टाक सदस्यों को सूचित किया जाता है कि विश्वविद्यालय प्रशासन द्वारा लिए गए निर्णय के अनुसार यू.जी.सी. द्वारा प्रदत ओरियेन्टेशन/रिक्रेशर कोर्स में भाग लेने हेतु विश्वविद्यालय द्वारा आवास, भोजन, आने-जाने एवं प्रशिक्षण में होने वाले व्यय का भुगतान निम्न शर्ती को पूरा करने पर भुगतान किया जा सकता है-

- १. शैदाणिक स्टाफ सदस्य विश्वविद्यालय की स्थाई सेवा में सठायक प्रारमायक के पद पर कम से कम एक वर्ष से कार्यरत हों।
- २. कम से कम दो शोध पत्रों का प्रकाशन राष्ट्रीय एवं अन्तर्राष्ट्रीय स्तर पर कशया गया हो।
- 3. विश्वविद्यालय की गतिविधियों में सहगागिता रही हो।
- ४. विभागाध्यक्ष द्वारा संतुष्टि का प्रमाण पत्र दिया गया हो।
- विश्वविद्यालय में उपस्थिति निरंतर रही हो।

इसी प्रकार राष्ट्रीय सेमिनार, वर्कशॉप, कोव्रेंस आदि में प्रतिभाग करने हेतु पेपर प्रजेण्टेशन की अनुमति प्रापा होने पर प्रतिभाग शुट्क एवं मार्ग व्यय का भुगतान तथा अन्तर्राष्ट्रीय सेमिनार, वर्कशॉप, कोव्रेंस में प्रतिभाग करने हेतु प्रतिभाग शुटक एवं आवास व भोजन का भुगतान विश्वविद्यालय द्वारा किया जायेगा। अन्तर्राष्ट्रीय स्तर पर प्रतिभाग करने हेतु कम से कम तीन मार्ट पूर्व अनुमति अवश्य प्राप्त की जाए और एक वर्ष में अधिक से अधिक पींच सदस्यों को श्रदेय कुलाधिपति जी की अनुमोदन पर ही अनुमति प्रदान की जावेगी।

उपत बिन्दुओं को पूरा करने वाले शैक्षणिक स्टाफ सदस्यों का होने वाले ठ्याय का १० प्रतिशत एवं उक्त बिन्दुओं में से एक भी कम होने पर १० प्रतिशत अधिकतम का भुगतान विश्वविद्यालय द्वारा किया जा सकेगा। प्रारूप विभागाध्यक्ष द्वारा संस्तुत करा कर मां० प्रति-कुलपति जी को प्रेषित की जायेगी।

कुलसचिव

प्रतिकिपि:-

रं. समस्त विश्वमध्यक्ष एवं प्रभावितम, को सुवलाती

रे. लेखा विभाग को सुवनार्थ।

माठानीय प्रति-कुलपति महोदय, देव संस्कृति विश्वविद्यालय को सुवनार्थ।

४ निर्णी सविव, माननीय कुलपति महोदय, देव संस्कृति विश्वविद्यालय को सुवानार्थः

किजी सविव, माननीय कुलाविपति महोदय, देव संस्कृति विश्वविद्यालय को सुवनार्थ।

६. ईप्रारपी सेल की सुचनार्थ।

व फाईल कावी।

विश्वविद्यालय में प्रभावशाली शैक्षिक वातावरण तैयार करने, विद्यार्थियों को शिक्षा की नई तकनीकों, शिक्षा प्रणाली आदि से अवगत कराने के उद्देश्य से शैक्षणिक स्टाफ सदस्यों के शैक्षिक कैरियर विकास हेतु ओरियेन्टेशन/रिफेशर कोर्स में प्रतिभाग करना विश्वविद्यालय अनुदान आयोग द्वारा अनिवार्य किया गया है। सभी शैक्षणिक स्टाफ सदस्यों द्वारा इस प्रकार के कार्यक्रमों में कम से कम एक बार प्रतिभाग किया जाना अनिवार्य है।

ओरियेन्टेशन/रिफेशर कोर्स पहले यू.जी.सी. द्वारा बिना किसी शुल्क के कराया जाता था। विगत 2014 में नियमों परिवर्तन किया गया है, जिसमें केवल 12बी में पंजीकृत विश्वविद्यालयों के फैक्ल्टीज को निःशुल्क उक्त कोर्स कराया जायेगा। 2F में पंजीकृत विश्वविद्यालयों के फैक्ल्टीज को ओरियेन्टेशन/रिफेसर कोर्स करने के लिए शुल्क देना होगा। यह शुल्क आयोजक विश्वविद्यालय द्वारा प्रवास, भोजन एवं प्रशिक्षण के रूप में लिया जाता है।

विश्वविद्यालय के शैक्षणिक स्टाफ सदस्यों को इस कोर्स में भाग लेने हेतु विश्वविद्यालय द्वारा आवास, भोजन, आने-जाने एवं प्रशिक्षण में होने वाले व्यय का भुगतान निम्न शर्तों को पूरा करने पर किए जाने का प्रस्ताव है।

 शैक्षणिक स्टाफ सदस्य विश्वविद्यालय की स्थाई सेवा में सहायक प्राध्यापक के पद पर कम से कम एक वर्ष से हो।

 कम से कम दो शोध पत्रों का प्रकाशन राष्ट्रीय एवं अन्तर्राष्ट्रीय स्तर पर कराया गया हो।

3. विश्वविद्यालय की गतिविधियों में सहभागिता।

4. विभागाध्यक्ष द्वारा संतुष्टि का प्रमाण पत्र।

विश्वविद्यालय में उपस्थिति।

चक्त बिन्दुओं को पूरा करने वाले शैक्षणिक स्टाफ सदस्य को होने वाले व्यय का 70 प्रतिशत एवं चक्त बिन्दुओं में से एक भी कम होने पर 50 अधिकतम प्रतिशत का भुगतान विश्वविद्यालय द्वारा किया जाए।

इसी प्रकार राष्ट्रीय सेमिनार, वर्कशॉप, कांफ्रेंस आदि में प्रतिभाग करने हेतु पेपर प्रजेण्टेशन की अनुमित प्राप्त होने पर प्रतिभागिता शुल्क एवं मार्ग व्यय का भुगतान तथा अन्तर्राष्ट्रीय सेमिनार, वर्कशॉप, कांफ्रेस में प्रतिभाग करने हेतु प्रतिभागिता शुल्क एवं आवास व भोजन का भुगतान विश्वविद्यालय द्वारा किए जाने का प्रस्ताव है। अन्तर्राष्ट्रीय स्तर पर प्रतिभाग करने हेतु कम से कम तीन माह पूर्व अनुमित अवश्य प्राप्त की जाए और एक वर्ष में अधिक से अधिक पाँच सदस्यों को ही अनुमित प्रदान की जाए। अन्तर्राष्ट्रीय स्तर पर प्रतिभागिता की जाँच अवश्य की जाए। जाँचोपरान्त ही पेपर प्रस्तुतिकरण एवं प्रतिभागिता की अनुमित प्रदान की जाए।

आपके अनुमीदनार्थ एवं आवश्यक कार्यवाही हेतु,

बार्ष के अनुमीदनार्थ के अनुमीदनार्थ के अन्यवाही हेतु,

बार्ष के अनुमीदनार्थ के अनु

GL Report

VGT, HARIDWAR DSVV

LEDGER DETAIL - Aushdhalaya Expenses (Du) From 2023-04-01 to 2024-03-31

GL Report

34	Date	Vsucher	Referance	Narration	Doc Details	DR	CR	Balance
1	01/04/2023	OPENING		Opening balance		NII	NII	N
2	25/04/2023	23-24/10106/854		VARIOUS DEPARTMENT PAYMENT SUMMARY - ACCOUNT DESK + RSS	CH	9 (0.9 (9.00 90	NE	*18,919.00 00
3	03/05/2023	23-24/10106/094		MEDICINE - R S SONI		#3,964 00 DB	NE	9 14,563.00 00
4	13/06/2023	23: 24/10106/C139		MEDICINE - PRO V.C./ HEMADRI - SAPTRISHI MEDICAL +1513		*1,51100 00	ME	#111,096.00
15:	24/05/2023	23 <u>-</u> 24/10106/0245		KULMIVINOOMP SINGH/RANKAJISHIVRAI++ (II - NEFT - YES 337	NEFT-	¥1,75800.06	No	#17,854,00 tis
6	29/05/2023	22 <u>-</u> 2416106/C192		MEDICINE - HEMADRI SAO - SAHTYA STALL -10,05,2023		4 \$10.00 DH	NIII	₹ 18,064.00 Dill
7	04/06/2023	23 <u>-</u> 24/10106/C216		HEMADRI SAO - MEDICINE -UTSAV MEDICAL/ SANATAN AYURVEDIC KENDRA		4.002.00.00	N/B	1 18,726.00 00
8	22/08/2023	23- 24/10108/C276		528		4 828 00 06	NB	# 59.254.00 DF
9	22/06/2023	23: 24/10106/8380		CAUTION YOG/OCPVCOMPUTER/MEDICINE - 11 - NEFT - YES 337	NEFT-	9 6,750.00 DR	NII	124,004,00 DF
10	27/06/2023	23: 24/10106/8397		MEDICAL / KAPE, SHARMA (PHD/ YAGYA RESEARCH/COUTION MONEY REFUND - NEFT - YES 337	NEFT-	4.0100.00008	NIX	# 30,680.00 DE
11	08/07/2023	23. 24'10106/5299		II. S. SON - LIMA INDOLIA-MANNU - PANCHKARMA - DSV - 582/23- 20.06.23		4 365-00 DR	Net	131,674.00 DH
12	19/07/2023	23- 24/10106/C339		MEDICINE - PRO VC OFFICE / DINESH DAWANDE		42,226(0) DR	Nati	#33.902.00 DB
13	21/07/2023	23- 24/10/106/8555		CARRENMRESDWIPOLY/ADMISSMEDICAL/INTERSREPUND ENTRANCEFEE - 12 - NEFT - YES 337	CH	₹5.650.00 pk	NII	\$30,552,00 DR
14	03/08/2023	23: 24/10106/C379		ROHIT PRADHAN - MEDICINE - SHRI GAYATRI MEDICAL / CITY MEDICAL		43568008	Nill	9 40,207 00 DR
15	05/08/2023	23- 24/10106/9860		VEDC SEMINAR / NARENCRA PRATARVANIMATION/COUCIL MEEETING/ FEE REFLIND - NEFT - 7 - YES 337	NEFT- namendrs	₹1,800,00 (DR	N00	7-42307-00 DR
16	22/08/2023	23- 24/10106/6708		UDYAN, REPAIR HOSTEL POLY, AUSHOHALAY SEMINAR AND FEE RETURN SUMMARY		1.4.4500000	6411	146,565,00 DR
12	31/08/2023	23. 24/10106/C458		R. S. SONE - SUSHMITA DEVI - PANCHKARIMA - 05VV - 597/01,17		*000.00008	NEE	* 47.385.00 DB
18	31/08/2023	23: 24/10106/478		HARISH NETAM - ALISHADHI - GAYATRI MEDICAL STORE - \$47/549		₹237,00 DR	NIT	3 47,402,60 DR
19	04/09/2023	23: 24/10106/8725		SEMINAR (AC REPAIRMEDICAL/POLYA-INDVEXAM-14 - NEFT -YES 337		# 4,475-00 DR	NH	95107740 CH
20	07/09/2023	23- 24/10106/C482		ROHIT PRADHAN - MEDICINE - SHRI GAYATRI MEDICAL-582 DT 28.08.2023		4 100.00 fin	NH	952,273.00 EM
21	1.1/09/2023	23- 24/10106/8846		NEFT ISR / SCOOTER SERVIEMEDICAL+++18 NEFT - YES 337	NEFT-	13,729 00 DK	NII	414-002-00 DE
22	13/09/2023	23: 24/19106/8858		SRMEDICAL/ENG/ANIMATION/OS GOURAV SAMMAN+++-NEFT -44- YES	NEFT-	₹7,090.00 DR	NI	#56,002,00 DB
23	19/09/2023	23- 24/10106/C524		MEDICINE - PRO V C OFFICE/NAVEN SRIVASTAVA		#1,583 00 OR	143	€51585 00 (24)
24	25/09/2023	23: 24/10106/932	100	ROMESHIPOLYSTIPOND/VD-4CLE REPAIR/BAGWANISAMAROY+++16-	NEFT-	4 4,500.00 DR	NII	Reades of
25	26/09/2023	23: 24/10106/Ch44	0	AAKASA - MEDICINE - GAYATRI MEDICAL/ BHAT PHARMA		\$545.00 DB	Nat	*#4,611.00 pa
26	04/10/2023	23-	1	MATERIAL DIT 04 10:2023- H S SONI	NEFT-	# 2,990.00 DR	Nit	₹87,871,00 DR

SH	Date	Voucher	Referance	Narration	Doc Details	DR	CR	Balance
56	21/03/2024	23: 24/10106/C1000		AMRIT SAHU - SHRI GAYATRI MEDICAL / UTSAV MEDICAL STORE	97340	o de	NIII.	#1,02,483.00 (08
57	26/03/2024	23: 24/10106/81979		NEFT - 15- YES 337- ANIMATION/PHO/BAGWAN/MEDICINE	R 30.21	5.00 DH	NII	* 1.00.71E.00 DH
68	30/03/2024	23- 24/10106/C1025		MEDICINE - PRO VIC OFFICE - GRIDHARI	*1,048.0			91,02,766.00 DR
					# 1,92,78	D03	NII	NII

192786 Debit

