



Chhatrapati Shahu Maharaj Shikshan Sanstha's Ayurved Mahavidyalaya & Rugnalaya

HUMAN RESOURCES MANAGEMENT
CSMSSAR/NABH/HRM/09



Kanchanwadi, Paithan Road, Chhatrapati Sambhajinagar,
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आयुर्वेद महाविद्यालय व रुग्णालय

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(Recognized by National Commission for Indian System of Medicine, Ministry of AYUSH, Govt. of India, New Delhi & Affiliated to Maharashtra University of Health Sciences, Nashik)



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1.0 INTRODUCTION:

Human Resource Management requires good planning of human resources while at the same time use the human touch, expertise, and commitment towards ensuring productive use of human capital. Also, to motivate the employees to bring out the best of potential in them towards care activities in the Hospital.

2.0 PURPOSE

2.1 To plan the right mix of manpower for the Hospital in line with the volume of scope of the services being provided by the hospital.

2.2 To recruit competent people with a positive attitude towards organization and health sicker, and have the capability to guide or work in a group to achieve the goal of the hospital.

2.3 To ensure that employees are selected, trained, promoted and treated on the basis of their relevant skill, talents and performance without any discrimination as per the requirement of the organization.

2.4 To provide a clean, safe, healthy professional and enjoyable working environment.

2.5 To motivate employees through reward system and build confidence among staffs.

2.6 To provide training and development for all the employees to enable them to achieve the highest level of skills possible and provide job satisfaction to a large extent.

3.0 SCOPE OF THE DEPARTMENT

3.1 This manual covers the following:

3.1.1 Human Resource Planning

3.1.2 Recruitment and Orientation of new employees

3.1.3 Joining Induction Training & Development

3.1.4 Job Training & Safety Training

3.1.5 Disciplinary System

3.1.6 Sexual Harassment Policy

3.1.7 Health Needs of the Employees

3.1.8 Personal Record of Each Staff

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4.0 ABBREVIATION

4.1 NABH: National Accreditation Board for Hospital and Healthcare Providers

4.2 HR: Human Resources

4.3 IT : Information Technology

4.4 MS: Medical Superintendent

5.0 DEFINATION

5.1 Human Resources Department: Shall mean the 'Department having charge of the HR function of the hospital.

6.0 PLANNING AND POLICIES

6.1 Planning: Manpower planning is done in the hospital taking in to account the services scope, the volume of our patients, Emergency patients and inpatients, based on the past. This also takes in to account the periodical staff turnover. The Medical Superintendent analysis at the beginning of every year such manpower requirements of various categories of staff-Clinics (full time) Clinicians (On Call), Nursing staff, other paramedics-technicians for Diagnostics Labs, Medical records, department, Administrative staff, Front office staff, Maintenance staff, Housekeeping staff (both in-house & contractual), other hospital workers, etc.

6.2 Workforce planning (non-medical):

6.2.1 Responsibility for manpower planning for the hospital rests with HR department and the management ensures availability of the right mix of manpower required provide quality healthcare services taking in to consideration the patient load, number of beds, number and type for procedures, type and level of care, specializations, infrastructure etc.

6.2.2 The assessment of manpower requirement in each department/ division is periodically reviewed depending on increase or decrease of workload, technological changes or any other relevant factor.

6.2.3 In case any new staff is required to affect continually of care either directly or indirectly, the same is communicated to the MS through Human Resources Manager, who is responsible for the approval and provision of the required manpower.

6.2.4 On approval by the MS, these manpower plans will constitute sanction for creation of posts from the general basis of recruitment according to the need of staff in each department.

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आयुर्वेद महाविद्यालय व रुग्णालय

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6.3 Manpower Planning (Recruitment, Selection & Induction)

- 6.3.1 The mix of the employees shall be cosmopolitan.
- 6.3.2 The best available talent would be absorbed without giving any consideration to region, religion and race.
- 6.3.3 All recruitment along with the MS shall be done through the HR Department.

6.4 Induction Policy

- 6.4.1 To ensure that a new employee settles down smoothly into the hospital so that he/she reaches standard level of performance as soon as possible.
- 6.4.2 To give maximum relevant information to the new employees in shortest time.
- 6.4.3 To eliminate the feeling of the uneasiness, apprehensions etc. in the new employee.
- 6.4.4 To enhance the image of the hospital as people friendly.
- 6.4.5 To help reducing the turnover of the employees.

6.5 Training Policy

6.5.1 Training is the process of imparting necessary knowledge, skills and attitude to the employees to enrich their existing knowledge, skills and attitudes, and develop newer ones.

6.5.2 **Induction:** This training is provided to all the new recruits at the time of joining. This training generally introduces the employees to the hospital's quality policy, vision, mission, hospital policies and procedures, employee's job description etc.

6.5.3 **On Job Training:** On-job training is imparted by the department leads. The training includes management of various risks associated with the care environment. Nursing staff, OT/ICU staff, housekeeping staff, laboratory staff, Dispensing unit, Imaging Dept. staff etc. are trained on infection control practices that include needle stick injury, hand wash practices, use of appropriate personal protective equipment's (PPEs) injection & infusion practices and bio-medical waste management practices.

6.5.4 **Change of Department/Rotation/Transfer:** Training is imparted to the employee at the time of Department/Rotation/Transfer to another department in order to make him familiar of the new department, roles and responsibilities of the employee and equipment etc.

6.5.5 **Advancement/introduction/charge in technology/equipment:** All concerned employee will be provided training to upgrade them to such situation. In case of installation of new equipment training is also provided by the service/installation engineer to all the concerned staff.

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6.5.6 Mock Drills: Mock drills will be conducted once in a year for employees to provide them practical experience of handling critical situation such as various emergency codes like fire etc.

6.6 Sexual Harassment policy

6.6.1 The hospital policy is to totally prohibit any form of sexual harassment in the way employees behave with each other.

6.6.2 This applies equally to relations between superior and subordinate as well as between peers.

6.6.3 Any incidents of sexual harassment will be viewed seriously under **Vishakha Committee.**

6.6.4 A complaint or report of sexual harassment will be immediately investigated and appropriate action will be taken against the offending employee or employees.

6.6.5. Such action will depend on the nature and seriousness of the offense and will include strict disciplinary action including termination of service.

6.7 Attendance and Working Hours

6.7.1 Working Hours: Employee in all departments / sections of the Hospital shall work for 48 hours a week which includes their tea & lunch breaks.

6.7.2 Attendance: All employees working in the hospital shall punch their attendance to the system.

6.7.3 Punctuality: All employees are expected to report for work as per the duty timings allotted. For those who report late for more than 15 minutes three occasions, every third occasions of late coming will count the loss of half leave.

6.7.4 Identification: All the employees are required to display the identity cards on their person while on duty.

6.7.5 Absenteeism: Unauthorized absenteeism in the Hospital results in disruption of the work in the Hospital besides making an employee liable for disciplinary action. In case of habitual/unauthorized absenteeism the management shall take suitable disciplinary action in accordance with the law.

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6.8 Employee Personal Record policy

6.8.1 An employee's personal file is maintained by the HR department.

6.8.2 The employee can access to his/her records by a written request to the HR manager HRD & Personal.

6.8.3 Once an employee leaves the organization or on cessation of his/her employment, the employee's file will be labeled as Ex-employee file.

7.0 PLANING AND PROCEDURES

7.1 Classification of Employee:

7.2 Annual Manpower Planning (Recruitment, Selection & Induction):

7.3.1 Manpower requirements of each department/section of the Hospital shall be determined and done. The manpower requirements so arrived, after approval of MS/HR manager (HRD & Personnel) shall constitute the approved strength of the department/section and shall form the basis of manpower as per approved by department/section.

7.3.2 Care must be taken that all recruitment exercise is done at a minimum cost and time.

7.3.3 **Interview Call:** All interview call shall be done through the telecom communication by HR Department.

7.3.4 Selection Process: Short listing of all 'CV' shall be done by HR Department with active involvement of the Departmental head. While recruiting manual employees their physical attributes shall be taken into consideration. Only those candidates, who fulfill the pre-defined minimum physical attributes, shall be recruited. All arrangements for interviews shall be carried out by the HR department with involvement of MS/HR manager (HRD & Personnel)

7.3.5 **Joining Formalities:** Every employee on joining would be required to fill up the following forms:

1. Employee application form.
2. P.F. Nomination form.
3. Two Passport size photograph.
4. Selected candidates should submit complete CV with proper address.
5. Selected candidates should submit all certificates, should be verified with all original certificates.

(Signature)

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7.3.6 Probation: All employees would be appointed on probation of six months. During this period performance would be reviewed. The performance review shall be initiated by the HRM (HR Department) Confirmation of the services of employees would be done only after successful completion of the probation period.

7.3.9 Employees' Rights and Responsibilities:

7.3.9.1 Employee Rights

7.3.9.1.1 To be aware of the hospital wide policies.

7.3.9.1.2 To be treated considerably and respectfully without any discrimination.

7.3.9.1.2 To be aware of the terms and conditions of his/her employment before joining the organization.

7.3.9.1.3 If any one believes that he/she has been the victim of any kind of harassment, or knows of another employee who has the right to, report it immediately to the HR department.

7.3.9.7.4 To seek the clarity on the targets to be achieved and the roles/ responsibilities associated with the task to be performed.

7.3.9.2 Employee Responsibilities

7.3.9.2.1 Employees are expected to work on their duty hours to support the Hospital's 24*7 operations and are also required to work overtime when the workload necessitates.

7.3.9.2.2 Employees shall be responsible for the equipment allocated to them and maintain it in accordance with the standard operating procedures.

7.3.9.2.3 Employees are expected to maintain proper discipline, professional ethics.

7.3.9.2.4 Employees are expected to plan leave well in advance and if unable to report to work on schedule he/she shall intimate to the department head.

7.3.9.2.5 Employees are responsible to maintain complete confidentiality of patient's information.

7.3.9.2.6 Employees shall be encouraged not to converse in their local vernacular language while in patient contact areas.

7.3.9.2.7 Employees are expected to maintain proper dress code.

7.3.9.2.8 Employees shall devote their time exclusively for the work assigned to them and do not engage in unwanted activities.

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- Be extra cautious at the corridor intersections, in front of swinging doors (especially when they do not have view panels), as blind corners and in congested areas.
- If you see some foreign material, loose wire, oil spill, etc. on the floor that may cause an accident, make sure it is removed as once.
- Never indulge in horseplay or practical jokes involving fire, acid, water, compressed air and other potentially dangerous things.
- Pay attention to all warning boards. Their signs caution you about dangerous and hazards is being administrated or oxygen cylinders are stored.
- Be familiar with your work procedure. All departments have within work procedures that include safety practice at work and handling equipment's.

7.4 Employees Personal Record:

Employee's Personal Record Contains:

7.4.1 Employees detail form with photograph.

7.4.2 Appointment Order Photocopy.

7.4.3 Employees Bio-data/CV.

7.4.4 Employees documents supporting his/her Educational Qualification in the order Matriculation, Inter, Degree, Post-Graduation, Professional courses.

7.4.5 Employees Health Record.

8.0 RECORDS:

8.1 All the below mentioned records shall be maintained for one year in the HRD like Attendance register, Late Mark Register, Movement Control Register & Leave Register.

9.0 Occupational Health Hazard

9.1 Vaccination: Our hospital is providing vaccination against vaccine preventable disease (HBV) to all employees those who are working in patient care areas and have direct contact with patients. Eg: Doctors, Nurses, Laboratory staff, Maintenance staff and Biomedical Engineers.

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Estd : 1989
NCISM College Code : AYU0153
MUHS College Code : 3401

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छत्रपती शाहू महाराज शिक्षण संस्था संचालित

आयुर्वेद महाविद्यालय व रुग्णालय

CHHATRAPATI SHAHU MAHARAJ SHIKSHAN SANSTHA'S

AYURVED MAHAVIDYALAYA & RUGNALAYA

(Recognized by National Commission for Indian System of Medicine, Ministry of AYUSH, Govt. of India, New Delhi & Affiliated to Maharashtra University of Health Sciences, Nashik.)



9.2 Vataghna Decoction: Our Hospital with the help of our Ayurvedic Pharmacy preparing & distributing Ayush COVID-19 presentation Decoction to the hospital employees during out breaks of COVID-19.

10.0 Hospital has Disciplinary System:

DISCIPLINARY ACTION RECORD

		Date of Counseling	
Staff Name		Conducted by Supervisor's Name	
Staff Designation		Supervisor Designation	
Department		Date of Misconduct	
Describe misconduct			
Staff explanation			
Supervisor's remark			
Specific action points for improvement		By whom	By when
Follow up meeting (if required)	Date		
Signature			
Line manager	Staff		Witness of necessary
For human resources			
For human resources Action			
Date	Action	Follow up date if any	Name Signature Date



[Signature]

Principal

Chhatrapati Shahu Maharaj Shikshan Sanstha's
Ayurved Mahavidyalaya & Rugnalaya,
Kanchanwadi, Chhatrapati Sambhajinagar.

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