UTTAR PRADESH STATE MEDICAL FACULTY

5, Sarvapally, Mall Avenue Road, Lucknow-226001
Phone: 0522 - 2238846, 2235965, 2235964
Website:www.upsmfac.org, Email-upmedicalfaculty@upsmfac.org

Ref. No 9027(12)/22 **Date** 14/09/2022

To,
Rohilkhand College of Nursing
Bareilly

Dear Mentor,

We are delighted to inform you that your institute has been selected as a **"Mentor Institute"** to partner with the Uttar Pradesh State Medical Faculty (UPSMF) in improving the quality of nursing education in the State of U.P.

As you may be aware, the Government of Uttar Pradesh, under the dynamic leadership of the Honourable Chief Minister Shri Yogi Adityanath, is laying a lot of stress in improving the quality of nursing education. We recognise that good quality nursing is the foundation on which a good health system is built.

You have been selected after following a very rigorous process in which experts have examined every aspect of functioning of your institution. That you have been selected is a testament to your adherence to the SOP and strict quality norms. Together we look forward to mentoring other nursing colleges/schools/institutions in our State so that they can also move up in the quality chain and the nurses produced are recognised as the best in the Country.

Regards,

Secretary


निरामयाः
Reforming Human Resource in Health

Memorandum of Association

Uttar Pradesh State Medical Faculty, Medical Education ("**UPSMF**") through Secretary UPSMF having its registered office, State Medical Faculty 5, Sarvapalli, The Mall Avenue, Lucknow, Uttar Pradesh 226001 (hereinafter referred to as "**Uttar Pradesh State Medical Faculty**" or **"UPSMF"** which expression shall unless repugnant to the context or meaning thereat be deemed to include its successors and permitted assigned in either case)

AND

Rohilkhand College of Nursing, Bareilly

(hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, Uttar Pradesh State Medical Faculty and Rohilkhand College of Nursing, Bareilly Mentor institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein mentor institutes (High performing institutes) have been identified which can support low-performing institutes ("**Mentee Institute(s)**") to perform better. This will be a mandatory improvement process wherein quality within each institution will be ensured and linked to incentives and penalties.
E. Nursing Institutes which demonstrate better quality while imparting the curricula, will work as a mentor institute and assist other Nursing Institutes ("**Mentee Institute(s)**") in improving quality of nursing education;
F. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of mentor institutes in Phase 1;
G. Rohilkhand College of Nursing, Bareilly is amongst one of the selected Mentor Institute.

NOW THEREFORE this Memorandum of Association (MOA) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on 02.12.2022 (hereinafter the '**Effective Date**') and shall continue for a period of 5 (five) years ending on 01.12.2027.

2. Obligations of the Parties

Mentor Institute

- Work to sustain and further their own clinical and teaching standards in consultations with UPSMF and Jhpiego.
- Ensure periodical assessment of compliance to quality standards in own institute and submission of action plan thereupon to UPSMF. Mentor Institute may also conduct peer assessment through other Mentor Institutes (recognized by UMSMF as Mentor Institutes). However, findings in assessment conducted through UPSMF shall be deemed as final.
- Identify 2 experts within institute for mentorship program and ensure their stability for at least 5 years. The key activities to be conducted by Mentors is explained in **Annexure A**
- Support at least 1 Mentee Institution each during Pilot Phase and Supportive Supervision Phase, in quality improvement process through Standard Based Management and Recognition (SBMR) process.
- Assist Mentee Institute in conducting assessment of compliance to quality standards in Mentee Institute.
- Ensure constitution of QI team in own institute and Mentee Institutes comprising 2 potential mentors +5 faculty members which will take over the role of technical support from UPSMF post 6 months of signing of MoA.
- Establish, at its own cost, Nursing Education Study Center (NESC) within the premise of Mentor Institute as per specifications mentioned in **Annexure B**.
- Inform UPSMF in case of separation from or joining to the Mentor Institute, any certified Mentor (faculty).
- Submit periodic update to UPSMF /Jhpiego to ensure the overall support and coordination.

Uttar Pradesh State Medical Faculty

- Train two faculty members identified by institutions as mentors and certify them as mentor in for their ability to take up mentoring role independently.
- Support in mapping mentor with mentee institutions for quality improvement process and developing monetary framework between them.
- Conduct periodical assessment of Mentor Institute and Mentee Institute as per the requirement of this MoA.
- Define guidelines for quality improvement and quality accreditation of Mentee Institutes.
- In discussion with Mentor Institute, facilitate peer evaluation of Mentee Institutes by other Mentor Institutes (recognized by UMSMF as Mentor Institutes) before external assessment by quality accreditation agency.
- Grade Mentor Institute based on their performance in mentoring and other nursing education initiatives.
- Inspect NESC developed by Mentor Institute and suggest improvements, if any.
- Issue necessary directives, guidelines, etc. from time-to-time to develop conducive environment for Supportive Supervision Program to continue.
- Integrate Supportive Supervision Program with other components of Mission Niramaya.

UPSMF will only provide need-based technical support to the Mentor Institute after successful constitution of QI team in Mentor and Mentee Institutes, or six months from signing of this MoA, whichever is earlier.

3. Cost of Training

UPSMF through its technical partner shall bear all the cost of lodging pertaining to trainings specified in Milestone 1B, whereas the respective Mentor Institute shall bear the travel cost pertaining to the abovementioned training. Cost of other trainings during Preparatory Phase and Pilot Phase to be borne between Mentor Institute and Mentee Institute *mutatis mutandis* as above. However, after successful completion of Pilot Phase, Mentor Institute may in discussion with Mentee Institute, devise mechanism for charging appropriate fee from Mentee Institute for Supportive Supervision services.

4. Cost of Assessment

Respective institute (Mentor Institute or Mentee Institute) shall bear the cost of assessment of compliance to quality standards in its own institute. For example, if assessment of compliance to quality standards is conducted in Mentee Institute, with the help of Mentor Institute or peer assessment through other Mentor Institute (recognized by UMSMF as Mentor Institutes) or team of UPSMF, the cost of such assessment shall be borne by Mentee Institute. Similarly, if assessment of compliance to quality standards is

conducted in Mentor Institute by the team of UPSMF or peer assessment through other Mentor Institute, the cost of such assessment shall be borne by Mentor Institute.

5. Movement of Experts

In case any one or more certified Mentor (faculty) decides to leave the certified Mentor Institute, for reasons beyond the control of certified Mentor Institute, rendering certified Mentor Institute without any certified Mentor (faculty), such certified Mentor Institute shall immediately identify and nominate another faculty from QI team of its institute to be a potential mentor and inform UPSMF about such separation and nomination. UPSMF shall within 15 days of receipt of such information, through its partners, conduct assessment of potential mentors proposed. In case, potential mentors qualify during assessment, UPSMF shall provide due certification to such potential mentor. In case, none of the potential mentors, as proposed qualify during assessment rendering Mentor Institute without any certified Mentor, provisions of Clause 8A of MoA shall prevail. Till the time UPSMF conducts assessment as mentioned above, such proposed mentor may discharge duties of Mentor (faculty) in the interim.

Should a new faculty join any certified Mentor Institute, who in its earlier employment was with another Mentor Institute and worked as certified Mentor (faculty), such Mentor Institute will ensure that faculty is part of QI team of the Mentor Institute and inform UPSMF about the joining. UPSMF shall cognize, assess and update the list of certified Mentor (faculty) available with the Mentor Institute. Should a faculty, who worked as certified Mentor (faculty), in its earlier employment with another Mentor Institute, joins any non-Mentor Institute, such faculty will cease to be a Mentor (faculty).

6. Implementation Plan

Milestone	Phase and Activities	Responsibilities	Timeline	Outcome	Minimum Threshold	Measurement Criteria
1	**Preparatory Phase**					
1A	Orientation programs for Mentor Institute	UPSMF	MoA Signing = T	Clarity of Mentor Institute on its role	100%	Signed MoA
1B	**Training of Participants from Mentor Institute**					
	- Nomination of prospective mentors by Mentor Institute	Mentor Institute	T + 7 days	At least 2 Mentor Trainer identified by Mentor Institute	100%	1. Letter confirming names of 2 Master Trainer by Mentor Institute, AND 2. Participants qualifying the ETS and CSS training package
	- Imparting Effective teaching skills and mentorship training	UPSMF	T + 14 days			
	- Imparting Clinical Standardization Training	UPSMF	T + 28 days			
1C	Training of Faculty of Mentor Institute by prospective mentors	Mentor Institute support from UPSMF	T + 60 days	Faculty of Mentor Institutes gained desired understanding of Quality Standards	At least 50% faculty members in Mentor Institute trained of which 5 are trained as trainers in addition to 2 prospective mentors	Participants qualifying the ETS and CSS training package
1D	Identification of resources for Nursing Education Study Center (NESC)	Mentor Institute	T + 30 days	Identification of Space & SPOC for NESC	Not Applicable	Photographs of location and contact details of SPOC shared with covering letter by Mentor Institute
2	**Pilot Phase**					
2A	Identification of Mentee Institute for piloting the Supportive Supervision	Mentor Institute & UPSMF	T + 20 days	1 Mentee Institute onboarded	100%	Signed MoU between Mentor Institute, Mentee Institute
2B	Process of quality improvement initiated with Mentee Institute	Mentor Institute	T+30 days	SBMR orientation, Baseline and action planning	100%	1. Mentee institute QI team constituted (2 potential mentors +5 faculty members) 2. SBMR Baseline assessment score and action plan shared
2C	Training of Faculty of Mentee Institute by Master Trainers of Mentor Institutes (continuous need-based support by Mentor Institute to attain the target)	Mentor Institute support from UPSMF	T + 80 days	2 Faculty of Mentee Institutes gained desired understanding of Quality Standards	At least 2 faculty members in Mentee Institute trained as prospective mentors for Mentee Institute	Participants qualifying the ETS and CSS training package
2D	Assessment of Quality Standards in Mentee Institute	UPSMF	T + 110 days	Faculty of Mentee Institutes achieve teaching, demonstration and coaching skills	85% of faculty	Assessment through UPSMF

Milestone	Phase and Activities	Responsibilities	Timeline	Outcome	Minimum Threshold	Measurement Criteria
2E	Assessment of Quality Standards in Mentor Institute	UPSMF Mentor Institute	Quarterly	Faculty of Mentor Institutes achieve teaching, demonstration and coaching skills	85% of faculty	1. Submission of quarterly internal assessment SBMR score and action plan by Mentor Institute 2. Validation SBMR score by UPSMF (at least twice a year)
2F	Development of potential financial packages between Mentor and Mentee Institutes	Mentor Institute support from UPSMF	T + 120 days	Outcome based flexible financial package with at least 2 options for Mentee Institute	100%	Financial Package incorporated in draft MoA between Mentor and Mentee Institutes
2G	Draft MoA between Mentor and Mentee Institute developed	Mentor Institute support from UPSMF	T + 130 days	Draft MoA	Not Applicable	Copy of Draft MoA issued by UPSMF
2H	Establishment of Nursing Education Study Center (NESC)	Mentor Institute	T + 75 days	- Development of Space, - Deployment of requisite HR - Development of repository of resource material (hard & soft)	100%	Inspection through UPSMF
3	**Supportive Supervision Phase**					
3A	Identification of at least 1 Mentee Institute for Supportive Supervision	Mentor Institute support from UPSMF	T + 140 days	Mentee Institutes onboarded	100%	Signed MoA between Mentor Institute, Mentee Institute
3B	Process of quality improvement initiated with Mentee Institute	Mentor Institute	T+150 days	SBMR orientation, Baseline and action planning	100%	1. Mentee institute QI team constituted (2 potential mentors +5 faculty members) 2. SBMR Baseline assessment score and action plan shared
3C	Training of Faculty of Mentee Institute by Master Trainers of Mentor Institutes independently (continuous need-based support by Mentor Institute to attain the target)	Mentor Institute support from UPSMF	T + 180 days	2 Faculty of Mentee Institutes gained desired understanding of Quality Standards	At least 2 faculty members in Mentee Institute trained as prospective mentors for Mentee Institute	Participants qualifying the ETS and CSS training package
3D	Assessment of Quality Standards in Mentee Institute	UPSMF	T + 210 days	Faculty of Mentee Institutes achieve teaching, demonstration and coaching skills	85% of faculty	Assessment through UPSMF
3E	Certification of Mentors (Potential Mentors)	UPSMF	T + 220 days	Faculty of at least 2 Mentee Institutes achieve teaching, demonstration and coaching skills	100%	Mentor certificate issued through UPSMF based on positive feedback received in the feedback tool from 75% trainees (faculty) of Mentee Institutes

Milestone	Phase and Activities	Responsibilities	Timeline	Outcome	Minimum Threshold	Measurement Criteria
3F	Certification of Mentors (Mentor Institutes)	UPSMF	T + 220 days	Successful completion of Supportive Supervision of at least 2 Mentee Institutes (including Pilot Phase)	100%	Assessment through UPSMF
4	**Progress Monitoring & Knowledge Management**					
4A	Monthly Review Meeting (under PS, ME, GoUP)	UPSMF	Fortnightly	Progress, achievement & challenges shared by Mentor Institute and UPSMF against targets / action points	Not Applicable	Meeting Minutes issued by UPSMF
4B	Documentation of quality improvement journey, innovation, best practices	Mentor Institute	Bi-monthly	Case studies, video, pictures, certificates, etc.	Not Applicable	Published resource material by Mentor Institute
4C	Active participation in Nursing Education Technical Support Group (NETSG to be formed) and community of practice	Mentor Institute	As per Scheduled invitation	- Named key resource person for NETSG and community of practice - Ensured active participation of staff in these forums	100%	Participant's attendance
4D	Assessment of Quality Standards in Mentor Institute	Mentor Institute	Quarterly	Faculty of Mentor Institutes achieve teaching, demonstration and coaching skills	85% of faculty	1. Submission of quarterly internal assessment SBMR score and action plan by Mentor Institute 2. Validation of SBMR score by UPSMF (at least twice a year)

7. Data Collection, Storage and Publishing

Data on the quality improvement standards, input, and process-based indicators will be part of the State medical faculty database and will be published from time to time as per the decided timelines by UPSMF. Mentor Institute will support UPSMF in providing the data, pertaining to the Supportive Supervision Program, as sought by UPSMF from time to time.

8. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted under the chairmanship of Principal Secretary, Medical Education, Government of Uttar Pradesh and his/her team once every month.

In the review meeting, Mentor institute would present on ground status update against the targets, consolidated insights from data collected and highlight areas of improvement which can be shared be shared with relevant stakeholders
Based on the update, the decisions will be made regarding:

- Stakeholder wise action items with timelines;
- Solutions for identified gaps / challenges identified;
- Any other area requiring problem solving.

9. Termination of MOA

Condition for Termination: MoA may be terminated in case of any of the following:

A. Termination on default by Mentor Institute

UPSMF may terminate the MoA, if Mentor Institute fails to:

- Maintain a minimum of 85 percent of established standards during periodic assessments; or
- Obtain Certificate of Mentor from UPSMF; and / or
- Support in improving minimum 4 mentor institutes annually to ensure the status of Mentor Institute, where annual period shall start from Certificate of Mentor issued to Mentor Institute by UPSMF; and / or
- Institutionalize and operationalize QI teams in Mentor and Mentee Institutes; and / or
- Submit quarterly assessment report for 3 consecutive quarters; and / or
- Operate Nursing Education Study Center (NESC); and / or
- Retain at least 2 potential mentors as certified by UPSMF for a continuous period of 6 months; and / or
- Adhere to material terms of this MoA.

In case of any of the above default, UPSMF will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In

Milestone	Phase and Activities	Responsibilities	Timeline	Outcome	Minimum Threshold	Measurement Criteria
3F	Certification of Mentors (Mentor Institutes)	UPSMF	T + 220 days	Successful completion of Supportive Supervision of at least 2 Mentee Institutes (including Pilot Phase)	100%	Assessment through UPSMF
4	**Progress Monitoring & Knowledge Management**					
4A	Monthly Review Meeting (under PS, ME, GoUP)	UPSMF	Fortnightly	Progress, achievement & challenges shared by Mentor Institute and UPSMF against targets / action points	Not Applicable	Meeting Minutes issued by UPSMF
4B	Documentation of quality improvement journey, innovation, best practices	Mentor Institute	Bi-monthly	Case studies, video, pictures, certificates, etc.	Not Applicable	Published resource material by Mentor Institute
4C	Active participation in Nursing Education Technical Support Group (NETSG to be formed) and community of practice	Mentor Institute	As per Scheduled invitation	- Named key resource person for NETSG and community of practice - Ensured active participation of staff in these forums	100%	Participant's attendance
4D	Assessment of Quality Standards in Mentor Institute	Mentor institute	Quarterly	Faculty of Mentor Institutes achieve teaching, demonstration and coaching skills	85% of faculty	1. Submission of quarterly internal assessment SBMR score and action plan by Mentor Institute 2. Validation of SBMR score by UPSMF (at least twice a year)

case, Mentor Institute fails to rectify the default within the Cure Period, UPSMF may terminate the MoA with immediate effect.

B. Termination on completion of MoA Duration

MoA will get terminated on completion of MoA Duration as specified herein unless mutually extended by Parties in writing.

C. Termination on MoA becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoA substantially or completely unenforceable, either Party may terminate this MoA with immediate effect.

D. Termination by 30 business days' notice

Either party may terminate this MoA for any reason on 30 business days' notice to the other party.

10. Communication

Any communication or other document which may be shared by either Party under this MoA shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MoA, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

U.P.State Medical Faculty	**Mentor Institute**
Contact: Secretary Tel: 0522-2235964 Email: upmedicalfaculty@upsmfac.org	Contact:Principal Tel: 9368382930 Email: priyankaamasih21@gmail.com

11. Amendment

Any amendment to this MoA shall be made by mutual written consent of both the Parties.

12. Governing Law and Dispute resolution:

This MoA shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Principal Secretary, Medical Education and Training, Government of Uttar Pradesh.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

U.P. State Medical Faculty By Name: Dr. Alok Kumar Title: Secretary Secretary U.P. State Medical Faculty LUCKNOW In the presence of: Witness: Name:	Rohilkhand College of Nursing, Bareilly By Name: Dr. Priyanka Masih Title: Principal Principal Rohilkhand College of Nursing Bareilly In the presence of: Witness: Name:

Annexure A

Key activities of proposed mentor faculty during quality improvement process

- Undergo mentorship training and relevant process under guidance of TA (technical agency) to attain mentor certificate.
- Conduct all relevant trainings of own faculty and take forward the SBMR process in their own institutes.
- Will coordinate with Mentee Institute for taking forward the quality improvement process in their institutes.
- Facilitate in identification of resource persons from Mentee Institutes.
- Coordinate with Mentee Institute to select the package for quality improvement.
- Facilitate Standard Based Management and Recognition process in Mentee Institutes.
- Facilitate periodic assessments and action planning.
- Conduct reviews with Mentee Institutes, authorities and staff.
- Coordinate with different stakeholders of Mentee Institute and their own institute.
- Coordinate with UPSMF and TA during the mentorship process.

Annexure B

- Exclusive space at least 400 sft. with seating arrangement (At least 10) for any visitors to learn about quality nursing education
- Identify one accountable person (from existing faculty) who would look into overall operations and share
- correspondence contact details (email, contact number, etc.)
- Ensure availability competent technical HR for NESC to coordinate visits and respond to queries of aspirants
- Compile repository of resource material (hard & soft)
- Documentation of quality improvement journey, innovations, best practices (case studies, videos, pictures, certificates, etc.)
- Set up virtual platforms for remote access (optional)
- Ensuring stay arrangements for visitor whether paid or unpaid



MEMORANDUM OF UNDERSTANDING

Between School of Nursing, Christian Hospital, Kasganj And Rohilkhand College of Nursing, Bareilly

OCTOBER 3, 2023

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

School of Nursing, Christian Hospital, Kasganj (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, Rohilkhand College of Nursing, Bareilly Mentor Institute and School of Nursing, Christian Hospital, Kasganj Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. Rohilkhand College of Nursing, Bareilly is amongst one of the selected Mentor Institute;
G. School of Nursing, Christian Hospital, Kasganj has expressed its willingness to work with Rohilkhand College of Nursing, Bareilly to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program where in Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on 03/10/2023 (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on 02/10/2024.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)

- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- In discussion with Mentor Institute, facilitate joint physical validation of performance standards of institute, for baseline assessment of nursing education using performance standards tool; and on this basis identify the areas of improvement and drawn an action plan for improvement.
- In discussion with its Faculty, Principal & Owner, identify the areas of improvement where it needs support from a Mentor Institute and the areas where they can do self-improvement.
- In discussion with Mentor Institute, jointly develop an action plan incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to work with Mentor Institute for self-quality improvement.
- Work with Mentor Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Ensure timely availability of resources for delivery of quality improvement program as per mode of engagement / intervention decided.
- Ensure in time and spirits, due participation of its faculty in training and other interventions jointly planned with Mentor Institute.
- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
- Share the quarterly self-assessment of performance standards and action plan with Mentor Institute.
- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

In the review meeting, Mentee institute and Mentor Institute will jointly present on ground status update against the targets, consolidated insights from interventions, areas of improvement which needs to be factored in the action plan.

A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

6. Termination of MOU

Condition for Termination: MOU may be terminated in case of any of the following:

A. Termination on default by Mentor Institute

Mentee Institute may terminate the MOU, if Mentor Institute fails to:

- Develop an action plan in discussion with Mentee Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Delays in delivery of the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified and such delays continues for a period of 90 days; and / or
- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
- Mentee Institute is in breach of Clause 3 and 4 of this MOU; and / or
- Mentee Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentee Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentor Institute will issue a Default Notice asking Mentee Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentee Institute fails to rectify the default within the Cure Period, Mentor Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

7. Communication

Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	School of Nursing, Christian Hospital, Kasganj Tel: Fax: Email: nursingschoolchk@gmail.com Contact: 9675262555 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly By Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly, (U.P.), 243006	School of Nursing, Christian Hospital, Kasganj By Name: Dr. Neena Lyall Title: Director, School of Nursing, Christian Hospital, Kasganj In the presence of: Witness: Name: Mr. Mohd. Adnan, Principal, School of Nursing, Christian Hospital, Kasganj Address: School of Nursing, Christian Hospital, Kasganj, (U.P.), 207123



MEMORANDUM OF UNDERSTANDING

Between Chandralok Institute Of Medical Science, Bareilly And Rohilkhand College Of Nursing, Bareilly

Date of signing MoU

14/07/2023

Memorandum of Understanding

Rohilkhand College Of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Chandralok Institute Of Medical Sciences, Bareilly (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College Of Nursing, Bareilly* Mentor Institute and *Chandralok Institute Of Medical Sciences, Bareilly* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute(low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College Of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Chandralok Institute Of Medical Sciences, Bareilly* has expressed its willingness to work with *Rohilkhand College Of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on ***14/07/2023*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **13/07/2024**.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual)and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)

- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- In discussion with Mentor Institute, facilitate joint physical validation of performance standards of institute, for baseline assessment of nursing education using performance standards tool; and on this basis identify the areas of improvement and drawn an action plan for improvement.
- In discussion with its Faculty, Principal & Owner, identify the areas of improvement where it needs support from a Mentor Institute and the areas where they can do self-improvement.
- In discussion with Mentor Institute, jointly develop an action plan incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to work with Mentor Institute for self-quality improvement.
- Work with Mentor Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Ensure timely availability of resources for delivery of quality improvement program as per mode of engagement / intervention decided.
- Ensure in time and spirits, due participation of its faculty in training and other interventions jointly planned with Mentor Institute.
- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
- Share the quarterly self-assessment of performance standards and action plan with Mentor Institute.
- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

In the review meeting, Mentee institute and Mentor Institute will jointly present on ground status update against the targets, consolidated insights from interventions, areas of improvement which needs to be factored in the action plan.

A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

6. Termination of MOU

Condition for Termination: MOU may be terminated in case of any of the following:

A. Termination on default by Mentor Institute

Mentee Institute may terminate the MOU, if Mentor Institute fails to:

- Develop an action plan in discussion with Mentee Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Delays in delivery of the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified and such delays continues for a period of 90 days; and / or
- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would causea material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days (**'Cure Period'**) and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
- Mentee Institute is in breach of Clause 3 and 4 of this MOU; and / or
- Mentee Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would causea material adverse effect to the execution of this MOU; and / or
- Mentee Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentor Institute will issue a Default Notice asking Mentee Institute to rectify the default within 30 days (**'Cure Period'**) and submit the compliance report. In case, Mentee Institute fails to rectify the default within the Cure Period, Mentor Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

7. Communication

Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	*Chandralok Institute Of Medical Sciences, Bareilly* Tel: 0581 - 2520216 Fax: 0581 - 2520216 Email: chandralokinstitutebareilly@gmail.com Contact: 8859491000 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly By 14/07/2023 Principal Rohilkhand College of Nursing Bareilly Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	*Chandralok Institute Of Medical Sciences, Bareilly* By Neema J. Singh Name: Mrs. Neema J Singh Title: Principal Principal Chandralok Institute of Medical Sciences Bareilly In the presence of: Witness: Name: Mr. Sudhanshu Mishra, Manager, Chandralok Institute Of Medical Sciences, Bareilly Address: Rajau Paraspur, Post & Tehsil-Faridpur, Bareilly, (U.P.), 243123



MEMORANDUM OF UNDERSTANDING

Between Sanjay Gandhi School of Nursing, Puranpur And Rohilkhand College Of Nursing, Bareilly

Date of signing MoU

22/07/2023

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Sanjay Gandhi School of Nursing, Puranpur (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College of Nursing, Bareilly* Mentor Institute and *Sanjay Gandhi School of Nursing, Puranpur* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Sanjay Gandhi School of Nursing, Puranpur* has expressed its willingness to work with *Rohilkhand College of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on ***22/07/2023*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **21/07/2024**.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)

- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- In discussion with Mentor Institute, facilitate joint physical validation of performance standards of institute, for baseline assessment of nursing education using performance standards tool; and on this basis identify the areas of improvement and drawn an action plan for improvement.
- In discussion with its Faculty, Principal & Owner, identify the areas of improvement where it needs support from a Mentor Institute and the areas where they can do self-improvement.
- In discussion with Mentor Institute, jointly develop an action plan incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to work with Mentor Institute for self-quality improvement.
- Work with Mentor Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Ensure timely availability of resources for delivery of quality improvement program as per mode of engagement / intervention decided.
- Ensure in time and spirits, due participation of its faculty in training and other interventions jointly planned with Mentor Institute.
- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
- Share the quarterly self-assessment of performance standards and action plan with Mentor Institute.
- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

In the review meeting, Mentee institute and Mentor Institute will jointly present on ground status update against the targets, consolidated insights from interventions, areas of improvement which needs to be factored in the action plan.

A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

6. Termination of MOU

Condition for Termination: MOU may be terminated in case of any of the following:

A. Termination on default by Mentor Institute

Mentee Institute may terminate the MOU, if Mentor Institute fails to:

- Develop an action plan in discussion with Mentee Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Delays in delivery of the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified and such delays continues for a period of 90 days; and / or
- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would causea material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days (**'Cure Period'**) and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
- Mentee Institute is in breach of Clause 3 and 4 of this MOU; and / or
- Mentee Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentee Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentor Institute will issue a Default Notice asking Mentee Institute to rectify the default within 30 days (**'Cure Period'**) and submit the compliance report. In case, Mentee Institute fails to rectify the default within the Cure Period, Mentor Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

7. Communication

Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	Sanjay Gandhi School of Nursing, Puranpur Tel: Fax: Email: sanjaynursing@rediffmail.com Contact: 7088187800 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly	Sanjay Gandhi School of Nursing, Puranpur
By Principal Rohilkhand College of Nursing Bareilly Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	By Mrs Rajveer Kaur Principal Sanjay Gandhi School of N... Puranpur Pilibhit (...) Name: Mrs. Rajveer Kaur Title: Principal In the presence of: Witness: Name: Address: Nabadia Sultanpur P.O. Udaikaranpur, Teh- Puranpur, Distt. Pilibhit, (U.P.), 262122

निरामयाः
Reforming Human Resource in Health

MEMORANDUM OF UNDERSTANDING

Between Hari Bandhu Nursing & Paramedical Institute, Varanasi And Rohilkhand College Of Nursing, Bareilly

Date of signing MoU

19/07/2023

Memorandum of Understanding

Rohilkhand College Of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Hari Bandhu Nursing & Paramedical Institute, Varanasi (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College Of Nursing, Bareilly* Mentor Institute and *Hari Bandhu Nursing & Paramedical Institute, Varanasi* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College Of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Hari Bandhu Nursing & Paramedical Institute, Varanasi* has expressed its willingness to work with *Rohilkhand College Of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on ***19/07/2023*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **18/07/2024**.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual)and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)

- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- In discussion with Mentor Institute, facilitate joint physical validation of performance standards of institute, for baseline assessment of nursing education using performance standards tool; and on this basis identify the areas of improvement and drawn an action plan for improvement.
- In discussion with its Faculty, Principal & Owner, identify the areas of improvement where it needs support from a Mentor Institute and the areas where they can do self-improvement.
- In discussion with Mentor Institute, jointly develop an action plan incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to work with Mentor Institute for self-quality improvement.
- Work with Mentor Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Ensure timely availability of resources for delivery of quality improvement program as per mode of engagement / intervention decided.
- Ensure in time and spirits, due participation of its faculty in training and other interventions jointly planned with Mentor Institute.
- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
- Share the quarterly self-assessment of performance standards and action plan with Mentor Institute.
- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

In the review meeting, Mentee institute and Mentor Institute will jointly present on ground status update against the targets, consolidated insights from interventions, areas of improvement which needs to be factored in the action plan.

A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

6. Termination of MOU

Condition for Termination: MOU may be terminated in case of any of the following:

A. Termination on default by Mentor Institute

Mentee Institute may terminate the MOU, if Mentor Institute fails to:

- Develop an action plan in discussion with Mentee Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Delays in delivery of the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified and such delays continues for a period of 90 days; and / or
- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
- Mentee Institute is in breach of Clause 3 and 4 of this MOU; and / or
- Mentee Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
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C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

7. Communication

Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	Hari Bandhu Nursing & Paramedical Institute, Varanasi Tel: 0542 - 2591100 Fax: 0542 - 2591100 Email: haribandhutrust@gmail.com Contact: 8072094165 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly By Principal Rohilkhand College of Nursing Bareilly Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	Hari Bandhu Nursing & Paramedical Institute, Varanasi By Principal Hari Bandhu Nursing & Paramedical Institute Madhukar Nagar Colony Ruppanpur Natue Varanasi Name: Mr. S Vijaya Kumar Title: Principal In the presence of: Witness: Name: Mrs. Sajeetha, Senior Nursing Tutor, Hari Bandhu Nursing & Paramedical Institute, Varanasi Address: Madhukar Nagar Colony, Ruppanpur Natui, Sarnath, Varanasi (U.P.), 221007

निरामयाः
Reforming Human Resource in Health

MEMORANDUM OF UNDERSTANDING

Between Vardan College of Nursing, Bareilly And Rohilkhand College Of Nursing, Bareilly

Date of signing MoU

27/07/2023

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Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Vardan College of Nursing, Bareilly (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College of Nursing, Bareilly* Mentor Institute and *Vardan College of Nursing, Bareilly* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Vardan College of Nursing, Bareilly* has expressed its willingness to work with *Rohilkhand College of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute

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will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on ***27/07/2023*** (hereinafter the **'Effective Date'**) and shall continue for a period of 1 (one) years ending on **26/07/2024.**

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
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- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF would provide the activity tracker and tool to track progress on performance standards)

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- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
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- Provide any other support required for overall coordination of Supportive Supervision Program.

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3. Anti-poaching

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- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

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- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would causea material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days (**'Cure Period'**) and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

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- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
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C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

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Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	Vardan College of Nursing, Bareilly Tel: 0581- 2510507 Fax: Email: vardancollege1@gmail.com Contact: 8077871622 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

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IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly	Vardan College of Nursing, Bareilly
By Principal Rohilkhand College of Nursing Bareilly Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	By PRINCIPAL VARDAN COLLEGE OF NURSING Name: Mr. Akhil Rodgers Title: Principal In the presence of: Witness: Name: Mrs. Sarita Jacob, Vice-Principal, Vardan College of Nursing, Bareilly Address: Village – Kaimua Tehsil Aonla, Bareilly, (U.P.), 243402

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MEMORANDUM OF UNDERSTANDING

Between Sanjay Gandhi School of Nursing, Puranpur And Rohilkhand College Of Nursing, Bareilly

MAY 20, 2025

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Sanjay Gandhi School of Nursing, Puranpur (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College of Nursing, Bareilly* Mentor Institute and *Sanjay Gandhi School of Nursing, Puranpur* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Sanjay Gandhi School of Nursing, Puranpur* has expressed its willingness to work with *Rohilkhand College of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on **20*/05/2025*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **19/05/2026**.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
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- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)

- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

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3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

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- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would causea material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
- Mentee Institute is in breach of Clause 3 and 4 of this MOU; and / or
- Mentee Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
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C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

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Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	Sanjay Gandhi School of Nursing, Puranpur Tel: Fax: Email: sanjaynursing@rediffmail.com Contact: 7088187800 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year herein above first written.

Rohilkhand College of Nursing, Bareilly	Sanjay Gandhi School of Nursing, Puranpur
By Principal Rohilkhand College of Nursing Bareilly Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	By Mrs Rajveer Kaur Principal Sanjay Gandhi School of Nursing Puranpur Pilibhit (U.P.) Name: Mrs. Rajveer Kaur Title: Principal In the presence of: Witness: MR. GYAN PRAKASH GUPTA Name: Address: Nabadia Sultanpur P.O. Udaikaranpur, Teh- Puranpur, Distt. Pilibhit, (U.P.), 262122



MEMORANDUM OF UNDERSTANDING

Between Ganga Sheel School of Nursing, Bareilly And Rohilkhand College Of Nursing, Bareilly

DECEMBER 10, 2024

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Ganga Sheel School of Nursing, Bareilly (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College of Nursing, Bareilly* Mentor Institute and *Ganga Sheel School of Nursing, Bareilly* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Ganga Sheel School of Nursing, Bareilly* has expressed its willingness to work with *Rohilkhand College of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on **10*/12/2024*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **09/12/2025.**

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)

- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- In discussion with Mentor Institute, facilitate joint physical validation of performance standards of institute, for baseline assessment of nursing education using performance standards tool; and on this basis identify the areas of improvement and drawn an action plan for improvement.
- In discussion with its Faculty, Principal & Owner, identify the areas of improvement where it needs support from a Mentor Institute and the areas where they can do self-improvement.
- In discussion with Mentor Institute, jointly develop an action plan incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to work with Mentor Institute for self-quality improvement.
- Work with Mentor Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Ensure timely availability of resources for delivery of quality improvement program as per mode of engagement / intervention decided.
- Ensure in time and spirits, due participation of its faculty in training and other interventions jointly planned with Mentor Institute.
- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
- Share the quarterly self-assessment of performance standards and action plan with Mentor Institute.
- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

In the review meeting, Mentee institute and Mentor Institute will jointly present on ground status update against the targets, consolidated insights from interventions, areas of improvement which needs to be factored in the action plan.

A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

6. Termination of MOU

Condition for Termination: MOU may be terminated in case of any of the following:

A. Termination on default by Mentor Institute

Mentee Institute may terminate the MOU, if Mentor Institute fails to:

- Develop an action plan in discussion with Mentee Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Delays in delivery of the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified and such delays continues for a period of 90 days; and / or
- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would causea material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
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C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

7. Communication

Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	Ganga Sheel School of Nursing, Bareilly Tel: Fax: Email: principalgssn@gmail.com Contact: 9991418383 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly	Ganga Sheel School of Nursing, Bareilly
By Name: Dr. Priyanka A Masih Title: Principal Principal Rohilkhand College of Nursing Bareilly In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	By Name: Dr. Rajendra Kumar Sharma Title: Principal PRINCIPAL Ganga Sheel School of Nursing Bareilly (U.P.) In the presence of: Witness: Name: AKANSH ALEXANDER ASSISTANT PROFESSOR, GANGA SHEEL SCHOOL OF NURSING, BAREILLY Address: Village – Manpuria Janki Prasad, Bisalpur Road, Bareilly, (U.P.), 243123

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MEMORANDUM OF UNDERSTANDING

Between Chandralok Institute Of Medical Science, Bareilly And Rohilkhand College Of Nursing, Bareilly

DECEMBER 10, 2024

Memorandum of Understanding

Rohilkhand College Of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Chandralok Institute Of Medical Sciences, Bareilly (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College Of Nursing, Bareilly* Mentor Institute and *Chandralok Institute Of Medical Sciences, Bareilly* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute(low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College Of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Chandralok Institute Of Medical Sciences, Bareilly* has expressed its willingness to work with *Rohilkhand College Of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

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This Agreement shall come into effect on **10*/12/2024*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **09/12/2025**.

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would provide the activity tracker and tool to track progress on performance standards)

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MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

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Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	*Chandralok Institute Of Medical Sciences, Bareilly* Tel: 0581 - 2520216 Fax: 0581 - 2520216 Email: chandralokinstitutebareilly@gmail.com Contact: 8859491000 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly	*Chandralok Institute Of Medical Sciences, Bareilly*
By Name: Dr. Priyanka A Masih Title: Principal Principal Rohilkhand College of Nurs... Bareilly In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	By Neena J Singh Chandralok Institute Of Medical Sciences Vill. & P.O. Rajau Paraspur Teh. Faridpur Distt. Bly. (U.P.) Name: Mrs. Neenia J Singh Title: Principal In the presence of: Witness: Name: Mr. Anurag, Manager, Chandralok Institute Of Medical Sciences, Bareilly Address: Rajau Paraspur, Post & Tehsil-Faridpur, Bareilly, (U.P.), 243123

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MEMORANDUM OF UNDERSTANDING

Between Hari Bandhu Nursing & Paramedical Institute, Varanasi And Rohilkhand College Of Nursing, Bareilly

DECEMBER 10, 2024

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Hari Bandhu Nursing & Paramedical Institute, Varanasi (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College of Nursing, Bareilly* Mentor Institute and *Hari Bandhu Nursing & Paramedical Institute, Varanasi* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Hari Bandhu Nursing & Paramedical Institute, Varanasi* has expressed its willingness to work with *Rohilkhand College of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on **10*/12/2024*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **09/12/2025.**

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)

- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- In discussion with Mentor Institute, facilitate joint physical validation of performance standards of institute, for baseline assessment of nursing education using performance standards tool; and on this basis identify the areas of improvement and drawn an action plan for improvement.
- In discussion with its Faculty, Principal & Owner, identify the areas of improvement where it needs support from a Mentor Institute and the areas where they can do self-improvement.
- In discussion with Mentor Institute, jointly develop an action plan incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to work with Mentor Institute for self-quality improvement.
- Work with Mentor Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Ensure timely availability of resources for delivery of quality improvement program as per mode of engagement / intervention decided.
- Ensure in time and spirits, due participation of its faculty in training and other interventions jointly planned with Mentor Institute.
- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
- Share the quarterly self-assessment of performance standards and action plan with Mentor Institute.
- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

In the review meeting, Mentee institute and Mentor Institute will jointly present on ground status update against the targets, consolidated insights from interventions, areas of improvement which needs to be factored in the action plan.

A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

6. Termination of MOU

Condition for Termination: MOU may be terminated in case of any of the following:

A. Termination on default by Mentor Institute

Mentee Institute may terminate the MOU, if Mentor Institute fails to:

- Develop an action plan in discussion with Mentee Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Delays in delivery of the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified and such delays continues for a period of 90 days; and / or
- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would causea material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
- Mentee Institute is in breach of Clause 3 and 4 of this MOU; and / or
- Mentee Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentee Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentor Institute will issue a Default Notice asking Mentee Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentee Institute fails to rectify the default within the Cure Period, Mentor Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

7. Communication

Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	*Hari Bandhu Nursing & Paramedical Institute, Varanasi* Tel: 0542-2591100 Fax: 0542-2591100 Email: haribandhutrust@gmail.com Contact: 8072094165 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly	*Hari Bandhu Nursing & Paramedical Institute, Varanasi*
By Principal Rohilkhand College of Nursing Bareilly Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	By Principal Hari Bandhu Nursing & Paramedical Institute Madhukar Nagar Colony Ruppanpur Natue Varanasi Name: Mr. S Vijaya Kumar Title: Principal In the presence of: Witness: Name: Mrs. Sajeetha, Senior Nursing Tutor, Hari Bandhu Nursing & Paramedical Institute, Varanasi Address: Madhukar Nagar Colony, Ruppanpur Natui, Sarnath, Varanasi (U.P.), 221007



MEMORANDUM OF UNDERSTANDING

Between Varun Arjun College of Nursing, Banthra, Shahjahanpur And Rohilkhand College Of Nursing, Bareilly

Date of signing MoU

23/09/2023

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Varun Arjun College of Nursing, Banthra, Shahjahanpur (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College of Nursing, Bareilly* Mentor Institute and *Varun Arjun College of Nursing, Banthra, Shahjahanpur* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Varun Arjun College of Nursing, Banthra, Shahjahanpur* has expressed its willingness to work with *Rohilkhand College of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on ***23/09/2023*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **22/09/2024**.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)
- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
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- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

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A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

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A. Termination on default by Mentor Institute

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- Delays in delivery of the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified and such delays continues for a period of 90 days; and / or
- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
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- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
- Mentee Institute is in breach of Clause 3 and 4 of this MOU; and / or
- Mentee Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentee Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

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C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

7. Communication

Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	Varun Arjun College of Nursing, Banthra, Shahjahanpur Tel: 05842-276507 Fax: Email: vacn2019@gmail.com Contact: 9412151327 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly By Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	Varun Arjun College of Nursing, Banthra, Shahjahanpur By Name: Mr. Deepak Pachaury Title: Vice-Principal In the presence of: Witness: Name: Ms. Renuka, Nursing Tutor, Varun Arjun College of Nursing, Banthra, Shahjahanpur Address: Varun Arjun Medical College & Rohilkhand Hospital, Banthra, Shahjahanpur, (U.P.), 242307



MEMORANDUM OF UNDERSTANDING

Between Ganga Sheel School of Nursing, Bareilly And Rohilkhand College Of Nursing, Bareilly

Date of signing MoU

14/08/2023

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Ganga Sheel School of Nursing, Bareilly (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College of Nursing, Bareilly* Mentor Institute and *Ganga Sheel School of Nursing, Bareilly* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Ganga Sheel School of Nursing, Bareilly* has expressed its willingness to work with *Rohilkhand College of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on ***14/08/2023*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **13/08/2024**.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)
- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- In discussion with Mentor Institute, facilitate joint physical validation of performance standards of institute, for baseline assessment of nursing education using performance standards tool; and on this basis identify the areas of improvement and drawn an action plan for improvement.
- In discussion with its Faculty, Principal & Owner, identify the areas of improvement where it needs support from a Mentor Institute and the areas where they can do self-improvement.
- In discussion with Mentor Institute, jointly develop an action plan incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to work with Mentor Institute for self-quality improvement.
- Work with Mentor Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Ensure timely availability of resources for delivery of quality improvement program as per mode of engagement / intervention decided.
- Ensure in time and spirits, due participation of its faculty in training and other interventions jointly planned with Mentor Institute.
- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
- Share the quarterly self-assessment of performance standards and action plan with Mentor Institute.
- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

In the review meeting, Mentee institute and Mentor Institute will jointly present on ground status update against the targets, consolidated insights from interventions, areas of improvement which needs to be factored in the action plan.

A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

6. Termination of MOU

Condition for Termination: MOU may be terminated in case of any of the following:

A. Termination on default by Mentor Institute

Mentee Institute may terminate the MOU, if Mentor Institute fails to:

- Develop an action plan in discussion with Mentee Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Delays in delivery of the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified and such delays continues for a period of 90 days; and / or
- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would causea material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
- Mentee Institute is in breach of Clause 3 and 4 of this MOU; and / or
- Mentee Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
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C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

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Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	Ganga Sheel School of Nursing, Bareilly Tel: Fax: Email: principalgssn@gmail.com Contact: 9991418383 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly By Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	Ganga Sheel School of Nursing, Bareilly By Name: Dr. Rajendra Kumar Sharma Title: Principal In the presence of: Witness: Name: Mrs. Jincy M Varghese, Vice-Principal, Ganga Sheel School of Nursing, Bareilly Address: Village – Manpuria Janki Prasad, Bisalpur Road, Bareilly, (U.P.), 243123

निरामयाः
Reforming Human Resource in Health

MEMORANDUM OF UNDERSTANDING

Between Dr. Pratap Singh Malik College of Nursing, Bilaspur And Rohilkhand College Of Nursing, Bareilly

Date of signing MoU

24/07/2023

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Dr. Pratap Singh Malik College of Nursing, Bilaspur (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College of Nursing, Bareilly* Mentor Institute and *Dr. Pratap Singh Malik College of Nursing, Bilaspur* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Dr. Pratap Singh Malik College of Nursing, Bilaspur* has expressed its willingness to work with *Rohilkhand College of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on ***24/07/2023*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **23/07/2024**.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)

- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- In discussion with Mentor Institute, facilitate joint physical validation of performance standards of institute, for baseline assessment of nursing education using performance standards tool; and on this basis identify the areas of improvement and drawn an action plan for improvement.
- In discussion with its Faculty, Principal & Owner, identify the areas of improvement where it needs support from a Mentor Institute and the areas where they can do self-improvement.
- In discussion with Mentor Institute, jointly develop an action plan incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to work with Mentor Institute for self-quality improvement.
- Work with Mentor Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Ensure timely availability of resources for delivery of quality improvement program as per mode of engagement / intervention decided.
- Ensure in time and spirits, due participation of its faculty in training and other interventions jointly planned with Mentor Institute.
- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
- Share the quarterly self-assessment of performance standards and action plan with Mentor Institute.
- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

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Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

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The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

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- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would causea material adverse effect to the execution of this MOU; and / or
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- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
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C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

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Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	*Dr. Pratap Singh Malik College of Nursing, Bilaspur* Tel: Fax: Email: dr_psm@yahoo.com Contact: 6395837683 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

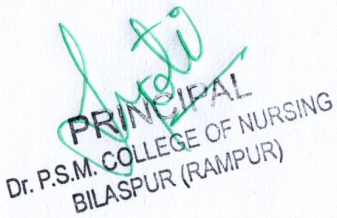
8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly By  Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	Dr. Pratap Singh Malik College of Nursing, Bilaspur By  Name: Mrs. Jyoti Bala Title: Principal In the presence of: Witness: Name: Mr. Rajendra Kumar, Senior Nursing Tutor, Dr. Pratap Singh Malik College of Nursing, Bilaspur Address: Near Mankara Police Chowki, Lala Wala Bagh, Nainital Road, Bilaspur, Rampur (U.P.), 244921



MEMORANDUM OF UNDERSTANDING

Between Mahendra Gayatri School of Nursing, Bareilly And Rohilkhand College Of Nursing, Bareilly

Date of signing MoU

15/07/2023

Memorandum of Understanding

Rohilkhand College Of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Mahendra Gayatri School of Nursing, Bareilly (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, *Rohilkhand College Of Nursing, Bareilly* Mentor Institute and *Mahendra Gayatri School of Nursing, Bareilly, Bareilly* Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute(low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. *Rohilkhand College Of Nursing, Bareilly* is amongst one of the selected Mentor Institute;
G. *Mahendra Gayatri School of Nursing, Bareilly, Bareilly* has expressed its willingness to work with *Rohilkhand College Of Nursing, Bareilly* to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program wherein Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on ***15/07/2023*** (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on **14/07/2024**.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual)and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
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would provide the activity tracker and tool to track progress on performance standards)

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Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
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3. Anti-poaching

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In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

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Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	Mahendra Gayatri School of Nursing, Bareilly Tel: 0581 - 2412015 Fax: Email: mgsnursing@gmail.com Contact: 9994806158 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly By Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Tarun Dhyani, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly (U.P.), 243006	Mahendra Gayatri School of Nursing, Bareilly By Name: Mrs. Darjilin Kanmoni Title: Principal In the presence of: Witness: Name: Mr. K.N. Gangwar, Director, Mahendra Gayatri Group of Institutions, Bareilly Address: Village – Chitauli Post Fatehganj West, Bareilly, (U.P.), 243501



MEMORANDUM OF UNDERSTANDING

Kritika Nursing College, Bareilly And Rohilkhand College of Nursing, Bareilly

JULY 13, 2023

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Kritika Nursing College, Bareilly (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, Rohilkhand College of Nursing, Bareilly Mentor Institute and Kritika Nursing College, Bareilly Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. Rohilkhand College of Nursing, Bareilly is amongst one of the selected Mentor Institute;
G. Kritika Nursing College, Bareilly has expressed its willingness to work with Rohilkhand College of Nursing, Bareilly to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program where in Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on 13/07/2023 (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on 12/07/2024.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)
- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- In discussion with Mentor Institute, facilitate joint physical validation of performance standards of institute, for baseline assessment of nursing education using performance standards tool; and on this basis identify the areas of improvement and drawn an action plan for improvement.
- In discussion with its Faculty, Principal & Owner, identify the areas of improvement where it needs support from a Mentor Institute and the areas where they can do self-improvement.
- In discussion with Mentor Institute, jointly develop an action plan incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to work with Mentor Institute for self-quality improvement.
- Work with Mentor Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Ensure timely availability of resources for delivery of quality improvement program as per mode of engagement / intervention decided.
- Ensure in time and spirits, due participation of its faculty in training and other interventions jointly planned with Mentor Institute.
- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
- Share the quarterly self-assessment of performance standards and action plan with Mentor Institute.
- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

In the review meeting, Mentee institute and Mentor Institute will jointly present on ground status update against the targets, consolidated insights from interventions, areas of improvement which needs to be factored in the action plan.

A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

6. Termination of MOU

Condition for Termination: MOU may be terminated in case of any of the following:

A. Termination on default by Mentor Institute

Mentee Institute may terminate the MOU, if Mentor Institute fails to:

- Develop an action plan in discussion with Mentee Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Delays in delivery of the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified and such delays continues for a period of 90 days; and / or
- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
- Make available the resources for delivery of quality improvement program as per mode of engagement / intervention decided; and / or
- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
- Mentee Institute is in breach of Clause 3 and 4 of this MOU; and / or
- Mentee Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentee Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentor Institute will issue a Default Notice asking Mentee Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentee Institute fails to rectify the default within the Cure Period, Mentor Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

7. Communication

Any communication or other document which may be shared by either Party under this MOU shall be given in writing in person or by pre-paid recorded delivery post, email or by facsimile transmission. In relation to a notice given under this MOU, any such notice or other document shall be addressed to the other Party's principal or registered office address as set out below:

Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	Kritika Nursing College, Bareilly Tel: Fax: Email: coordinator.kcg@gmail.com Contact: 8006820891 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly By Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly, (U.P.), 243006	Kritika Nursing College, Bareilly By Name: Dr. Arvind Kumar Jangid Title: Principal In the presence of: Witness: Name: Address: Khai Kheda, Pilibhit Road, Rithora Bareilly-243122



MEMORANDUM OF UNDERSTANDING

Between Keshlata College/School of Nursing, Bareilly And Rohilkhand College of Nursing, Bareilly

JULY 12, 2023

Memorandum of Understanding

Rohilkhand College of Nursing, Bareilly (hereinafter referred to as "**Mentor Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

AND

Keshlata College/School of Nursing, Bareill*y* (hereinafter referred to as "**Mentee Institute**" which expression shall unless it be repugnant to the context or otherwise, deemed to mean and include its successors and permitted assigns)

Hereafter, Rohilkhand College of Nursing, Bareilly Mentor Institute and Keshlata College/School of Nursing, Bareilly Mentee Institute are collectively referred to as **Parties**

Whereas,

A. Government of Uttar Pradesh has been taking up various steps to establish quality in the healthcare system in the state;
B. Nursing cadre, which underpins the entire healthcare system, is one of the components where quality improvement needs have been identified;
C. At present, substantial number of nursing personnel (>90%) in the healthcare system of the state of Uttar Pradesh are trained in private sector nursing institutions and ensuring quality nursing education in these institutions would ensure a long-term impact on healthcare in the state;
D. In its pursuit to instill quality in Nursing education, Government of Uttar Pradesh in the leadership of honorable Chief Minister launched **Mission Niramaya** ("**Mission**"). Under the Mission, UPSMF with the help of its technical partner Jhpiego, amongst various components, has also conceptualized a Supportive Supervision Program, wherein Mentor Institute (high performing institute) have been identified which can support Mentee Institute (low-performing institute) to perform better. Through this process quality within each institution will be ensured.
E. After rigorous screening process, 12 Nursing Institutes have been identified to play the role of Mentor Institute in Phase 1;
F. Rohilkhand College of Nursing, Bareilly is amongst one of the selected Mentor Institute;
G. Keshlata College/School of Nursing, Bareilly has expressed its willingness to work with Rohilkhand College of Nursing, Bareilly to improve the quality of education at the Mentee Institute under the Supportive Supervision Programs of Mission Niramaya.

NOW THEREFORE this Memorandum of Understanding (MOU) has been entered between the Parties under Supportive Supervision Program where in Mentor Institute will assist in quality improvement of Mentee Institutes across Uttar Pradesh. In consideration of the mutual covenants, promises, assurances, representations and provisions set forth herein, the Parties hereto agree as follows:

1. Duration

This Agreement shall come into effect on 12/07/2023 (hereinafter the '**Effective Date**') and shall continue for a period of 1 (one) years ending on 11/07/2024.

2. Obligations of the Parties

Mentor Institute

- In discussion with Mentee Institute, jointly conduct physical validation of Mentee Institute, if required, for baseline assessment of nursing education in Mentee Institute using performance standards tool; and on the basis drawn action plan for improvement and identify the areas of support and for Mentee Institute.
- In discussion with Mentee Institute of Owner, Principal and Faculty, identify the areas of support the Mentor Institute can offer to a Mentee Institute.
- In discussion with Mentee Institute, jointly develop an action plan incorporating mode of engagement (physical/virtual) and intervention/s (giving information/sharing formats/capacity building training {no of faculty to be trained}/exposure visits/documentation/motivation/communication/planning with timelines and performance measurement mechanism (indicators to show completion of support, etc. to support Mentee Institute for quality improvement.
- Assist Mentee Institute in developing quality monitoring framework, which will be used to measure performance of Parties under this MOU.
- Timely deliver the quality improvement program through the mode of engagement / intervention decided in the manner to help Mentee Institute achieve quality improvement in the areas identified.
- Ensure constitution of QI team in Mentee Institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members which will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
- Facilitate visits by the representatives of Mentee Institute to NESC (Nursing Education Study Centre) to understand about the best practices (at the cost of Mentee Institute).
- Inform UPSMF on activity tracker for quality improvement (QI) on the progress and share the baseline and quarterly validated scores on performance standards (UPSMF

would provide the activity tracker and tool to track progress on performance standards)
- Inform UPSMF in case of separation from or joining to the Mentor Institute, any Mentee Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

Mentee Institute

- Orient the owner, management, principal, faculty and staff of the institute on MoU and quality improvement process.
- Nominate the faculty and ensure constitution of Quality Improvement (QI) team in its institute comprising 2 nodal persons + 4/6 (depending on selected set of performance standards) section in-charges among the faculty members who will take over the role of technical support from Mentor Institute after 1 year of engagement between Mentor and Mentee Institutes.
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- Periodically conduct, with the help of Mentor Institute, assessment and improvise action plan in its Institute every quarterly.
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- Financially support the quality improvement program (for e.g. travel cost, stay and HR honorarium, etc.) as agreed with Mentor Institute as per the terms of this MOU.
- Make visits to NESC of the Mentor Institute to understand about the best practices

- Inform UPSMF in case of separation from or joining to the Mentor Institute.
- Provide any other support required for overall coordination of Supportive Supervision Program.

3. Anti-poaching

Mentor Institute and Mentee Institute agree not to directly or indirectly employ, offer to employ, or otherwise engage any employee, faculty, contractor, or agent of the other Party during the term of this Agreement and for a period of Twelve (12) months thereafter without the prior written consent of the other Party.

4. Confidentiality

Mentor Institute and Mentee Institute undertake to respect and protect the confidentiality of all the information acquired as a result of or pursuant to this Agreement and will not, without the other Party's prior written consent, disclose any such information to a third party (except UPSMF), unless it is required to do so by any applicable law or regulation or is specifically authorised to do so hereunder or by any separate agreement, especially where the provision of such information is the object or part of the service to be provided by the Mentor Institute.

5. Monitoring Mechanism

The review of Quality Improvement processes and interventions would be conducted by the Mentor and Mentee Institute once every three months.

In the review meeting, Mentee institute and Mentor Institute will jointly present on ground status update against the targets, consolidated insights from interventions, areas of improvement which needs to be factored in the action plan.

A copy of the quarterly update will be sent to UPSMF by the Mentee Institute.

6. Termination of MOU

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A. Termination on default by Mentor Institute

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- Mentor Institute is in breach of Clause 3 and 4 of this MOU; and / or

- Mentor Institute has been, or is in the process of being liquidated, dissolved, wound-up, amalgamated or reconstituted in a manner that would cause a material adverse effect to the execution of this MOU; and / or
- Mentor Institute issues a Termination Notice in violation of this MOU; or the Mentor Institute commits a default in complying with any other provision of this MOU.

In case of any of the above default, Mentee Institute will issue a Default Notice asking Mentor Institute to rectify the default within 30 days ('**Cure Period**') and submit the compliance report. In case, Mentor Institute fails to rectify the default within the Cure Period, Mentee Institute may terminate the MOU with immediate effect and communicate the same to UPSMF in writing.

B. Termination on default by Mentee Institute

Mentor Institute may terminate the MOU, if Mentee Institute fails to:

- Develop an action plan in discussion with Mentor Institute, incorporating mode of engagement / intervention with timelines, performance measurement mechanism, etc. to support Mentee Institute for quality improvement; and / or
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- Nominate the faculty and ensure constitution of QI team in its institute comprising 2 nodal persons + 6 section in-charges among the faculty members within 2 months of engagement between Mentor and Mentee Institutes; and / or
- Ensure in time and spirits, due participation of its faculty in training and other interventions planned by Mentor Institute; and / or
- Delays the payment relating to the financial support for the quality improvement program (for e.g. travel cost, stay, infrastructure, etc.) as agreed with Mentor Institute as per the terms of this MOU and such delay continues for a period of 45 days; and / or
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C. Termination on completion of MOU Duration

MOU will get terminated on completion of MOU Duration as specified herein unless mutually extended by Parties in writing.

D. Termination on MoU becoming unenforceable

In case due to any act or event, which is beyond the capacity of Parties, renders the MoU substantially or completely unenforceable, either Party may terminate this MoU with immediate effect.

7. Communication

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Mentor Institute	**Mentee Institute**
Rohilkhand College of Nursing, Bareilly Tel: 0581 – 2526011, 2526012 Fax: 0581 – 2526054, 2303345 Email: rcnbareilly11@gmail.com Contact: 9368382930 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO	*Keshlata College/School of Nursing, Bareilly* Tel: 0581 – 2300647, 2303344 Fax: Email: kconbly2012@yahoo.com Contact: 9411095126 With a copy to: Uttar Pradesh State Medical Faculty (UPSMF) / JHPIEGO

8. Amendment

Any amendment to this MOU shall be made by mutual written consent of both the Parties.

9. Governing Law and Dispute resolution:

This MOU shall be governed by and construed in accordance with the laws of India. Parties shall resort to resolve any disagreement / dispute / grievance amicably. In case Parties fail to resolve amicably, such matter will be addressed under the guidance of Secretary, Uttar Pradesh State Medical Faculty.

IN WITNESS WHEREOF the Parties hereto have duly executed this Agreement as of the date and year hereinabove first written.

Rohilkhand College of Nursing, Bareilly	Keshlata College/School of Nursing, Bareilly
By Name: Dr. Priyanka A Masih Title: Principal In the presence of: Witness: Name: Mr. Mukesh Singh, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Rohilkhand Medical College Campus, Pilibhit Bypass Road, Bareilly, (U.P.), 243006	By Name: Dr. Prathiba Manoharam B. Title: Principal In the presence of: Witness: Name: Mr. Tarun Dhyani, Assistant Professor, Rohilkhand College of Nursing, Bareilly Address: Keshlata Hospital, Delapeer, Stadium Road, Bareilly, (U.P.), 243122