

**Tribhuvan University  
Institute of Medicine  
Pokhara Nursing Campus**

**Tracer Study Report of Graduates and Postgraduates 2022**



**Submitted to:  
University Grants Commission, Nepal**

**Submitted By:  
Tracer Study Report Committee  
Pokhara Nursing Campus  
Ramghat 12, Pokhara  
2024**

## ACKNOWLEDGEMENTS

We would like to extend our sincere gratitude to the campus chief of Pokhara Nursing Campus Prof. Neeta Tamrakar for inspiration and motivation to conduct the research and finalize it within the time limit. We would also like to express our sincere thanks to Assistant Campus Chief Assoc. Prof. Sharda Sharma for her continuous guidance and valuable inputs throughout the process of preparing this report. We would like to thank all the faculty members and alumni members of Pokhara Nursing Campus for continuous supports, and constructive feedback to conduct this study, without which the study would never have been successfully carried out.

Our special thanks go to our Technical Office Assistant Mr. Suraj K.C. for his valuable technical support along with computer works. Lastly, we are grateful to the University Grants Commission for providing guidelines and support to prepare this report.

Our sincere gratitude from the inner heart goes to all the graduates who actively participated in the study by responding to the questionnaire through various means such as direct contact, email and telephone contact, whatever means was available and accessible easily. Similarly, special thanks to all the members of tracer study committee for their continuous hard work and sincere efforts to completed the study and preparation of this report.

### Tracer Study Team

Ms. Shrijana Poudel

Ms. Nirsuba Gurung

TUIOM, Pokhara Nursing Campus



Kanala

Pratik

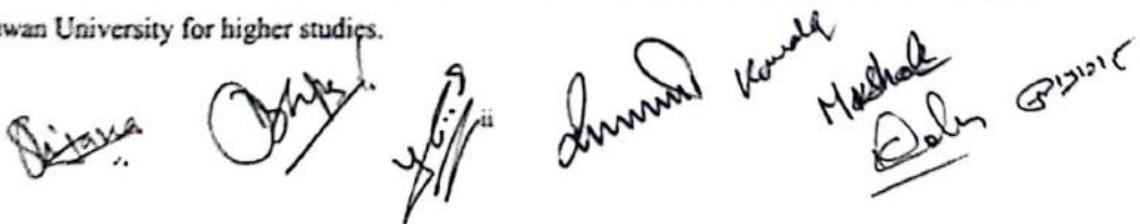
Pratik

## EXECUTIVE SUMMARY

This tracer study report of Pokhara Nursing Campus is descriptive study of the graduates. The objective of the tracer study is to collect information regarding employment status of the graduates and post graduates, identify the strength and weakness of the program and the quality of academic program. The questionnaire was developed. It was sent through Google form to the graduates. The graduates were informed through Gmail, messenger, viber, direct contact and telephone contact. After collection of the data, editing and coding was done. Data analysis was done by Using SPSS 16 version.

The following report offers a comprehensive overview of the demographic characteristics, social media usage patterns, and employment status of a student cohort. According to the report, two-thirds of the students are aged between 19-29 years, and the majority belong to the Brahmin/Chettri ethnic group, while Muslim and Dalit groups are underrepresented. Over 82% of the graduates are employed, with one-third of them holding permanent jobs in governmental organizations. Among the employed graduates 41.9% feel partially satisfied with their job, while 12.9% felt very satisfied. The graduates prefer media and friends' recommendations as sources of job advertisements, and most of them have been employed for less than six months. In terms of intention to stay in the same profession, the survey results were evenly split, with 41.9% indicating that they intended to stay in their current profession and 40.3% indicating that they did not. Additionally, the majority of participants (69.4%) reported that they had not faced any problems in their job, while 12.9% reported facing problems.

The campus plays a significant role in the growth and enhancement of knowledge and attitude among the graduates' significant proportion of them perceived that study course contributed significantly in enhancing clinical competencies, problem solving and research skills, etc. However information technology skills had lower perceived contribution. Overall satisfaction with the various aspects of the program was high with highest satisfaction with examination system and clinical supervision. On the other hand, lowest satisfaction with hostel facility, transportation and sports facilities. Furthermore, the report indicates that one-third of the graduates intend to pursue higher studies, with the majority aiming for Master in Nursing, and that more than half prefer Tribhuvan University for higher studies.



## Table of content

Acknowledgment .....	i
Executive Summary .....	ii
Table of content .....	iii
<b>1. INTRODUCTION</b> .....	
1.1 Background .....	1
1.2 Objective of the study .....	2
1.3 Institutional arrangements to conduct the study .....	2
1.4 Graduate batch taken for the study .....	2
1.5 Methodology .....	3
<b>2. DATA PRESENTATION AND ANALYSIS</b> .....	
2. Data Presentation and Analysis .....	4
2.1 Characteristic of the Graduates .....	5
2.2 Program wise distribution of the graduates .....	6
<b>3. Employment Information</b> .....	6
3.1 Employment Status of the graduates .....	7
3.2 Employment Type .....	8
3.3 Examination Passed within one year .....	9
3.4 Information about Job .....	9
3.5 Satisfaction and intend to stay in same job .....	10
4. Contribution of the program to develop knowledge skill and attitude .....	- 11 -
5. Student's Satisfaction on Institutional Program .....	- 11 -
6. Enrollment for Further Study .....	- 13 -
7. Major findings .....	- 14 -
8. Recommendation from the gradautes .....	14
9. Implication to institutional reform .....	15
10. Conclusion and recommendation .....	16
<b>ANNEX</b>	
ANNEX I Name list of Graduates .....	18
ANNEX II Sample of filled form of tracer study .....	21
ANNEX III List of graduates employed within 1 year .....	33
ANNEX IV Appointment letter of graduates .....	35


  
 A collection of handwritten signatures and initials in various colors (black, blue, red) scattered across the bottom of the page. Some are clearly legible, such as 'Diana', 'yuni', 'Kawala', 'Mushad', and 'Dah'. There are also several circular or scribbled marks.

## 1 INTRODUCTION

### 1.1 Background

Pokhara Nursing Campus, a prestigious institution in Nepal, has played a significant role in shaping the future of nursing professionals since its establishment in 2039 B.S. (1982 A.D.). The campus offers a range of academic programs, including a three-year Bachelor in Nursing Science (BNS), a four-year Bachelor of Science (B.Sc) in Nursing, and a Master in Nursing (MN) with specializations in Adult Health Nursing, Women's Health and Development, and Child Health Nursing. The institution is dedicated to providing quality education and its graduates serve in various capacities globally.

The Post Basic Bachelor of Nursing (PBBN) program commenced at Pokhara Nursing Campus in 2005 B.S. It was subsequently restructured into the three-year BNS program in 2013 A.D. The B.Sc Nursing program was introduced in 2016 A.D., and the Master in Nursing program began in 2011 A.D. In recognition of its academic excellence, Pokhara Nursing Campus was accredited by the University Grants Commission on 26th Bhadra 2079 B.S. (September 11, 2022 A.D.)

A tracer study is the tracking or survey of the graduates from education institutions which takes place after completion of their graduation. The subjects of the tracer study can be manifold, but common topics include questions on study progress, the transition to work, work entrance, job carrier, and use of learned competencies, current occupation and bonds to the education institutions. Tracer studies are searching the graduates by the higher education institutions to find out outcome and experience during their study and transition to the job. The study addressed the education provided by the institution and its impact to the consumers related to its products. This may help to enhance the relevancy of the higher education according to needs of the service site. It helps to find out various problem of higher education which includes difficulties associated with higher education transformation and graduate employability (Munro & Senekal, 2019).

Tracer study of Pokhara Nursing Campus involve identification and follow-up of graduates.

*[Handwritten signatures and initials]*

## 1.2 Objective of the study

### Objectives

- To collect information regarding employment status of the graduates and post graduates
- To identify the strength and weakness of the program,
- To identify the quality of academic program,
- To assess the satisfaction of graduates and overall education delivery mechanism.
- To receive the feedback from graduates.
- To identify strength and weakness of programs to be improved and update in order to achieve institutional objectives.

## 1.3 Institutional arrangements to conduct the study

The tracer study committee is the part of the IQAC (Internal Quality Assurance Committee) of the campus. The list of the graduates was collected from the academic administration and all the concerned department. The campus provided enough time and resources to collect data from the respondent.

This study is basically focused to find out the real condition of the current employment status, present situation of the human resources in health and the status of graduates in the nursing labour market.

## 1.4 Graduate batch taken for the study

Graduates of BNS, BSN and MN Graduated in the year of 2022 were included in this study. In the year 2022 there were 70 graduates from Pokhara Nursing Campus. The number of BNS graduates were 40, BSN 15 and MN 15. Among them 62 graduates respond the form.



Handwritten signatures of five individuals, likely members of the tracer study committee, arranged in a row. From left to right: a signature that appears to be 'Bansari', a signature that appears to be 'Sinha', a signature that appears to be 'Anand', a signature that appears to be 'Kumar', and a signature that appears to be 'Mishra'.



Handwritten signature, possibly 'Sitaran', located at the bottom left of the page.

**1.5 Methodology**

Descriptive study design was adopted for the study. Graduates of BNS, BSN and MN of from 2022AD were included in this study.

For the study, purposive sampling technique was used. Name list of the graduates was taken from the campus for complete enumeration the number of graduates were 70. Among them 62 graduates only respond the form.

The survey instrument was a set of questionnaire developed by the tracer committee of Pokhara Nursing Campus with reference of UGC, Nepal to collect detail information of the graduates and postgraduates. This questionnaire includes both closed and open-ended questions. Semi structured questionnaire was developed based upon the UGC guidelines. This includes personal information of the graduates, employment information. contribution of the program for their study to develop personal knowledge, skill and attitudes. Satisfaction level of institutional program and pursuing further study.

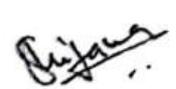
Tracer study committee members, non-teaching staffs, and ex-students were activated to collect data through direct visit, Gmail and different electronic media. The Google form were developed to collect data. The appointment letter were also asked from the students for evidence. The period of the survey was from 1<sup>st</sup> Mangsir- 29<sup>th</sup> Magh, 2080.

After collection of Data data analysis was done by using different software MS Excel, SPSS version 16 and MS word. Data were presented in Tabular form.

**Scope and Limitation of the study**

It aims to cover all the graduates in local as well as international level. But there were obstacles during collection of data because the respondents had changed their mobile number, few of them didn't respond the mail and phone calls.

Handwritten signatures and initials in black ink, including 'Y.P.', 'Mishra', 'Kumar', and 'Ratan'.

Handwritten signature in black ink.

## 2. DATA PRESENTATION AND ANALYSIS

### 2. Data Presentation and Analysis

This chapter presents characteristics of the respondent, *program wise distribution*, *employment status* of the graduates. This chapter also presents *status of educational quality and higher education and pursuing for further education*.

*Dr. J. S. ...*

*Dr. P. ...*

*Dr. ...*

*Dr. ...*

*Kavala*

*Dr. ...*

*Maddala*  
*Deva*

## 2.1 Characteristic of the Graduates

**Table 1**  
**Background Information of the Graduates**

Variables	Number	Percent
<i>n=62</i>		
<b>Age (In completed years)</b>		
19-29	40	64.5
30-39	22	35.5
Mean $\pm$ SD: 28.76 $\pm$ 5.07		
<b>Ethnicity</b>		
Bhramin/Chettri	37	59.7
Janajati	21	33.9
Dalit	2	3.2
Madhesi	2	3.2
<b>Address</b>		
Koshi	1	1.6
Madesh	2	3.2
Bagmati	13	21.0
Gandaki	37	59.7
Lumbini	4	6.5
Karnali	2	3.2
Far-west	2	3.2
Abroad	1	1.6
<b>Marital Status</b>		
Married	33	53.2
Unmarried	29	46.8
<b>Social media Used</b>		
Facebook	52	83.9
Facebook & Twitter	8	12.9
Facebook & Instagram	2	3.2

Table 1 presents demographic characteristics and social media usage patterns of the graduate cohort under study. The mean age of the graduates was found to be 28.76 years, with a standard deviation of 5.07 years, indicating a moderate degree of dispersion around the mean age. Notably, nearly two-thirds of the graduate population fell within the age bracket of 19-29 years

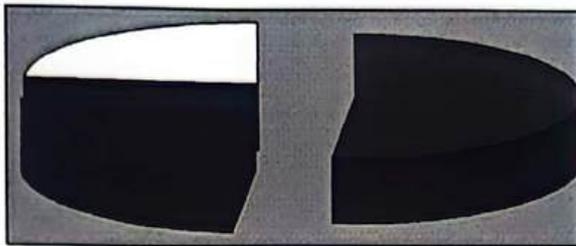
Majority of them belonged to brahmin/Chettri ethnic group. Conversely, individuals from Muslim and Dalit ethnic backgrounds were markedly underrepresented, comprising only 3.2% of the total graduates. More than half of the graduate were from Gandaki province, This observation may be attributed to the geographical location of the educational institution within the Gandaki province,

*Signature* .. *Signature* *Signature* -5- *Signature* *Signature* *Signature* *Signature* *Signature* *Signature* *Signature* *Signature*

implying a regional influence on the enrollment pattern. Regarding the marital status of the graduate half of them were married. Majority of the students used Facebook while few of them used Instagram and twitter.

## 2.2 Program wise distribution of the graduates

n=62



**Fig 1 Course of study of students**

Figure 1 shows that among 62 graduates half of them were BNS, 15 each were from BSN and MN.

### Employment Information

This section deals with the employment status of the graduates, type of organization, employment type, job status, passed any employment related examinations, current position of the graduates.

*Handwritten signatures and notes:*  
1. A circled signature.  
2. A signature with a checkmark.  
3. A signature with the word "Kawala" written below it.  
4. A signature with the word "Majshadi" written above it and "Baker" written below it.

*Handwritten signature:* Sufana

### 3.1 Employment Status of the graduates

Table 2  
Employment Status of the graduates

Employment Status	n= 62	
	Number	Percent
Employed	51	82.3
Unemployed	11	17.7
<b>Time to Employment after graduation (n=51)</b>		
Less than 6 months	39	76.5
6 months to 1 year	10	19.6
1- 2 years	2	3.9
<b>Cause of unemployed (n=11)</b>		
Bond	2	3.2
Lack of career opportunity	6	9.7
Preparing for PSC examination	1	1.6
Preparing for abroad	1	1.6
Preparing for Higher studies	1	1.6

Table 2 shows that majority (82.3%) of them were employed. More than three quarter of the employed graduates were employed within 6 months of graduation. While about the causes of unemployment many of them responded lack of career opportunity as the causes of unemployment. Unemployed graduates were preparing for abroad and higher studies.

*[Handwritten signatures and notes]*

GP 12/15 - Moshade

*[Other illegible signatures]*

*[Handwritten signature]*

### 3.2 Employment Type

**Table 3**  
**Employment Type**

Variable	Number	Percent
<b>n= 62</b>		
<b>Employment Type</b>		
Permanent	23	37.1
Temporary	14	22.6
Contract	13	21.0
Hour basis	1	1.6
<b>Type of Organization</b>		
Autonomous	1	1.6
Government	29	46.8
NGO	2	3.2
Private	18	29.0
Semi-government	1	1.6
<b>Job Status</b>		
Assistant Level	11	17.7
Mid level	22	35.5
Operational Level	11	17.7
Sr level	7	11.3
<b>Working Status</b>		
Working full-time	47	75.8
Working part-time but not seeking full-time work	2	3.2
Working part-time but seeking full-time work	2	3.2

According to the data presented in Table 3, it was observed that one-third of the graduates held permanent job positions, while only one individual worked on an hourly basis. Furthermore, almost half of the graduates were employed in governmental organizations, followed by private organizations, in which 18 individuals (29%) were employed. More than one-third of the graduates worked as mid-level workers. In terms of the working status of the employed graduates, 75% of them held full-time positions in their respective organizations.

*[Handwritten signatures and initials]*

*[Handwritten signature]*

### 3.3 Examination Passed within one year

Table 4

Examination Passed within one year

Passed any examination	Number	Percent
Nepal civil service examination	5	8.1
None of above	34	54.8
Other service related examination	21	33.9
TU, Service Commission	2	3.2

Table 4 reveals that more than half of the graduates didn't appeared in any form of employment related examination. One third of them had passed examination related to service. Additionally, 5(8.1%) has passed Nepal civil service examination.

### 3.4 Information about Job

Table 5

Information about Job

Information about Job	Number	Percent
Advertisement in media	34	54.8
Government	1	1.6
Myself	1	1.6
Own campus	1	1.6
Public service commission	1	1.6
Through friends	9	14.5
Through relatives	1	1.6
Through written enquiries	3	4.8

Table 5 presents data on the sources of job advertisements and the length of time graduates have been employed. The results indicate that more than half of the graduates received information about job advertisements through media, while 14.5% of them relied on recommendations from friends.

*Handwritten signatures and notes:*  
 (B) [Signature]  
 [Signature]  
 [Signature]  
 Kowale  
 Masshad  
 [Signature]

*Dipta*

### 3.3 Examination Passed within one year

Table 4

#### Examination Passed within one year

Passed any examination	n= 62	
	Number	Percent
Nepal civil service examination	5	8.1
None of above	34	54.8
Other service related examination	21	33.9
TU, Service Commission	2	3.2

Table 4 reveals that more than half of the graduates didn't appeared in any form of employment related examination. One third of them had passed examination related to service. Additionally, 5(8.1%) has passed Nepal civil service examination.

### 3.4 Information about Job

Table 5

#### Information about Job

Information about Job	n= 62	
	Number	Percent
Advertisement in media	34	54.8
Government	1	1.6
Myself	1	1.6
Own campus	1	1.6
Public service commission	1	1.6
Through friends	9	14.5
Through relatives	1	1.6
Through written enquiries	3	4.8

Table 5 presents data on the sources of job advertisements and the length of time graduates have been employed. The results indicate that more than half of the graduates received information about job advertisements through media, while 14.5% of them relied on recommendations from friends.

*Boys*  
*Y...*  
*Amal*  
*Kavali*  
*Mahesh*  
*Dal*

*Chifon...*

3.5 Satisfied with Current Job

**Table 6**  
Satisfaction and Intend to Stay in Same Job

Satisfaction	Number	n=62
		Percent
Partially satisfied	26	41.9
Neither satisfied nor dissatisfied	11	17.7
Very satisfied	8	12.9
Partially dissatisfied	3	4.8
Very dissatisfied	3	4.8
<b>Intend to stay in same job (n=51)</b>		
No	25	49
Yes	26	51
<b>Face any problem in job (n=51)</b>		
No	43	84.3
Yes	8	16.7

The table 6 reveals about job satisfaction, intention to stay in the same profession, and job-related problems. Of the graduates surveyed, 41.9% reported feeling partially satisfied with their job, while 12.9% reported feeling very satisfied. In terms of intention to stay in the same profession, the survey results were evenly split, with 41.9% indicating that they intended to stay in their current profession and 40.3% indicating that they did not. Additionally, the majority of participants (69.4%) reported that they had not faced any problems in their job, while 12.9% reported facing problems.

*Handwritten signatures and notes:*  
 - A signature that looks like "Dyke" with a checkmark.  
 - A signature that looks like "Yehia" with a checkmark.  
 - A signature that looks like "Amr" with "2015" written below it.  
 - The word "Kawala" written next to the "Amr" signature.  
 - A signature that looks like "Mushad" with "Dah" written below it.

*Handwritten signature:* *Amr*

4. Contribution of the program to develop knowledge skill and attitude

Table 7  
Contribution of the Program to Develop Knowledge Skill and Attitude

Contribution of the program	n= 62				
	Not at all n(%)	Somewhat n (%)	Neutral n (%)	Not very much n(%)	Very much n (%)
Develop clinical competencies	1(1.6)	-	12(19.4)	30(48.4)	19(30.6)
Improved problem-solving skills	1(1.6)	-	11(17.7)	27(43.5)	23(37.1)
Improved research skills	-	2(3.2)	11(17.7)	32(51.6)	17(27.4)
Improved learning efficiency	-	-	10(16.1)	27(43.5)	25(40.3)
Improved communication skills	-	-	7(11.3)	29(46.8)	26(41.9)
Improved information technology skills	2(3.2)	-	13(21.0)	31(50.0)	16(25.8)
Enhanced team spirit	-	1(1.6)	11(17.7)	27(43.5)	23(37.1)

The table 7 illustrates the perceived contribution of program/courses on various competencies and skills. The majority of the participants felt that the program contributed 'very much' towards developing clinical competencies (30.6%) and improved problem-solving skills (37.1%). Similarly, a significant proportion of participants also felt that the program had a 'very much' contribution towards improving research skills (27.4%), learning efficiency (40.3%), communication skills (41.9%), and enhancing team spirit (37.1%). In contrast, the contribution of the program towards improving information technology skills was perceived to be lower, with only one quarter of participants indicating that the program had a 'very much' contribution. Finally, a small proportion of participants felt that the program had 'not very much' contribution towards developing clinical competencies and improved problem-solving skills. These findings suggest that the program has been successful in contributing towards improving various competencies and skills among the participants.

*(Handwritten signatures and initials)*

*Shifana*

## 5. Student's Satisfaction on Institutional Program

Table 8  
Student's Satisfaction on Institutional Program

n= 62

Particulars	Very Dissatisfied v(%)	Dissatisfied v(%)	Neither satisfied nor dissatisfied v(%)	Satisfied v(%)	Very satisfied v(%)
1. Admission procedure		3(4.8)	18(29.0)	26(41.9)	15(24.2)
2. Entrance examination and placement	2(3.2)	3(4.8)	8(12.9)	35(56.5)	14(22.6)
3. Examination System	4(6.5)	4(6.5)	16(25.8)	24(38.7)	14(22.6)
4. Course offered	1(1.6)	6(9.7)	15(24.2)	28(45.2)	12(19.4)
5. Relevancy of the program	1(1.6)	5(8.1)	16(25.8)	29(46.8)	11(17.7)
6. Competency of teachers in classroom		3(4.8)	15(24.2)	29(46.8)	15(24.2)
7. Teacher students relationship	1(1.6)	6(9.7)	17(27.4)	18(29.0)	20(32.3)
8. Provision of Clinical supervision	2(3.2)	8(12.9)	20(32.3)	23(37.1)	9(14.5)
9. Clinical learning facility	1(1.6)	4(6.5)	19(30.6)	25(40.3)	13(21.0)
10. Environment for teaching learning	-	2(3.2)	16(25.8)	27(43.5)	17(27.4)
11. Involvement in health related program	2(3.2)	5(8.1)	15(24.2)	29(46.8)	11(17.7)
12. Library facility	1(1.6)	-	10(16.1)	26(41.9)	25(40.3)
13. Adequacy of laboratory Facility	4(6.5)	8(12.9)	20(32.3)	23(37.1)	7(11.3)
14. Academic advice offered	6(9.7)	5(8.1)	16(25.8)	24(38.7)	11(17.7)
15. Communication of teacher and students	2(3.2)	3(4.8)	13(21)	18(29)	26(41.9)
16. Hostel facility	1(1.6)	1(1.6)	18(29)	1(1.6)	1(1.6)
17. Student's changing room facility	6(9.7)	10(16.1)	17(27.4)	12(19.4)	17(27.4)
18. Safe drinking water	-	6(9.7)	14(22.6)	21(33.9)	21(33.9)
19. Transportation facility	7(11.3)	7(11.3)	16(25.8)	24(38.7)	8(12.9)
20. Canteen facility	4(6.5)	5(8.1)	20(32.3)	18(29)	15(24)
21. Toilet facility	3(4.8)	4(6.5)	8(12.9)	25(40.3)	22(35.5)
22. Sports	5(8.1)	7(11.3)	13(21.0)	28(45.2)	9(14.5)
23. Extracurricular activities	2(3.2)	11(17.7)	16(25.8)	25(40.3)	8(12.9)
24. Problem solving ability	1(1.6)	2(3.2)	19(30.6)	28(45.2)	12(19.4)

The table provided shows the level of satisfaction among participants on various aspects of an educational program. Overall, the majority of participants reported being satisfied or neutral with most aspects of the program. The aspect with the highest level of satisfaction was the examination system, with 38.7% of participants reporting feeling satisfied and 22.6% feeling neutral. Similarly, the provision of clinical supervision and clinical learning facility also received relatively high levels

*Shujana* *Dhaka* *Yusuf* *Amir* *Kawser* *Mashhad* *Dale*  
*7/12/15*

of satisfaction. In contrast, participants were least satisfied with hostel facility, which had only 1.6% of participants feeling satisfied and 1.6% feeling very dissatisfied. Transportation facility and sports facilities also received relatively lower levels of satisfaction. These findings suggest that while the majority of the participants were satisfied with the program, there were certain areas where improvements could be made, such as the hostel facility and transportation facility.

## 6. Enrollment for Further Study

Table 9  
Enrollment for Further Study

Variable	n= 62	
	Number	Percent
<b>Pursuing Further Study</b>		
Yes	21	34
No	41	66
<b>Enrollment(n-21)</b>		
Master in nursing	17	27.4
PHD	4	6.5
<b>Enrollment Campus</b>		
Tribhuwan University	12	57.1
Not decided yet	7	33.3
Kathmandu University	1	4.8
BPKHS	1	4.8

Table 9 presents the data related to decisions of graduates regarding pursuing further study. The data shows that only one third of them had intention to pursue for higher studies. Among those who intended to pursue for higher studies majority for them were targeting for masters in Nursing course. More than half of the graduates were willing to pursue their higher study in Tribhuwan university.

*(Handwritten signatures and initials)*

*Shifana*

## 7. Major findings

This tracer study report provides an in-depth analysis of the demographic characteristics, employment status, job satisfaction, and perceived program contributions among graduates of the Master of Nursing (MN), Bachelor of Science in Nursing (BSN), and Bachelor of Nursing (BN) programs from the batch of 2022 AD. The study aims to elucidate the post-graduation outcomes and experiences of the graduates, offering valuable insights for program evaluation and enhancement.

Based on findings the majority of graduates were aged between 19-29 years and belonged to the Brahmin/Chettri ethnic group. More than half hailed from Gandaki province. About half of them were married, with Facebook being the most commonly used social media platform. Among the graduates, half were from the Bachelor of Nursing Science (BNS) program, with others distributed between Bachelor of Science in Nursing (BSN) and Master of Nursing (MN) programs.

The majority of graduates were employed, with governmental organizations being the primary employer. Lack of career opportunities was cited as a common cause of unemployment among respondents. Media was the primary source of job advertisements. A significant portion of graduates had been employed for less than six months. Around 41.9% of graduates reported partial job satisfaction, with a similar percentage intending to stay in their current profession. The majority did not face significant job-related problems.

The campus plays a significant role in the growth and enhancement of knowledge and attitude among the graduates. Graduates felt that the program significantly contributed to developing clinical competencies, problem-solving skills, research skills, communication skills, and team spirit, though information technology skills were perceived to have lower contribution. Overall, participants expressed satisfaction or neutrality with most aspects of the program. However, areas such as hostel facilities and transportation received lower satisfaction ratings, suggesting room for improvement.

## 8. Suggestion /Recommendation from the Graduates

### 8.1. Recommendation for Teaching Learning Facilities

- Recommend to increase adequate laboratory facility.
- It would be better, if there is Internet facility in class room.

*Suzana*

*[Signature]*

- 14 -

*[Signature]*

*[Signature]*

*kanala*

*Marshade*

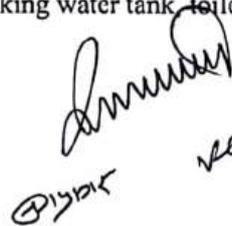
*[Signature]*

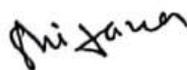
- There should be well equipped and updated Nutrition and demonstration room.
- Adequate book including course book plus reference book as per Nursing Council protocol should be added in library.
- Library facilities should be upgraded. An availability of online journal of the faculties and availability of thesis of students in website of the campus could be an additional and a highly effective learning materials for the students.
- College should provide opportunity to students to participate in different workshop, seminars or training and also should allow participating in Local/National/international level seminar or workshop.
- Organizing student seminar and talk programs more often or on regular basis to discuss the latest advancement in nursing science would help the students and the teachers to update their knowledge in the global context.
- Provide additional demonstration facilities for clinical practical

## 8.2 Recommendation for Institutional Facilities

- There should be adequate number of teachers during theory and clinical classes.
- Provide additional demonstration facilities for clinical practical.
- Clinical lab should be equipped with advanced dummies to practice to gain competency in clinical skills.
- Auditorium hall is needed to conduct different training and presentation.
- Transportation facility  
Vehicle should be added so that students can reach timely in their community field.  
Transportation facility should be provided for evening and night duty students.
- Proper hostel and canteen facilities
- Classroom should be enough
- Proper changing room during clinical posting, clean toilet, comfortable chairs in classroom
- Scarcity of helping staff for proper sanitation in drinking water tank, toilet, hostel and classroom







### 8.3 Suggestion regarding curriculum

- Curriculum should be revised timely according to the changing global demand.

### 9. Implications to Institutional Reform

Pokhara Nursing Campus is producing competent human resources in health since its establishment. The graduates from this campus were found employed in different institutions. Higher percent of graduates were satisfied on institutional policies and decisions, structure of the program, teaching learning environment, support and student counseling and other facilities of the campus. The institution should develop relationship with the employers' institutions in local and national level. For the quality improvement of the programs, new teaching learning methods and medias should be adopted. To strengthen the competencies of nursing graduates, laboratories (skill lab, demonstration lab, community and nutrition lab and basic science lab) facilities must be promoted. Sports activities and playground should be strengthened. There is a need to conduct extracurricular activities and encourage the graduates to participate. The institution should develop relationship with job offering health institutions so that the graduates could get employment easily.

### 10. Conclusion and Recommendations

Pokhara Nursing Campus offers a range of academic programs aimed at cultivating proficient, task-oriented nursing professionals capable of assuming leadership, educational, and managerial roles, in alignment with both national and global demands. With the overarching goal of validating the scientific foundation of nursing knowledge and practice, the institution endeavors to disseminate research-informed insights, skills, and values. tracer study was conducted encompassing graduates of Bachelor of Nursing Science (BNS), Bachelor of Nursing (BN), and Master of Nursing (MN) programs, spanning from the year 2022 AD. This initiative sought to elucidate the employment status, pursuit of further academic endeavors, perceptions regarding faculty and infrastructure, and areas necessitating programmatic enhancements for the refinement of nursing education.

Upon completion of their nursing degrees at Pokhara Nursing Campus, a minority of graduates expressed a desire for augmenting their academic acumen and honing problem-solving abilities. However, a notable portion acknowledged the program's contribution to the enhancement of their

*Sushana* *Dyke* - 16 - *Yash* *Arjun* *Kanaka* *Mahadev* *Belu*

communication skills. Moreover, a majority of graduates exhibited satisfaction with institutional policies, program structure, the pedagogical environment, and the provision of support and counseling services. Encouragingly, a significant proportion of graduates were observed to be actively engaged in pursuing Master of Nursing degrees across various universities.

**Recommendation**

Based on data analysis and findings, recommendations are:

Campus should increase extracurricular activities and sport facilities in the campus.

Timely revision of the curriculum as needed.

New pedagogical approach would be helpful for graduates' personal and professional development.

Recommend to improve skill lab and demonstration room.

Mohammad  
D. J. P.  
D. J. P.  
Y. S.  
Amunah  
Kanda  
Belus

Jhi Jang

**ANNEX I**  
**List of Graduates**

TRIBHUVAN UNIVERSITY  
INSTITUTE OF MEDICINE  
**POKHARA NURSING CAMPUS**  
POKHARA-12, RAMGHAT

LEVEL: B.SC. NURSING

मिति:- २०७४ साल चैत्र ११ गते (December 28, 2017)

२०७९ साल ज्येष्ठ २९ गते (June 12, 2022)

S.NO.	ROLL NO	STUDENT NAME	DISTRICT	Mobile No.
1	1	ANITA SUNAR	KASKI	9825197638 (9867665980)
2	2	DIPISHA GAUTAM	KASKI	9806739952
3	3	KEWAL KUMARI MALLA	TANAHU	9856033172 (9804126570)
4	4	KOPILA BARAL	KASKI	9864576653 (9846837783)
5	5	MUNA RASALI	TANAHU	9861112248
6	6	MUSKAN PUN	KASKI	9849780193
7	7	NAMUNA GHIMIRE	LAMJUNG	9860982780
8	8	NEELIMA GIRI	GORKHA	9816107467
9	9	NIKITA POKHREL	KASKI	9806727805
10	10	PARBATI PUN	PARBAT	9860757729
11	11	PRAKRITI KOIRALA	KASKI	9848246571
12	12	PUNAM GURUNG	SYANGJA	9806713917
13	13	RAKSHYA BARAL	KASKI	9866012295 (9804184665)
14	14	ROJINA GURUNG	KASKI	98692648814
15	15	SARINA SIGDEL	TANAHU	59846813073
16	16	SUBHECHCHA SIGDEL	KASKI	9815145900
17	17	ANJU GURUNG	KASKI	9860151302
18	18	AMBIKA PUN MAGAR	PARBAT	9819112399
19	19	ANISHA SHARMA	PARBAT	9824108223 (9846165110)

EXAMINATION SECTION

SECTION OFFICER

CAMPUS CHIEF

 Scanned with CamScanner

TRIBHUVAN UNIVERSITY INSTITUTE OF MEDICINE  
POKHARA NURSING CAMPUS  
POKHARA-12, RAMGHAT

LEVEL: BACHELOR OF NURSING SCIENCE (BNS)  
AD.BATCH: 2075/2076 (14<sup>TH</sup>)

मिति:- २०७५ साल मंसिर ०२ (November 18, 2018) (२०७५ साल वैशाख २५ (May 08, 2022))

Roll NO	STUDENT NAME	DISTRICT	MOBILE NO.	SUBJECT
1	AARATI PAUDEL	NAWALPUR	9845278907	Adult Health Nursing
2	AMRITA ADHIKARI	PALPA	9847138506	Adult Health Nursing
3	ANITA LAMICHHANE	KASKI	9846346635	Adult Health Nursing
4	APARNA BARAL	KASKI	9846853035	Adult Health Nursing
5	BARSHA BARAL	KASKI	9815137288	Adult Health Nursing
6	DEEPA BHANDARI	KASKI	9846649984	Adult Health Nursing
7	DIKSHYA RAI	JHAPA	9862748249	Adult Health Nursing
8	HEM KUMARI PUN	KASKI	9869149933	Adult Health Nursing
9	MIRA MAYA TAMANG	NUWAKOT	9816180102	Adult Health Nursing
10	LAXMI BASTOLA	KASKI	9846859114	Adult Health Nursing
11	LAXMI BHUSAL	ARGHAKHANCHI	9849800174	Adult Health Nursing
12	MAMTA LAMA	SARLAHI	9844595992	Adult Health Nursing
13	MINA POKHAREL	PALPA	9847103794	Adult Health Nursing
14	POOJA ACHARYA	KASKI	9806503771	Adult Health Nursing
15	PRATIKSHA ADHIKARI	CHITWAN	9845418370	Adult Health Nursing
16	ROJINA TULADHAR SHRESTHA	KASKI	9805872032	Adult Health Nursing
17	SABINA ADHIKARI	SYANGJA	9846771244	Adult Health Nursing
18	SHOVA SHRESTHA	TANAHUN	9846769261	Adult Health Nursing
19	SHRUTI SHRESTHA	KASKI	9817125916	Adult Health Nursing
20	SRIJANA THAPA	PALPA	9867206607	Adult Health Nursing
21	SUJATA RANA MAGAR	KASKI	9814106217	Adult Health Nursing
22	UMA RAUT	BHAKTAPUR	9860301358 (9818427445)	Adult Health Nursing
23	AARATI PANDEY	KANCHANPUR	9868711549	Community Health Nursing
24	AMBKA DAS	SIRAHA	9843284207 re-exam	Community Health Nursing
25	ELIZA DHAKAL	MAKWANPUR	98451108699	Community Health Nursing
26	MANDIRA PAUDEL	KASKI	9864372273	Community Health Nursing
27	PRAKRITI GURUNG	MUSTANG	9847680324	Community Health Nursing
28	PRAMISHA POKHAREL	SIRAHA	9844097998	Community Health Nursing
29	SHIELA SIGDEL	RUPANDEHI	9846108159	Community Health Nursing
30	SRIJANA PAUDEL	KASKI	9846209802	Community Health Nursing
31	USHA THAPA	KASKI	9846844964	Community Health Nursing
32	AARJU SHRESTHA	RUPANDEHI	9815467529	Child Health Nursing
33	KALPANA BASNET	SURKHET	9868933681	Child Health Nursing
34	NABINA PANDEY	BHAKTAPUR	9840021453	Child Health Nursing
35	SHAILAJA PYAKUREL	NUWAKOT	9823291375 (9841775975)	Child Health Nursing
36	SUSMA SUBEDI	KASKI	9824128985	Child Health Nursing

EXAMINATION SECTION: \_\_\_\_\_ SECTION OFFICER: \_\_\_\_\_ CAMPUS CHIEF: \_\_\_\_\_

CS Scanned with CamScanner

TRIBHUVAN UNIVERSITY  
INSTITUTE OF MEDICINE  
POKHARA NURSING CAMPUS  
RAMGHAT, POKHARA-12

LEVEL: **MASTER IN NURSING (M.N.)**  
AD. BATCH: 2076/2077  
YEAR:

START DATE: 2078/01/02 (15<sup>th</sup> April, 2021) 2080/01/31 (May 14, 2023)

S.N.	ROLL NO.	NAME OF STUDENTS	DISTRICT	Mobile No.
<b>ADULT</b>				
1	01	ANJU KUMARI SHARMA	PARBAT	9846282846
2	02	BISHNU RIJAL	KAILALI	9848085003
3	03	JAYANTI SHARMA	RUPANDEHI	9847090500
4	04	KALA PUDASAINI	CHITWAN	9845436815
5	05	RAMILA PRADHAN	KASKI	9846622868
6	06	SANGITA ADHIKARI	KASKI	9806531657
<b>PAEDIATRIC</b>				
7	07	ANITA KHADKA	UDAYAPUR	9862221676
8	08	BISHNU NEUPANE	SUNSARI	9841438590
9	09	KAMALA KUMARI NEURE	DHANGADI	9841407860
<b>WHD</b>				
10	10	KAVITA SHRESTHA	SYANGJA	9841452926
11	11	KRISHMA PURI	CHITWAN	9845382606
12	12	NEETA DEVI MAHATO	NAWALPARASI	9814236582
13	13	SHARMILA SHRESTHA PRADHAN	KASKI	9846153027
14	14	SUNITA GUPTA	RAUTAHAT	9854028123
15	15	SHARMILA DHITAL	DANG	9847829712

EXAMINATION SECTION

SECTION OFFICER

CAMPUS CHIEF

 Scanned with CamScanner

ANNEX II  
Sample of filled form of tracer study

Annex I: Tracer Study Questionnaire

Pokhara Nursing Campus  
Tracer Study Questionnaire (2021)

Dear Graduate,

This institution is establishing a system of tracing its graduates and getting feedback regarding the type of work, further study or other activity you are/were involved in since you completed your study from the institution. The information provided will assist the institution in planning future educational needs. Results of this tracer study will only be presented in summary form and individual responses will be kept strictly confidential. We would, therefore, highly appreciate it if you could complete the following questionnaire and return it to us, at your earliest convenience. Thank you for your kind cooperation and support.  
Pokhara Nursing Campus

A. PERSONAL INFORMATION

Name:

Gurung		Anju
(Surname)	(Middle Name)	(Given Name)

Age:

Address:

Present Address: Lamni tole, Pokhara - 15

Permanent Address: Kasbi Ghandruk

Gender:

Male

Female

Date of Birth in BS (DD/Month/Year): 9, 02, 1998 AD

Passed year:

Phone No: ..... (Res)..... (Mo) 9806571179  
(Office) .....

23

CS Scanned with CamScanner

Email ID: ganju.1424@gmail.com

Electronic Social Network ID:

Facebook  ..... Twitter.....

Any other, please specify..... ID: .....

Higher Academic qualification: .....

Academic qualification Completed from Pokhara Nursing Campus:

Academic qualification	Passed year(As in transcript)
MN	
BN	
BBS B.Sc Nursing	2022 AD

Marital status:

Married  Single/ Unmarried  Widow

B.EMPLOYMENT INFORMATION:

I. Current employment status

Employed  Self employed  Unemployed

- If employed,  
1.  Nursing related job  
2. Non-nursing related job

- In case of service in an organization: Employer's Details (organization you're currently working for)

i. Name of the Organization: Manipal collage of Medical sciences

ii. Address of the organization: Phulburi - Polcham - 11

- iii. Type of organization
- a. Government
  - b. Semi-government
  - c. Private
  - d. Self-employed
  - e. Public
  - f. INGO
  - g. NGO
  - h. Others (specify)

iv. Phone number:

v. Email: ganj 01424@gmail.com

- vi. Employment type
- a. Permanent
  - b. Temporary
  - c. Contract
  - d. Daily wages
  - e. Hour basis
  - f. Others (please specify)

vii. Job status

Designation: Staff Nurse

Level (if applicable):

Department: ICU

In case of self employment:

I. Starting year: 2023 AD

II. Type of work/profession:

- How did you come to know about your current job?

- a. Through friends
- b. Through relatives
- c. Through written enquiries
- d. Advertisement in media
- e. Own campus

- Have you passed the following examinations in the last five years?

- a. Nepal civil service examination Yes  No
- b. TU, Service Commission Yes  No
- c. International level entrance examinations Yes  No
- d. Other employment related examinations Yes  No

If Others (specify).....

- Which one of the following best describes your current position with regard to paid work?

- a. Working full-time
- b. Working part-time but seeking full-time work
- c. Working part-time but not seeking full-time work

- d. Not working and looking for a job  A
- e. Others (please specify).....

- Current salary (amount per month in NRs).....
- Did you get any information on career possibilities before leaving your educational institutions?

Yes  New

- If you are employed, how long did it take you to find a job since obtaining your degree from this institution?

- Less than 6 month
- 6 month to 1 year
- 1-2 years
- 2-3 years
- 3-4 years
- More than 4 years

- If time gap, please give reasons for time gap between obtaining your degree and your first employment.....

- How satisfied are you with your current job?

- a. Very satisfied
- b. Partially satisfied
- c. Neither satisfied nor dissatisfied
- d. Partially dissatisfied
- e. Very dissatisfied

- Do you intend to stay in the same job /profession?

Yes  No

- Do you face any major problem/s in your job assignments?

Yes  No

If 'Yes', please specify the problems briefly:

.....

**Contribution of program**

- How would you rate the contribution of the program of your study to develop personal knowledge, skills and attitudes?  
(Give number from the range (0-5) very much=5 not at all =0)

S.N.	Particulars	Please tick under the number which best suits your answer					
		0	1	2	3	4	5
1	Enhance academic knowledge						✓
2	Develop clinical competencies						✓
3	Improved problem-solving skills					✓	✓
4	Improved research skills					✓	
5	Improved learning efficiency						✓
6	Improved communication skills						✓
7	Improved information technology skills					✓	✓
8	Enhanced team spirit						✓

**Satisfaction level on the institutional program**

Please, rate your satisfaction level on the institutional program that you attend.

(Give number from the range 0-5) Very satisfied=5 Does not apply= 0

S.N	Particulars	Please tick under the number which best suits your answer					
		0	1	2	3	4	5
<b>A</b>	<b>Institutional Policies and Decisions</b>						
1	Admission procedure					✓	
2	Entrance examination and placement of the students					✓	
3	Examination system					✓	
<b>B</b>	<b>Structure of program</b>					✓	
4	Courses offered (stream)						
5	Relevance of the program according to your professional requirement						✓
<b>C</b>	<b>Teaching/Learning Environment</b>						
6	Competency of teachers in delivery of classroom lecture						✓
7	Provision of supervision in clinical practicum						✓
8	Adequacy of laboratory facility						✓
9	Clinical learning facility					✓	
10	Physical facilities for teaching learning methods and media						✓
11	Teacher student relationship						✓
12	Involvement of students in various health related program						✓
13	Library facility						✓
14	Lab Facility						✓
<b>D</b>	<b>Student support and counseling</b>						



**Annex 1: Tracer Study Questionnaire**

**Pokhara Nursing Campus  
Tracer Study Questionnaire (2021)**

Dear Graduate,

This institution is establishing a system of tracing its graduates and getting feedback regarding the type of work, further study or other activity you are/were involved in since you completed your study from the institution. The information provided will assist the institution in planning future educational needs. Results of this tracer study will only be presented in summary form and individual responses will be kept strictly confidential. We would, therefore, highly appreciate it if you could complete the following questionnaire and return it to us, at your earliest convenience.

Thank you for your kind cooperation and support.

Pokhara Nursing Campus

**A. PERSONAL INFORMATION**

Name:

Christina	Sany	Sanjita
(Surname)	(Middle Name)	(Given Name)

Age:

Address:

Present Address: Pokhara - 3, Nadiapur

Permanent Address: Pokhara - 3, Nadiapur

Gender:

Male

Female

Date of Birth in BS (DD/Month/Year): 13 / 6 / 1988

Passed year: 2080 BS,

Phone No: ..... (Res)..... (Mo) 9846153027  
(Office) .....

Email ID: sharmila-sha47@gmail.com

Electronic Social Network ID:

Facebook..........Twitter.....

Any other, please specify.....ID: .....

Higher Academic qualification: .....

Academic qualification Completed from Pokhara Nursing Campus:

Academic qualification	Passed year(As in transcript)
MN	2080
BN	
BNS	

Marital status:

Married  Single/Unmarried  Widow

**B.EMPLOYMENT INFORMATION:**

**I. Current employment status**

Employed  Self employed  Unemployed

• If employed,

1.  Nursing related job
2. Non-nursing related job

• In case of service in an organization: Employer's Details (organization you're currently working for

i. Name of the Organization: PAN S

ii. Address of the organization: Polechara - 11, Hospital Chowle

iii. Type of organization

- a.  Government
- b. Semi-government
- c. Private
- d. Self-employed
- e. Public
- f. INGO
- g. NGO
- h. Others (specify)

iv. Phone number:

- d. Not working and looking for a job
- c. Others (please specify).....
- Current salary (amount per month in NRs)..... 60,000.....
  - Did you get any information on career possibilities before leaving your educational institutions?  
 Yes  New
  - If you are employed, how long did it take you to find a job since obtaining your degree from this institution?  
 Less than 6 month   
 6 month to 1 year   
 1-2 years   
 2-3 years   
 3-4 years   
 More than 4 years
  - If time gap, please give reasons for time gap between obtaining your degree and your first employment.....
  - How satisfied are you with your current job?  
 a. Very satisfied   
 b. Partially satisfied   
 c. Neither satisfied nor dissatisfied   
 d. Partially dissatisfied   
 e. Very dissatisfied
  - Do you intend to stay in the same job /profession?  
 Yes  No
  - Do you face any major problem/s in your job assignments?  
 Yes  No

If 'Yes', please specify the problems briefly:

.....

...

v. Email: Shermila-sha42@gmail.com

vi. Employment type

- a. Permanent
- b. Temporary
- c. Contract
- d. Daily wages
- e. Hour basis
- f. Others (please specify)

vii. Job name

Designation: Nursing officer

Level (if applicable): 2<sup>nd</sup>

Department: Department of Obstetrics & Gynaecology

In case of self employment:

Starting year: 2014 AD

ix. Type of work/profession:

x. How did you come to know about your current job?

- a. Through friends
- b. Through relatives
- c. Through written enquiries
- d. Advertisement in media
- e. Own campus

xi. Have you passed the following examinations in the last five years?

- a. Nepal civil service examination      Yes       No
- b. TU, Service Commission              Yes       No
- c. International level entrance examinations      Yes       No
- d. Other employment related examinations      Yes       No

If Others (specify): \_\_\_\_\_

xii. Which one of the following best describes your current position with regard to paid work?

- a. Working full-time
- b. Working part-time but seeking full-time work
- c. Working part-time but not seeking full-time work

**Contribution of program**

- How would you rate the contribution of the program of your study to develop personal knowledge, skills and attitudes?  
(Give number from the range (0-5) very much=5 not at all =0)

S.N.	Particulars	Please tick under the number which best suits your answer					
		0	1	2	3	4	5
1	Enhance academic knowledge					✓	
2	Develop clinical competencies					✓	
3	Improved problem-solving skills					✓	
4	Improved research skills					✓	
5	Improved learning efficiency					✓	
6	Improved communication skills					✓	
7	Improved information technology skills					✓	
8	Enhanced team spirit					✓	

**Satisfaction level on the institutional program**

Please, rate your satisfaction level on the institutional program that you attend.

(Give number from the range 0-5) Very satisfied=5 Does not apply= 0

S.N	Particulars	Please tick under the number which best suits your answer					
		0	1	2	3	4	5
<b>A</b>	<b>Institutional Policies and Decisions</b>					✓	
1	Admission procedure						✓
2	Entrance examination and placement of the students					✓	
3	Examination system					✓	
<b>B</b>	<b>Structure of program</b>					✓	
4	Courses offered (stream)					✓	
5	Relevance of the program according to your professional requirement					✓	
<b>C</b>	<b>Teaching/Learning Environment</b>					✓	
6	Competency of teachers in delivery of classroom lecture					✓	
7	Provision of supervision in clinical practicum					✓	
8	Adequacy of laboratory facility						✓
9	Clinical learning facility						✓
10	Physical facilities for teaching learning methods and media					✓	
11	Teacher student relationship					✓	
12	Involvement of students in various health related program						✓
13	Library facility						✓
14	Lab Facility						✓
<b>D</b>	<b>Student support and counselling</b>						✓

15	Academic advice offered					✓	
16	Availability of teacher and Interactive communication between teacher and students					✓	
E	Other facilities						
17	Hostel facility					✓	
18	Student's changing room facility					✓	
19	Safe drinking water					✓	
20	Transportation facility					✓	
21	Canteen facility					✓	
22	Toilet facility					✓	
23	Sports					✓	
24	Extracurricular activities					✓	
25	Problem solving ability					✓	

- If pursuing further study: No  
 Enrolment year:.....  
 Program: .....  
 Level: .....  
 Campus/University:.....  
 Campus/University Address: .....
- Please provide your suggestions/recommendations for the betterment of Pokhara Nursing Campus on the following regards:  
 a. Teaching/learning materials: Addition of faculty  
 b. Institutional Facilities: Transportation facility  
 c. Curriculum: WHO curriculum should be revised based on current demand
- What contribution/s may you provide to Pokhara Nursing Campus for its betterment? demand  
By joining alumni of PNC.
- Contact Address/s of your friend/s, who had graduated in the same year you had graduated from this institution:  
 Name Surta Shah Contact no /e mail .....  
 Name ..... Contact no /e mail .....  
 Name ..... Contact no /e mail .....  
 Name ..... Contact no /e mail .....

**ANNEX III**

**List of graduates employed within 1 year**

<b>SN</b>	<b>Name of graduate</b>	<b>Date of appointment</b>	
1	Ambika Das	15 June 2022	Less than 6 months
2	Anisha Sharma	17-11-2022	Less than 6 months
3	Anita Lamichhane	15-09- 2071	Less than 6 months
4	Anita sunar	01-09-2079	Less than 6 months
5	Anju Gurung		6 months to 1 year
6	Anju Kumari Sharma	25-01-2018	Less than 6 months
7	Aparna Baral	Abroad	Less than 6 months
8	Bishnu Rijal	08-12-2023	Less than 6 months
9	Bishnu Neupane	06-10-2023	Less than 6 months
10	Deepa Bhandari	6-03-2022	Less than 6 months
11	Muna Dhakal	17-05-2022	Less than 6 months
12	Dikshya Rai	15-01-2023	6 months to 1 year
13	Dipisha Gautam	22-12-2022	6 months to 1 year
14	Ek Maya Gurung	8-11-2071	Less than 6 months
15	Hiramaya Tamang	02-09-2079	Less than 6 months
16	Jayanti Sharma	01-09-2065	Less than 6 months
17	Kalpna Basnet	04-11-2022	Less than 6 months
18	Kamala	28-10-2061	Less than 6 month
19	Laxmi Bas to ola	7-07-2014	1-2 years
20	Mamta Lama	15-01-2079	Less than 6 months
21	Mandira Poudel	22-01-2017	Less than 6 months
22	Muna Rasaili		Less than 6 months
23	Muskan Pun		6 months to 1 year
24	Namuna Ghimire	01-03-2023	Less than 6 months
25	Neelima Giri	01-09-2022	6 months to 1 year
26	Neeta Devi Mahato	Study Leave	Less than 6 mont
27	Nikita Pokhrel	03-04-2023	6 months to 1 year
28	Parbati Pun	05-12-2022	Less than 6 months
29	Prakriti Gurung	29-09-2072	Less than 6 months
30	Prakriti Koirala		6 months to 1 year
31	Pramisha Pokharel	10-11-2022	Less than 6 months
32	Pratiksha Adhikari	27-11-2072	Less than 6 months
33	Punam Gurung		Less than 6 months
34	Rojina Gurung	10-01-2023	Less than 6 months
35	Rojina Tuladhar	22-12-2022	6 months to 1 year
36	Samundra Tiwari		6 months to 1 year

37	Sangita Adhikari	01-04-2018	Less than 6 months
38	Sarina Sigdel		Less than 6 months
39	Shailaja Pyakurel	01-08-2079	Less than 6 months
40	Sharmila Dhital	09-09-2023	Less than 6 months
41	Sharmila Shrestha Pradhan	05-09-2014	Less than 6 months
42	Shova Shrestha		Less than 6 months
43	Shrijana Thapa	06-06-2079	6 months to 1 year
44	srijana paudel	22-09-2022	6 months to 1 year
45	Subekshya sigdel	1-09-2022	Less than 6 months
46	Sujata Gurung	28-11-2014	Less than 6 months
47	Sujata rana magar	20-01-2022	Less than 6 months
48	Sunita	12-04-2023	Less than 6 months
49	Sunita Gupta	Study Leave	Less than 6 months
50	Surakchya Sharma		1-2 years
51	Usha Thapa	06-05-2079	Less than 6 months

ANNEX IV  
Appointment Letters



प.सं.-०७९/०८०  
च.नं.- १३८८

नेपाल सरकार  
स्वास्थ्य तथा जनसंख्या मन्त्रालय  
पोखरा स्वास्थ्य विज्ञान प्रतिष्ठान  
पश्चिमाञ्चल क्षेत्रीय अस्पताल  
सिमरौटे, पोखरी

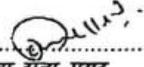
फोन नं.-०९१-४२२४९१,  
०९१-४२२४००

मिति :- २०८०/०९/१३

श्री शर्मिष्ठा श्रेष्ठ (छिठो)  
अस्पताल नर्सिङ निरीक्षक।

**विषय :- जिम्मेवारी तोकिएको बारे।**

प्रस्तुत विषयमा पोखरा नर्सिङ क्याम्पस पोखराको च.नं. ६८९/०७९/८० मिति २०८०/०९/१० को पत्रानुसार एम.एन. दोस्रो बर्षमा अध्ययनरत भई अध्ययन विदा समाप्त भई आउनु भएकोमा तपाईंलाई मिति २०८०/०९/१४ देखि अर्को व्यवस्था नभए सम्मका लागि यस अस्पतालको प्रसूति वार्डमा कामकाज गर्ने गरि जिम्मेवारी तोकिएको ब्यहोरा जानकारी गराइन्छ।

  
कमला राना मगर  
प्रमुख अस्पताल नर्सिङ प्रशासक



# Manipal Education & Medical Group (Nepal) Pvt. Ltd.



05 April 2023

NEP/2040MTH

Ms Anju Gurung  
Ward No 10, Ghandruk  
Kaski, Nepal

**Subject: Appointment as Staff Nurse (T).**

Dear Ms. Anju,

Congratulations,

We are pleased to appoint you as Staff Nurse (T) at Manipal Education and Medical Group, Nepal. The terms and conditions of engagement are as follows:-

1. **Date of Appointment:** Your appointment is effective from 05 April 2023 (22 Chaitra 2079).
2. **Employment Period:** You will be placed on time-based employment. The duration of the time-based employment will be for a period of one year commencing from the date of joining till 04 April 2024. Further extension or termination of your services will depend upon your performance and the emerging needs of the organization.
3. **Monthly remuneration:** Your monthly salary structure is attached as "Annexure - I".
4. **Terms and Conditions.**
  - a) All terms and conditions of the service will be as per Labour Act 2074 & Labour Rules 2075.
  - b) You shall be expected to work for a minimum of 48 hours in a week. If required, you will have to perform duties in the shift allocated to you by your HOD. However, you may be required to work beyond work timings for some occasions. It may any time of day or night. The working hours are subject to change, depending on the requirements of Institution.
  - c) You may be deployed in any of the departments and you will abide by the rules and regulations of the institution.
  - d) During the employment, you will not engage yourself for gain or otherwise in any other employment, avocation, or business which can be seen as conflict of interest in the perspective of Manipal and if continued disciplinary proceedings can be initiated.
  - e) Hospital services comes under Essential Services Operation Act, 2014. Strikes, Go-slow, Pen down & other activities which can hinder any service for smooth functioning of the Hospital in giving health care services to the needy patients is illegal, you will not indulge your-self in any such activities while serving with MEMG Pvt. Ltd. and abide by all the terms and conditions of the company and will not involve in any unethical & immoral activities, if you are found to be involved in any such activities, it will lead to disciplinary action & your employment may be terminated.
  - f) In case you wish to discontinue your engagement with the institution, or it becomes necessary to terminate your engagement, this can be done by giving notice of one month, subject to the approval of employer, by either side or by paying the institution an amount equivalent to your one month's salary in lieu of physical service of such period. Either party is not bound to give any reason thereof.
  - g) Please maintain confidentiality of your remuneration and do not compare the same with any other employee of the institution. Breaking confidentiality of terms and conditions and sharing remuneration information may attract disciplinary proceedings.

With Best Wishes,

Anil Odari  
CEO, MEMG

I agree to abide by the terms and conditions laid down in the letter of appointment and give an undertaking that violation of any terms of employment including suppression of any information/facts shall render me unsuitable & my service may be terminated without any Notice period

Name Anju Gurung Signature Anju

Date 05 April 2023

**BATAS**  
"rich in commitment"

Manipal College of Medical Science  
PO Box-155, Pokhara, Nepal, Ph: +97781448387, 440000  
Fax: +977-81-448388, Email: [mcms@manipal.edu.np](mailto:mcms@manipal.edu.np)

Manipal Teaching Hospital  
PO Box 341, Pokhara, Nepal, Ph: +97781839418 to 438,  
Fax: +97781837942, 836374, Email: [mt@manipal.edu.np](mailto:mt@manipal.edu.np)  
URL: [www.manipal.edu.np](http://www.manipal.edu.np)



पत्र संख्या: २०८०/०८१  
आसानी मन्त्रालय: ६.६.६

बागमती प्रदेश सरकार  
स्वास्थ्य मन्त्रालय



हेटौंडा, नेपाल

मिति: २०८०/०६/२१

विषय: स्वास्थ्यको सम्बन्धमा ।

श्री कल्पिता श्रेष्ठ,  
(NMC NO: १३६५)  
स्वास्थ्य ।

नुसार, विषयमा यस मन्त्रालय (सचिवालय) को मिति २०८०/०६/१५ को निर्णयानुसार 'तपाइस्ताइ कामकाज गर्न मेडिकलोट स्वास्थ्य, काठेपल्लोकोट तोकिएकोमा यस मन्त्रालयको प.सं. २०८०/०८१, प.सं. ६६२, मिति २०८०/०६/२१ को पत्र अनुसार सम्पन्न भएकोले तपसित प्रयोग विवरण तप्याइएको व्यक्तोत निर्णयानुसार अनुरोध छ ।

प्रति:

पद: स्वास्थ्यकायम अधिकृत (AM) (सकृद्वृत्ति कर्ता)  
स्थ: साठी  
कार्यालय: मेडिकलोट स्वास्थ्य, काठेपल्लोकोट ।

  
सहायक स्वास्थ्य अधिकृत

सिद्धाई:

- श्री स्वास्थ्य तथा जनसंख्या मन्त्रालय, राजधानी, काठमाडौं ।
- श्री शिक्षा, विज्ञान तथा प्रविधि मन्त्रालय, सिद्धारा, काठमाडौं ।
- श्री सर्व मन्त्रालय, सिद्धारा, काठमाडौं ।
- श्री सुदूरपश्चिमी तथा मन्चिरीपर्वको कार्यालय, काठमाडौं प्रदेश, हेटौंडा ।
- श्री स्वास्थ्य सेवा विभाग, टेकु, काठमाडौं ।
- श्री स्वास्थ्य विज्ञानकुल, काठमाडौं प्रदेश, हेटौंडा उपत्यकापुर ।
- श्री नेपाल स्वास्थ्य व्यवस्थापनी परिषद्, काठमाडौं, काठमाडौं ।
- श्री स्वास्थ्य कार्यालय, काठेपल्लोकोट तोकिएको स्वास्थ्य गर्न तोकिएको कार्यालय मेडिकलोट स्वास्थ्य, काठेपल्लोकोट तोकिएको स्वास्थ्य व्यवस्थापनी विवरण तप्योत कार्यालयको लागि ।
- श्री मेडिकलोट स्वास्थ्य, काठेपल्लोकोट तोकिएको स्वास्थ्य विभाग प्रति यस स्वास्थ्यकायम कर्ता र प्रति यसको सम्बन्धी पत्राचार ।
- श्री प्रदेश सेवा विभागका दुवै कार्यालय, काठेपल्लोकोट
- श्री आर्थिक आगमन शाखा, स्वास्थ्य मन्त्रालय, हेटौंडा ।

फोन नं. ९७७-९७७९९, ९७७९९, ९७७९९, ९७७९९, ९७७९९, ९७७९९  
ईमेल: [info@bagmati.gov.np](mailto:info@bagmati.gov.np) वेबसाईट: <http://www.moh.bagmati.gov.np>





गण्डकी प्रदेश सरकार  
सामाजिक विकास तथा स्वास्थ्य मन्त्रालय  
स्वास्थ्य निर्देशनालय  
काठमाडौं

सं. नं. ०१९२/२०२२

मिति २०८०/०२/२२

प.स. : २०७९/८०

च.नं. २०४

श्री सामाजिक विकास तथा स्वास्थ्य मन्त्रालय,  
गण्डकी प्रदेश, पोखरा ।

विषय :- हिनिर भएको जानकारी ।

उक्त विषयका सम्बन्धमा श्री स्वास्थ्य तथा जनसङ्ख्या मन्त्रालय, रामशाहपथ, काठमाडौंको प.स. २०७८/०९ को मिति २०७८/०९/३२ गते को च.नं.७/३१० को पत्रानुसार असाधारण विदा स्वीकृत भई अध्ययन विद्यामा रहनु भएकी स्टाफ नर्स (पाथी) श्री अन्न कुमारी शर्मा (क.स.नं. २२५७८४) को मिति २०८०/०९/०९ गते असाधारण विदा समाप्त भएकोले मिति २०८०/०९/०३ गते देखि यस बेनी अस्पतालमा हिनिर हुनुभएको व्यहोरा जानकारीको लागि अनुरोध छ ।

सोपानः

- श्री स्वास्थ्य निर्देशनालय, गण्डकी प्रदेश पोखरा ।
- श्री राष्ट्रिय किताबखाना (निजामती) हरिहर भवन पुल्चोक सतितपुर ।
- श्री कर्मचारी सञ्चय कोष विदेविभाग ठमेल, काठमाडौं ।
- श्री पार्षदिक सभाको कोष, काठमाडौं ।
- श्री सेखा शाखा बेनी अस्पताल, प्याग्दी ।

Nidesh  
डा. नितेश श्रेष्ठ  
नि.मैडिकल सुपरिटेण्डेन्ट



गण्डकी प्रदेश सरकार  
सामाजिक विकास तथा स्वास्थ्य मन्त्रालय  
स्वास्थ्य निर्देशनालय  
मातृशिशु मितेरी अस्पताल  
कास्की जिल्ला

फोन : ०११४४१४४  
पेसु maternityhospital@gmail.com

पत्र संख्या: ०८०/८१  
चसानी नं.: १७१

मिति: २०८०/०७/०२

विषय: हाजिरी भएकै जानकारी सम्बन्धमा।

श्री सामाजिक विकास तथा स्वास्थ्य मन्त्रालय,  
गण्डकी प्रदेश, पोखरा।

इस्तुत विषयमा तहाँ मन्त्रालयको च.नं.४३६ मिति २०८०/०६/३० को कामकाज गर्न छटाइएको पत्र अनुसार श्री सविता अधिकारी, नसिंह अधिकृत,साली, छत्रवृत्ति करार (ने.न.का.नं.१४११) यस मातृशिशु मितेरी अस्पताल, कास्कीमा मिति २०८०/०७/०१ गते देखि हाजिर हुनुभएको व्यहोरा अनुरोध छ।

  
डा. बर्म देव बिकाल  
(मेडिकल सुपरिटेण्डेन्ट)

मेडिकल सुपरिटेण्डेन्ट

सोसार्थ :

- श्री स्वास्थ्य सेवा विभाग, टेक, काठमाडौं।
- श्री स्वास्थ्य निर्देशनालय, गण्डकी प्रदेश, पोखरा।
- श्री आसिक प्रशासन शाखा, मातृशिशु मितेरी अस्पताल, कास्की।
- श्री सविता अधिकारी, नसिंह अधिकृत,साली, छत्रवृत्ति करार (ने.न.का.नं.१४११)।



बागमती प्रदेश सरकार  
स्वास्थ्य मन्त्रालय



हेटौंडा, नेपाल

मिति:-

२०८०/०९/०५

पत्र सङ्ख्या :- २०८०/०८१  
सलानी नं. :- ९९७

विषय: कामकाज गर्न तोकिएको सम्बन्धमा ।

श्री विष्णु म्यौपाने,  
(NNC No. १४५१)  
काठमाण्डौ ।

नेपाल सरकार, स्वास्थ्य तथा जनसंख्या मन्त्रालय, स्वास्थ्य सेवा विभागको प.सं. ०८०/०८१ च.नं. ७९२ मिति २०८०/०६/१२ पत्रानुसार सोहि विभागसँग भएको सम्झौता बमोजिमको सेवा सुविधा उपलब्ध हुने गरि यस मन्त्रालयको मिति २०८०/०६/१६ को पत्रानुसार मेथिकोट अस्पताल, काभ्रेपलाञ्चोक कामकाजमा रहनुभएको तपाईंलाई छटिएकै निकैयबाट तलब भत्ता भुक्तानी हुने गरि तपसिल बमोजिमको विवरण अनुसार कामकाज गर्न छटाइएको व्यहोरा यस मन्त्रालय (सचिबस्तर) को मिति २०८०/०९/०५ को निर्णय अनुसार अनुरोध छ ।

तपसिल

कामकाज गर्न तोकिएको सेवा, पद, तह र निकाय
पद: नर्सिङ अधिकृत(छात्रवृत्ति करार-MN)
तह: सातौं
कार्यालय: स्वास्थ्य कार्यालय, काभ्रेपलाञ्चोक ।

हरिकृष्ण पुर्याल  
उपसचिव

स्रोतार्थ:

- श्री स्वास्थ्य तथा जनसंख्या मन्त्रालय, रामशाहपथ, काठमाण्डौ ।
- श्री शिक्षा, विज्ञान तथा प्रविधिक मन्त्रालय, सिंहदरवार, काठमाण्डौ ।
- श्री मुख्यमन्त्री तथा मन्त्रिपरिषद्को कार्यालय, बागमती प्रदेश, हेटौंडा ।
- श्री स्वास्थ्य सेवा विभाग, टेकु, काठमाण्डौ ।
- श्री स्वास्थ्य निर्देशनालय, बागमती प्रदेश, हेटौंडा, मकवानपुर ।
- श्री नेपाल नर्सिङ काउन्सिल, चौसबारी, काठमाण्डौ ।
- श्री मेथिकोट अस्पताल, काभ्रेपलाञ्चोक ।
- श्री स्वास्थ्य कार्यालय, काभ्रेपलाञ्चोक । (विश्वकर्मा विष्णुम्वार इतिर मध्य कामकाजमा समाज र इतिर पदको जानकारी प्राप्त हुने)
- श्री प्रदेश लेखा नियन्त्रक इकाई कार्यालय, काभ्रेपलाञ्चोक ।
- श्री आर्थिक प्रशासन शाखा, स्वास्थ्य मन्त्रालय, हेटौंडा ।



# Manipal Education & Medical Group (Nepal) Pvt. Ltd.

NEP/2040/MTN

05 April 2023

Mrs. Muskan Pun 'B'  
Ward No. 03, Nadiapur, Pokhara  
Kaski, Nepal



Subject: Appointment as Staff Nurse (T)

Dear Ms. Muskan,

Congratulations,

We are pleased to appoint you as Staff Nurse (T) at Manipal Education and Medical Group, Nepal. The terms and conditions of engagement are as follows -

1. **Date of Appointment:** Your appointment is effective from 05 April 2023 (22 Chaitra 2078).
2. **Employment Period:** You will be placed on time-based employment. The duration of the time-based employment will be for a period of one year commencing from the date of joining till 04 April 2024. Further extension or termination of your services will depend upon your performance and the emerging needs of the organization.
3. **Monthly remuneration:** Your monthly salary structure is attached as "Annexure - I".
4. **Terms and Conditions.**
  - a) All terms and conditions of the service will be as per Labour Act 2074 & Labour Rules 2075.
  - b) You shall be expected to work for a minimum of 48 hours in a week. If required, you will have to perform duties in the shift allocated to you by your HOD. However, you may be required to work beyond work timings for some occasions. It may any time of day or night. The working hours are subject to change, depending on the requirements of Institution.
  - c) You may be deployed in any of the departments and you will abide by the rules and regulations of the institution.
  - d) During the employment, you will not engage yourself for gain or otherwise in any other employment, avocation, or business which can be seen as conflict of interest in the perspective of Manipal and if continued disciplinary proceedings can be initiated.
  - e) Hospital services comes under Essential Services Operation Act, 2014. Strikes, Go-slow, Pen down & other activities which can hinder any service for smooth functioning of the Hospital in giving health care services to the needy patients is illegal, you will not indulge your-self in any such activities while serving with MEMG Pvt. Ltd. and abide by all the terms and conditions of the company and will not involve in any unethical & immoral activities, if you are found to be involved in any such activities, it will lead to disciplinary action & your employment may be terminated.
  - f) In case you wish to discontinue your engagement with the institution, or it becomes necessary to terminate your engagement, this can be done by giving notice of one month, subject to the approval of employer, by either side or by paying the institution an amount equivalent to your one month's salary in lieu of physical service of such period. Either party is not bound to give any reason thereof.
  - g) Please maintain confidentiality of your remuneration and do not compare the same with any other employee of the institution. Breaking confidentiality of terms and conditions and sharing remuneration information may attract disciplinary proceedings.

With Best Wishes,

  
Anil Choudhary  
CEO-MEMGN

I agree to abide by the terms and conditions laid down in the letter of appointment and give an undertaking that violation of any terms of employment including suppression of any information/facts shall render me unsuitable & my service may be terminated without any notice period.

Name Muskan Pun Signature (M/P)

Date 05/04/2023

## BATAS

Manipal College of Medical Science  
PO Box 188, Pokhara, Nepal, Ph: +87701468367, 468669  
Fax: +877-01-468366, Email: [mcms@manipal.edu.np](mailto:mcms@manipal.edu.np)

Manipal Teaching Hospital  
PO Box 341, Pokhara, Nepal, Ph: +87701830410 to 420,  
Fax: +87701627962, 626274, Email: [mt@manipal.edu.np](mailto:mt@manipal.edu.np)  
URL: [www.manipal.edu.np](http://www.manipal.edu.np)



**Manipal Teaching Hospital  
Pokhara**

**PAY SLIP FOR THE MONTH OF CHAITRA - 2080(2024/03/14 to 2024/04/12)**

Name: PARBATI PUN  
Designation: STAFF NURSE (NURSING)  
PAN NO: 136254926

DOJ: 2023/02/01  
DOR: 2060/01/08

**Leave Information:**

Current Month: Working Days: 30.00 Present Days: 17.00 Leave Days: 7.00 LOP Days: 3.00 LOP Refund: 0  
Cumulative Leave Balance: CL:0 PL:2.00 SL:1.00 TL:0 Total: 3

Electricity Details: PR: 0 CR: 0 UC: 0 (PR Previous Month Reading, CR Current Month Reading, UC Unit Consumed)

INCOME	Amt. (In NPR)	DEDUCTIONS	Amt. (In NPR)
BASIC SALARY	10,427.00	LOP AMOUNT	1,738.00
OTHER ALLOWANCE	6,951.00	PROVIDENT FUND	938.00
NIGHT DUTY ALLOWANCE	1,000.00	TAX	159.00
<b>TOTAL CR.</b>	<b>18,378.00</b>	<b>TOTAL DR.</b>	<b>2,835.00</b>

NET PAY: 15,543.00

LAXMI BANK LIMITED

CUMMULATIVE INFORMATION OF CURRENT F/Y			TAX PROJECTION/CALCULATOR		
INCOME	AMOUNT	DEDUCTION	AMOUNT	AMOUNT	
Gross Salary	146,020.00	P.F	8,857.00	Earned Income	162,513.00
Overtime	2,798.00	CIP	0.00	Projected Income	52,134.00
Dishon Allowances	5,888.00	TAX	1,357.00	P.F.	11,671.00
Leave Encashment	7,807.00			Total Income	226,318.00
LTF	0.00			Less:	
Children Edu. All.	0.00			Non-Taxable Income	0.00
Bonus	0.00			Standard Deduction	0.00
One Time Transfer All.	0.00			P.F.	23,342.00
Night Allowance	8,750.00			CIP	0.00
Inchargeship All.	0.00			Life Insurance	0.00
				Total Deduction	23,342.00
				Taxable Income	202,976.00
				Tax @ 1%	2,117.00
				Tax @ 10%	0.00
				Tax @ 20%	0.00
				Tax @ 30%	0.00
				Tax @ 36%	0.00
				Tax @ 39%	0.00
				Total Annual Tax	2,117.00
				Tax Dis. 10%	212.00
				Deducted Tax	1,357.00
<b>TOTAL</b>	<b>171,263.00</b>		<b>10,214.00</b>	Balance For Current F/Y	<b>548.00</b>



नेपाल सरकार  
स्वास्थ्य तथा जनसंख्या मन्त्रालय

कोभिड-१९ युनिट/सेन्टर केन्द्रीय अस्पताल



सं. (क.प्र.) ०६८/०८०  
सं. ४९६६

सं ४२२९९९९  
फ्याक्स नं. ४२२२२९९  
महामार्ग, काठमाडौं

मिति २०८०/०२/४

श्री जयन्ती शर्मा  
अ.न.नि. (छैठौं तह)  
वीर अस्पताल।

विषय : कामकाजमा छटाईएको बारे।

प्रस्तुत विषयमा तपाईंलाई अर्को आदेश वा व्यवस्था नभएसम्मको लागि मिति २०८०/०२/०६ देखि लागू हुने गरी यस अस्पतालको आई.सि.यु.॥ मा कामकाज गर्न छटाईएको व्यहोरा अनुरोध छ।

संगिता श्रेष्ठ

प्रमुख अस्पताल नर्सिङ प्रशासक

सोधार्थ

श्री आई.सि.यु.॥, वीर अस्पताल।  
श्री हाजिरी शाखा, वीर अस्पताल।  
श्री आर्थिक प्रशासन शाखा, वीर अस्पताल।



Scanned with CamScanner

फोन नं. : ९७७-१-४२२१८००, ९७७-१-४२२१९८८, ९७७-१-४२२१११९, फ्याक्स: ९७७-१-४२२२८६४