

CRITERION 6 – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff and avenues for career development

DOCUMENT





The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

Figure Number	Supporting Document for Criteria	Details of the Document						
1	Service Benefits of Employees	Screenshot of IFMS portal under https://finance.wb.gov.in/New_Fin/HomePage.aspx Screenshot of IFMS portal under College Login of Raiganj Surendranath Mahavidyalaya						
2	Service Benefits of Employees	Screenshot of Salary Bill and E-Billing from the HRMS (HOI Interface)						
3	Service Benefits of Employees	Screenshot of e- pension portion (HOI Interface)						
4	Health Scheme Benefits	Screenshot of West Bengal Health Scheme portal under https://wbhealthscheme.gov.in/ & Screenshot of a Beneficiary						





RAIGANJ SURENDRANATH MAHAVIDYALAYA Sudarshanpur, Raiganj, Uttar Dinajpur (Affiliated to University of Gour Banga, Malda) Recognized by UGC U/S 2f & 12(B)

NAAC accredited College with "B+" Grade (December`2016)

FIGURE 1: HRMS









Sudarshanpur, Raiganj, Uttar Dinajpur

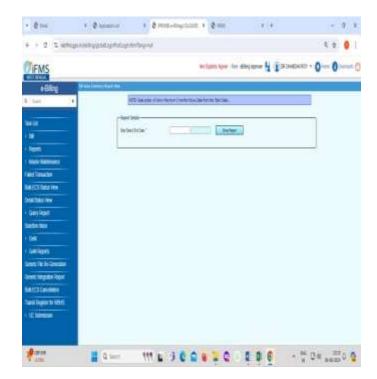
(Affiliated to University of Gour Banga, Malda)

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FIGURE 2: HRMS











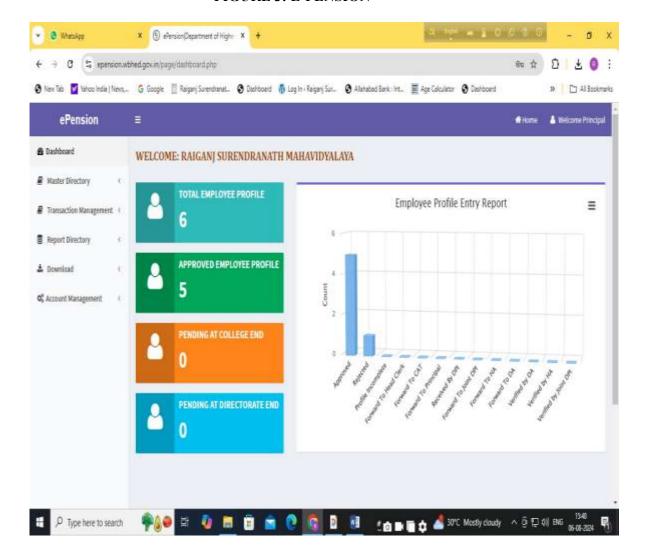
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(Affiliated to University of Gour Banga, M.)

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FIGURE 3: E-PENSION





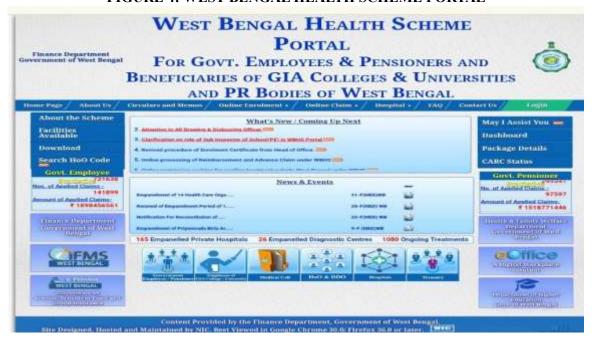


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FIGURE 4: WEST BENGAL HEALTH SCHEME PORTAL









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Supporting Documents of Welfare and Performance Appraisal measures ensured by the Mahavidyalaya for its employees:

SAMPLE PHOTOGRAPH OF FESTIVAL ADVANCE BEING GIVEN TO EMPLOYEES FROM AUDIT REPORTS:

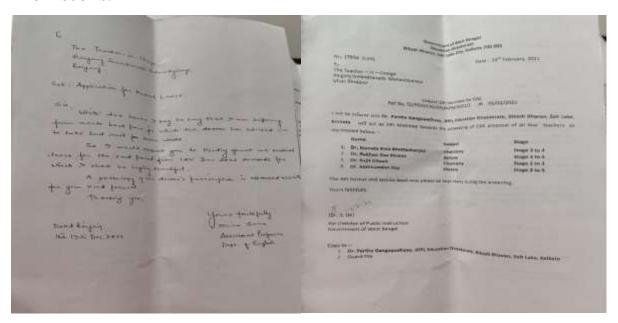
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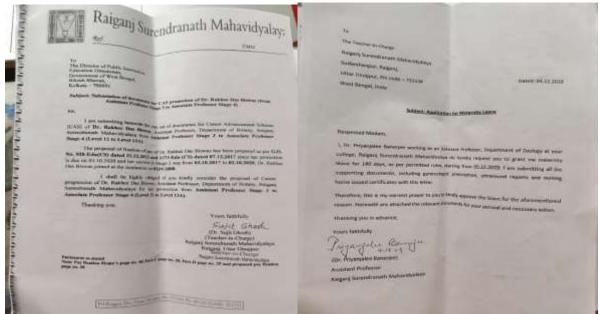
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SAMPLE PHOTOGRAPH OF MATERNITY AND CHILD-CARE LEAVES TO FEMALE PROFESSORS:









Sudarshanpur, Raiganj, Uttar Dinajpur (Affiliated to University of Gour Banga, Malda)

Recognized by UGC U/S 2f & 12(B)

NAAC accredited College with "B+" Grade (December 2016)

NOC GIVEN BY THE COLLEGE FOR IN-SERVICE PH.D. PURSUANCE AMONG **FACULTIES**



RAIGANJ SURENDRANATH MAHAVIDYALAYA

Sudarahanpur, Reigan, Ulter Dinajpur (Affikated to University of Goor Hanga, Malda) Recognized by UGC UVS 216, 12(8) NAAC accredited College with "B"+Grade (December 2016)

Ref No :- 2183-RSM-2024 Date :- 13-06-2024

NO OBJECTION CERTIFICATE

This is to certify that Smt. Mithun Paul, SACT-II, Department of English, Raigani Surendranath Mahavidyalaya has been working in this institution since 2.09.2014 as Guest Teacher and subsequently absorbed as State Aided College Teacher-II since 01.01.2020. She has worked satisfactorily and the undersigned has no objection if Smt. Paul joins for Ph.D. Programme 2023-24 in Department of English offered by Raiagnj University.

> Sd/-Dr. Chandan Roy Principal Raiganj Surendranath Mahavidyalaya

Sudarahanpur P.O. Raiganj, Diet. Uttar Dinajpur, Pin. -733134 TEL-03523-253055,251231, FAX-03523-253095. 253055, E-mail: mda_sunam@yaboo.co.in, Website: www.rsmraiganj.in



RAIGANJ SURENDRANATH MAHAVIDYALAYA

fodarshanpur, Raiganj, Uttar Dinajpur (Affilialed to University of Sour Bange, Malda) Recognized by UGO US 21 & 12(B) NAAC accredited College with "B"+Grade (December 2016)

Ref No :- 0084-RSM-2024 Date :- 04-04-2024

NO OBJECTION CERTIFICATE

This is to certify that Smt. Moumita Ganguli, SACT-II, Department of Botany, Raiganj Surendranath Mahavidyalaya has been working in this institution since 17.04.2017 as Guest Teacher and subsequently absorbed as State Aided College Teacher-II since 01.01.2020. She has worked satisfactorily and the undersigned has no objection if Smt. Das applies for Ph.D. admission in Botany offered by Ralagni University from forthcoming session.

> Sd/-Dr. Chandan Roy Principal Raiganj Surendranath Mahavidyalaya

Sudarshanpur P. O. Raiganj, Dist. Uttar Dinajpur, Pm. 733134 TEL 03523-253055,251231, FAX-03523-253055, E-mail: <u>mda_sunami@yahoo_co.in.</u> Weboite: www.rsmraiganj.in





IN SERVICE ADVANCE INCREMENT ORDER FOR COMPLETION OF PH.D. BY FACULTIES

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SAMPLE PHOTOGRAPH OF OP/RC UNDERTAKEN BY THE FACULTY MEMBERS





E-Certificate No. 5. No./21-22/FIP-III-11



University Grants Commission

Human Resource Development Centre (HRDC)
Aligarh Muslim University, Aligarh

UGC Sponsored Online Faculty Induction Programme

This is to certify that

Mr./Ms./Mrs./Dr. PRIYANJALEE BANERJEE, Assistant Professor, Department of Zoology, Raiganj Surendranath Mahavidyalaya, Sudarshanpur, Raiganj, Uttar Dinajpur (West Bengal) (University of Gour Banga, Malda.) participated in the On-Line Faculty Induction Programme from 13 November 2021 to 17 December 2021 organized by UGC Human Resource Development Centre, Aligarh Muslim University, Aligarh and obtained Grade-'A'.

Course coordinator / Director

Registrar





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CAS PROCEDURE: SAMPLE PHOTOGRAPH APPROVAL LETTER AND PAY FIXATION

GOVERNMENT OF WEST BENGAL **EDUCATION DIRECTORATE** BIKASH BHAVAN, SALT LAKE, KOLKATA - 91

No. 1577 - UGC 4P-193- UGC-09 (CAS)

Dated, the 20/09/2022.

From :

The Director of Public Instruction, West Bengal.

To

The Principal/Vice-Principal/Teacher-in-charge,

Raiganj Surendranath Mahavidyalaya,

P.O.- Raiganj Dist.- Uttar Dinajpur Pin - 733 134.

Sub: Approval of Career Advancement Promotion under CAS as per UGC 2010 & 2016 the revised pay structure of ROPA 2019 w.e.f. 01.01.2020 in respect of the Assistant Professor (Stage I/II to II/III) & Assistant Profesor to Associate Professor (Stage III to IV)(Librarian/Graduate Laboratory Instructor(GLI) of the State

Aided Colleges.

With reference to the subject and the correspondences made by the College Authority in their letter No. 478/RSM/CAS(04)/2021 dated 24.11.2021 in respect of Dr. Sujit Ghosh for promotion from Assistant Professor(Stage II to III)/ Assistant Profesor to Associate Professor (Stage III to IV)(Librarian, GLI(Stage I/II/III to Stage II/III/IV) of Chemistry (subject), of the respective State Aided College, the fixation of Pay is as follows.

After careful scrutiny, provisional promotional approval in terms of Career Advancement Scheme/promotion in the revised pay structure ROPA-2019 (w.e.f. 01.01.2020) with effect from the date of promotion Dr. Sujit Ghosh, Assistant Professor (Stage I /II to II/III)/ Assistant Professor(Stage III) to Associate Professor (Stage IV) Librarian, GLI(Stage I/III/III to Stage II/III/IV) of Chemistry (subject) as per G.O. No. 920-Edn(CS) dt.31-12-2012, 1373-Edn(CS,) dt.07-12-2017, 1306--Edn(U) dt.30-12-19, and No.120-Edn(CS) dt. 03-02-2020 of Raiganj Surendranath Mahavidyalaya, may be accorded with effect from the date of promotion and his/her pay may be fixed from existing. Level 11 & Cell 08 as follows:

Pay to be fixed initially at:

Pay to be fixed finally at:

Level: 12 Level: 12 Cell: 04 Cell : 06

w.e.f.: (date of promotion):17-03-2021 w.e.f.(date of Promotion): 01-07-2021 Date of next increment: 01-07of every year Date of next increment): 01-07 -2022

This is further to be notified that the appointment is made by up-grading the post held by incumbent and that the post will automatically revert to the post of Assistant Professor (Level I soon as the post is vacated by way of superannuation/resignation or in any other way.





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SAMPLE PHOTOGRAPH OF ACADEMIC AUDIT THAT IS AN IMPORTANT CUE TO PERFORMANCE APPRAISAL

Annexure 1.1 Statement of Leave, Attendance and Classes taken by Teacher for the entire Academic Session 2016 – 2021 (17.03.2016 – 16.03.2021)

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	College							Raigan	Surendr	anath Mah	aviuyan	aya.			
Academic Session	821 23 83		LEAVE TAKEN						ACADEMIC AUDIT RECORD						Remarks
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*This session includes partial FDP period from 17.03.2016-19.08.2016; Full FDP: 20.08.2014-19.08.2016; Re-joining after completion of FDP: 20.08.2016; RC: 22.03.2017-

11.04.2017 (18 days excluding three Sundays)

#This session includes Covid Pandemic Lock down period from 17.03.2020 to 30.06.2020
Per class = 1 Hour onwards 01.01.2020, before that per class = 45 Minutes or 0.75 Hr

Sugit Growsh Signature of Incumbent

Signature of the IQAC Coordinator

Co-ordinator/Director

Internal Quality Assurance Call
Rogan Economics Malanistropes

Signature of the Administrator

ADMINISTRATOR Raisrai Surendranath Mahandyalaya





ATTENDANCE REGISTER THAT IS REGULARLY MONITORED FOR THE PURPOSE OF PERFORMANCE APPRAISAL:

