



From :-

DR. PRAMOD MEDHI, M.Sc., Ph.d., FEHT

Principal & Secretary, Goreswar College

P.O.- Goreswar, Dist.- Baksa (BTR) Assam. Pin- 781366.

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

Faculty Empowerment Strategies

The College has a performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression. The following measures have been undertaken to create a conducive and hassle free workplace atmosphere for employees:

- Leaves for academic purposes like PhD, Faculty Development Programmes (FDP), Orientation Course (OC), Refresher Course (RC), Short Term Course (STP), attending seminars, workshops, and conferences of local, state, national and international level.
- Child care leaves for female staff.
- Casual, earned and medical leaves for all staff.
- Duty leave for faculties for examination related works and government duties.
- Leave records of teaching and non-teaching staff are maintained. The Principal regularly interacts with the office staff and reviews their performance in dispensing their assigned duties.
- House rent allowances, Group insurance and Provident Fund as per Govt. rules.
- Free Yoga Sessions and Gymnasium facility for all employees.
- Emergency first-aid facility, free health check up once in a year.
- Provisional pay revision for contractual teachers.
- Financial assistance for medical treatment or for urgent needs for teachers and employees.
- College canteen facility for all employees.
- Safe drinking water facility, department rooms with washrooms.
- Departmental libraries, teacher's common room, free wi-fi facility.
- Parking space for vehicles of employees.
- Library facility for all faculty members for borrowing books and e-contents. Institutional email IDS for teaching and non-teaching staff for official communications.
- Daily allowance for teacher-in-charge accompanying students in off campus educational trips.




Attested
Principal
Goreswar College



From :-

DR. PRAMOD MEDHI, M.Sc., Ph.d., FEHT

Principal & Secretary, Goreswar College

P.O.- Goreswar, Dist.- Baksa (BTR) Assam. Pin- 781366.

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

Faculty Empowerment Strategies

- Performance Appraisal Mechanism of the Institution with regard to academic performance, the activities and progress of teachers are measured through Annual Performance Indicators (API) and are verified by IQAC and submitted to Subject experts appointed by Parent University for promotion of teachers.
- Teacher's classroom performance is appraised through students feedback collected in both offline and online modes.
- Teacher's engagement in FDP, Orientation, Refresher Courses etc. and their involvement in Examination, Extension and other activities are monitored by the administration.
- A grievance redressal internal complaint committee is in place for speedy redressal of grievances of teachers, staff and students.
- Academic and Administrative Audit initiated by IQAC also helps to improve academic and administrative performance of all staff.
- The attendance of teaching and non-teaching staff is recorded both through biometric system and attendance register.
- Regular internal and external audits are conducted for bringing in efficiency and transparency in financial transactions of the institution.



(Signature)
Attested
Principal
Goreswar College



P.O.- Goreswar, Dist.- Baksa (BTR), Assam, Pin- 781366

Office E-mail ID: goreswarcollege@gmail.com

www.goreswarcollege.ac.in

Ph. 94351 46112

From :-

DR. PRAMOD MEDHI, M.Sc., Ph.d., FEHT

Principal & Secretary, Goreswar College

P.O.- Goreswar, Dist.- Baksa (BTR) Assam. Pin- 781366.

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

Effective Welfare Measures for Teaching and Non-Teaching Staff: Canteen and Car Parking



[Signature]
Attested
Principal
Goreswar College



From :-

DR. PRAMOD MEDHI, M.Sc., Ph.d., FEHT

Principal & Secretary, Goreswar College

P.O.- Goreswar, Dist.- Baksa (BTR) Assam. Pin- 781366.

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

Effective welfare measures for teaching and non-teaching staff: Library and Computer Lab



[Signature]
Attested
Principal
Goreswar College



From :-

DR. PRAMOD MEDHI, M.Sc., Ph.d., FEHT

Principal & Secretary, Goreswar College

P.O.- Goreswar, Dist.- Baksa (BTR) Assam. Pin- 781366.

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

Effective welfare measures for teaching and non-teaching staff: Gymnasium, Day care Centre



[Signature]
Attested
Principal
Goreswar College



P.O.- Goreswar, Dist.- Baksa (BTR), Assam, Pin- 781366

Office E-mail ID: goreswarcollege@gmail.com

www.goreswarcollege.ac.in

Ph. 94351 46112

From :-

DR. PRAMOD MEDHI, M.Sc., Ph.d., FEHT

Principal & Secretary, Goreswar College

P.O.- Goreswar, Dist.- Baksa (BTR) Assam. Pin- 781366.

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

Effective welfare measures for teaching and non-teaching staff: Clean Drinking Water Facilities



[Signature]
Attested
Principal
Goreswar College

Office of the Secretary
**GORESWAR MAHAVIDYALAY SIKSHAK KARMACHARI
SANCHAY NIDHI**

Goreswar College
P.O.: Goreswar, Dist: Baksa (BTAD), Assam, Pin: 781366

Ref.

Date 3rd August, 2023

To,

The Branch Manager, State Bank of India, Goreswar.

Sub: Deduction of Monthly instalments from individual accounts and transfer the same to the account of Goreswar Mahavidyalay Sikshak Karmachari Sanchay Nidhi.

Sir,

I have the honour to request you to deduct the following amounts from individual account shown below and transfer the same to the account No. 30306291239, of Goreswar Mahavidyalay Sikshak Karmachari Sanchay Nidhi for the month of **July, 2023**. This is for your kind consideration and necessary action.

Sl. No.	Name of the Employees	Account Nos.	Amount	Remarks
1	Dr. B. K Sharma	30270170082	7335	
2	Dr. Nayan Kalita	30268339921	17740	
3	Dr. Jahirul Hussain	30261624111	4000	
4	Dr. Ramen Medhi	30260683972	4000	
5	Nayalajalo Uzir	10243190782	17045	
6	Dr. Begum Farida Alam	32207514834	4000	
7	Runamani Baro	30633813287	4000	
8	Dr. Dipakjyoti Mahanta	30708811128	4000	
9	Juri Deka	30733724121	7258	
10	Dr. Prativa Patowary	30273358052	22924	
11	Nityananda Deka	34213134601	4000	
12	Ratan Deka	35107584688	2000	
13	Polen Bora	30472990154	8671	
14	Ritamani Mitra	37656497058	2490	
15	Manjoy Basumatary	30944660608	2000	
16	Paramananda Kakati	30374693325	2000	
17	Ratul Rajbongshi	37327769937	6822	
18	Anirudha Kr. Deka	37327512074	4445	
19	Dr. Semima Ahmed	30795478965	4000	
20	Dr. Tarulata Deka	30452773529	4000	
21	Nijara Medhi	11868494150	4000	
22	Dr. Dipika Nath	32548693709	4000	
23	Prithwiraj Swargiary	30485818362	4000	
24	Bijaya Narzary	32509456651	4000	
25	Dr. Dipak Bajgain	20085904655	4000	

Total = 152730/-

(One Lac Fifty Two Thousand Seven Hundred Thirty) Only


03/08/2023
PRINCIPAL
Goreswar College


Sign of Secretary

Goreswar Mahavidyalay Sikshak Karmachari Sanchay Nidhi
President - Secretary
Goreswar Mahavidyalay Sikshak
Karmachari Sanchay Nidhi

