

# **Government College of Engineering, Salem- 11**

*(An Autonomous Institution affiliated to Anna University, Chennai)*



## ***SELF-STUDY REPORT***



### **CRITERION 6**

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

*(Submitted to National Assessment and Accreditation Council)*

## **Self Declaration**

This is to certify that the supporting documents for this metric exceed the 5MB upload limit. Therefore, links to sample documents and some samples are provided in the following pages. Any/all Supporting documents will be provided, if required. All links, documents and images are verified and authenticated.

 5/2/24

**IQAC – Chairperson**

**Internal Quality Assurance Cell  
Govt. College of Engineering  
Salem - 636 011.**

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

**Supporting Document**

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**6.3.1/Link 1**



**PRINCIPAL**  
GOVT. COLLEGE OF ENGG.,  
SALEM-636 011

**Sample/Reference for institution has performance appraisal system, effective welfare measures for Career development**

**Confidential Report form**

FORMAT OF ANNUAL CONFIDENTIAL REPORT ON

GROUP AND OFFICERS FOR THE PERIOD FROM ..... TO.....

- 1) a) Name of the officer reported upon :  
b) Designation :
- 2) Date of appointment to the present post :
- 3) Length of service under the reporting Officer ( from .....to.....)
- 4) Details of leave, trainings attended during the period under report. (i) Leave:-  
(ii) Training:-
- 5) a) Whether the above officer filed the Property return as per Tamil Nadu Government Servants' Conduct Rules,1973 :  
b) Whether self assessment report furnished by the officer :
- 6) Physical capacity :

7. Assessment of "Work output": (weightage to this section would be 40%)	Reporting Officer (Refer guidelines 4.1 to 4.11 in Annexure B)	Reviewing Officer (Refer Guidelines 5.1 to 5.2)	Initial of reviewing authority
(i) Accomplishment of planned work / subjects allotted			
(ii) Quality of output			
(iii) Analytical ability			
(iv) Accomplishment of exceptional work/unforeseen tasks performed			
Overall Grading on "Work Output" (Average value of (i) to (iv))			
8. Assessment of "Personal Attributes": (weightage to this section would be 30%)	Reporting Officer (Refer guidelines 4.1 to 4.11)	Reviewing Officer (Refer guidelines 5.1 to 5.2)	Initial of reviewing authority

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**Career Advancement Scheme**

DIRECTORATE OF TECHNICAL EDUCATION

IMPLEMENTATION OF CAREER ADVANCEMENT SCHEME  
(GOVERNMENT AND GOVERNMENT AIDED ENGINEERING COLLEGES)

*The revised pay bands plus grade pays with notional effect from 01.01.2006 and with monetary effect from 01.01.2007, were already effected vide G.O.(Ms.)No:95 Higher Education (C2) Department dated 05.05.2010. Accordingly, the faculty who have already achieved the Career Advancement Scheme norms as specified in the AICTE Regulations 2010 dated 05.03.2010 and G.O.(Ms.)No: 95 Higher Education (C2) Department dated 05.05.2010 subject to the fulfillment of the norms for conditions if any prescribed therein from time to time, before the issue of AICTE Regulations on 08.11.2012, be given the Academic Grade Pay progression and monetary benefits from the date of attaining eligibility, since that Government order has already been implemented and given effect to. Pursuant to the above and as per the provisions contained in G.O.Ms.No:62 Higher Education (C2) Dept dated 02.04.2018, CAS shall be implemented by strictly following the guidelines mentioned below. Any violations and deviations in this regard will be viewed seriously.*

**Sample/Reference for institution has performance appraisal system, effective welfare measures for Career development**

**Facilities**

*Medical Facilities within the campus*



**Sample/Reference for institution has performance appraisal system,  
effective welfare measures for Career development**

**Maternity Leave**



**ABSTRACT**

Tamil Nadu Fundamental Rules – Maternity Leave – Enhancement of Maternity Leave from 9 months (270 days) to 12 months (365 days) – Orders – Issued.

**HUMAN RESOURCES MANAGEMENT (FR-III) DEPARTMENT**

G.O. (Ms.) No.84

Dated: 23.08.2021

பிலவ வருடம் ஆவணி - 7,  
திருவள்ளூர் ஆண்டு 2052.

Read:

1. G.O. (Ms) No.105, Personnel and Administrative Reforms (FR-III) Department, dated 07.11.2016.
2. G.O. (Ms) No.154, Personnel and Administrative Reforms (FR-II) Department, dated 05.12.2017.

**Sample/Reference for institution has performance appraisal system,  
effective welfare measures for Career development**

**Rules & Regulations**

FOR OFFICE USE ONLY



**TAMIL NADU GOVERNMENT SERVANTS (CONDITIONS  
OF SERVICE) ACT, 2016.**

TAMIL NADU ACT NO. 14 OF 2016



**Sample/Reference for institution has performance appraisal system,  
effective welfare measures for Career development**

**Rules & Regulations**



**Abstract**

Higher Education – Technical Universities, Government and Government Aided Engineering Colleges – Revision of pay and other conditions to the teachers and other academic staff in degree level Engineering Colleges and other degree level technical institutions including Architecture, Town Planning, Pharmacy and Applied Arts and Crafts Institutions etc., governed by All India Council for Technical Education – Orders – Issued.

Higher Education (C2) Department

**Sample/Reference for institution has performance appraisal system,  
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**Staff Quarters**

**Staff Quarters**

