



9153549620

[dumkalcollege@gmail.com](mailto:dumkalcollege@gmail.com)

# DUMKAL COLLEGE

P.O- Basantapur, P.S- Dumkal, Dist.- Murshidabad, West Bengal, Pin- 742406

(Govt. Aided, Affiliated to the: University of Kalyani Included under section 2(f) & 12 (B) of UGC Act.)

## 2<sup>ND</sup> CYCLE NAAC ACCREDITATION PROCESS – 2024

*Criterion: 6. Faculty Empowerment Strategies*

*Key Indicator: 6.3 Faculty Empowerment Strategies*

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



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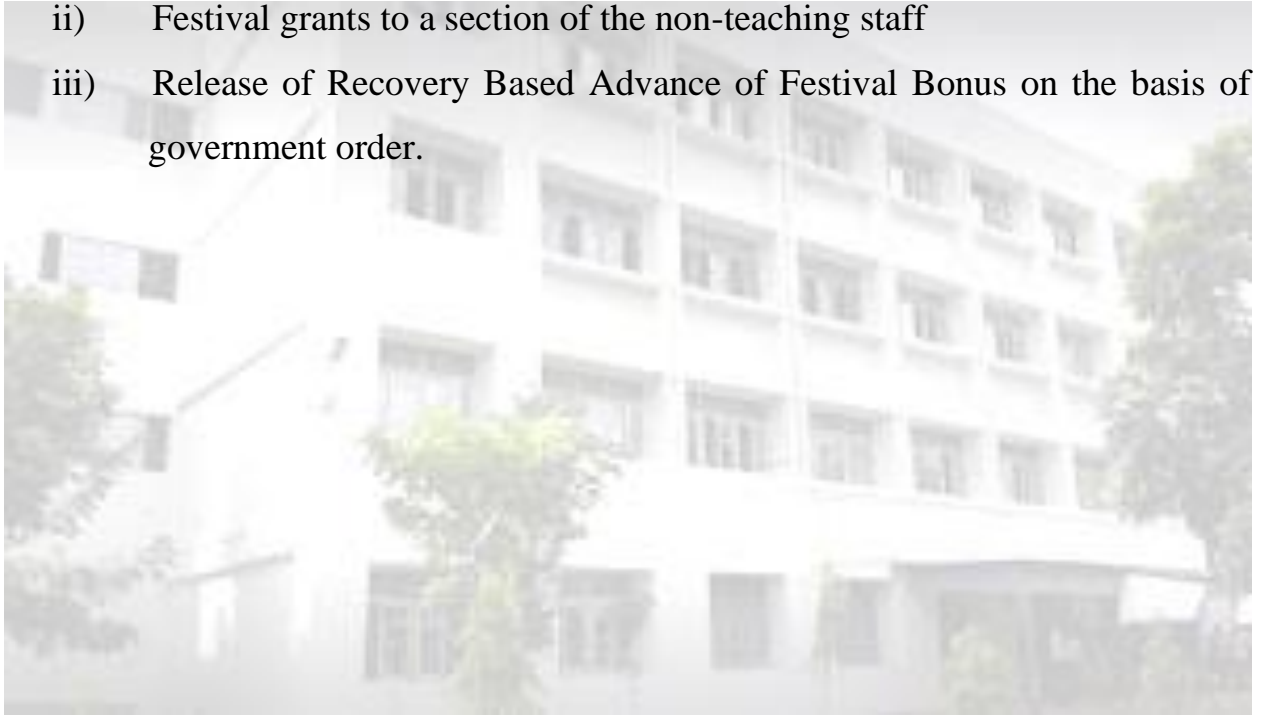
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## 2<sup>ND</sup> CYCLE NAAC ACCREDITATION PROCESS – 2024

Dumkal College's welfare initiatives for its teaching and nonteaching employees are based on their involvement in several government welfare programmes and their execution of official directives. These welfare measures are:

- i) Comprehensive Annual Appraisal System and Career Advancement Scheme (CAS) for its faculty members following the guidelines set by the University Grants Commission (UGC).
- ii) Festival grants to a section of the non-teaching staff
- iii) Release of Recovery Based Advance of Festival Bonus on the basis of government order.



  
Principal  
Dumkal College  
Basantapur, Murshidabad



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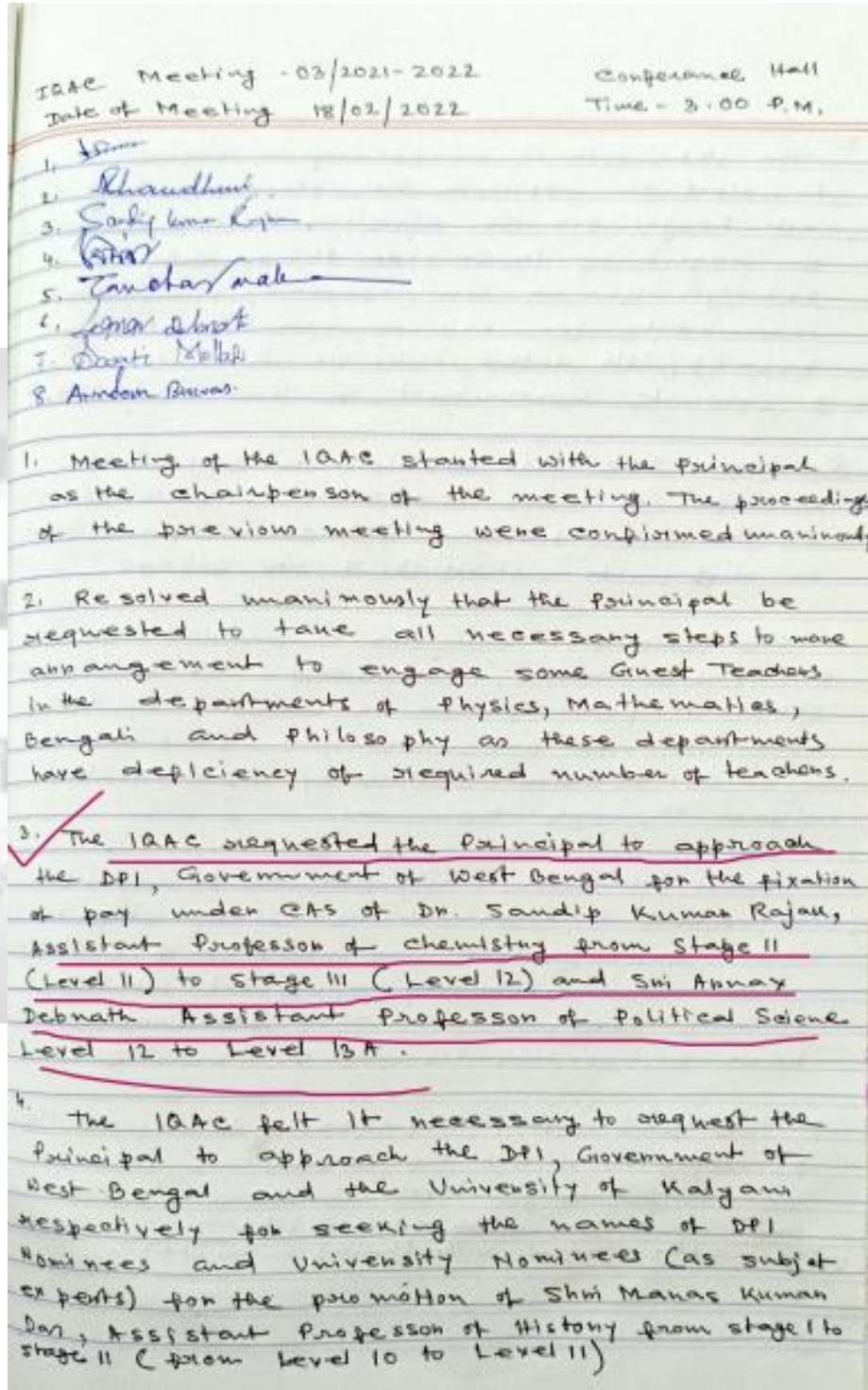
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IQAC Initiatives taken for welfare/ promotion of Faculties on regular basis. Sample examples are attached.



  
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5. The IQAC felt it necessary to request the Principal to approach the DFI Government of West Bengal for the fixation of pay on account of acquiring in service PhD on 10.4.2017 of Ashluya Kumar Gangopadhyay with advance increments for PhD as per Memo No. 986-ED/2016 dated 24/11/2016, Education Directorate Government of West Bengal.


6. The IQAC took decision to request the Principal to make necessary steps to reshuffle all the Committee and sub-committees involved in different activities of the college.

7. The IQAC took decision to request the Principal to make necessary step to increase student participation in learning by having more students presentations/ seminars and to organise special lectures by distinguished alumni through seminars.

8. Resolved unanimously that the Principal be requested to take all necessary steps to make arrangement for purchase of sufficient number of Laboratory equipment for the Science departments and for purchase of books in central library of the college.

9. The IQAC felt it necessary to request the Principal to direct the Librarian for making necessary arrangement for introducing a career guidance corner in the central library.

10. The meeting ended with thanks to the chair.

  
Principal  
Dumkal College, Basantapur  
Dumkal, Murshidabad



  
Principal  
Dumkal College  
Basantapur, Murshidabad





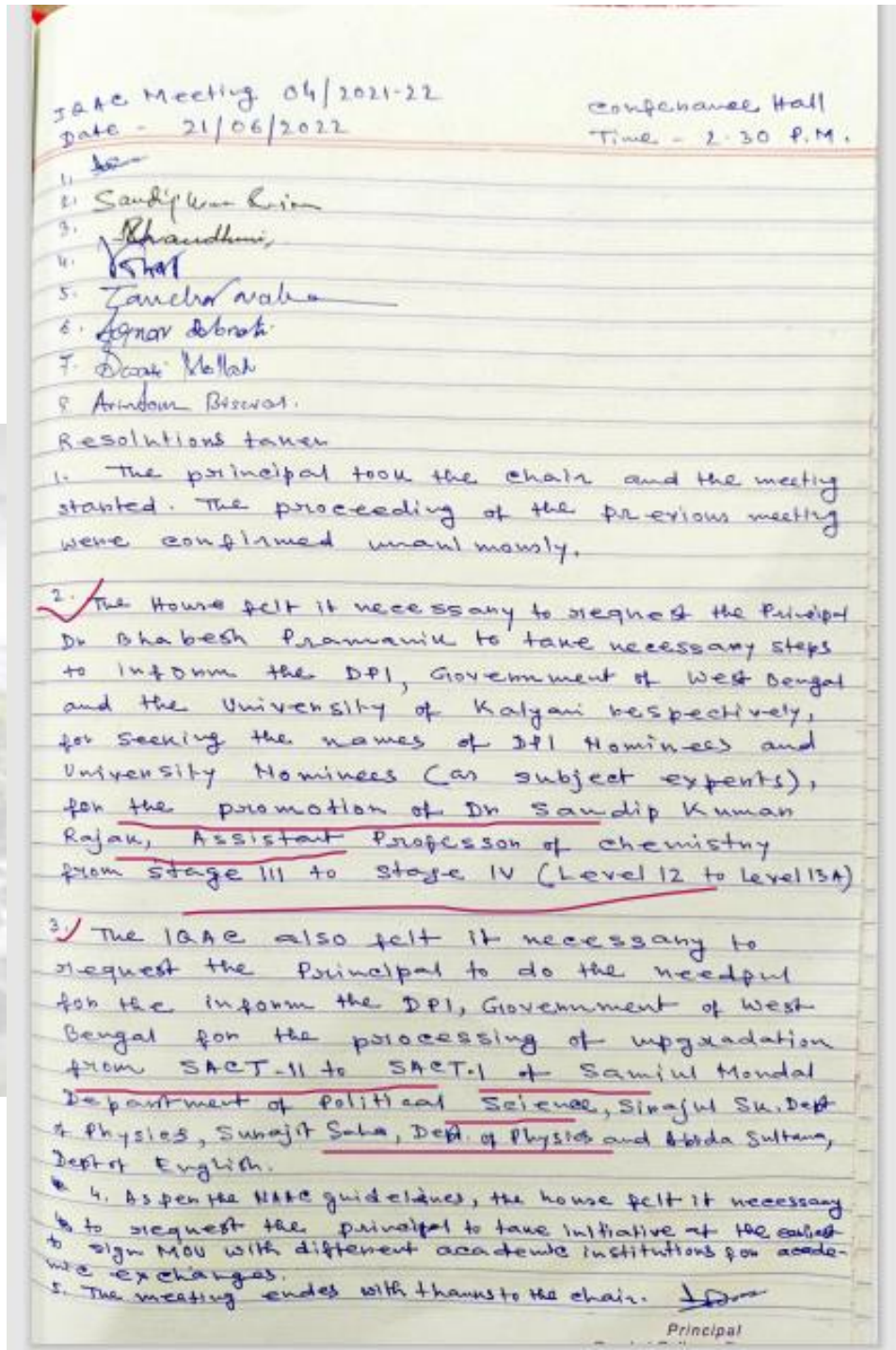
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DUMKAL COLLEGE

BASANTAPUR COLLEGE ROAD, Basantapur,  
BASANTAPUR

No: 3HEHO00536/2022-2023/0127863

Date : 03/01/2023

The Pay of the Officers/Staffs under Teaching Staff (UGC Scales) Cadre who are now posted in the Departments/Directorates/Offices mentioned against their names have been fixed as shown in the annexure below as per ROPA COLLEGE UGC ROPA 2019 FOR TEACHERS as a result of his/her/their Increment

2) The below mentioned officers/staffs will be entitled to draw their Pay as per his/her/their revised pay as mentioned above together with usual allowances as admissible in terms of Government Orders issued from time to time after fixation of Pay with effect from the respective dates as shown in the annexure against each of their names.

3) An undertaking shall have to be obtained from the officer/staff concerned to the effect that he/she/they will be liable to refund the amount drawn in excess, if any, in terms of erroneous pay fixation in a single instalment if detected later on.

4) Phd incentive increment of Dr Tanchar Molla, Assistant Prof of Mathematics of Dumkal College vide DPI's memo no 1908-UGC dt 22.11.2022

BHABESH PRAMANIK

PRINCIPAL

DUMKAL COLLEGE

No: 3HEHO00536/2022-2023/0127863

Date : 03/01/2023

Copy forwarded for information and taking necessary action


1. The Accountant General (A&E) West Bengal, Treasury Building, 1 Kiran Shankar Roy Road Kolkata-700001
2. PRINCIPAL DOMKAL COLLEGE BASANTAPUR, VIII-BASANTAPUR, PO-BASANTAPUR, PS-DOMKAL, DIST-MURSHIDABAD
3. The Treasury Officer : Domkal Office of the SD/DOMKAL
4. Office Copy
5. TANCHAR MOLLA

BHABESH PRAMANIK

PRINCIPAL

DUMKAL COLLEGE



  
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BASANTAPUR COLLEGE ROAD, Basantapur,  
BASANTAPUR

No: 3HEHO00536/2022-2023/0127863

Date : 03/01/2023

Annexure  
Part-A

Name	Unique ID	Designation	Department/ Directorate/Name of the Office	Existing Pay Band No. or Scale No	Existing Pay Band /Scale	Existing Basic	Existing Band Pay	Existing Grade Pay
TANCHAR MOLLA	G2019000646	Assistant Professor	Higher Education	10	Pay Scale 57700- 182400	57700		

Part-B  
Pay Fixation Calculation

Sl No.	Date	Events	Amount	Revised
1:	01/01/2020	Negative Increment	0	57,700
2:	01/07/2020	Normal Increment	1,700	59,400
3:	01/07/2021	Normal Increment	1,800	61,200
4:	01/07/2022	Normal Increment	1,800	63,000
5:	13/07/2022	Incentive Increment	1,900	64,900
6:	13/07/2022	Incentive Increment	1,900	66,800
7:	13/07/2022	Incentive Increment	2,000	68,800


Date of next increment 01/07/2023

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BASANTAPUR COLLEGE ROAD, Basantapur,  
BASANTAPUR

No: 3HEHO00536/2022-2023/0127863

Date : 03/01/2023

Part-C

Name	Unique ID No.	Designation	Department/ Directorate/Name of the Office	Revised Pay Band No or Scale No	Revised Pay Band/Scale	Revised Basic	Revised Band Pay	Revised Grade Pay	Notional Date of Effect	Actual Date of Effect
TANCHAR MOLLA	G2019000646	Assistant Professor	Higher Education	10	Pay Scale 57700- 182400	68800			13/07/2022	13/07/2022


Date of next increment 01/07/2023

BHABESH PRAMANIK  
PRINCIPAL  
DUMKAL COLLEGE

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IQAC follows UGC and government regulations regarding Career Advancement Scheme of employees and implements according to UGC rules and WBHED regulations.

<https://wbhed.gov.in/readwrite/uploads/1513600964.pdf>

[https://www.ugc.gov.in/pdfnews/5323630\\_New\\_Draft\\_UGCRegulation-2018-9-2.pdf](https://www.ugc.gov.in/pdfnews/5323630_New_Draft_UGCRegulation-2018-9-2.pdf)



  
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