GOVT. COLLEGE SANJAULI SHIMLA – 171006, H.P. (India)
Co-Educational Institution
Affiliated to Himachal Pradesh University Shimla – 5

Website: www.gcsanjauli.edu.in
E-Mail: principalsanjauli@gmail.com

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

Recruitment and Performance Assessment:

The institution's hiring process is grounded in the guidelines set forth by the Himachal Pradesh Public Service Commission and the Staff Service Commission. Both teaching and non-teaching staff positions adhere strictly to the regulations established by the University Grants Commission (UGC) and the Recruitment and Promotion (R&P) rules.

The evaluation of each staff member's performance is carried out through an Annual Self-Assessment that contributes to the Annual Performance-Based Appraisal. This assessment process is supervised by the Directorate of Higher Education in Himachal Pradesh.

The institution employs the APBA proforma and the UGC Career Advancement Scheme (CAS) to determine promotions, which are contingent upon an individual's Academic Performance Indicator (API) score.

The principal and the Director of Higher Education validate the APBA proforma, and based on the verified API scores, they recommend eligible staff members for promotions.

Website Links:

1. **Recruitment: - http://www.hppsc.hp.gov.in/hppsc/**
2. **Performance Appraisal System Forms:**
   https://education.hp.gov.in/?q=notice_board&tid=6
3. **https://education.hp.gov.in/?q=about-department**
4. **https://gcsanjauli.edu.in/useful_links.php**

Welfare Measures and Infrastructure and Employee benefit schemes:

The institution's provision of exceptional welfare measures for both its teaching and non-teaching staff demonstrates its dedication to fostering the well-being of all employees. These efforts aim to cultivate a setting that promotes effective education and simultaneously offers personal and professional support for staff members. Key provisions include departmental rooms or cabins, equipped with internet-connected computers and printers for faculty, which augment the educational process and accommodate technological advancements. Additionally, the campus features complimentary Wi-Fi and a dedicated leased line for desktop computers, enhancing communication infrastructure and connectivity.

The institution prioritizes the safety and security of its staff, particularly women, by maintaining an active Women Cell and a Prevention of Sexual Harassment of Women at Workplace Committee, illustrating its commitment to fostering a secure environment for female employees.

Eligible staff members are provided with various leave options, such as Medical Leave, Earned Leave, and Maternity & Paternity Leave, in accordance with HP Government and UGC regulations. The institution's first-rate infrastructure facilities aim to ensure a comfortable work setting for all staff members.

Furthermore, an operational Staff Council is dedicated to enhancing working conditions and addressing staff concerns, further highlighting the institution's dedication to the well-being of its employees.

Website links:

1. Medical:
   https://himachal.nic.in/WriteReadData/finance/regulations/MR29Apr2013_A1b.pdf
2. Leave:
   http://hpptcl.com/wp-content/uploads/2020/07/2018_9_leave-rules.pdf
   https://himachal.nic.in/WriteReadData/l892s/1_l892s/Regulations-88419121.pdf
3. Pension:
   NPS: https://himachal.nic.in/WriteReadData/l892s/1_l892s/Notification%20NPS-18937722.pdf
   OPS: https://himachal.nic.in/WriteReadData/l892s/1_l892s/OPS-10565548.pdf
4. Gratuity & Leave Encashment:
   https://himachal.nic.in/contprintcont.php?lid=88&lang=1&dpt_id=1&cont=159&level=0&linkid=392
5. Capacity Building:
   https://himachalservices.nic.in/scert/en-IN/index.html

Professional Development and Research:

- The provision of a two-year study leave for staff members serves as an invaluable opportunity for them to expand their knowledge and refine their skills, ensuring they remain current in their respective fields.
- Additionally, offering duty leave for participation in conferences, seminars, workshops, and faculty development programs (FDPs) enables staff to engage with and collaborate with fellow professionals, fostering a vibrant and well-informed community.

  https://gcsanjauli.edu.in/files/iqac/fdp_quality.pdf ,
  https://gcsanjauli.edu.in/files/iqac/owfdp_2022.pdf ,
  https://gcsanjauli.edu.in/files/iqac/rowfdp_2022.pdf
  https://gcsanjauli.edu.in/files/iqac/fdp_2022.pdf

State-of-the-art computer labs for research work, accessible to both students and faculty, further enhance the pursuit of academic and research interests.

Vidwan portal: https://vidwan.inflibnet.ac.in/ , Google Workspace: https://edu.google.com/workspace-for-education/editions/overview/

Furthermore, the internal funding management's allocation of INR 3,000 to faculty members for attending seminars and conferences highlights the institution's commitment to fostering professional growth. The organization of professional development courses for both teaching and non-teaching staff reflects a dedication to continuous improvement.

The college's collaboration with IIT Bombay to organize spoken tutorials is yet another initiative that showcases its dedication to enhancing the learning experience for students and staff alike. These tutorials, led by experts from a premier institution, provide valuable insights and knowledge that contribute to the overall development of the academic community.

https://spoken-tutorial.org/

In addition, the Internal Quality Assurance Cell (IQAC) regularly conducts professional development programs (PDPs) on quality, ensuring that the college maintains high standards in teaching, learning, and research. These initiatives, combined with other opportunities and resources, create a dynamic and supportive environment for both personal and professional growth.

Website Links:

1. https://himachal.nic.in/WriteReadData/l892s/15_l892s/215984349Leave%20Rules.pdf

2. https://gcsanjauli.edu.in/research_dev_cell.php

3. https://gcsanjauli.edu.in/files/iqac/policies/research_policy_document.pdf

4. https://onlinecourses.nptel.ac.in/

5. https://spoken-tutorial.org/

6. https://gcsanjauli.edu.in/index.php