

# **PIONEER KUMARASWAMY COLLEGE**

**Reaccredited with B++ Grade by NAAC**  
**(Govt. Aided College, Affiliated to the M. S. University, Tirunelveli)**

**Nagercoil- 629003, Kanyakumari District**

**E. Mail: [pk\\_college@yahoo.co.in](mailto:pk_college@yahoo.co.in), [pioneercollege67@gmail.com](mailto:pioneercollege67@gmail.com)**

**Website: [www.pioneercollege.com](http://www.pioneercollege.com), ☎ 04652 -232448**



**INTERNAL QUALITY ASSURANCE CELL (IQAC)**

## **ANNUAL QUALITY ASSURANCE REPORT**

**Academic Year 2022-23**

### **GOVERNANCE, LEADERSHIP AND MANAGEMENT**

#### **6.3 - Faculty Empowerment Strategies**

**6.3.1 - The institution has effective welfare  
measures for teaching and non- teaching staff**



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## 6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff

### Health Insurance Policy- Teaching and Non-teaching Staff

#### ENFORCEMENT SLIP ( Feb-2017)

Designation of the Drawing Officer : PRINCIPAL D.O.Code: SB201  
Head of Account : 220203104AA7904  
Description : 2202 General Education 03 University & Higher Education  
104 Asst. to Non Govt. Colleges & Inst. I  
Non-Plan AA Grants to Private Colleges  
(Arts&Oriental Colleges) 09 Grants  
in Aid (1) Teaching"

Dues : -

7904 DU.P 3399154  
Gross 3399154


Deduction : -

834200117AC000A	CPA	207824	P3
834200117AC000A	CPAA	71250	P3
007500800AW0009	GIS	2820	P3
865800112AA000H	IT	205599	P3
865800112AA030D	ITCE	6169	P3
007500800BM0000	NHIS	7920	P3
803100102BL000C	SPF2	2240	P3
800960103AY010F	TPC	209300	P3

Total Deduction : 713122

Net Amount : 2686032



  
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### Festival Advance

PROCEEDINGS OF THE JOINT DIRECTOR OF COLLEGIATE EDUCATION  
TIRUNELVELI REGION, TIRUNELVELI - 627 008.  
PRESENT: DR. K.S. Meena, M.A., M.Phil., Ph.D.

K Dis No 00816/D3/2019

Dated: 03.02.2020

#### TEACHING GRANT

- Read 1 G O Ms No 1190 Education dated 12.07.1979  
2 G O Ms No. 116 Education, (G1) Dated: 21.01.1980  
3 Letter No 12/S/2020 dated 17-01-2020 from the Secretary,  
Pioneer Kumaraswamy college, Nagercoil

Under Chapter V of the Grant In-Aid Code and the Govt. Orders cited, the Joint Director of Collegiate Education, Tirunelveli Region, Tirunelveli sanctions payment of salary Grant as detailed below to the under mentioned Arts College in the current financial year 2019-2020


District	Name of the College	Amount of Arrear Salary grant sanctioned for the period from 2018 to 2019
KANYAKUMARI	Pioneer Kumaraswamy College, Nagercoil	Teaching Grant Rs. 30,000 00/-
		Gross Amount Rs. 30,000 00/-
<b>BY DEDUCTIONS &amp; RECOVERIES</b>		
	G.I.S	Rs. —
	S.P.F. 2000	Rs. —
	C.P.S	Rs. —
	N.H.I.S	Rs. —
	I.T.	Rs. —
	Total Deductions	Rs. Nil
	Net Payable	Rs. 30,000.00

(Rupees Thirty Thousand only)

1. The grant is debit to the detailed Head:

\*2202 General Education - 03. University and Other Higher Education 104 Assistance to Non-Govt. Colleges and Institutes - I Non-Plan AA Grants to Private Colleges (Arts and Oriental Colleges) 09. Grant in aid (I) Teaching". (DPCode 2202 03 104 AA 0009)



  
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### Medical Leave

From  
Gt. Raju  
Asst. Professor  
Dept. of Zoology  
Pioneer Kumaraswamy College  
Nagercoil - 629 003

16/1/2019

To  
The Secretary  
Pioneer Kumaraswamy College  
Nagercoil - 629 003

Through,  
The Principal  
Pioneer Kumaraswamy College  
Nagercoil

Sir,  
Sub: Requisition to avail Medical leave-Regd

As per Doctor's advice I have to take rest for four days. Kindly permit me to avail medical leave on 18-02-2019

Thank you

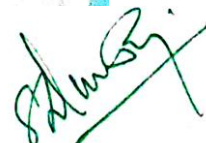
Date: 18-02-2019  
Place: Nagercoil

Yours faithfully  
Gt. Raju

Forwinded  
18/2/19

18-02-2019



  
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## 6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff Earned Leave

863/S/2019

From  
Dr. C. Subathra,  
Asst. Professor of Commerce,  
Pioneer Kumaraswamy College,  
Nagercoil-3

88/S/2019

31 01 2019  
Thursday

To  
Secretary,  
Pioneer Kumaraswamy College,  
Nagercoil-3.

Through  
The Principal,  
Pioneer Kumaraswamy College,  
Nagercoil-3

Respected Sir,

**Sub:** Avail EL for doing personal work reg.

I myself Dr C Subathra, Working as the Assistant Professor of Commerce, had taken leave since last five working days (24 01 2019 - 30 01 2019) due to some personal work. I will continue my EL till 3<sup>rd</sup> Feb 2019 and join in duty on 4<sup>th</sup> Feb 2019 (Monday) I request you to consider my Absence in the institution as EL. (Earned Leave) till 3<sup>rd</sup> Feb 2019. Kindly do the needful. Thank you.

Yours Sincerely  
(Dr C Subathra)

*As she has been absent since 29.1.19, her absence list being reported daily to J.D office. She cannot avail EL without join duty. It was intimated to her through watsup and SMS.*

*Sir, EL may be sanctioned from 31/1/19 from 24.01.2019 - 03.02.2019 only to 1/2/2019 (both days inclusive). But EL cannot be sanctioned for her absence from 29/1/19 to 30/1/19 as per G.O 2029 Dyt/Am 915/2014 2019 - 1 Lurisdiction (22) from 21.1.2019. If it is sanctioned - it may be a violation to the G.O.*

*S. Divya*  
31/1/19



*S. Divya*  
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Appointment of eligible wards of the employee's deceased while in service on compassionate grounds are the other welfare measures of the college management

அனுப்புநர்,  
உயர் திரு செயலர்  
மயலாணிப்பர்  
நாகர்க்கோவில்

செயலர்  
குமார சீவாமிக்கல்ஷா

பிள்ளை  
1 JUL 2015  
PIONEER KUMARASWAMY COLLEGE  
NAGERCOIL - 629 003

மொருள்,  
[முதல்வர் அவர்கள் வந்தியாக]  
கருணை அடிப்படையில் வேலை உட்காட்டி  
உண்ணப்படும் அளித்தல் தொடர்பாக

ஐயா,  
எனது தந்தை தங்கள் குடும்பத்தில்  
பணிகளாற்றி பணிபுரிந்து பணிகளாற்றி  
18.02.2008 இன்று காலமானார் அதுமட்டுமல்லாமல்  
இருப்பும் மிகவும் கஷ்டப்பட்டு அருகில் அதுமட்டுமல்லாமல்  
எனக்கு தங்கள் குடும்பத்தில் அதுமட்டுமல்லாமல்  
பணியாற்றி தந்தை உதவியுள்ள பணியாற்றி அதுமட்டுமல்லாமல்  
தங்கள் இக் குடும்பத்தில் எந்த பணி கொடுக்காதுமாம்  
அதனை மனப்பூர்வமாக ஏற்று நல்ல குறையில்  
பெறவேண்டும் என உறுதியளிக்கின்றேன்

நன்றி

இடம் : அருமலிஷா  
நாள் : 01.07.2015

தங்கள் உண்மையுள்ள  
தி. ரா. சீவாமிக்கல்ஷா  
SECRETARY  
PIONEER KUMARASWAMY COLLEGE  
NAGERCOIL - 629 003

PRINCIPAL-IN-CHARGE  
PIONEER KUMARASWAMY COLLEGE  
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### FIP –Teaching Staff



UNIVERSITY GRANTS COMMISSIONS -SOUTH EASTERN REGIONAL OFFICE  
5-9-194, CHITRAG ALI LANE, IV FLOOR, A.P.S.F.C. BUILDING, HYDERABAD -500 001  
Phones: 040 - 23204735, 23200208 FAX: 040 - 23204734, Website: [www.ugc.ac.in](http://www.ugc.ac.in), email: [ugcse1@gmail.com](mailto:ugcse1@gmail.com)

F.NO:FIP-TNMS017/002(TF)/ENGLISH/XIPLAN/2014-15

04.03.2015

THE PRINCIPAL  
PIONEER KUMARASWAMY COLLEGE  
NAGERCOIL,NAGERCOIL-629003.

Subject: Award of Teacher Fellowship under FACULTY DEVELOPMENT PROGRAMME for college Teachers during the Twelfth Plan Period (2012-2017).- Reg.

Sir /Madam,

With reference to the application(s) of your college and on the basis of the recommendations of the Selection Committee, the Commission conveys its approval of awarding Teacher Fellowship under FDP of XI plan to the following teachers of your college as detailed below:

Sl.No	Name of the Candidate	Category	Subject / Area of Research	M.Phil / Ph.D	Duration
1.	N.A. PRABHA PITCHAI	GEN	ENGLISH	PH.D	24 months from the date of joining

#### A) Terms & Conditions of availing Teacher Fellowship:

- The Teacher Fellowship Award will be valid only in the event that the teacher fellow is a permanent aided staff of the institution/ college.
- In case, at a later stage / date, the details given in the application form submitted by the College & Teacher Fellow/ documents submitted by the applicant are found to be incorrect and / or some deficiency in the Selection Committee proceedings (or) failure to complete M.Phil / Ph.D, the above award will be withdrawn and the teacher fellow has to refund the entire amount. The amount of contingency (with interest) and substitute Teachers Salary / Honorarium to Guest faculty will be recovered from the Teacher Fellow, and the institution in future will be debarred to participate under the Programme of FACULTY DEVELOPMENT PROGRAMME. Head of the institution will be held responsible for the same.
- The Teacher Fellowship awarded (s) may be relieved only after making necessary arrangements for appointment of Substitute teachers(s) so that the teaching is not affected.
- The Supervisor / Guide of the Teacher Fellow must give a 'PROGRESS REPORT, after half the period of Fellowship is over. In case of a negative report given by the Supervisor / Guide, the awarded fellowship to the Teacher Fellow may be withdrawn by the UGC and the teacher fellow has to refund the entire amount along with the amount of contingency (with interest @ 10%) and substitute Teacher Salary / Honorarium paid to Guest faculty will be recovered from the Teacher Fellow
- If a Teacher Fellow fails to complete Ph.D/ M.Phil. Programme and leaves it midway, he /she has to refund the entire amount paid by the UGC during the Teacher Fellowship along with interest @ 10% p.a including sub teacher salary.
- A teacher must furnish documents of submission of Ph.D./M.Phil. thesis, within the stipulated time as prescribed in the guidelines. However, the slot shall remain occupied until the thesis is submitted and the same is reported to the UGC
- No further extension will be given to complete the Ph.D / M.Phil under any circumstances.
- The teacher must give an undertaking that in the event of failure to submit M.Phil / Ph.D. thesis, he/she shall refund the entire fellowship amount paid by the UGC along with penal interest.
- The head of the Institution / Principal may Relieve the concerned Teacher Fellow after Award of T.F by the UGC and Registered in a Recognised University as a Full Time Ph.D Scholar. In case the Teacher is earlier Registered as a Part Time Scholar, He/ She should get it converted in to Full Time Registration prior to relieving from the College. After Relieving from the college, the T.F Awardee will join the University on Regular basis. It may be noted that Part Time Scholars will not be relieved by the college to avail T.F.
- The T.F is not for doing M.Phil / Ph.d on part-time basis or on Distance mode.



  
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### Institution's Performance Appraisal System for teaching and non-teaching staff

Assistant Professor (Level-11) Fixation Statement for Assistant Professor Level 11 as per G.O.Ms.No.145 Higher Edn.(H1) Dept.dt. 06-07-2018 & G.O.Ms.No.05 dated 11.01.2021

1. Name	: Dr. S. M. Vijila
2. Designation & Department	: Assistant Professor, Zoology
3. Date of Regular Appointment	: 23.06.2014
4. Date of Completion of 4 Years of service for moving up	: 22.06.2018
5. Extraordinary leave particulars EOL	:
(a) Date on which the individual qualifies for placement as Assistant Professor (Level-11)	: 23.06.2018
(b) Delay in completing Refresher Course	: -
(c) Date on which the individual actually qualifies for placements (Level 11)	: 23.06.2018
6. Existing Scale of Pay Level-11, cell-09 as on 01.04.2018 (SR Page: 60)	: 73,000/-
7. Placement Increment	: Level 10, Cell 10
8. Fixation of Scale of Pay as on 23.06.2018	: Level-11, Cell 4
9. Basic pay as on 23.06.2018 (Placement Date)	: 75,300/-
10. Ending date of refresher Course	:
11. Monetary Benefit from	: 01.08.2018
12. Date of Next Increment	: 01.04.2019

PRINCIPAL  
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D. Dis. No. / / 2022 Dated -2022  
APPROVED

SECRETARY  
PIONEER KUMARASWAMY COLLEGE  
NAGERCOIL - 629 003

JOINT DIRECTOR OF COLLEGIATE EDUCATION  
TIRUNELVELI REGION, TIRUNELVELI



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### Institution's Performance Appraisal System for teaching and non-teaching staff

நாள் : 7047/03/2008

முகப்பு / அறிவிப்பு /

பொருள் :- மானிய உதவி பெறும் கல்லூரிகள் -  
ஆசிரியர்கள் / அலுவலகப் பணியாளர்கள் நியமனம் -  
ஒப்பு வழங்கப்படுதல் - சான்று

திகதி :- தக்கம் கடிதம் எண் .119/4/2007 நாள் 17.5.2008

மாணவியில் காணும் கடிதங்களில் விவரித்துள்ள குற்றநிலைகளின் அடிப்படையில் கீழ்க்கண்ட பணியாளர் நியமனத்துக்கு / பதவி உயர்வுக்கு கலம் (5) ல் குறிப்பிட்ட நாள முதல் கீழ்க்கண்ட நிபந்தனைக்குட்பட்ட (6) ஒப்புதல் வழங்கப்பட்டு அரசு மானியத்திற்கு அங்கீகரிக்கப்படுகிறது அரசு நிதியிலிருந்து இத்தேதி முதல் விதியடிப்படையில் மாண்புமிகு அமைதியும் வழங்கப்படுகிறது பணியாளர் திட்டம் படிவின் ஊதிய விகிதம் ரூ 05 0 -75 -395 0 -80 -45 9 0


வ.எண்	பெயரும் / பதவியும்	பதவியும் பதவி உயர்வுக்கான பதவி	நியமனமுறை	பணியில் மீறப்பட்ட விதம்	நியமன காலம்	ஊதிய விகிதம்
1.	2.	3.	4.	5.	6.	7.
1.	சீரு மதி பா . மீரா	அலுவலக உதவியாளர் பதவியிலிருந்து குயிலக உதவியாளர்	பதவி உயர்வு	சீரு . சா . நவீன ரீ சி . நி . குயிலக உதவி - 19.2.2007		
	ஆர் . க. உதவியாளர்	உதவியாளர்	பதவி உயர்வு	யா . ஜி . 31.8.2006		
	பதவி உயர்வு			அமைதியும் வழங்கப்பட்ட பெற்றதால் ஏற்பட்ட காலிப்பணியிடம்.		ரூ 05 0 -75 -395 0 -80 -45 9 0

நிபந்தனைகள் :- 1. செயலரால் கொடுக்கப்பட்ட நியமன விபரங்கள் சரியானவை அல்ல என்று பின்னர் தெரியவந்தால் இல்லாவிடின் தன்னிச்சையாகவே ரத்தாகும்.  
2. இந் நியமனங்கள் / பதவி உயர்வுகள் தணிக்கைக்குட்பட்டதாகும்.  
3. உயர் ஆசிரியர் / ஆசிரியர் பணியாளர் எனும் இருக்கக் கூடாது.  
4. செயலரால் கொடுக்கப்பட்ட பணி மூப்பு விபரப்படியல் தவறு என தெரியவரின் அந்நகர முழுப் பொறுப்பும் கல்லூரி நிர்வாகத்தையே சாரும் எனவும் இதன் காரணமாக அன்னாரை பணியிறக்கம் செய்வதன் அளவு சார்பாக வழங்கப்பட்டிருந்தல் மானியத்திணையும் நிர்வாகம் அரசுக்கு திரும்ப செலுத்தப்பட வேண்டும்.

இணைப்பு :- பணிப்பதிவேடு மற்றும் கல்வித் தகுதிச் சான்றுகள்  
நகல் : பணியாளர் கோப்பு

(ஒப்பம்) சா . சனாயதாசி .  
இணை இயக்குநர்  
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