

INFORMATION

Criteria6 : Governance, Leadership and Management

Key Indicator : 6.3 Faculty Empowerment Strategies

Metric : 6.3.1

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

Write description in a maximum of 500 words

The teaching and non-teaching staff are among the most valuable resources for a university. Anand Agricultural University has system in place to develop the human resources and bring out their full potentials. The university follows the Performance-Based Appraisal System (PBAS) for evaluating the performance of regular teaching and non-teaching staff. Each employee's performance is assessed annually after one year of service. The objective is to evaluate performance objectively to identify areas for improvement that can lead to further progress and growth for the employee.

Under this system, staff members submit their PBAS report to the concerned reviewing officer. The reviewing officer then reviews the self-appraisal details and assigns appropriate marks for the performance. The university considers these PBAS report for the promotion of its teaching and non-teaching staff.

AAU has avenues for promotions. The promotion rules of teaching, research and extension staff follows the UGC Career Advancement Scheme (CAS), which is based on the API score. For promotion rules of non-teaching staff, the university follows the policy of Government of Gujarat Services.

The welfare measures for teaching and non-teaching staff include:

- **Faculty/Skill Development Trainings/ Programmes:** AAU provides opportunities for faculty/skill development for its teaching and non-teaching staff. Teaching staff are granted necessary leave to attend trainings, conferences, seminars, and workshops. Non-teaching staff are encouraged to undertake office administration training.
- **Best University Teacher/ Research and Extension Scientist Award:** AAU awards Teacher, Research Scientist and Extension Scientist every year for their outstanding work in the respective each category with a cash prize as a token of appreciation for the individual efforts to facilitate and promote academic, research and extension activities
- **Leaves:** AAU avails various types of leave for its teaching and non-teaching staff such as Earned Leave, Duty Leave, Sick Leave, Maternity Leave, Paternity Leave, In - Service

study provision as per the University statutes

- **Leave Travel Concession (LTC):** AAU provides LTC to all the employees as per the GoG Rules.

- **Welfare Measures for Employees:**

1. Medical reimbursements, LTC/HTC, and other allowances like washing and uniform allowance (for Class IV employees) are provided to the employees as per the university rules.
2. Life insurance is provided by the university in the form of a Group Insurance Scheme that covers the staff members at low premiums.
3. University provides uniforms, shoes and umbrellas to Class 4 employees.
4. Sports and Recreational Facilities: AAU has sports ground, recreational clubs, gymnasias, and facilities for indoor and outdoor sports such as badminton, tennis, basketball, and volleyball courts for all the students as well as the employees
5. University Health Center: AAU has a well-furnished on-campus hospital for its teaching and non-teaching staff. A residential Medical Officer is available 24/7, offering high-quality primary care.

- **Retirement Benefits:**

1. GPF (General Provident Fund) which allows Pension to employees after superannuation.
2. CPF: In accordance with the University guidelines, the College has offered the option of Contributory Provident Scheme whereby the management contributes its share equal to the share of the employee every month.
3. Gratuity.
4. NPS (National Pension Scheme) for employees who joined the services after 01.01.2004.
5. Encashment of Earned Leave can be maximally 300.

Details	Supporting Documents
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