



**St. Mary's College (Autonomous)**  
Reaccredited with 'A+' Grade by NAAC (Cycle IV)  
Thoothukudi



## **CRITERION 6 - GOVERNANCE, LEADERSHIP AND MANAGEMENT**

### **6.3 Faculty Empowerment Strategies. Year: 2018-2023**



## **6.3 Faculty Empowerment Strategies**

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

#### **Welfare Measures for Aided Faculty**

The institution has a good performance appraisal system and effective welfare measures for both teaching and non-teaching faculty in aided programme, it supports them in all the activities: salary, promotion, selection grade, PF closure, pension and so on. The below table gives the gist of the assessment years 2018-2023.

#### **ST. MARY'S COLLEGE (Autonomous) - THOOTHUKUDI.**

##### **AIDED STAFF PARTICULARS**

S. No.	Particulars	Strength	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
1	Students Strength		1852	1819	1762	1625	1545
2	Staff Strength	TS - 95+2	R -86, M-9	R -94, M-1	R -93, M-2	R -95, M-0	R -92, M-3
		NTS - 57	R-24, M-33	R-19, M-38	R-44, M-13	R-44, M-13	R-42, M-15
3	Ph.D. completed	TS	4	4	4	1	1

4	Newly Appointed Staff	TS	0	15	3	0	0
		NTS	0	0	27	0	0
5	Staff retirement	TS	5	4	2	1	7
		NTS	5	2	0	2	0
6	Promotion (Teaching Staff)						
	CAS 6000-7000 (level 10-11)	TS	0	0	0	0	17
	CAS 7000-8000 (level 11-12)	TS	0	0	0	0	15
	CAS 8000-9000 (level 12-13A)	TS	2	0	0	0	1
7	Promotion (Non-Teaching Staff)						
	Selection Grade		4	0	1	0	2
	Special Grade		0	0	0	0	0
	30 Years		0	0	0	0	0
	40 Years		0	0	0	0	0
			(74)	(74)	(63)	(60)	(87)
8	Govt. Salary	TS	112,441,801.00	112,465,111.00	109,100,120.00	114,871,859.00	130,578,657.00
			(24)	(22)	(19)	(17)	(16)
		NTS	11,810,799.00	10,680,555.00	10,104,032.00	10,220,764.00	10,889,045.00
9	Arrear	TS	17,245,325.00	2,510,877.00	242,268.00	10,530.00	264,027.00
		NTS	110,954.00	120,033.00	37,264.00	42,437.00	71,640.00
10	Surrender	TS	1,623,104.00	1,448,120.00	-	-	-

		NTS	364,327.00	485,704.00	-	-	-
11	Festival Advance	TS	80,000.00	170,000.00	140,000.00	160,000.00	110,000.00
		NTS	90,000.00	180,000.00	150,000.00	160,000.00	150,000.00
12	Bonus	NTS	70,750.00	64,250.00	51,000.00	48,000.00	43,500.00
			143,837,060.00	128,124,650.00	119,824,684.00	125,513,590.00	142,106,869.00
13	PF Loan		6,607,700.00	6,923,250.00	2,912,500.00	8,267,000.00	7,172,600.00
14	90% Part Final		10,400,000.00	5,500,000.00	-	5,690,000.00	15,800,000.00
15	Retirement Benefits (They get the benefit on or before 6 months)						
	Pension		Individual	Individual	Individual	Individual	Individual
	DCRG		Individual	Individual	Individual	Individual	Individual
	Encashment (EL & UEAL)	TS	3,858,664.00	2,715,557.00	12,978,452.00	6,524,457.00	960,390.00
		NTS	370,450.00	1,414,829.00	1,032,511.00	371,058.00	465,289.00
	ACPF Closure		304,965.00	20,241,233.00	229,829.00	2,114,127.00	1,628,079.00
	SPF Closure		109,458.00	-	-	88,028.00	223,697.00

*Lewis Rose*  
**Principal**  
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