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HIGHER EDUCATION DEPARTMENT

NOTIFICATION

The 18th February, 2021

No.8075—HE-GCET-POLICY-0002/2020/HE.— In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Odisha Education Service (College Branch) Recruitment Rules,1990, the Odisha Education Service (Senior Administrative Grade) Recruitment Rules,1990 and the Odisha Education Service (Professor's Grade) Recruitment Rules,1990, except as respect things done or omitted to have done before such supersession, the Governor of Odisha is pleased to make the following rules to regulate the method of recruitment and conditions of service of the persons appointed to the Odisha Education Service (College Branch), namely:—

1. Short title and Commencement—

- (1) These Rules may be called the Odisha Education Service (College Branch) Recruitment Rules, 2020.
- (2) They shall come into force on the date of their publication in the *Odisha Gazette*.

2. Definitions- (1) In these Rules, unless the context otherwise requires,—

- (a) “**College**” means a Government College imparting under graduation education or post-graduation education or both and coming under the administrative control of Higher Education Department of Government of Odisha;
- (b) “**College Teachers**” means the Lecturers, Lecturers (Senior Scale) and Readers who shall be re-designated as Assistant Professor (Stage-I), Assistant Professor (Stage-II), Assistant Professor (Stage-III) respectively and including Associate Professors and Professors.
- (c) “**Commission**” means the Odisha Public Service Commission;

- (d) **“Committee”** means the Departmental Promotion Committee constituted under sub- rule (1) or (2) of rule 14, as the case may be;
- (e) **“Foreign University”** means a University or Institution, located outside India, with a ranking among the top 500 in the World University Ranking system as accepted by UGC;
- (f) **“Government”** means the Government of Odisha;
- (g) **“Indian University”** means a University or Institution, located in India, duly recognized by UGC;
- (h) **“National Council for Teacher Education (NCET)”** means National Council for Teacher Education set up by Government of India under the National Council for Teacher Education Act., 1993;
- (i) **“NET”** means the National Eligibility Test conducted by the UGC/ National Testing Agency;
- (j) **“Persons with Disabilities”** means persons who have been granted with disability certificates by competent Authority as per the provisions of the Rights of Persons with Disability Act., 2016 (49 of 2016)
- (k) **“Scheduled Castes and Scheduled Tribes”** means such castes and tribes specified in the Constitution (Scheduled Castes) Order, 1950 and the Constitution (Scheduled Tribe) Order, 1950, as the case may be, made under Article 341 and 342 of the Constitution of India, respectively;
- (l) **“SEBC”** means the Socially and Educationally Backward Classes of Citizens other than Scheduled Castes and Scheduled Tribes as defined in clause (a) of Section 2 of the Odisha State Commission for Backward Classes Act., 1993;
- (m) **“Sportsperson”** means persons who have been issued with identity card as sportsperson by the Secretary or Director, Sports and Youth Services Department as per Resolution No. 24808/Gen., dated 18th November, 1985 of the General Administration and Public Grievance Department;
- (n) **“Service”** means the Odisha Education Service (College Branch);
- (o) **“Subject”** means a subject of study in which teaching is imparted in a college;
- (p) **“UGC”** means the University Grants Commission of India;
- (q) **“Year”** means the Calendar Year.
- (2) All other words and expressions used in these rules but not specifically defined shall, unless the context otherwise requires, have the same meaning as respectively assigned to them in the Odisha Service Code.

3. Constitution of Service and Service condition—

(1) The service shall comprise of college teachers of following ranks, namely:—

- (a) Assistant Professor (Stage-I);
- (b) Assistant Professor (Stage-II);
- (c) Assistant Professor (Stage-III);
- (d) Associate Professor; and
- (e) Professor

(2) The Government shall be competent to appoint college teachers of the rank of Assistant Professor (Stage-III) and above in administrative and semi-academic posts.

(3) All college teachers of all subjects and all ranks shall constitute the single Odisha Education Service (College Branch) cadre (herein after referred as OES (CB) Cadre) and the number of posts in the cadre shall be sanctioned by the Government from time to time and the sanctioned posts of the cadre can be filled up by college teachers of any rank provided that entry into the OES (CB) Cadre, by way of direct recruitment as per rule 5 or placement as per rule 8, shall be made only in the rank of Assistant Professor (Stage-I).

(4) The scale of pay of different ranks of college teachers of the service and other service conditions such as allowances, leave rules, superannuation age, superannuation benefit, shall be determined by the Government from time to time or shall be such as provided in other statutory Rules, Resolutions, Notifications or Orders issued by the Government from time to time for similar class of employees.

4. Reservations—

Notwithstanding anything contained in these rules, reservation of vacancies or posts, as the case may be, for-

(a) Scheduled Castes and Scheduled Tribes shall be made in accordance with the provisions of the Odisha Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act., 1975 and the rules made thereunder; and orders or instructions issued in this behalf by the Government from time to time.

(b) SEBC, Women, Sportspersons and Persons with Disabilities shall be made in accordance with the provisions made under such Act, rules and orders or instructions issued in this behalf by the Government from time to time.

5. Selection by the Commission for Direct Recruitment in the Rank of Assistant Professor (Stage-I).—

(1) Subject to the provisions of rule 8, all posts in the rank of Assistant Professor (Stage-I) shall be filled up by direct recruitment.

(2) Selection for direct recruitment to the rank of Assistant Professor (Stage-I) shall be made by the Commission on the basis of merit to be judged by performance in interview of eligible shortlisted candidates.

(3) Every year, the Higher Education Department shall communicate the number of posts to be filled up by direct recruitment to the Commission indicating the number of posts to be reserved for candidates belonging to different reserved categories as specified under rule 4.

(4) The Commission shall, on receipt of communication from the Higher Education Department, initiate the selection process by inviting application from eligible candidates.

(5) In case of very large number of eligible candidates applying for the posts, the Commission may conduct a written test or a Computer Based Test or may adopt any other appropriate method to shortlist eligible candidates to be called for interview.

(6) On the basis of result of interview, the Commission shall prepare a subject-wise merit list of successful candidates, arranged in order of merit, equal to the number of posts to be filled up, and furnish the same to the Government.

(7) The merit list furnished by the Commission shall be placed before the Government for approval and upon such approval, shall form the select list.

(8) The select list shall remain valid for a period of one year from the date of its approval by the Government or until another select list is prepared afresh whichever is earlier.

(9) Appointment order shall be issued by the Government in the order the names appear in the select list.

6. Eligibility criteria for Direct Recruitment.-

In order to be eligible for direct recruitment, a candidate must, —

(i) be a citizen of India.

(ii) not be above 45 years of age as on the last date of receiving application fixed by the Commission:

Provided that relaxation in the upper age limit in respect of different categories of candidates referred to in rule 4 shall be made in accordance with

relevant Acts, Rules, Resolutions, Notifications or Orders issued by the Government from time to time.

(iii) be able to read, write and speak in Odia.

(iv) have passed Upper Primary examination, or its equivalent, with Odia as a subject.

(v) possess a Master's Degree, or dual Master's Degrees for the post of Assistant Professor (Teacher Education) if the guidelines of National Council for Teacher Education so demands, with at least 55% of marks or its equivalent grade, in the concerned/ relevant/ allied subject from an Indian University or an equivalent degree from a foreign university:

Provided that for the candidates belonging to Scheduled Caste, Scheduled Tribe and Persons with Disabilities categories, the requirement of securing at least 55% marks shall be reduced to 50% marks or its equivalent grade.

Explanation:- Assistant Professor (Teacher Education) post is meant for teaching of students pursuing B.Ed and M.Ed courses or similar teacher education courses as different from Assistant Professor (Education) post which is meant for teaching of students on 'Education' as a subject in general under graduate and post-graduate courses.

(vi) have cleared National Eligibility Test (NET) meant for appointment of Assistant Professor (Stage-I) or must have acquired a Ph.D Degree in the concerned/relevant/allied subject from an Indian University or a Foreign University.

7. Advance Annual Increment at the time of Direct Recruitment.—

(1) A candidate who has cleared NET and possesses Ph.D, D.Sc or D.Litt. Degree from an Indian University or a Foreign University in the concerned/ relevant/ allied subject by the time of issue of appointment order for direct recruitment to the rank of Assistant Professor (Stage-I), will be eligible for three (03) advance annual increments in the scale of pay applicable to Assistant Professor (Stage-I) rank from the date of joining as Assistant Professor (Stage-I).

(2) A candidate who has cleared NET and possesses M.Phil or M.Litt. Degree or a Post-Graduation degree in Professional Courses such as LLM, M.Tech, etc. after PG from an Indian University or a Foreign University in the concerned/ relevant/ allied subject by the time of issue of appointment order for direct recruitment to the rank of Assistant Professor (Stage-I), will be eligible for one (01) advance annual increment

in the scale of pay applicable to Assistant Professor (Stage-I) rank from the date of joining as Assistant Professor (Stage-I).

(3) Advance annual increments as provided in sub-rule (1) and (2) shall not be given to a college teacher who clears the NET or acquires Ph.D/ M.Phil/ M.Litt/ PG degree in Professional Courses, as the case may be, after issue of appointment order for direct recruitment to the rank of Assistant Professor (Stage-I).

Explanation:-Advance annual increment means getting one's future annual increment(s) in advance. To that extent, and during the advance annual increment period, a teacher getting advance annual increment(s) will draw higher pay than his/her batch mate who is not entitled for advance annual increment(s) but once the advance annual increment period is over, both will draw the same pay. For example, Teacher X and Teacher Y both join this service on dated the 1st January, 2021. If Teacher X is entitled for three advance annual increments, then his pay with effect from dated the 1st January, 2021 shall include three increments as because he will draw his future annual increments falling due on dated the 1st January, 2022, 1st January, 2023 and 1st January, 2024 in advance. He will not further be sanctioned any annual increment on dated the 1st January, 2022, 1st January, 2023 and 1st January, 2024 as because these annual increments would have already been drawn by him with effect from dated 1st January, 2021. On the other hand, if Teacher Y is not entitled for any advance annual increment; then his pay with effect from dated the 1st January, 2021 shall not include any increment. But he will draw his annual increments on due time, i.e. first increment on dated the 1st January, 2022, second on dated the 1st January, 2023 and third on dated the 1st January, 2024. Therefore, with effect from dated the 1st January, 2024, both Teacher X and Teacher Y will draw the same pay.

8. Placement to the Rank of Assistant Professor (Stage-I).—

(1) Up to 50% of vacancies in the posts of Assistant Professor (Stage-I) rank shall be filled up by placement as per recommendation of the Committee, formed under sub-rule (1) of rule 14, from among the Lecturers, Group-A (State's Scale) as under the Odisha Education Service State's Scale of Pay (Method of Recruitment and Conditions of Service) Rules, 2009 .

(2) A Lecturer Group-A (State's Scale), in order to be eligible for placement to the post of Assistant Professor (Stage-I) in the service, must have completed at least two

years of regular service as Lecturer Group-A (State's Scale) or at least 10 years of regular service as Junior Lecturer (Group-B) and Lecturer Group-A (State's Scale) altogether.

(3) On placement to the rank of Assistant Professor (Stage-I) in the OES (CB) Cadre, the matters relating to counting of their past service and associated benefits shall be such as determined by the Government from time to time.

9. Promotion to the Rank of Assistant Professor (Stage-II).—

(1) To be eligible for promotion to the rank of Assistant Professor (Stage-II), an Assistant Professor (Stage-I) must, —

(a) have completed eight years of regular service as Assistant Professor (Stage-I) or in equivalent rank having equivalent scale of pay;

(b) have participated, during the assessment period, in at least two physical or on-line refresher/orientation courses, or equivalent courses, of minimum two weeks duration recognised by UGC.

(2) Selection for promotion shall be made as per the select list made under rule 17 and selected Assistant Professors (Stage-I) shall be promoted to the rank of Assistant Professor (Stage-II) from the date of eligibility.

10. Promotion to the Rank of Assistant Professor (Stage-III).—

(1) To be eligible for promotion to the rank of Assistant Professor (Stage-III), an Assistant Professor (Stage-II) must, —

(a) have completed eight years of regular service as Assistant Professor (Stage-II) or in equivalent rank having equivalent scale of pay;

(b) have participated, during the assessment period, in at least two physical or online refresher/orientation courses, or equivalent courses of minimum two weeks duration recognized by the UGC.

(2) Selection for promotion shall be made as per the select list made under rule 17 and selected Assistant Professors (Stage-II) shall be promoted to the rank of Assistant Professor (Stage-III) from the date of eligibility.

11. Promotion to the Rank of Associate Professor.—

(1) Candidates of Assistant Professor (Stage-III) to be eligible for promotion to the rank of Associate Professor must, —

(a) have completed five years of regular service as Assistant Professor (Stage-III), or in equivalent rank having equivalent scale of pay;

(b) have participated, during the assessment period, in at least two physical or online refresher/orientation courses, or equivalent courses, of minimum two weeks duration recognized by the UGC. Provided that this condition shall be relaxed till two years from the date of publication of this notification in the *Odisha Gazette* in case of those college teachers who otherwise become eligible for promotion to the rank of Associate Professor.

(2) Selection for promotion shall be made as per the select list made under rule 17 and the selected Assistant Professors (Stage-III) shall be promoted to the rank of Associate Professor from the date of eligibility.

12. Advance Promotion Benefit for Possessing Higher Degree.—

(1) The minimum number of years of regular service prescribed in sub-rule (1)(a) of rule 9, sub-rule (1)(a) of rule 10 and sub-rule (1)(a) of rule 11, as an eligibility condition for promotion of college teachers from one rank to another, shall be reduced by three years if the college teacher possesses Ph.D, D.Sc or D.Litt Degree, or by one year if he possesses M.Phil, M.Litt or Post-Graduate Degree in Professional Courses such as LLM, M.Tech, etc. besides Post Graduation; from an Indian or Foreign University in the concerned/ relevant/ allied subject.

(2) However, if a college teacher has availed advance promotion benefit of one year for possessing M.Phil, M.Litt or PG Degree in Professional Courses as per sub rule (1) above and subsequently acquires Ph.D, D.Sc or D.Litt Degree; he will be entitled for availing advance promotion benefit of only two years (not three years) for his subsequent promotion on account of possessing Ph.D, D.Sc or D.Litt Degree.

(3) Advancement of promotion under sub-rule (1) and sub-rule (2) above shall be limited to a maximum of 3 (three) years only during one's entire service period irrespective of the number of higher degrees one may possess or acquire.

13. Promotion to the rank of Professor.—

(1) To be eligible for promotion to the rank of Professor, an Associate Professor must,—

(a) possess a Ph.D Degree in concerned/ relevant/ allied subject from an Indian or foreign University.

(b) have completed five years of regular service in the rank of Associate Professor.

(c) possess a minimum score point of 80 as per the academic and research performance assessment parameters given in Schedule-I appended to these Rules:

Provided that this condition shall be relaxed in case of college teachers on completion of twelve years of regular service in the rank of Associate Professor or equivalent rank having equivalent scale of pay:

Provided further that this relaxation shall be valid till five years from the date of publication of this notification in the *Odisha Gazette*.

(2) Selection for promotion shall be made as per the select list made under rule 17 and selected Associate Professors shall be promoted to the rank of Professor from the date of their eligibility or from the date of coming into force of these Rules, whichever is later.

14. Departmental Promotion Committee.—

(1) There shall be a Departmental Promotion Committee consisting of the followings members to consider the case of placement to the posts of Assistant Professor (Stage-I) as provided in rule 8 and promotion to the posts of Assistant Professor (Stage-II), Assistant Professor (Stage-III) and Associate Professor as provided in rules 9 to 11, namely.—

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|-----|--|-----|-----------------|
| (a) | Secretary, Higher Education Department. | ... | Chairperson |
| (b) | One Regional Director of Education to be nominated by Government. | ... | Member |
| (c) | A Professor of a Government College nominated by Government. | ... | Member |
| (d) | Special Secretary/ Additional Secretary/ Joint Secretary/ Deputy Secretary acting as Branch Officer of the Section concerned to Government, Higher Education Department. | ... | Member Convener |

(2) There shall be a Departmental Promotion Committee consisting of the followings members to consider the case of promotion of Associate Professor to the post of Professor as provided in rule 13, namely.—

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|-----|---|-----|-------------|
| (a) | Chief Secretary or equivalent senior officer of the State Government acting as supervisory officer of H.E. Department | ... | Chairperson |
|-----|---|-----|-------------|

- (b) Vice-Chairperson of Odisha State Higher Education Council or, in his absence, a member of the Council who had been a Professor in his service period, to be nominated by the Government ... Member
- (c) Secretary, Higher Education Department ... Member
- (d) Special Secretary/ Additional Secretary/ Joint Secretary/ Deputy Secretary acting as Branch Officer of the Section concerned to Government, Higher Education Department ... Member Convener

(3) Presence of the Chairperson and two members shall constitute quorum for the meeting of the Committees.

(4) The recommendation of the Committees shall be valid and can be operated upon notwithstanding the absence of any one of its members other than the Chairman:

(5) While recommending, the Committees shall follow the procedure, as prescribed under rule 15.

15. Procedure for Selection by the Committee —

(1) The Committee shall meet at least once in a year, preferably in the month of January, to prepare a list of teachers, as are held by them, suitable for placement to the rank of Assistant Professor (Stage-I) or promotion to the next higher ranks.

(2) The Committee, while considering the placement or promotion cases of suitable teachers and preparing the list, shall follow the provisions of the Odisha Civil Services (Criteria for Promotion) Rules, 1992.

16. Consultation with the Commission.—

(1) The recommendations of the committee under sub-rule (4) of rule 14 shall be referred to the Commission for concurrence along with a list of all eligible candidates, including those who have not been recommended, together with the service particulars and their academic qualification and experience, if any.

(2) The commission shall consider the list along with the service and other particulars received under sub-rule (1) and shall furnish its recommendations to the Government.

17. Select List.—

(1) The recommendations of the Commission in respect of reference made to it under sub-rule (1) of rule 16, shall, after being approved by the Government, form the Select list.

(2) The Select List so formed under sub-rule (1) shall remain valid for a period of one year or until another select list is prepared afresh, whichever is earlier.

(3) Appointment to any post in the service shall be in the order in which their names appear in the final select list.

18. Other conditions of service. —

The conditions of service in regard to matters not covered by these rules shall be the same as are or as may from time to time be prescribed by the State Government.

19. Relaxation. —

Where the State Government is of the opinion that for the interest of public service, it is necessary and expedient to do so, it may, by order, and for reasons to be recorded in writing and after consultation with the Commission, relax any of the provisions of these rules for any person or class of persons.

20. Interpretation —

If any question arises relating to the interpretation of these rules, it shall be referred to the Government for decision.

21. Power to issue Instructions.—

The Government may also issue instructions not inconsistent with the provisions of these rules as they may consider necessary to regulate the matters not specifically covered by the provisions of these rules.

Schedule-I**[Rule 13 of Odisha Education Service (College Branch) Recruitment Rules,2020]****Academic and Research Performance Assessment Parameter**

| Sl. No. | Academic/Research Performance | Assessment criteria | Score per unit |
|---------|---|--|--------------------------|
| 1 | D.Sc./D.Lit. (Self) | | 10 |
| 2 | Research Guidance during last 10 years Ph.D. Guidance | Number of guided scholars awarded with Ph.D. Degree | 10 per each Ph.D. Degree |
| 3 | Research Papers /Papers Published during last 10 years In Journals or in Books as chapters (other than the articles published in Journals) | Journals/Books with ISSN/ISBN numbers | 05 per publication |
| 4 | Books Authored during last 10 years Text Book / Reference Book/Edited Book | Books with ISBN/ISSN numbers | 10 per Book |
| 5 | Research Projects during last 10 years Research Project (completed /on-going) | Project grants more than Rs 10.00 lakhs | 10 per project |
| | (b) Research project (completed/on-going) | Project grants less than 10.00 lakhs | 05 per project |
| 6 | Any other Out-standing Academic and/or Research achievement or outstanding contribution to the field of educational administration or regulation(during last 10 years) | Committee to examine candidate's claim and award score point out of 20 | |

By order of the Governor
SASWAT MISHRA
Principal Secretary to Government