

**GOVERNMENT OF ODISHA
HIGHER EDUCATION DEPARTMENT**

OSWAS NO.HE-NCET-1-MISC-0148-2020 27964 Date: 31.08.2020

Sub: Guidelines for Fixation of Seniority of Teachers of Non-Government Aided Colleges for the Purpose of Appointment of Principals and HODs

In Non-Government Aided Colleges, senior-most teacher is generally appointed as Principal and senior-most teacher of a Department is generally appointed as Head of the Department. Several circulars/guidelines have been issued in the past by the Government in Higher Education Department and erstwhile Directorate of Higher Education for determination of inter-se-seniority of teachers working in Non-Government Aided Colleges.

In order to streamline the matter further, and in supersession of all previous circulars/guidelines issued in the past, the following principle is hereby prescribed for determining seniority of college teachers while considering **appointment of Principal and Head of the Department** in Non-Government Aided Colleges.

1. Seniority of Teachers will be determined in descending order as follows:

Category-A: Teachers recruited by SSB prior to 1994 and Teachers in receipt of Grant-in-Aid at par with UGC Scale of Pay

Category-B: Teachers in receipt of Grant-in-Aid under GIA Order, 1994

Category-C: Teachers in receipt of Grant-in-Aid in shape of block grant under GIA Order 2004

Category-D: Teachers in receipt of Grant-in-Aid in shape of block grant under GIA Order 2008 (revised under GIA Order, 2017)

Category-E : Teachers in receipt of Grant-in-Aid in shape of block grant under GIA Order 2009 (revised under GIA Order, 2017)

Category-F : Teachers in receipt of Grant-in-Aid in shape of block grant under GIA Order 2014 (revised under GIA Order, 2018)

Category-G : Teachers recruited by SSB after 2014

2. (i) Within Category 'A', inter-se seniority shall be determined on the basis of date of coming over to Grant-in-Aid fold.

(Example- Teacher A is a SSB recruited Teacher and Teacher B is a non-SSB recruited Teacher currently drawing grant-in-aid at par with UGC scale of pay. Teacher A was recruited in the year 1990 and Teacher B, recruited by the college management, came over to Grant-in-Aid fold in 1986. In such a case, Teacher B will be senior to Teacher A.)

- (ii) Within Category 'B', inter-se seniority shall be determined basing on the deemed date of joining as approved by the Higher Education Department or erstwhile Directorate of Higher Education for the purpose of approval for release of Grant-in-Aid.
- (iii) For Category 'C' to 'F', inter-se seniority within the respective category shall be determined basing on date of birth.
- (iv) Within Category 'G', inter-se seniority shall be determined basing on the year of recruitment and if the year of recruitment is same, then inter-se seniority shall be determined by date of birth.

(Example- Teacher P and Q are recruited in the year 2016 and their dates of birth are 01.02.1990 and 04.07.1991 respectively. Teacher R with 10.09.1989 as his date of birth is recruited in the year 2019. Then, Teacher P and Q will be senior to Teacher R; and Teacher P will be senior to Teacher Q by virtue of earlier birth.)

3. Notwithstanding the principles contained in Para 2 above, within each category, a teacher of higher rank/designation will be considered senior to a teacher of lower rank/designation.

(Example- Teacher X and Teacher Y belong to same category and Teacher X was senior to Teacher Y at the entry level of 'Lecturer' as

per the seniority principle applicable to that category. But, Teacher Y got promotion/placement to 'Reader' rank while Teacher X continues to be in 'Lecturer' rank. Then, Teacher Y will be considered senior to Teacher X. However, if Teacher X will be promoted/placed to 'Reader' rank in future, then Teacher X will be treated as senior to Teacher Y.)

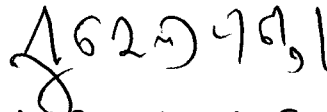
By Order of Governor


Saswat Mishra 31.08.2020

Commissioner-cum-Secretary to Government

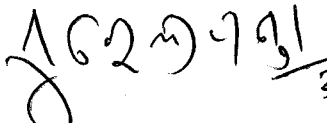
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31.08.2020
Joint Secretary to Government

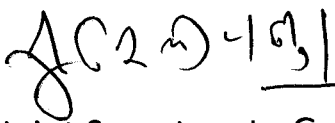
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31.08.2020
Joint Secretary to Government

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31.08.2020
Joint Secretary to Government