

The Orissa Gazette



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No. 9491-E.Y.S.
GOVERNMENT OF ORISSA
EDUCATION & YOUTH SERVICES DEPARTMENT

RESOLUTION

The 19th March 1990.

The State Government have decided to implement the scheme of revision of scale of pay for college teachers with the terms and conditions prescribed in Government of Orissa, Education & Youth Services Department Resolution No. 44032-E.Y.S., dated the 6th October 1989. Government are now pleased to prescribe the following guidelines to regulate the recruitment and career advancement of the teachers of the non-Government-aided colleges as hereunder:-

1. (1) These guidelines shall be deemed to have come to force, with effect from 1st day of January, 1986.
(2) These guidelines shall apply to the following grades and posts in non-Government-aided college imparting +3 stage of education and beyond thereof:

Category 1	Lecturer
Category 2	Lecturer (Sr. Scale)
Category 3	Reader/Lecturer
		(Selection Grade)

Omitted on
22.1.94
Amend

PRINCIPAL OF DEGREE COLLEGES

2. Direct recruitment to the grade of lecturers :

(1) Recruitment to the grade of lecturers shall be made by direct recruitment through the State Selection Board constituted under sub-section (2) of section 10 of the Orissa Education Act, 1969.

(2) In order to be eligible for recruitment as lecturer a person should have the following qualifications :-

- (a) He/She shall be a citizen of India.
- (b) He/She shall be able to speak, read and write Oriya and should have had Oriya as a subject in the Upper Primary (Middle School) examination or any equivalent examination failing which he/she shall be required to pass an examination in Oriya of Upper Primary (Middle School) standard during his/her period of probation.

Provided that the State Government may in deserving cases exempt/relax these provisions in respect of any person or any category of persons.

(c) He/She shall be under 33 years and over 21 years of age on the 1st day of January of the year in which the vacancy occurs :

Provided that the maximum age-limit in respect of candidates belonging to Scheduled Castes and Scheduled Tribes shall be 38 years and for physically handicapped candidates shall be 43 years.

(d) He/She shall have a Masters Degree in the relevant subject from a recognised University with at least 55 per cent of marks or its equivalent grade and good academic record.

Non-— for the purpose of this sub-guideline 'University' means 'a University incorporated by or under an Act of the Central or State Legislature or a foreign University recognised as equivalent'.

(e) He/She shall have qualified in the comprehensive test conducted for the purpose of recruitment of college teachers by the U. G. C. or the State Government in consultation with the U. G. C., as the case may be;

Provided that candidates possessing M. Phil or Ph. D. degrees are not required to appear in the comprehensive test conducted by the U. G. C. till December, 1990 and December, 1992, respectively.

(3) A candidate possessing Ph. D. or M. Phil Degree from a recognised University in the concerned discipline at the time of his/her first recruitment will be sanctioned three and one advance increments, respectively, in the prescribed scale of pay along with the benefit of corresponding years of service for the purpose of promotion to the grade of lecturer senior scale.

(4) The Lecturers who are in regular service in an aided college on the date of issue of these guidelines through regular appointment and are having Ph. D./M. Phil Degrees in the concerned discipline will be eligible for the benefit of three years/one year of service, respectively, for the purpose of promotion to a grade of post in the next higher category.

(5) The lecturers who are in regular service in an aided college on the date of issue of these guidelines through regular appointment and do not possess Ph. D./M. Phil Degree and a person recruited as Lecturer under these rules without Ph. D./M. Phil Degree will be eligible for the benefit of three years/one year of service as the case may be, for the purpose of promotion to the next higher category of posts as and when he/she acquires such a degree in the concerned discipline but shall not be entitled for advance increments.

3. (1) There shall be no direct recruitment to the grades of Lecturer (Senior Scale): Lectures (Selection grade) and Readers.

(2) Sanction of Senior Scale to the Lecturers. The Screening Committee constituted under guidelines 6 shall consider the cases of eligible and suitable lecturers for being placed in the Senior Scale and shall prepare a list on the basis of seniority.

(3) The list so prepared shall be referred to the State Selection Board for approval. The Board shall consider the list and furnish their recommendation to the Government. The list as furnished by the Board shall be placed before the Government for approval and upon such approval orders will be issued by Government placing such lecturers in the senior scale.

(4) A lecturer for being eligible for consideration by the Screening Committee for being placed in the senior scale shall satisfy the following conditions.

(a) He must have completed eight years of service after regular appointment as a Lecturer on the 1st day of January of the recruitment year in which the vacancy is proposed to be filled up.

NOTE—In computing the period of 8 years the benefits conferred under sub-guidelines (3), (4) and (5) of guideline 2, as the case may be, shall be taken into consideration.

(b) has consistently satisfactory performance appraisal reports.

(c) has participated in two refresher courses/Summer Institutes each of approximately four weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the Government/ Director, Higher Education.

Provided that in respect of cases due for consideration up to 31st December 1990, Government may relax the applicability of this provision.

4. Appointment in the grade of Readers

(1) The provisions of sub-guidelines (2) and (3) of guideline 3 shall be followed *mutatis mutandis* in the matter of selection and appointment of Readers.

(2) A lecturer in order to be eligible for consideration by the Screening Committee constituted under guideline 6 shall have—

(a) a Ph.D. Degree in the concerned discipline from a recognised University.

(b) completed 8 years of service in the senior scale.

Provided that the requirement of 8 years will be relaxed to the extent of three years in case of lecturers in the senior scale if he has acquired Ph. D. degree in the concerned discipline while continuing in the grade of lecturer senior scale;

Provided further that the requirement of 8 years of service in the grade of lecturer senior scale shall not be applicable for a lecturer who has already completed 13 years of service as such in an aided college after regular appointment, if he/she has acquired a Ph. D. degree from a recognised University.

- (c) consistently good performance appraisal reports;
- (d) made some mark in the areas of scholarship and research as evidenced by the self-assessment, report of referees, quality of publications, contribution to educational innovations and design of new courses and curricula;
- (e) participated in two refresher courses/Summer Institutes each of approximately four weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the U. G. C. on being sponsored by Government Director, Higher Education after placement in the senior scales:

Provided that in respect of cases due for consideration up to 31st December 1990, Government may relax the applicability of this provision.

5. Appointment in the grade of Lecturer (Selection Grade) :

(1) The provisions of sub-guidelines (2) and (3) of guideline 3 shall be followed *mutatis mutandis* in the matter of selection and appointment of lecturer (Selection Grade).

(2) A lecturer (Senior scale) will be eligible to be placed in the grade of Lecturer (Selection grade) by the Screening Committee instituted under guideline 6, if he/she has—

- (a) completed 8 years of service in the senior scale, provided that the requirement of 5 years will be relaxed if his/her total service is not less than 16 years after regular appointment in grade of lecturer;
- (b) has consistently good performance appraisal reports; (PAR)
- (c) has a good record in teaching and/or participation in extension activities;
- (d) has participated in two refresher courses/Summer Institutes each of approximately four weeks duration or engaged in other appropriate continuing education programme of comparable quality specified by the U.G.C. on being sponsored by Government/Director, Higher Education:

Provided that in respect of cases due for consideration up to 31st December 1990, Government may relax the applicability of this provision.

(3) Notwithstanding anything contained in sub-guideline (2) a lecturer of Selection Grade on obtaining a Ph. D. degree in the concerned discipline can be redesignated on his/her request as Reader by the Government. Upon such redesignation he/she shall be placed in the grade of Readers against the year in which the degree was awarded by the concerned University and he/she shall be placed below the Readers already appointed during that particular recruitment year.

6. The Screening Committee—

(1) The Screening Committee will consist of the following members:—

- (a) Secretary to Government, Education & Youth Services Department .. Chairman
- (b) Director, Higher Education, Orissa .. Member
- (c) A Senior Principal/Professor of Government College/an eminent educationist Member to be nominated by Government.

(d) Additional/Joint/Deputy Secretary to Government, Education & Youth Services Department. Convener

(2) Selection by the Screening Committee:

(a) The Committee shall meet preferably in the month of January every year to consider the cases of eligible persons and prepare a list of such persons who are found suitable for placement in the grade of Lecturer (senior scale) in the Grade of Reader, in the grade of lecturer (Selection Grade), as the case may be.

(b) The names of eligible teachers included in the list for placement in the different grades shall be arranged in order of their seniority as Lecturers on regular appointment in their respective subjects and such lists for respective grades shall be placed before the Government.

7. Consultation with the State Selection Board

(1) The list of eligible persons prepared by the Screening Committee for appointment of Lecturer (senior scale) under guideline 3, Readers under guideline 4 and lecturer (selection grade) under guideline 5 shall be forwarded to the State Selection Board with the following documents:

- (a) Records of all eligible teachers in the list.
- (b) Gradation list of the eligible teachers
- (c) C. C. Rs. of the teachers whose cases have been taken into consideration.
- (d) Indication about the pending representations against adverse remarks, if any.
- (e) Indication about representation about departmental proceeding, if any.

(2) Sealed cover procedure shall be maintained in case of a teacher eligible for promotion but is under suspension.

(3) The Board shall consider the cases of eligible persons in respective grades under sub-guideline (1) supra and convey their recommendation to the Government. The Board may assign reasons for any alteration in the lists prepared by the Committee.

(4) The recommendations of the Board shall be placed before Government for their approval.

(5) On the approval of the recommendations of the Board, with or without alteration, the lists of each category of teachers shall form the select list. Appointments shall be made by Government out of the said list in the same order as their names appear in the said lists and their *inter se* seniority shall be determined in that order in the respective grades.

8. Principals of non-Government aided colleges may be appointed from among Readers/Lecturers (Selection Grade).

Explanation—Date of regular appointment for the purpose of placement of a Lecturer in senior Scale or Selection grade or in the grade of Reader shall mean date from which the teacher has been admitted to first grant-in-aid towards his/her salary cost provided that in respect of teachers of Women's Colleges and colleges located in educationally backward areas who have been admitted to first grant-in-aid on completion of three years of service and in respect of teachers who have been admitted to first grant-in-aid prior to completion of stipulated five years/three years, the date of regular appointment shall be computed in the same manner as for the teachers of other colleges by ignoring the relaxation allowed to them.

ORDER—Ordered that the Resolution be published in the *Orissa Gazette* for general information.

By order of the Governor

A. RATH

Secretary to Government