

GOVERNMENT OF PUDUCHERRY
ABSTRACT

Chief Secretariat - Higher and Technical Education - Engagement of teaching and non-teaching staff in various Government / Society run Institutions under the control of the Directorate of Higher & Technical Education, Puducherry, on short term contract basis – Orders - Issued.

Chief Secretariat
(Higher and Technical Education)

GO. Ms. No. 25

Puducherry, dated 31.07.2019

READ: I.D. Note No.3991/DHTE/Estt/E5/GL/2018/164, dated 18.06.2018 and
I.D. Note No.3031/DHTE/Estt/E5/GL/2018/314, dated 19.12.2018 of
the Director of Higher and Technical Education, Puducherry.

ORDER:

The Director of Higher and Technical Education, Puducherry has proposed to engage teaching and non-teaching staff in various Government / Society run Institutions under the control of the Directorate of Higher & Technical Education, Puducherry, on short term contract basis, whenever vacancy arises, as a stop gap arrangement, till regular recruitment is made by the Union Public Service Commission, on regular basis, from the academic year 2019-20 onwards, vide I.D. Note read above.

2. After careful examination of the proposal, the approval of the Lieutenant-Governor is hereby conveyed for engagement of teaching and non-teaching staff in various Government / Society run Institutions under the control of the Directorate of Higher & Technical Education, Puducherry, on short term contract basis, from the academic year 2019-20, subject to the following terms and conditions:-

ENGAGEMENT OF COLLEGE TEACHER / COLLEGE LIBRARIAN / COLLEGE DIRECTOR OF PHYSICAL EDUCATION / LABORATORY ASSISTANT / TECHNICIAN / LABORATORY ATTENDER, ON SHORT TERM CONTRACT BASIS

a) Number of vacancies

The Director of Higher and Technical Education will assess the number of vacancies based on the sanctioned strength and the existing strength with the approval of the Secretary to Government (Education). The number of persons to be engaged on short-term contract basis during every academic year, shall be based on the above assessment and restricted to actual requirement and the total strength in each discipline including contract staff shall not exceed the sanctioned strength.

b) Duration of the contract

The period of contract will be for 5 months of each semester (odd and even) of the particular academic year or till the vacancy is filled up by the Union Public Service Commission on regular basis, whichever is earlier.

c) Reservation

While filling up the vacancies on short term contract basis, reservation shall be made as per the rules in force from time to time and as per Govt. of India guidelines for Group A posts. In respect of other Group B and Group C posts, the reservation will be as per Government of Puducherry guidelines/orders. In case sufficient candidates of a particular category are not available, the vacancy/vacancies will be de-reserved and selection will be made from General candidates.

.....2/-

d) Eligibility criteria

The eligibility criteria will be based on the norms prescribed as per the guidelines of the regulating bodies such as UGC, AICTE, NCTE, DOTE etc., and where such guidelines are not prescribed, the eligibility will be based on the existing Recruitment Rules for the posts concerned.

e) Selection criteria

The criteria for awarding marks for various positions based on qualification and experience is detailed below:

TEACHING STAFF (Lecturer / Assistant Professor)

Sl. No.	Qualification	Maximum weightage marks				
		Arts & Science Colleges	Law College	Engineering Colleges	Polytechnic Colleges	B.Ed. College
1	Bachelor's Prog.	--	--	--	70	--
2	B.E./B.Tech.	--	--	50	--	--
3	Master's Prog.	65	65	--	10	50
4	M.E./M.Tech.	--	--	30	--	--
5	M. Ed.	--	--	--	--	20
6	NET/SLET/SET	10	10	--	--	10
7	M.Phil.	5	5	--	--	--
8	Ph.D.	10	10	10	10	10
9	Teaching Experience in Government / Government controlled Institutions	10	10	10	10	10
Total		100	100	100	100	100

COLLEGE LIBRARIANS & COLLEGE DIRECTOR OF PHYSICAL EDUCATION

Sl. No.	Qualification	Maximum weightage marks
1	Master's Prog.	65
2	NET/SLET/SET	10
3	M.Phil.	5
4	Ph.D.	10
5	Teaching Experience in Government / Government controlled Institutions	10
Total		100

Laboratory Assistant / Technician

Sl. No.	Engg. discipline	Non-Engg. discipline	Maximum weightage marks
	Qualification	Qualification	
1	Diploma	Degree	75
2	B.Tech.	PG	5
3	M.Tech.	M.Phil.	5
4	M.Phil./Ph.D.	Ph.D.	5
5	Experience in Government / Government controlled Institutions		10
	Total		100

Laboratory Attender

Sl. No.	Engg. discipline	Non-Engg. discipline	Maximum weightage marks
	Qualification	Qualification	
1	ITI	SSLC	75
2	Diploma	HSC	5
3	B.Tech.	UG	5
4	M.Tech.	PG	5
5	Experience in Government / Government controlled Institutions		10
	Total		100

f) Selection Procedure

The selection of candidates shall be done according to actual requirement. The merit list would be prepared by following the procedure, as detailed below:

No.	Qualification	Procedure
1	UG/PG/M.Ed./NET/SLET/SET/Diploma/ITI/10 th /12 th /B.Tech./M.Tech.	The percentage of the marks obtained in these courses will be normalized to the marks indicated in the selection criteria.
2	M.Phil. / Ph.D.	The candidates possessing M.Phil. / Ph.D. will be awarded marks as indicated in the selection criteria.
3	Experience	Two marks for each year of experience in Government / Government controlled Institutions, subject to a maximum of 10 marks.

g) Other category of Posts

If engagement on short term contract for any other category of posts are required in future, the eligibility criteria, selection criteria and selection procedure shall be specified by a Government order before such engagement.

h) Remuneration

The remuneration for the engagement will be as detailed below and without any other allowances/financial benefits, for the entire period of engagement:

- | | |
|---|-------------------|
| a) Teaching Staff - Asst. Professor / Lecturer
(Arts & Science / Engg. / Law /Polytechnic / B.Ed.) | – Rs.25,000/- p.m |
| b) College Librarian / College Director of Physical Education | – Rs.25,000/- p.m |
| c) Laboratory Assistant / Technicians in Polytechnic Colleges | – Rs.22,000/- p.m |
| d) Laboratory Attenders in Polytechnic Colleges | – Rs.18,000/- p.m |

i) Expenditure

The expenditure on payment of remuneration shall be debited in the relevant head of account of respective colleges.



.....4/-

j) Agreement

The selected candidates who are willing to be engaged, shall enter into an agreement as per the Annexure, with the respective Heads of Institution where they are proposed to be engaged, based on which engagement orders will be issued to them by the Heads of Institutions concerned.

k) Other conditions

- i. The selected candidates are entitled to leave of one day for one completed month. They are also entitled to public holidays and declared holidays.
- ii. They are not entitled to pensionary or other retirement benefits of any kind.
- iii. They are not entitled to regularization of service against any post based on their service under the contractual engagement.
- iv. They may be terminated from the contract, as and when the candidates selected by the Union Public Service Commission, on regular basis join duty.
- v. This is purely temporary engagement. The Govt. will be entitled to terminate the services in contract at any time by giving one month's notice. Likewise, the selected candidates in turn may also discontinue their engagement after giving one month's notice, if they do not wish to continue. However, in cases of non-performance, their engagement would be terminated forthwith by Govt. without any notice.

/ BY ORDER OF THE LIEUTENANT – GOVERNOR /

F.P. Verbina Jayaraj
31/7/19

(F.P. VERBINA JAYARAJ)
UNDER SECRETARY TO GOVERNMENT
(HIGHER & TECHNICAL EDUCATION)

To

The Director of Higher and Technical Education,
Puducherry.

Copy to:

1. The Finance Department, Puducherry.
2. The Director of Accounts and Treasuries, Puducherry.
3. The Deputy Director of Accounts & Treasuries, Karaikal/Mahe/Yanam.
4. The Heads of Institutions, Government/Society concerned.
4. The Dy. Accountant General, O/o the A.G. (Audit – I), (Tamil Nadu & Puducherry),
DAT Complex, Puducherry.
5. The Central Records Branch, Puducherry.
6. G.O. file/Spare Copy.

ANNEXURE

[Appended to G.O.Ms. No.25, dated 31.07.2019]

AGREEMENT

This agreement made at..... on this day of 20....
between the ----- (Head of Institution) (for and on behalf of the President of India) (hereinafter referred to as "the Government" which expression shall wherever the context so admits include his/her successors in office and to be assigned) of the One Part and Thiru/Tmt/Selvi Son/Wife/Daughter of Thiru residing at (hereinafter referred to as ----- of ----- (Institution) of the Other Part.

WHEREAS, vide Memorandum No..... dated, the ----- (Head of Institution) has engaged Thiru/Tmt./Selvi..... as Lecturer / Assistant Professor / College Librarian / College Director of Physical Education / Laboratory Assistant / Technician / Laboratory Attender, on contract basis in ----- (Institution) at ----- (Place) on a remuneration of(Rupees) per month on the terms and conditions hereinafter mentioned.

Now, these presents witnesseth and the parties hereto respectively agree as follows:-

1. Thiru/Tmt/Selvi.....shall submit himself/herself to the orders and directions of the (Head of Institution) concerned under whom he/she may from time to time be placed by the Head of Institution for service.
2. Thiru/Tmt ./Selvi shall subject to the provisions for determination of the agreement made for the purpose as stipulated in the terms and conditions made in G.O.Ms.Nodatedon a remuneration of Rs.....(Rupees) per month on short term contract basis. The period of contract will be for 5 months of each semester (odd and even) of the academic year _____or till the vacancy is filled up by the Union Public Service Commission on regular basis, whichever is earlier. He/she shall also serve / discharge himself/herself efficiently and diligently all the responsibilities assigned as a under the orders, directions and instructions of the Head of Institution concerned and shall do all acts to discharge all the duties that may be required of him/her to be done in such capacity as per the engagement.
3. He/she shall devote his / her whole time and attention to the duties and responsibilities attached to the post and subject to as hereinafter mentioned and shall not engage directly or indirectly in any trade or business, work or occupation on his / her own account.
4. He/she should not absent himself/herself from duty without getting prior permission of the Head of the Institution. In case if he/she was unable to attend the Institution on medical grounds, he/she should produce necessary medical certificate to the concerned Officer through the Head of the Department. The individual is informed that the remuneration will not be paid for the period of absence since his/her engagement is purely on contract basis. The individual is further informed that he/she is liable for disciplinary action for un-authorised absence as per rules in force.
5. He / she at all times, will, truly and faithfully account for and deliver to the person who is appointed or posted as his/her successor, all materials, documents, books, papers and reports which will or may at any time come to his/her hands' or be under his/her charge on account of the Government and shall conform to and obey all such orders. direction and regulation as he/she may from time to time receive from his/her superior authorities.
6. The services of Thiru/Tmt/Selvi shall be terminated as soon as the candidate selected by the Union Public Service Commission joins duty.

7. This engagement is purely temporary. Both parties to the contract shall be entitled to terminate the contract at any time during the tenure by giving one months' notice to the other side.

8. If he/she should observe and comply, with all the terms, conditions, stipulations and provisions of these present, it shall be paid to him/her for such time as he/she shall be in the said contract service and perform the duties herein before mentioned but not otherwise, remuneration of Rs.....(Rupees) per month.

9. He/she shall during his/her contract under this agreement be eligible for one day leave/off for every completed month of service. He/she is entitled for regular and public holidays. He/she is not eligible for any other kind of leave other than this.

10. He/she shall not be eligible for any service benefits including pension, invalid pension / retirement benefits and bonus etc.

11. He/she shall not have any claim for regularization of his/her services rendered on short term contract basis. He/she shall also not demand regularization of his/her service/engagement.

12. Thiru/Tmt/Selvi shall not be entitled to receive in whole or part of the benefits of any improvements that may be sanctioned by the Government, subsequent to the date of these presents in the terms and conditions of service of members of the category of the service to which he/she may for the time being belong unless otherwise decided by the Government and the decision of the Government in respect of such improvement in the terms and conditions of such service of him/her shall operate so as to modify to that extent the provisions of these presents.

13. If due to any misconduct or negligence on the part of the individual, the Government sustains any loss or damage, such loss or damage shall be made good by him/her.

14. The Director of Higher and Technical Education, Puducherry may alter the place of engagement from one institution to another, subject to necessity. He/She should perform the duties allotted by the Head of Institution everyday, completely.

IN WITNESS WHERE OF, the said Thiru/Tmt./Selviand the Head of Institution acting for and on behalf of the President of India hereunto set their respective signature.

Signature of the Contract Employee

In the presence of:-

First Witness
Name and Address
Occupation

Second Witness
Name and Address
Occupation

Signed and delivered by the Head of
Institution, Government of Puducherry

In the presence of:-

First Witness
Name and Address
Occupation

Second Witness
Name and Address
Occupation