

PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION
TELANGANA :: HYDERABAD

Present: Sri Navin Mittal, I.A.S.,

Sub:- Collegiate Education – Engaging Contract faculty in Government Degree College in the State of Telangana for the Academic Year 2021-2022 – GO Copy communication – Renewal Guidelines – Orders – Issued.

Read:- 1. G.O.Rt.No.142 HE (CE.I-1) Dept.,dated:01.10.2000.
2. G.O.Rt.No.222HE (IE) Dept., dated:05.09.2018.
3. G.O.Rt.No.1086Fin.(HRM-VII) Dept.,dated:08.10.2020.
4. G.O.Rt.No.1457Fin.(HRM-VII) Dept., dated:22.12.2021.

Government issued orders in G.O. in reference 1st read above, making an arrangement for contractual services in the vacant posts of Lecturers in Government Degree College in the state during the academic year 2000-2001. From the year 2000-01 onwards, contract faculty is being engaged in the vacant posts of Lecturers in Government Degree Colleges with necessary orders from Government.

Copy of G.O.Rt.No.1457 Fin.(HRM-VII) Dept., dated:22.12.2021, is communicated to all the Principals of Government Degree Colleges in the state. Further, Government have accorded permission vide G.O. in reference 4th reference read above to the Commissioner of Collegiate Education, Telangana State, Hyderabad for engaging (815) services on contract basis in various Government Degree Colleges in the state under the administrative control of Commissioner of Collegiate Education, Telangana, Hyderabad for a further period of one (01), i.e. from 01.06.2021 to 31.05.2022 or actual need basis or till actual need ceases, whichever is earlier, subject to the following the norms prescribed for contract / outsourcing of services issued vide G.O.Rt.No.4271 Finance (SMPC) Department dated 01.11.2008 and fixing up the remuneration in terms of the orders issued vide G.O.Ms.No.149 Higher Education (CE) Department, dated 01.06.2017 with a condition to pay the same through IFIMIS-DBT for contract and honorarium services.

The conditions stipulated in G.O.Rt.No.14, Higher Education (CE) Dept, dated 03.07.2014 and G.O.Rt.No.212 Higher Education (CE) Department dated 23.07.2016 i.e.(renewal of contract faculty for the year 2014-15 and 2016-17) are as follows:-

- (a) Undertake a critical analysis of the need for personnel services obtained through outsourcing and contracting system and come up with proposals for rationalising the existing system.
- (b) Establish performance bench-marks for each individual working on outsourcing and contracting basis and monitor their performance closely and take appropriate action to extinguish their service relationship whenever performance falls short of established bench-marks.
- (c) As and when a post is filled on regular basis, if any individual hired through outsourcing or contract is currently occupying such a post, his /her services must be dispensed with.
- (d) Instructions of the Government with reference to Outsourcing / Contracting be followed scrupulously.

Further, those contract faculty, who do not achieve minimum 40% pass in the examination, have to undertake additional hours of training and take additional remedial classes for the students and if their performance is consistently poor in the ensuing assignments and examinations also, the Commissioner of Collegiate Education reserves the right to terminate their services.

The CCE, Telangana State Hyderabad shall take necessary further action in the matter accordingly.”

As per the circumstances elucidated above, the Principal / Presidents of the College Planning and Development Councils of the Government Degree Colleges in the State (already existing and newly started) are requested to renew those contract faculty who worked in their respective colleges on 31.05.2021 during the last Academic year 2020-21, for this Academic Year 2021-2022 for the period from 01.06.2021 to 31.05.2022 through the Selection Committee at District level for Renewal of Contract Appointments with the following Members and Guidelines:

- 1) Joint Collector / Additional Joint Collector – Chairman
- 2) Principal of Identified Government Degree College – Convenor

3) Principal of Government Degree College concerned – Member

GUIDELINES FOR RENEWAL OF (815) CONTRACT FACULTY IN GOVERNMENT DEGREE COLLEGES IN THE TELANGANA STATE FOR THE YEAR 2021-22:-

A) All provisions of Presidential order and Rule of Reservation have to be followed while making contract renewal. Latest guidelines of Government on “Non local” (unreserved) category have to be followed.

B) The Principals are requested to renew the contract faculty, who have worked up to 31.05.2021 for the year 2020-2021 and applied for clear vacancy in the institution for this Present academic year 2021-2022 without interview, by entering into a fresh agreement for the Academic year 2021-2022 for the period from 01.06.2021-31.05.2022 or till the actual need basis or till actual need ceases, whichever is earlier, or until the post is filled on regular basis whichever is earlier subject to the following conditions:-

1. Renewal of an existing contract faculty shall be strictly based on actual requirement with reference to Admissions i.e. Renewal shall not be made wherever there is un-economical strength in the subject causing inadequate work-load.

2. Renewal of an existing contract faculty who has recorded less than 40% pass percentage in the University Examinations in all papers taught in aggregate in subject concerned for the academic year 2020-2021, shall be subject to conditions in the G.O., read above.

3. Application of the Contract Faculty may be obtained from those who have worked up to 31.05.2021 of the last Academic Year 2020-2021 and willing to work as Contract Faculty for the Academic Year 2021-2022 for the period from 01.06.2021 to 31.05.2022 the date of joining of the Contract Faculty whichever is later subject to condition that those Contract Faculty who are working in anticipation to these orders are to be

approved by the Selection Committee at District Level.

4. On receipt of Applications from those who are willing to work as contract faculty for the year 2021-2022, the vacancies where there are sanctioned posts of Government Degree Colleges within the District with contract faculty should be filled in order to safeguard the interest of students such that the colleges with greatest need for staff will have to provide contract teaching staff on priority.
 5. The exercise must result in assigning contract faculty strictly as per the need of the colleges.
 6. If the performance of contract faculty is not satisfactory or not up to the mark, the Principal of the college may bring such cases to the notice of the above committee in advance with relevant material which may decide on merits of such cases in the first instance.
- C) In case of the services of any contract faculty cannot be renewed for want of vacancies in the District, their cases may be considered within the Zone subject to "Last in First go" policy in the Zone. However as per the Government Memo.No.2955/CE.I-1/2011-1, Higher Education (CE.I) Department dated:07.07.2011 contract faculty from one zone to another zone cannot be considered for renewal.
- D) Preference should be given to accommodate the women candidates in women colleges.
- E) As and when the post is filled on Regular basis, if any contract faculty is currently occupying such a post, his / her services must be dispensed with based on the criteria "Last in First go" policy in the Zone.
- F) The Contract faculty who were reallocated to the needy colleges during the year 2020, their services should be renewed in the present college in which they are working.

G) The entire process should be monitored by the committee of RJD, ID College Principal and JC/AJAC in each District. Further, Renewal of Contract faculty Process **may be completed by 25.01.2022** and the Regional Joint Director of College Education and Principal of Government City College, Hyderabad submit compliance and update on website besides sending a report in hard copy to Commissioner of Collegiate Education, Telangana State, Hyderabad

The receipt of these proceedings shall be acknowledged.

(Orders of the CCE have been obtained in the note file)

For Commissioner of Collegiate Education

To

All the Principals of Government Degree College in the State

Copy to the Regional Joint Director of Collegiate Education

Copy forwarded to all District Collector's in the State

Copy forwarded to all the Additional Joint Collector's in the State.

Copy to Academic Cell of this office.

Copy to I&CT officer of this office.