

PROCEEDINGS OF THE COMMISSIONER OF INTERMEDIATE EDUCATION  
ANDHRA PRADESH :: HYDERABAD

Present: M.V. SATYANARAYANA, I.A.S.,

Rc.No.Ser.II-2/2646/2015

Dated: 06.07.2015

Sub:- INTERMEDIATE EDUCATION – Government Junior Colleges in Andhra Pradesh – Renewal of Contract Faculty for 2015-2016 – Orders – Issued

- Read:- 1) G.O.Ms.No.143, Higher Education (IE.2) Dept., dated 09.10.2000  
2) G.O.Rt.No.491, Higher Education (IE.1) Dept., dated 05.07.2007  
3) G.O.Ms.No.84, Finance (SMPC.II) Department, dated 17.04.2014  
4) G.O.Ms.No.146, Finance (HR.1) Department, dated 27.06.2014  
5) CIE's Lr.Rc.No.Ser.II-2/2646/2015, dated 30.04.2015  
6) G.O.Rt.No.305, School Education (IE) Dept., dated 02.07.2015

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The G.O.Rt.No.305, School Education (IE) Department, dated 02.07.2015 is communicated to the RJDIEs / DVEOs/ Principals of Govt. Junior Colleges in the State for necessary action in the matter.

The Regional Joint Directors of Intermediate Education in the State are hereby directed to renew the Contract Faculty for this year i.e., 2015-2016 duly executing a bond as per the existing format in respect of those Contract Faculty who worked during the previous year 2014-2015 and the Contract faculty who have worked in the previous year and achieved the District Average or at least up to 20% below the District average in the subject in IPE, 2015.

**Note:-** The District Average and the College/ Contract Faculty average will be calculated on normal basis first and only if the candidate is becoming ineligible then the points (i), (ii) note below will be calculated so that such ineligible Contract Faculty may get benefit of these additional calculations as per precedent followed so far.

- (i) Not to count the results of the candidates who have appeared for the IPE examinations, 2015 by paying exemption fees/condonation fee from attendance; and
- (ii) to include the results of Advanced Supplementary examinations 2015 also in their District Average since the students who have appeared in the advanced supplementary examinations from the college also have been taught by them, but could not clear IPE main 2015 while assessing the District Average for renewal of Contract Faculty.

This is to ensure that, the Contract Faculty will keep over all District Average as their target for the year 2015-2016, which in turn will help to improve the performance of the Student.

- (1) This is to ensure that the sanctioned strength of Junior Lecturers is strictly followed and vacancy position reported by the Principals / DVEOs / RJDIEs up to May, 2015 which will be basis for the final allocation of staff.
- (2) As and when a post is filled on regular basis, if any individual hired through Contract is currently occupying such a post, his/ her services must be dispensed with as per the terms of the contract agreement entered by the Principal.
- (3) The renewal shall be strictly based on the actual requirement and subject to the following general terms and conditions stipulated in G.O.Ms.No.146, Finance (HR.1) Department, dated 27.06.2014:

- (i) The contract with the individual employees or with the Manpower Agencies shall not be treated as continuing from the past but as new contractual arrangement for a limited duration i.e., up to 31.12.2015 in this case.
- (ii) The departments shall not issue a generic order of contractual and shall refer to the arrangement as 'contracting services for specific duration with specific terms-or reference.
- (iii) The departments shall define specific Terms-of-Reference (TOR), supervision system, performance management system, terms and conditions of contract and monitor fulfillment of these conditions.

The above Para 6 (i) – (iii) of this order will be also duly added in the format of the bond to be executed by the Principal with the renewed contract faculty.

- (4) As this is limited to renewal for eligible contract faculty only, the conditions prescribed herein shall be strictly followed.
- (5) Any misconduct / misbehavior (as defined in the A.P.C.S. (CC&A) Rules, 1991) of the Contract Faculty, the Contracting Authority (i.e., Principal of the College) will have power to take disciplinary action and such type of cases need not refer to the Commissioner of Intermediate Education.
- (6) The Principal of Govt. Junior Colleges concerned who is the Chairman of the College Developmental Committee shall ensure that only eligible Contract faculties are renewed as per eligibility. Any deviation in this regard will be viewed seriously and the Principal of the College will be alone responsible for any omissions and commissions.
- (7) The Principals of Govt. Junior Colleges are instructed to include in the Bond executed by the Contract Faculty that, there are no specific orders/ provisions on transfer of contract faculty. The Contract Faculty engaged on contract basis in Govt. Junior Colleges to work in a particular subject for a maximum 10 months period in an academic year with an agreement with College Development Committee. Having agreed to the conditions, the Junior Lecturers appointed on contract basis sign the agreement and hence cannot claim for transfer as a matter of right.
- (8) The RJDIEs/ DVEOs concerned are also instructed to inform all the Contract Faculty that, they are not eligible for any transfers after. If any deviation in this regard, it will be construed that, they are not interested to work as Contract Faculty in the College where they have executed bond and they may be discharged from the Contract Service.
- (9) The District Vocational Education Officers and Regional Joint Directors of Intermediate Education are requested to monitor the progress personally and ensure that no candidates shall be sent to the Head Office for completing the above process of renewal.

M.V. SATYANARAYANA  
COMMISSIONER OF INTERMEDIATE EDUCATION

To  
All the Regional Joint Directors of Intermediate Education in the State  
All the District Vocational Education Officers in the State  
All the Principals of Govt. Junior Colleges in the State  
Copy to Accounts Section of this Office  
Spare-5

//True Copy Attested//

For COMMISSIONER OF INTERMEDIATE EDUCATION