

**GOVERNMENT OF MEGHALAYA
EDUCATION DEPARTMENT**

Dated Shillong, the 12th March, 2013

OFFICE - ORDER

No.EDN.338/2011/Pt/37- The Guidelines for Contract appointment of Lecturers in the Directorate of Educational Research and Training Meghalaya Shillong is hereby published for general information.

INTRODUCTION

- i. The existing system of appointing lecturers under the 3(f) procedure in the Directorate against vacancies caused by creation of posts, retirement, long leave, lien, higher studies etc, has been engaging the attention of Government from time to time. As per existing practice, the appointment of lecturers under 3(f) procedure against such vacancies is made for 89 days at a time to be again repeated with a break, on regular scale of pay with all allowances. As per prevailing practice, advertisement calling for application are published in all major newspaper. Screening of applications is then processed and call letters are issued to eligible applicants for Personal Interview. Thereafter, the DERT sends the proposal for appointment under 3(f) in respect of all eligible candidates to the Education Department. Approval is conveyed for appointment only after obtaining the approval of the Cabinet.

- ii. This process takes a considerable length of time and causes dislocation in classes. This situation has caused resentment and demanding for filling up of vacancies in the department. Besides the delays in filling up vacancies expeditiously, another disadvantage of this system is that the lecturer is allowed to continue for various reasons for a longer period between 2 to 3 years or till the regular appointment process through Public Services Commission is completed. This has given grounds for such contractual employees to submit claims for regularization with many seeking redressal from the Courts. Further, the practice of renewing the appointment after each and every period of 89 days causes dislocation in teaching duties and lack of commitment on part of the lecturer.
- iii. In view of the limitations indicated above and also to ensure quality education and to cope with the number of trainees in all the seven DIETs i.e. Thadlaskein, Sohra, Resubelpara, Nongstoin, Nongpoh, Baghmara & Tura. It is felt necessary that appointment of Lecturers on contract basis be made.
- iv. As such, the following guidelines are hereby framed for appointment of lecturers in the DIETs through a contract system.

GUIDELINES FOR APPOINTMENT OF CONTRACT LECTURERS AS PER SUBJECT REQUIREMENT.

1. Selection of candidates subject-wise shall be made by the Directorate Educational Research & Training at Shillong or at the concerned District Headquarter through a Walk-in interview carrying a maximum of fifty (50) marks as per following:
 - i. Qualification : MA/ M.Sc. 1st class – 10
MA/ M.Sc. 2nd class- 8
 - ii. Professional Qualification – B. Ed/ D. El. Ed – 10
 - iii. Teaching experience – 10 marks
 - iv. Knowledge of subject – 10 marks
 - v. Personality and overall assessment – 10 marks.

2. Advertisement shall be called at least one month before the commencement of the academic session. The walk-in interview shall be conducted by an Interview Board as specified in the clause 5 below.
3. The requirement of candidates to be eligible to qualify for walk-in interview is as follows:
 - i. Candidates should have a Master's Degree Level in a relevant subject from an Indian University or an equivalent degree from an accredited foreign University with atleast 55% (or equivalent grade in a point scale whenever grading system is followed)
 - ii. Candidates should have B. Ed / D. El. Ed with at least 55%
4.
 - i. Only those candidates who have secured forty five percent (45%) or above in the Interview will be included in the result list. The validity of the list shall be for one year from the date of publication.
 - ii. The offer of appointment shall be strictly on merit. Inclusion of name of candidates shall not entitle any candidate to claim for appointment and appointments shall be subject to availability of vacancies / vacancy.
5. The Interview Board for conducting the Walk-in interview shall comprise of as follows:

i.	Director of Educational Research & Training	Chairman
ii.	Joint Director Educational Research & Training	Member
iii.	Deputy Director of Educational Research & Training	Member
iv.	Principal of Educational Institution concerned	Member
v.	Subject expert (HOD of different Departments)	Member

6. Appointment of successful candidates shall be made by the Principal Secretary/ Commissioner & Secretary/ Secretary of Education in the form prescribed at Annexure- I after the execution of the Contract Agreement form as prescribed vide Annexure-II. Such appointments shall normally be made for a period of one academic session starting from March-February of each academic session as in the cases of those lecturers appointed against vacancies on account of retirement and or demise. However, for vacancies caused through illness, demise and other unforeseen factors, the contracted term of appointment can begin from the appropriate time. However, the contracts of all such employees shall be automatically terminated on February of the academic session except (1) in the case of appointment against vacancies caused by the deputation for a long term training/ higher study/lien, where the contract shall be limited to one year and can be renewed for the next year of (2) where the appointment is less than six months and in such cases the employees' service can be extended till the end of the next academic year.
7. The remuneration for such Contract lecturers shall be paid at the rate not less than minimum basic pay as prescribed under the Meghalaya Services (ROP) rules, 2009 or as prescribed by the Government. No other allowances shall be made admissible to the Contract lecturer.
- a. **Leave during contract:**
- i. A contract teacher shall be entitled to a proportionate number of casual leave if the contract is for six (6) months or more subject to a maximum of fifteen days in a calendar year. If the term is for one year and the employee is incapacitated due to sickness, accident or other reasons and is not likely to return within 1(one) month, the contract agreement shall be terminated forthwith . However, if the lecturer is likely to return within two months, subject to medical records and certificate, he/she may be given leave for his/her absence without remuneration for a period of absence from duties.
- ii. An employee will be entitled to two months of maternity leave during the period of contract.
- b. **Entitlement during contract appointment:** A contract employee shall not be entitled to any kind of facilities such as medical, TA/DA/ LTC and higher study/lien as admissible to other regular employees.

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c. **Termination of contract:** The contract employee shall be liable to be terminated before the expiry of the contract by being given one month's notice for the following reasons:-

- i. Violation of contract agreement.
- ii. Negligence of duties.
- iii. Anti-Social activities and insubordination.
- iv. Appointment of regular candidates to the vacancy held by the employee.

8. Notwithstanding anything contained in the above guidelines, and if it is in the interest of the public service and other academic matters, the appointing authority shall have every right to terminate the appointment and contract agreement any time without giving notice and without assigning any reasons thereof.

9. This order will come into force with immediate effect.

Sd/- P.S. Thangkhiew,
Principal Secretary, Education Department

Memo No.EDN.338/2011/Pt/37-A

Dated Shillong, the 12th March, 2013.

Copy to :-

1. P.S to Chief Minister for kind information of the Chief Minister.
2. P.S. to Minister Education for kind information of the Minister.
3. P.S to Chief Secretary, Meghalaya for kind information of the Chief Secretary.
4. The Director of Educational Research and Training, Meghalaya, Shillong.
5. The Director of Printing and Stationery for publication of the same.
6. Website administrator Office of DHTE, Shillong.

By Order etc.,

[Signature]
Under Secretary to the Government of Meghalaya,
Education Department.

3/12/2013 3:52 PM/A.P/S Office Order
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