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DEPARTMENT OF SCHOOL & MASS EDUCATION

RESOLUTION

The 10th January, 2011

Sub:—Guidelines for engagement of Sikshya Sahayaks.

Government had issued the Resolution bearing No.18536, dated the 19th November,2009 in supersession of this Department Resolution No. 673/SME., dated the 10th January,2008, No.11676/SME., dated the 31st May, 2006 and Corrigendum No.20000/SME., dated the 12th October, 2006 and Resolution No.22438/SME., dated the 14th November, 2007 & Addendum No.3817/SME., dated the 26th February, 2009 prescribing the procedure for engagement and the career advancement policy of Sikshya Sahayaks. The said Resolution dated the 19th November, 2009 was challenged before the Hon'ble High Court and the Hon'ble High Court in their order dated the 29th June, 2010 in WP (C) Nos.1361/2010 and batch of cases passed order to the effect that "the notification (Resolution) dated the 19th November, 2009 and the consequential advertisement which have been annexed to the other writ petition also stand quashed with the observation that the Government shall take immediate steps for recruitment of such teachers (Sikhya Sahayaks) strictly in accordance with the existing rules after ascertaining the exact number of different types of teachers required to be recruited in the various schools already existing or to be opened / upgraded as proposed" .

The Right of Children to Free and Compulsory Education Act, 2009 came into force with effect from 1st April, 2010 (hereinafter called in the said Act).

As per the provisions under section.38 of the said Act the Orissa Right of Children to Free and Compulsory Education Rules,2010 (hereinafter called in the said Rules) has been notified by the State Government vide Notification No.17291/SME., dated the 27th September, 2010 and came into force with effect from the 18th October, 2010.

The said Act proposes to provide free and Compulsory Education to every child of the age group of 6 to 14 years.

As per the provisions under section 8(f) of the said Act, the State Government shall ensure good quality elementary education conforming to the standards and norms specified in the schedule.

Keeping in view the provisions of the said Act and Rules and to comply the orders of the Hon'ble High Court in WP(C) Nos.1361 / 2010 and batch of cases to go ahead with the recruitment process in accordance with existing rules i.e. the provisions contained in the Central Act and Rules framed theirunder and the guidelines issued by the National Council for Teacher Education (NCTE) as being the Academic Authority, Government have been pleased to issue the present Resolution in supersession of all the previous Resolutions, Corrigendum and Addendum for engagement of Sikshya Sahayaks provided that engagement made, action taken or things done under the provisions of the Resolution, Addendum and Corrigendum so superseded shall be deemed to have been taken, made, issued or done under this present resolution, namely :—

1. That, all the functions of elementary education will be transferred in phases to Zilla Parishad and other Panchayati Raj Institutions.

2. That, the recruits shall be called as Sikshya Sahayaks (SS).

3. That, engagement of all Sikshya Sahayaks (SS) will be made by respective Zilla Parishads on need basis under each category i.e. trained graduate Science, trained graduate Arts,+2 science CT and +2 Arts CT under the programme of Elementary Education, Sarva Sikshya Abhiyan (SSA) and for implementation of the said Act.

4. ENGAGEMENT:

4.1. Sikshya Sahayaks (SS) will be engaged in each Education District Unit wise by the respective Zilla Parishad by a Selection Committee to be headed by the

Collector-*cum*-Chief Executive Officer, Zilla Parishad as Chairman and Circle Inspector of Schools, District Inspector of Schools, District Project Coordinator (SSA), District Employment Officer and the District Welfare Officer as members. The District Project Coordinator (SSA) will act as Convener of the Committee, who shall prepare the draft select list and place the same before the Zilla Parishad with due approval of Collector-*cum*-CEO, Z.P. The final selection will be made by Zilla Parishad within 15 days at the maximum. In case the Zilla Parishad does not finalise the select list within the stipulated time, the draft select list submitted by the Collector-*cum*-CEO, Z.P. will be deemed to be approved.

4.2 Vacant posts as well as newly created posts in the elementary schools on account of opening of new Primary / Upper Primary Classes or due to up-gradation of existing Primary Schools to Upper Primary Schools or opening of Class-VIII by way of up-gradation of existing Upper Primary Schools shall be filled up by the candidates having the qualification of +2 Science , Arts /Commerce (or its equivalent examination declared by appropriate authority)and C.T. Training or +2 Science , Arts / Commerce (or its equivalent examination declared by appropriate authority) and 2 year Diploma in Education (Special Education) a course recognized by Rehabilitation Council of India (RCI) and B.A., B.Sc. (or its equivalent Examination declared by appropriate authority) and B.Ed. or B.A., B.Sc. (or its equivalent examination declared by appropriate authority) and one year B.Ed. (Special Education) a course recognized by Rehabilitation Council of India (RCI) as per the requirement under each category.

As per Section 23(2) of the said Act, read with rule 16(2) and (4) of the said Rules the State Government shall request the Central Government for relaxation of the prescribed minimum qualification as laid down by the Academic Authority for appointment of teachers. The candidates with lesser qualification will be considered for appointment only in the basis of qualification so relaxed by the Central Government.

Untrained candidates selected as per the relaxed standard shall furnish an affidavit at the time of engagement to the effect that they shall acquire the required training qualification within a period of 5 years at their own cost.

4.3 Selection shall be made only on merit i.e. on the basis of percentage of marks secured in +2 (or its equivalent examination declared by the appropriate authority) and C.T. for C.T. candidates and B.A., B.Sc. (or its equivalent examination declared by the appropriate authority) with B.Ed. for B.Ed. candidates.

In case of untrained candidates the percentage of marks secured in +2 or its equivalent examination declared by the appropriate authority or B.A., B.Sc. or its equivalent examination declared by the appropriate authority shall be considered.

In case two or more candidates secure the same marks, the candidates older in age and if ages are same, the candidates passing High School Certificate Examination earlier will be placed above the other in the select list.

4.4 The select list for each Education District unit will be valid for a period of one year from the date of its finalisation. This select list will be 150% of the posts advertised for such Education District unit.

4.5 Orders of engagement shall be issued by the Zilla Parishad through its CEO, ZP of the District.

While issuing the engagement order the respective CEO Zilla parishad will exhaust the list of selected trained candidates of the required category first and thereafter if need be he/she will fill up the remaining vacancies from the list of selected untrained candidates.

4.6 The engagement will be on an annual contract basis. Contract will be renewed in subsequent years depending on the performance of the candidate. While renewing the contract of the Sikshya Sahayaks (SSs), the Zilla Parishad / Collector-*cum*-CEO, Zilla Parishad must see that the Village Education Committee of the concerned school has given positive certificate in his/her favour about regular attendance and satisfactory teaching. The Sikshya Sahayak (SS) can be removed from engagement with a prior notice of 30 days, if she/he violates the conditions of the contract on the basis of adverse report of the Village Education Committee.

5. MODE OF APPLICATION:

5.1 Applications will be invited from eligible candidates (registered with employment exchanges / State employment exchanges as the case may be) through advertisement in local newspapers by the respective Collector-*cum*-CEO, Zilla Parishad.

A candidate may make an application for any Education District unit of the State irrespective of his / her home Education District subject to condition that he / she shall apply in respect of one Education District unit only.

Application will be submitted in following ways before the respective CEO, Zilla Parishad i.e..

- (a) Registered post (b) By person

The candidate shall have to furnish an affidavit with his / her application to the effect that he / she has not made application for engagement of Sikhya Sahayak in any Education District unit other than the Education District unit applied for. If, on verification it is found that the candidate has applied in more than one Education District unit for engagement as Sikhya Sahayak, his / her application shall be rejected without assigning any reason thereof.

6. ELIGIBILITY:

6.1 The candidates must have passed +2 Science, Arts/Commerce (or its equivalent examination declared by appropriate authority) and C.T. Training from a recognized Board /University or +2 Science, Arts/ Commerce (or its equivalent examination declared by appropriate authority) and 2 year Diploma in Education (Special Education) a course recognized by Rehabilitation Council of India (RCI) or B.A.,B.Sc. (or its equivalent examination declared by appropriate authority) and B.Ed. from a recognized University or B.A.,B.Sc. and one year B.Ed. (Special Education) a course recognized by Rehabilitation Council of India (RCI). The +2 candidates must have odia as a subject up to class-VII and B.Ed. candidates must have Odia as a subject up to Class -X .

6.2 B.Ed. candidates must have registered their names either in the special employment exchange located at Vani Vihar (Bhubaneswar), Jyoti Vihar (Sambalpur), Bhanja Vihar (Berhampur) or in the State Employment Exchange at Bhubaneswar. +2 C.T. and untrained candidates must have registered their name in any employment exchange.

7. AGE:

Candidates shall not be below 18 years of age and above 42 years of age. In case of S.C./S.T., Women, Ex-Servicemen & SEBC candidates the upper age limit

may be relaxed by five years and in case of PH candidates the upper age limit may be relaxed by 10 years.

8. RESERVATION:

The Orissa Reservation Vacancies (in posts and services for S.T. & S.C.) Act, 1975 and rules made thereunder and such other principles of reservation as prescribed by the State Government, from time to time, shall be followed. Up to 33 1/3% posts will be reserved for women candidates.

9. ASSIGNMENT:

The Sikshya Sahayaks shall perform the following duties.

- (i) They must maintain regularity and punctuality in attending school.
- (ii) They must ensure completion of entire curriculum within the specified time.
- (iii) Assess the learning ability of each child and accordingly supplement additional instructions if any as required.
- (iv) They must ensure minimum level of learning (MLL) for the students as prescribed by the Competent Authority (School & Mass Education Department).
- (v) They must ensure at least 90% attendance of the children in respective schools in all classes.
- (vi) They shall reduce the drop out of the children in school below 10%.
- (vii) She/He shall motivate the parents / guardians of the village in which Primary School is situated for enrolment of children within the age group of 6 to 14 years. It shall be his/her duty to contact parents / guardians in case children fail to attend classes regularly and get back such children to the classes.
- (viii) They will hold regular meeting with parent and guardians and apprise them about the regularity in attendance, ability to learn, process made in learning and any relevant information about the child.
- (ix) They shall perform all such other duties as assigned to them by the competent authority as and when required.

9.1 The Sikshya Sahayaks (trained and un-trained) will get consolidated monthly remuneration as decided by the Government from time to time.

The untrained sikshya Sahayaks will start getting the remuneration of trained Sikshya Sahayaks on acquiring training qualification.

9.2 The Sikshya Sahayaks (SS) would attend training programme as may be fixed by Government, from time to time.

9.3 The engagement would be on the basis of annual contract. In case Zilla Parishad decides not to renew the contract, appeal shall lie to the Government in School & Mass Education Department within three months of non renewal of contract.

9.4 The Sikshya Sahayak shall be eligible for casual leave of 12 days during one Calendar year. She/He shall not be entitled to any other authorised absence beyond the above-mentioned period. If he/she remains absent with permission and if she/he does not have any authorised leave at her/his credit, the proportionate amount from consolidated remuneration shall be deducted.

9.5 Any Lady Sikshya Sahayak who is having less than two surviving children is entitled to avail leave on account of maternity for three months with usual remuneration.

9.6 The agreement as prescribed by the Government, between the Collector-*cum*-C.E.O., Zilla Parishad and Sikshya Sahayak (SS) is to be executed on stamped paper.

9.7 Funds as required for remuneration of Sikshya Sahayak (SS) for each District will be placed with the respective Zilla Parishads who shall pay to the Sikshya Sahayak (SS).

10. Decision taken in the matter of engagement of Sikshya Sahayak (SS) will also be applied *mutatis mutandis* to the institutions looked after by the S.T. & S.C. Development Department.

This Resolution will take effect from the date of issue.

By order of the Governor

APARAJITA SARANGI
Commissioner-*cum*- Secretary to Government