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SCHOOL & MASS EDUCATION DEPARTMENT

RESOLUTION

The 25th July, 2011

Sub: Regularisation of Services of Teachers engaged in the High Schools on contractual basis.

The State Government, as part of austerity measures adopted contractual mode engagement of personnel with payment of fixed sum per month as consolidated remuneration .The Government in School & Mass Education Department decided to engage contract teachers in Government High Schools creating such posts on abolition of vacant regular scale bearing posts of a category vide Resolution No.10562/SME., dated the 21st May, 2003. Accordingly, contract teachers were engaged in phased manner on abolition of equal number of regular scale bearing vacant posts.

2. The Government in School & Mass Education Department at a later stage framed the Career Advancement Policy vide Resolution No.23627/SME.,dated the 8th December, 2008 in keeping with letter No.32861/F., dated the 3rd August, 2004, No-557/F., dated the 31st December, 2004 and No.38737/F., dated the 13th October, 2006 of Finance Department. In pursuance of the Career Advancement Policy, the contract teachers shall be regularized with regular scale of pay attached to their respective posts after completion of six years of continues and satisfactory service whereby they shall be eligible for all service benefits as are admissible to regular employees under the State Government with effect from the date of such regularization.

3. The Government, after careful consideration, have been pleased to decide that regularization of the services of contract teachers in Government High Schools shall be considered only on fulfillment of the following terms and conditions.

4. Eligibility For Regularisation :

- (i) The contract teachers must have rendered at least six years of continuous and satisfactory service;
- (ii) Only those contract teachers who have been recruited in conformity with the prescribed recruitment procedure with due adherence to the relevant provisions of the Orissa Reservation of vacancies in posts and services (for Schedules Castes and Scheduled Tribes) Act,1975; and
- (iii) The performance and eligibility of the contract teachers for appointment as regular teachers in Government High School shall be scrutinized by a Screening Committee comprising the following numbers:
 - (a) Collectors of the district concerned : Chairman
 - (b) Inspector of Schools : Member Convener
 - (c) Concerned District Inspector of School : Member
 - (d) District Welfare Officer : Member

5. Creation of posts for regularization of Contract Teachers :

- (i) After identification of the Contract Teachers eligible for regularization, in accordance with the norms set out at Para 4 above, contractual posts held by the appointees shall be abolished and equivalent number of regular posts shall be created so that the overall sanctioned strength of teachers remain unchanged.
- (ii) Vacancies reserved for Scheduled Castes/Scheduled Tribes/Other Backward Caste/Women/Physically Handicapped etc. shall be filled up according to the provisions of the relevant Act rules instructions or guidelines as issued by the Government in this regard from time to time.

6. Probation :

- (i) The period of probation on regularization of such teachers in High School shall be two years.
- (ii) The period of probation shall be governed under the relevant provisions under the Orissa Service Code.

7. Gradation and *Inter se* Seniority :

- (i) The date of appointment in regular establishment shall be reckoned as the first appointment to the service with regard to all service benefits.

- (ii) The *inter se* seniority on regularization of service of teachers shall be decided only after joining in the regular post with reference to his respective position in the panel maintained by the Director, Secondary Education, Orissa. The senior-most regularized teacher shall be junior to the junior most regular teacher as on the date of regularization.

8. Applicability of rules :

Consequent to the absorption of such teachers they shall be governed in accordance with the relevant Acts and Rules and Instructions as are issued by the government from time to time in this connection.

9. Pensionary Benefits :

The pensionary benefits admissible to the State Government Servants under the newly restructured defined contribution scheme as per the amended provisions for the Orissa Civil Service (Pension) Rules,1992 vide Finance Department Notification No.44451/F., dated the 17th September, 2005 shall be applicable to these teachers.

This resolution has been concurred in by Finance Department vide UOR No.3026/PSF., dated the 27th May, 2011.

This Resolution shall come into force with immediate effect.

By order of the Governor

APARAJITA SARANGI

Commissioner-*cum*-Secretary to Government