



**GOVERNMENT OF ODISHA  
HIGHER EDUCATION DEPARTMENT**

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HE-FEHA-MISC-0118-2020 33174 /HE, Dtd. 5-8-22

From

Saswat Mishra, IAS  
Principal Secretary to Government

To

All Regional Directors of Education

All Principals, Government General Degree Colleges (under Higher Education Department)

Sub: Engagement of Guest Faculties afresh in different Government Colleges for the year 2022-23 & 2023-24

Madam/Sir,


As per this Department letter No.16200 dated 20.4.2022, the tenure of Guest Faculties engaged in Government Degree Colleges of the State will end on 31.8.2022. Thereafter, Guest Faculties will be selected afresh for a tenure of two years starting from 01.9.2022 to 31.8.2024 on the terms and conditions as laid down below.

1. **Number of Guest faculties to be engaged:**

- a. Maximum number of Guest Faculties to be engaged in a subject shall not be more than the total number of existing vacancies vis-a-vis the sanctioned posts in that subject.
- b. For subjects having student enrolment but without any sanctioned teaching post, Guest Faculties are to be engaged in the teacher pupil ratio of 1: 25 for UG and 1: 15 for PG students enrolled.
- c. One extra Guest Faculty is permissible in the subject of the Principal of the College, as Principals, due to their multifarious administrative work, fail to take classes in their subject. However, a Principal can take class if he/she so wants.

2. **Preference and Procedures for Selection of Guest Faculties :**

- a. Retired Government College teachers of the same college having not completed 65 years of age, if their pre- retirement performance was up to mark. In the circumstances where availability of such retired teachers exceeds the requirement, the Principal will select the most suitable one.
- b. Fresh selection by advertisement in at least one major Odia daily newspaper in the event of non- availability of retired Government College teachers of the same College. In such cases, selection shall be made in the following order of preference.
  - i. Retired teachers of other Government Colleges having not completed 65 years of age. If availability of such retired teachers exceeds the requirement, the Principal will select the most suitable one.
  - ii. Retired teachers of Aided Colleges having not completed 65 years of age and who were in receipt of GIA from Government. If availability of such retired teachers exceeds the requirement, the Principal will select the most suitable one.

  
05/08/2022

iii. Fresh candidates to be selected as per merit by following the selection procedure as prescribed below.

3. **Method of selection of fresh candidates**

a. **Selection of guest faculties** pertaining to a particular subject shall be made by a committee comprising of

1. Principal of the college concerned - Chairman
2. Head of the Department
3. One senior teacher from other Department/ Subject nominated by the Principal
4. One subject expert from the same college. If there is no teacher in that concerned subject then a teacher from nearby Government College or a Retired Government College teacher or a teacher of nearby Non- Government Aided College or a Retired teacher of Non-Government Aided College, as decided by the Principal, may be invited.

b. **Qualification and career assessment**

Master's Degree in the concerned subject from a recognized University with at least 55% marks or its equivalent grade with a second class in the Bachelor's Degree is essential.

Selection shall be based on career marks and viva-voce test. Distribution for the career assessment is narrated below.

Career and teaching experience	-	60 marks
Viva-voce	-	40 marks

**Career marking**

Sl No	Qualification	Marks		
		1 <sup>st</sup> Division	2 <sup>nd</sup> Division	Distinction
1	Ph.D	08 marks		
2	NET	06 marks		
3	M.Phil	04 marks		
4	MA/M.Sc./M.Com. or equivalent Degree	10 marks	08 marks	-
5	B.A.(H)/B.Sc.(H)/B.Com(H) or equivalent Degree	08 marks	05 marks	02 marks
6	B.A.(P)/B.Sc.(P)/B.Com(P) or equivalent Degree	04 marks	03 marks	02 marks
7	+2 or equivalent Degree	03 marks	03 marks	-
8	HSC or equivalent Degree	03 marks	02 marks	-
9	Teaching experience	02 marks for each year of experience subject to maximum 10 marks		

**Viva-voce marking**

- 40 marks

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#### **4. Remuneration**

The Guest Faculties are to be paid @ Rs.500/- per class/ lecture of 45 minutes duration subject to a ceiling of maximum of 50 classes and with Rs.25,000/- per month.

This engagement, being a temporary engagement, shall not confer any rights in any manner whatsoever for regularization of the services of the Guest Faculties. At the time of engagement, the Principals concerned shall obtain an undertaking from the fresh candidates, in the format as appended at Annexure-'A', to the effect that they will not claim for regularization of their services.

Selection of Guest faculties should be completed by 31.08.2022 and this Department be intimated regarding engagement of Guest Faculties by 15.9.2022 without fail. The Guest Faculties so engaged can be disengaged by giving one month notice if their performance is found unsatisfactory. They will also be disengaged consequent upon joining of regular teachers against the said vacant sanctioned post.

Yours faithfully,

  
05/08/2022

Principal Secretary to Government

**Annexure-I**

#### **TO WHOMSOEVER IT MAY CONCERN**

I Shri/Smt/Ms \_\_\_\_\_ S/D/W/o \_\_\_\_\_ aged about \_\_\_ years on being engaged as a Guest Faculty by the Principal, \_\_\_\_\_ College, do hereby certify that I fully understand the temporary nature of my engagement as Guest Faculty. Being a temporary engagement, I will not claim for regularization of my services in future.

Place:

Date

Signature

Name:

Witness:

1.

2.

Seal & Signature of the Principal of the College

**GOVERNMENT OF ODISHA**  
**DEPARTMENT OF HIGHER EDUCATION**

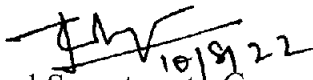
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**CORRIGENDUM**

Bhubaneswar, dated the 10-8-2022

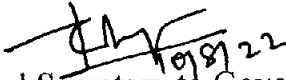
No. HE-GCET-MISC-0118-2020 34026 /HE. The expression appearing at Page-2 of Higher Education Department letter No.33174, dtd.05.08.2022 in the table at Sl. No.4, Marks for 1<sup>st</sup> Division may be read as "12 marks", at Sl. No.7, Marks for 1<sup>st</sup> Division may be read as "06 marks", at Sl No.8 Marks for 1<sup>st</sup> Division may be read as "04 marks".

All other contents of the said letter remain unaltered.

  
Additional Secretary to Government

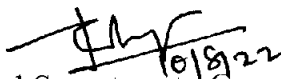
Memo No. 34027 /HE, Dtd. 10.8.22

Copy forwarded to the P.P.S. to Principal Secretary, Higher Education Department for kind information of Principal Secretary, Higher Education Department.

  
Additional Secretary to Government

Memo No. 34028 /HE, Dtd. 10.8.22

Copy forwarded to All Regional Directors of Education/ All Principals, Government General Degree Colleges (under Higher Education Department) for information and necessary action.

  
Additional Secretary to Government