

Government of Jammu and Kashmir
Higher Education Department
Civil Secretariat, Jammu/Srinagar

Subject: Guidelines for engagement of candidates on academic arrangement basis in Government Degree Colleges of the State.

Government Order No. 298 -HE of 2019
Date: 30-05-2019

In supersession of all previous orders on the subject, sanction is hereby accorded to the issuance of following guidelines for engagement of candidates on academic arrangement basis in Government Degree Colleges of the State of Jammu and Kashmir:

Whereas, in view of shortage of permanent faculty in the Government Degree Colleges, it has been a practice in Higher Education Department to engage candidates on academic arrangements in these Government Colleges. These candidates are engaged against vacant posts of Assistant Professors, Librarians/PTIs by debit to Pool Fund of Colleges based on actual requirement as per student enrolment in each subject; and

Whereas, due to imposition of model Code of conduct for Lok Sabha elections 2019, the term of the academic arrangements made during the last year for Kashmir Division was extended upto 31st July 2019; and

Whereas, some candidates engaged on academic arrangements approached the Hon'ble High Court by way of various writ petitions seeking continuation/permanent absorption; and

Whereas, the Hon'ble High Court at Srinagar while disposing of the writ petition bearing No WP(C) 1674/2019 CM (3159/201) titled Tajamul Islam and others vs State of J&K and others on 15-05-2019 directed as under :-

"----- in the above background, this writ petition is disposed of with a direction to the respondents to adhere to the policy in letter and spirit by making fresh arrangement from amongst the eligible candidates within one month from the date certified copy of this order is served on the respondents" ;and

Whereas, vide SRO 110 dated 08-02-2019 and SRO 120 dated 18-02-2019, a separate division has been created for Ladakh region; and

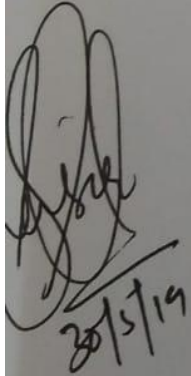
Whereas, as per J&K Cluster University Act 2016, following colleges have been designated as constituent colleges of Cluster Universities of Srinagar/Jammu:-

Srinagar.

1. S.P.College Srinagar.
2. A.S.College. Srinagar.
3. College of Education Srinagar.
4. Govt. Degree College Bemina.
5. Govt College for Women M.A. Road Srinagar

Jammu.

1. GGM Science College Jammu.
2. SPMR College Jammu.



3. MAM College Jammu.
4. College of Education Jammu.
5. Govt. College for Women, Gandhi Nagar Jammu.

Now, therefore the academic arrangements shall be made by virtue of advertisement /notification, as per the following guidelines;

The process of receiving application forms, scrutinization of documents, counseling, framing of merit list and assigning the place of posting shall be done as follows:-

- I. *Registrar Cluster University Srinagar/Jammu shall make the academic arrangements with regard to constituent colleges of their respective universalities as per these guidelines for the current academic session.*
- II. *Director, Colleges J&K shall make the academic arrangements for all the colleges of the three divisions of the State except autonomous colleges and constituent colleges of the Cluster Universities Srinagar/Jammu and the Nodal Principals shall assist Director, colleges in this regard.*
- III. *Principals of autonomous colleges, i.e, i) Islamia college Srinagar, ii) Govt. Women College Parade shall make the academic arrangements at their own level.*

Furthermore, in order to streamline the process of engagement of candidates on academic arrangement basis in Government Degree Colleges of the state and to ensure timely payment of remuneration to these candidates, following guidelines are hereby notified:-

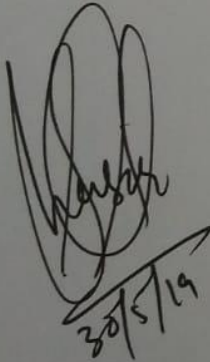
1. Advertisement of Posts:-

- a) The above authorities shall issue advertisement/notification for making academic arrangements in their respective divisions/institutions of Jammu & Kashmir at the beginning of every academic session. For Kashmir and ladakh Divisions, Advertisement Notice shall be issued in the first week of January and for Jammu Division in first week of June of every academic year. Provided that for the current academic session i.e 2019-20 the advertisement notice for Kashmir and ladakh divisions shall be issued by 1st week of June 2019.
- b) The merit list of the candidates shall be prepared, as per below mentioned criteria and finalized by the respective authorities before 15 days of the start of academic session i.e. 1st March in Kashmir and ladakh Divisions and 1st July in Jammu Division. Provided that for the current academic session i.e. 2019-20 in Kashmir and ladakh division the same shall be done in the month of June 2019.

2. Eligibility:-

a. Lecturers:

Masters degree in the concerned subject or its equivalent degree in a grade point scale wherever grading system is followed, duly certified /notified by the concerned University with minimum 55% marks (50% in case of Schedule caste/ Schedule Tribe/ differently-abled (physical/visual) candidates) along with NET/SLET/SET/Ph.d.



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b. Teaching Assistants:

Masters degree in the concerned subject or its equivalent degree in a grade point scale wherever grading system is followed duly certified /notified by the concerned Univesity with minimum 55% marks (50% in case of Schedule caste/ Schedule Tribe/ differently-abled (physical/visual) candidates).

c. Librarians and Physical Training Instructors:


Master's degree in Library and Information science (for Librarian) and Physical Education (for PTI) or its equivalent degree in a point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% marks (50% in case of Schedule caste, Schedule Tribe and differently-abled (physical/visual) candidates) along with NET/SLET/SET/Ph.d.

d. Assistant Librarians and Assistant Physical Training Instructors:

Master's degree in Library and Information science (for Librarian) and Physical Education (for PTI) or its equivalent degree in a point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% marks (50% in case of Schedule caste, Schedule Tribe and differently-abled (physical/visual) candidates).

3. Criteria for preparation of merit lists:

S.No	Qualification/Experience	Points/Weight-age (Maximum 40 points)	Remarks
1.	Graduation	06 (on Pro-rata basis)	
2.	Post-graduation	06 (On Pro-rata basis)	
3.	M.Phil	03	
4.	Ph.D	08	
5.	NET/SLET/SET	05	
6.	Teaching Experience	One point for each academic session of not less than six months, subject to maximum of 10 points	Teaching experience certificates issued by State universities/principal of Govt. Degree Colleges of State shall only be considered.
7.	Online Certificate Courses i.e, MOOCS, SWAYAM, NPTELS, ARPIT etc	02 points (0.5 Points per online course).	


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- a. Respective authorities shall prepare the merit list of above arrangement strictly as per the above given criteria.
- b. At the time of submission of application form by a candidate, an Affidavit duly attested by 1st Class Judicial Magistrate, on the prescribed format, shall be obtained wherein he shall give undertaking that he/she shall not claim this engagement as a right for regular engagement and shall be only for current academic session or till the said post is filled through regular mode of selection which ever is earlier. Provided that in case of regular appointment against the vacant post after the expiry of six month of academic session, the academic arrangement will be serviced against the local fund for the remaning period of engagement for academic session.

4. Admissibility of leave to the academic arrangement candidates :

- a. The academic arrangement candidates shall be allowed casual leave of 15 days for whole session. This should, however, be allowed on pro-rata basis of four casual leaves per quarter with three casual leaves for the last quarter of the year.

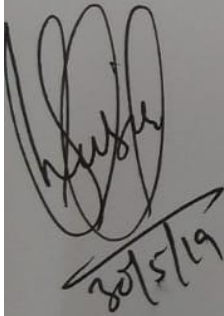
Provided that an academic arrangement candidate who remains unauthorizedly absent for more than five days should be treated to have been terminated without any notice.

In case the number of casual leaves, availed of by the candidates, exceeds the permissible limit of 15 days, the period of excess days shall be treated as leave without remuneration and excess remuneration drawn to be recovered from the remuneration of the candidate in the last month of the academic session.

- b. Medical or Maternity leave (in case of female candidates) shall be granted without remuneration, on the basis of certificate from the competent authority. The maximum limit for medical leave shall be 30 days and for Maternity leave it shall be minimum 90 days and maximum 180 days.

5. Terms & Conditions of Service:

- a. Services of academic arrangements candidates shall be utilized during the vacation period as well for the college works, examination and management activities.
- b. The candidates engaged on academic arrangement must be permanent resident of Jammu and Kashmir State.
- c. The academic arrangement of candidates shall be made for a period of one academic session i.e. from 1st March to ending February for Kashmir and Ladakh Divisions and from 1st July to 30th of June for Jammu Division or till the post is filled by posting of a regular faculty, whichever may happen earlier. *Provided that for the current academic session i.e. 2019-20 for Kashmir and Ladakh divisions the same shall be done from 1st August 2019 and till ending February 2020.*
- d. The academic arrangement candidates shall maintain proper discipline, punctuality, integrity, good moral character during the period of engagement. Any indiscipline shall make the candidates liable for dis-engagement.
- e. The engagement under these guidelines shall not entitle such candidates to have any preferential claim for regularization of their services. This is purely an academic arrangement until the vacant posts shall be filled up as per the Jammu & Kashmir Education (Gazetted) College Services Recruitment Rules 2014.
- f. The concerned Principal shall obtain regular feedback from students regarding performance of academic arrangement candidates and shall record in the experience certificate to be devised by the Director Colleges J&K.
- g. The engagements made under these guidelines shall be deemed to have been terminated on the last date of academic session without any notice in this behalf.



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6. Salary/Remuneration:

The candidates engaged as Lecturers and Teaching Assistant shall be paid monthly remuneration of Rs. 28000/- and Rs. 22000/- respectively, However, the candidates engaged in Ladakh, Gurez and Karnah areas, except the candidates actually belonging to these areas, shall be entitled for additional compensatory allowance of Rs. 5000/- per month. Any hike in remuneration shall be notified by the Department separately.

7. Confirmation:

Director Colleges, J&K, Registrars of Cluster Universities and Principals of autonomous colleges to approve the number of academic arrangements to be made by the College for each session as per UGC norms. However, number of academic arrangement should not exceed the previous year's without cogent reasons.

8. Grievances:

Director Colleges, J&K, Registrar Cluster University Jammu /Srinagar and Principals of autonomous colleges shall be the Nodal Officers for dealing with grievances, if any, pointed out by the academic arrangement candidates, students or Principals of their respective jurisdictions.

By order of the Government of Jammu and Kashmir.

Sd/-

(Talat Parvez Rohella)

Secretary to Government
Higher Education Department

Dated: 30-05-2019

No.HED/Gaz/AA/2019

Copy to the :-

1. Principal Secretary to Hon'ble Governor, J&K, Jammu.
2. Director Colleges, J&K, Jammu.
3. Director, Archives, Archaeology & Museum, J&K, Srinagar.
4. Nodal Principal, Jammu/Kashmir.
5. Registrar, Cluster University of Srinagar/Jammu
6. All Principals of Government Degree Colleges of the State.
7. PS to Advisor (G) for information of Hon'ble Advisor.
8. PS to Secretary to Govt. Higher Education Department.
9. I/C website Higher Education Department.
10. Govt. Order file (w.2.s.cs)
11. Stock file.

(Shabir Ahmad Baba) 30/5/19

Under Secretary to Government
Higher Education Department