

GOVERNMENT OF KERALA

Abstract

General Education-Appointment of Teachers in Government schools on daily wages - Procedure prescribed - Orders issued.

General Education (J) Dept.

G. O. (P) 249/02/G. Edn.

dated, Thiruvananthapuram, 14-8-02

Read:- (1) G. O. (P) 187/00/G. Edn. dated 8.6.00

(2) G. O. (P) 220/02/G. Edn. dated 23.7.02

(3) Letter No. A1/65602/01 dated 1.8.02 from the DPI

ORDER

Consequent to the cancellation of G. O. (P) 187/2000/ G. Edn. dated 8.6.2000 regarding the engagement of temporary teachers on daily wages in Government schools in the absence of regular teachers as per Government Order read as second paper above, it has been brought to the notice of the Government from various quarters including representatives of political parties, teachers organisations and Parent Teachers Association of the Schools that teaching in Government Schools are badly affected for want of teaching staff in time. There is no live Public Service Commission ranked list for various categories of teachers. The Director of Public Instruction has also reported the difficulties prevailing in the field in filling up of vacancies of teachers in Government Schools consequent on cancellation of the said Government Order.

2) It is reported that correct number of vacancies of teachers in Government schools can be computed only after the finalisation of staff fixation is over, since there exists a tendency of reduction of posts every year. Normally the staff fixation of Government Schools can only be started after the completion of the same in Aided Schools. Naturally the correct position of the posts in Government Schools cannot be calculated before August or September. Even if the vacancies are reported to Public Service Commission immediately, it will take at least two months to get advised the candidates from Public Service Commission and appointed them. It is further noticed that the candidates so posted may not come up for taking up the employment due to various reasons.

3) Steps for filling up of vacancies on provisional basis through employment exchange can be done only after obtaining Non Availability Certificate from Public Service Commission. Even after getting Non Availability Certificate from Public Service Commission delay in sponsoring candidates occur as the District Employment Exchange will have to gather lists of eligible candidates from other registering centres of the particular District. On getting the list it will take more than one month time to post the candidates. Here also vacancies set

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apart for Public Service Commission appointments alone can be filled up through Employment Exchange. The problem of non joining of the selected candidates or his leaving the post on getting permanent employment is also happening. This also affects the timely placement of teachers in vacancies resulting to the denial of education to the children of Government Schools especially in rural and remote areas.

4) In both the cases mentioned above, academic interest of the pupils are at peril. The improvement in academic achievement in lower classes and increase in the percentage of S.S.L.C. results in Government Schools are attributive to the timely placement of teachers through Daily Wages. It is also pertinent to point out that loss of working days for 2 to 3 months cannot be allowed for obvious reasons as under normal conditions also department finds it difficult to attain 200 instructional days in an academic year. It is a reality that teaching of lessons cannot be postponed since the curriculum is framed in such a way.

5) In the Circumstances Government are pleased to prescribe the following procedure for appointment of teachers on daily wages in Government Schools for the current academic year since it is felt necessary in public interest.

- i) Qualified teachers are provided in schools as soon as a vacancy arises. Hence all Heads of schools shall be directed to report all vacancies to the Deputy Director of Education concerned within a week as soon as a vacancy arises in the school. Failure in this regard will entail disciplinary action against the Head of the School.
- ii) In case of vacancies for which live Public Service commission ranked lists exist, appointments shall be made urgently as per rules.
- iii) In cases of vacant posts for which there is no live Public Service Commission ranked list the Deputy Directors of Education concerned shall prepare the panel of qualified hands from Employment Exchange well in advance before the opening of the schools and they shall be posted on the very day of opening of the schools itself. Failure in this regard on the part of Deputy Director of Education and his subordinates shall be viewed as dereliction of duty and disciplinary action will be initiated against the erring officers.
- iv) In case no teacher joins the schools within a week from the date of reopening of school against the vacant post, the heads of schools shall have the liberty to engage duly qualified teachers of the locality on daily wages subject to the following conditions.

1) The selection of daily wages teacher shall be made by a committee consisting of the Chairman of the Educational Standing Committee of the Local Self Government or his nominee, the Head of the School and the Senior teacher in the concerned subject/language in the case of Secondary Schools and the Senior most teacher, in the case of Primary Schools.

2) The Head of the School shall publish the number and details of vacancy, date of interview etc. in the notice boards of the school, office of the Local Self Government and Office of the concerned educational officer.

3) The Committee shall prepare a panel of duly qualified candidate based on the merits.

4) The selection of candidate shall be made according to the merit of the candidate considering marks obtained for the basic qualification and training qualification, bonus mark may also be given for higher qualifications and experience.

5) All vacancies exceeding one month shall be filled up on daily wages. The engagement shall be ordered by the head of the School observing principles of reservation.

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6) Permission from the Deputy Director (Education) concerned is not necessary for such engagements in view of the administrative bottlenecks. But the Principal / Head master should furnish the details of such engagement to the Deputy Director (Education) concerned with in two days from the date of such engagement.

7) Remuneration will be paid at the rate of Rs. 150/- for Primary School Teacher and Rs. 175/- for High School teacher per day for the actual days of work attended.

8) The maximum period of such engagement shall not exceed one academic year.

9) The persons engaged on daily wages will stand relieved as and when regular hands(Public Service Commission hand/ inter district Transferee) or employment hands join duty and they will have no claim for any service benefits.

10) The Selection of candidates shall be checked by the Deputy Directors/District Educational Officers/ Assistant Educational Officers at the time of their inspection. The action of the Deputy Directors shall be checked by the Director of Public Instruction.

By Order of Governor,  
P. Mara Pandiyan  
Secretary to Government