



**Institute of Human Resources Development  
Chackai, Thiruvananthapuram-24**

*No. EB1/394/2024/HRD*

*Dated, 8<sup>th</sup> March, 2024*

**CIRCULAR**

**Sub:-** *IHRD - Recruitment of Guest faculties and supporting staff under IHRD for the Academic Year 2024-25- Instructions – issuing of – reg*

- Ref:**
- 1. This office order No. EA1/8291/2006/HRD dated 10.04.2015.*
  - 2. This office circular No. EB1/3122/2017/HRD dated, 25.04.2017*
  - 3. Minutes of the 94<sup>th</sup> meeting of the Executive Committee held on 28.12.2016.*
  - 4. This office circular No. EB1/4141/2015/HRD dated 18.06.2015.*
  - 5. This office circular No. EB1/5951/2007/HRD dated 20.06.2007*
  - 6. Government letter No. 1046913/G2/2016/Labour dated 26.12.2016.*
  - 7. This office proceedings No. PA5/7431/2017/HRD dated 09.08.2017*
  - 8. This office Proceedings No. EB1/475/2023/HRD dated 03.04.2023*

Vacancies of faculties and supporting staff are existing in various institutions functioning under IHRD. Hence it has become necessary to engage staff on temporary basis to carry out the academic activities. Guidelines/instructions in respect of recruitment and engagement of guest faculties and supporting staff on consolidated/daily/hourly remuneration basis is issued every year. The same guidelines shall be followed for the recruitment of guest faculties and supporting staff for the academic year 2024-25 also subject to certain modification. The 94<sup>th</sup> meeting of the Executive Committee had resolved to approve the report of the Staff Creation Committee for creation of additional/temporary posts (Non Engineering Colleges) against regular/temporary posts till the date of creation of regular posts by Government. As far as Engineering Colleges are concerned, the Executive Committee resolved that the temporary post will be created based on actual requirement/workload limiting to AICTE/University norms in force till regular post is created by Government. During the academic year 2022-23, sanction was accorded to start

new courses/increase or reduction of intake in the existing courses/ closure of courses in various Engineering Colleges under IHRD and closure of B. Sc (Electronics), M. Sc (Electronics) and M. Sc (Computer Science) in 19 Colleges of Applied Science which were communicated vide this office endorsement No.DA1/949/2019/HRD dated 08.03.2022 and letter No. DA2/4446/2020/HRD dated 04.01.2022 respectively. Hence, **the head of institutions shall ensure that, the posts shall be filled up only on the basis of actual requirement taking into account of the actual student strength.** The following instructions are also issued for strict compliance by all concerned.

1. There shall be no Nodal Institution or Nodal Officer for the recruitment of guest faculty and each institution shall be considered separately and the head of institution concerned shall conduct the recruitment of guest faculty members/supporting staff strictly.
2. The head of institution can utilize the service of suitable subject experts in that institution or from nearby IHRD institutions for the conduct of interview, under intimation to this office. If there is no subject expert, the service of the experts from outside IHRD may be utilized (*They can be paid honorarium @ Rs.720/- per subject+ TA per sitting*). In the interview, communication and teaching skills of the candidates should also be tested before finalizing the selection of guest faculties.
3. The rate of consolidated/daily/hourly wages payable to different categories will be as per this office proceedings No. EB3/15275/2018/HRD dated 12.03.2024. Copy attached for ready reference.

4. Each institution shall prepare a vacancy statement in respect of each category of post as per the revised staff pattern as well as discontinuance of courses and reduction of intake etc. in separate sheets in the format appended as Annexure-1. This should be prepared taking into account of the vacancy position as on 31.03.2024. This vacancy statement should reach this office on or before 31.05.2024 positively. The head of institution should specify the details of number of faculty reduced when compared to the last academic year consequent on the discontinuance of B. Sc (Electronics)/ M. Sc (Electronics) and M. Sc (Computer Science) in certain Colleges of Applied Science and reduction of intake/ branch in Engineering Colleges also which was communicated vide this office endorsement No.DA1/949/2019/HRD dated 08.03.2022 and letter No. DA2/4446/2020/HRD dated 04.01.2022 respectively.
5. In filling up the vacancies on temporary basis over and above the revised staff pattern, the head of institutions shall ensure that the guest faculties are engaged within the recommended intake as stipulated in the report of the Staff Creation Committee already communicated in this office circular read 2<sup>nd</sup> above.
6. The head of institution shall prepare a consolidated statement of vacancies in all categories of **post according to the actual requirement based on students strength etc....** He/She shall then invite applications for each category of post specifying the qualification **strictly as per the IHRD Special Rules and subsequent instructions issued by the undersigned.** A common notification for all categories of post together should be published specifying the date of interview/test in respect of each category. All vacancies should be reported to the concerned employment exchange specifying the date of test/interview sufficiently in advance and as far as

possible, the candidates from the employment exchange may be engaged. In the absence of list of suitable candidates from employment exchange, the engagement shall be made by inviting application through print media. While selecting guest faculty members/supporting staff, the head of institution should strictly follow the reservation principle in force in Government as well as the directions if any issued by the Employment Officer concerned. The instructions in the Government letter attached as Appendix B in this office circular read above shall also be strictly adhered to.

7. It shall be the responsibility of the Head of Institution concerned to ensure that the candidates selected for engagement are competent and qualified as per rules. The guest faculties engaged in previous years, if re-engaged for continuation, shall be engaged only after evaluation of their performance in the previous years with reference to their PER assessed by a competent committee constituted by the HOI for the purpose. A review of the strength of guest faculty to be ascertained and report quarterly to Head Quarters.
8. The Selection Committee in each Institution shall conduct interview/test for each category of post and shall prepare separate rank lists. The format in Annexure-II shall be used for the purpose. Attested photocopy of documents of basic qualification and date of birth shall also be obtained from the candidates.

9. The head of institution of Model Finishing School, Regional Centres, Extension Centres, Study Centres only shall then forward the rank list for each category of post along with one photocopy each of the basic qualification and date of birth of all candidates in the rank list, to the Director, IHRD immediately after the interview. The recruitment may be done according to the actual requirement after obtaining the undertaking regarding notice pay. The notice pay may be released to the incumbents if the purpose for the resignation is as follows.

1. Permanent employment in Government
2. To join in any other associate institutions under IHRD
3. Medically unfit after obtaining a medical certificate from the registered medical practitioner

10. The head of institution shall engage the candidate after verifying the qualification with reference to the IHRD Special Rules. There will be no relaxation in the qualification and in any case if Head of Institution appoints a faculty/ supporting staff without having prescribed qualification, it will be at the risk and responsibility of the Head of Institution Concerned. Immediately on joining duty of the candidates the head of institution of Model Finishing Schools, Regional Centres, Extension Centres, Study Centres shall forward separate proposal for each category of post in the prescribed format (Annexure-III) to the Director seeking approval without any delay.

All proposals for ratification of engagement of guest faculties and supporting staff should reach the Head office within a week from the date of engagement without fail. Responsibility for any delay in the matter will be vested on the head of institution concerned.

11. The guest faculties shall be engaged only on the basis of a realistic assessment of minimum requirement so as to generate optimum out put and any attempt to engage superfluous engagement of guest faculty in excess of basic minimum requirement shall be discouraged. The financial commitment on IHRD owing to superfluous retention / engagement of guest faculty or contract / temporary staff shall be the personal liability of the Head of Institution.
12. All head of institutions shall consider the workload for each subject according to the syllabus of the courses conducted and fix the workload of each category of post under the subject, before engaging guest faculties and supporting staff. A minimum of 18 hours per week of work shall be allotted to each faculty irrespective of whether regular or guest. If the workload is less than 10 hours per week, only part-time faculty on hourly wages basis shall be engaged. Moreover, the Head of institution shall also strictly take classes as per AICTE/University/Higher Secondary Education norms wherever applicable.
13. The Heads of Institutions of College of Applied Science/Model Polytechnic Colleges / Technical Higher Secondary Schools are directed to convert the nature of engagement of guest faculties on consolidated pay basis to daily wages/ hourly remuneration basis according to the academic necessity during April and May under intimation to the Head office. The engagement during vacation shall only be made after assessing the actual workload and re-scheduling of time table etc.. unless it shall be the personal risk and responsibility of Head of institution concerned.

14. All Head of institutions shall note that no guest faculty members are engaged without sanctioned posts as per the staff pattern published, vide this Office order No.EA4/16025/2011/HRD dated 14.01.2015 and as per the report of the Staff Creation Committee attached as Appendix A in this office circular read 2<sup>nd</sup> above . The engagement of the guest faculties beyond the sanctioned posts shall be made only after getting approval from the Director, IHRD. The ratification of such engagement shall be considered only if posts are created additionally as per the recommendation made by the committee concerned.
15. If permission is not obtained in advance and a candidate is engaged in anticipation of sanction, it will be at the risk and responsibility of the head of institution concerned.
16. If the guest faculties engaged are not in accordance with the rank list, the reason for this should be clearly mentioned in Annexure III.
17. The maximum age limit for the engagement of guest faculties will be same as that in Government schools/Colleges and the maximum age limit of the retired hands is 60 years.
18. The Principals of Engineering Colleges, Colleges of Applied Science, Model Polytechnics , Technical Higher Secondary Schools are already delegated with the powers for the selection and engagement of guest faculty members/ Supporting staff and trainees on temporary basis against sanctioned posts on the basis of actual workload assessment based on student strength and to pay wages and issue experience certificate on completion of tenure of engagement as per rules vide this office proceedings read fifth paper above.
19. The Heads of Engineering Colleges, Colleges of Applied Science, Model Polytechnic Colleges, Technical Higher Secondary Schools, shall forward appointment orders engaging guest faculty/ supporting staff members only in their respective institution along with a copy of Annexure III for verification to this office.

20. The Heads of Extension Centres, Study Centres and Regional Centres of IHRD shall forward the details in the prescribed formats attached herewith including workload, ranklist, appointment orders, copy of notification of guest faculties engaged, to the headquarters within 15 days from the date of engagement without fail.
21. While engaging guest faculty members/ supporting staff for the academic year 2024-25, the candidates may be informed in detail regarding the guidelines for submission of advance notice for relief without fail and the instructions in the circular read 5<sup>th</sup> paper above may be scrupulously followed by the head of institution and any deviation from the guidelines will be at the personal risk and responsibility of the head of institution concerned.
22. Receipt of the circular may be acknowledged through e-mail

  
Dr. V A Arun Kumar  
DIRECTOR

Encl:- Annexure I, II & III

To:-

1. All Heads of Institutions under IHRD
2. Administrative Officer
3. Accounts Officer
4. Personal Assistant to Director
5. Computer Engineer (IT Division)
6. All Section heads IHRD(Hqs)
7. SF
8. OC

**Annexure I**

**Vacancy statement of Faculty & Supporting Staff**

1. Name of Institution :
2. Name of Post :
3. No.of sanctioned posts :
4. No.of regular hands working against the post :
5. No.of Regular Vacancy (Sl.No.3-4) :
6. No.of adhoc employees working against the post:
7. Date of commencement of tenure of each adhoc employee :
8. No.of vacancies that are to be filled up urgently:
9. No. of faculty/ supporting staff reduced (each branch) when compared to the last year consequent on the discontinuance of B. Sc /M. Sc courses in Colleges of Applied Science during 2022-23
  - I. Faculty in Electronics :
  - II. Faculty in Computer :
  - III. Others :

**Signature of Head of Institution with seal**

**Annexure II**

**Name of Institution :**

**Rank list of candidates selected for the post of guest**

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<b>Rank No.</b>	<b>Name &amp; Address</b>	<b>Qualification</b>	<b>Date of Birth</b>

**Signature of Selection Committee Members**

- 1.
- 2.
- 3.

**Annexure III**

**Proposal for engagement of faculty and supporting staff on consolidated/ daily/ hourly wages basis (Separate form should be used for each category of post)**

1. Name of Institution :
2. Name of Post :
3. No.of sanctioned posts :
4. No. of working days per week
5. Total workload per week of the subject as per syllabus :
6. Total workload per week of the above post under the subject :
7. No.of regular hands appointed in the post :
8. No.of Regular Vacancy (Sl.No.3-6) :
9. No.of short vacancies if any with details of such vacancy :  
*(Short vacancies are vacancies on account of leave, deputation etc. of the regular hands. Details such as name of incumbent, date from which on leave/ deputation, duration etc. should be furnished)*
10. No.of vacancies to be filled up on the basis of workload as :
  - 1) Full time
  - 2) Part-time
11. If any vacancy due to discontinuance / relief of a guest faculty engaged during the academic year is proposed to be filled up, furnish the No. & date of Ratification order from the Headquarters with the name of person and date of termination of engagement. :
12. If a guest faculty is to be engaged over and above the sanctioned post, furnish the details of permissive sanction obtained from the Director :

13. Details of guest faculties engaged

<b>Sl No.</b>	<b>Rank No.</b>	<b>Name &amp; Address</b>	<b>Qualification with percentage of marks and class</b>	<b>Whether Full-time/ Part-time</b>	<b>Date from which engaged</b>

**Signature of Head of Institution with seal**