

The Odisha Gazette

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No. 288, CUTTACK, THURSDAY, FEBRUARY 18, 2021/ MAGHA 29, 1942

HIGHER EDUCATION DEPARTMENT

NOTIFICATION

The 18th February, 2021

No.8075—HE-GCET-POLICY-0002/2020/HE.— In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Odisha Education Service (College Branch) Recruitment Rules, 1990, the Odisha Education Service (Senior Administrative Grade) Recruitment Rules, 1990 and the Odisha Education Service (Professor's Grade) Recruitment Rules, 1990, except as respect things done or omitted to have done before such supersession, the Governor of Odisha is pleased to make the following rules to regulate the method of recruitment and conditions of service of the persons appointed to the Odisha Education Service (College Branch), namely:—

1. Short title and Commencement—

- (1) These Rules may be called the Odisha Education Service (College Branch) Recruitment Rules, 2020.
- (2) They shall come into force on the date of their publication in the *Odisha Gazette*.

2. Definitions- (1) In these Rules, unless the context otherwise requires,—

- (a) “**College**” means a Government College imparting under graduation education or post-graduation education or both and coming under the administrative control of Higher Education Department of Government of Odisha;
- (b) “**College Teachers**” means the Lecturers, Lecturers (Senior Scale) and Readers who shall be re-designated as Assistant Professor (Stage-I), Assistant Professor (Stage-II), Assistant Professor (Stage-III) respectively and including Associate Professors and Professors.
- (c) “**Commission**” means the Odisha Public Service Commission;

- (d) **“Committee”** means the Departmental Promotion Committee constituted under sub- rule (1) or (2) of rule 14, as the case may be;
- (e) **“Foreign University”** means a University or Institution, located outside India, with a ranking among the top 500 in the World University Ranking system as accepted by UGC;
- (f) **“Government”** means the Government of Odisha;
- (g) **“Indian University”** means a University or Institution, located in India, duly recognized by UGC;
- (h) **“National Council for Teacher Education (NCET)”** means National Council for Teacher Education set up by Government of India under the National Council for Teacher Education Act., 1993;
- (i) **“NET”** means the National Eligibility Test conducted by the UGC/ National Testing Agency;
- (j) **“Persons with Disabilities”** means persons who have been granted with disability certificates by competent Authority as per the provisions of the Rights of Persons with Disability Act., 2016 (49 of 2016)
- (k) **“Scheduled Castes and Scheduled Tribes”** means such castes and tribes specified in the Constitution (Scheduled Castes) Order, 1950 and the Constitution (Scheduled Tribe) Order, 1950, as the case may be, made under Article 341 and 342 of the Constitution of India, respectively;
- (l) **“SEBC”** means the Socially and Educationally Backward Classes of Citizens other than Scheduled Castes and Scheduled Tribes as defined in clause (a) of Section 2 of the Odisha State Commission for Backward Classes Act., 1993;
- (m) **“Sportsperson”** means persons who have been issued with identity card as sportsperson by the Secretary or Director, Sports and Youth Services Department as per Resolution No. 24808/Gen., dated 18th November, 1985 of the General Administration and Public Grievance Department;
- (n) **“Service”** means the Odisha Education Service (College Branch);
- (o) **“Subject”** means a subject of study in which teaching is imparted in a college;
- (p) **“UGC”** means the University Grants Commission of India;
- (q) **“Year”** means the Calendar Year.
- (2) All other words and expressions used in these rules but not specifically defined shall, unless the context otherwise requires, have the same meaning as respectively assigned to them in the Odisha Service Code.

3. Constitution of Service and Service condition—

(1) The service shall comprise of college teachers of following ranks, namely:—

- (a) Assistant Professor (Stage-I);
- (b) Assistant Professor (Stage-II);
- (c) Assistant Professor (Stage-III);
- (d) Associate Professor; and
- (e) Professor

(2) The Government shall be competent to appoint college teachers of the rank of Assistant Professor (Stage-III) and above in administrative and semi-academic posts.

(3) All college teachers of all subjects and all ranks shall constitute the single Odisha Education Service (College Branch) cadre (herein after referred as OES (CB) Cadre) and the number of posts in the cadre shall be sanctioned by the Government from time to time and the sanctioned posts of the cadre can be filled up by college teachers of any rank provided that entry into the OES (CB) Cadre, by way of direct recruitment as per rule 5 or placement as per rule 8, shall be made only in the rank of Assistant Professor (Stage-I).

(4) The scale of pay of different ranks of college teachers of the service and other service conditions such as allowances, leave rules, superannuation age, superannuation benefit, shall be determined by the Government from time to time or shall be such as provided in other statutory Rules, Resolutions, Notifications or Orders issued by the Government from time to time for similar class of employees.

4. Reservations—

Notwithstanding anything contained in these rules, reservation of vacancies or posts, as the case may be, for-

(a) Scheduled Castes and Scheduled Tribes shall be made in accordance with the provisions of the Odisha Reservation of Vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act., 1975 and the rules made thereunder; and orders or instructions issued in this behalf by the Government from time to time.

(b) SEBC, Women, Sportspersons and Persons with Disabilities shall be made in accordance with the provisions made under such Act, rules and orders or instructions issued in this behalf by the Government from time to time.

5. Selection by the Commission for Direct Recruitment in the Rank of Assistant Professor (Stage-I).—

- (1) Subject to the provisions of rule 8, all posts in the rank of Assistant Professor (Stage-I) shall be filled up by direct recruitment.
- (2) Selection for direct recruitment to the rank of Assistant Professor (Stage-I) shall be made by the Commission on the basis of merit to be judged by performance in interview of eligible shortlisted candidates.
- (3) Every year, the Higher Education Department shall communicate the number of posts to be filled up by direct recruitment to the Commission indicating the number of posts to be reserved for candidates belonging to different reserved categories as specified under rule 4.
- (4) The Commission shall, on receipt of communication from the Higher Education Department, initiate the selection process by inviting application from eligible candidates.
- (5) In case of very large number of eligible candidates applying for the posts, the Commission may conduct a written test or a Computer Based Test or may adopt any other appropriate method to shortlist eligible candidates to be called for interview.
- (6) On the basis of result of interview, the Commission shall prepare a subject-wise merit list of successful candidates, arranged in order of merit, equal to the number of posts to be filled up, and furnish the same to the Government.
- (7) The merit list furnished by the Commission shall be placed before the Government for approval and upon such approval, shall form the select list.
- (8) The select list shall remain valid for a period of one year from the date of its approval by the Government or until another select list is prepared afresh whichever is earlier.
- (9) Appointment order shall be issued by the Government in the order the names appear in the select list.

6. Eligibility criteria for Direct Recruitment.-

In order to be eligible for direct recruitment, a candidate must, —

- (i) be a citizen of India.
- (ii) not be above 45 years of age as on the last date of receiving application fixed by the Commission:

Provided that relaxation in the upper age limit in respect of different categories of candidates referred to in rule 4 shall be made in accordance with

relevant Acts, Rules, Resolutions, Notifications or Orders issued by the Government from time to time.

(iii) be able to read, write and speak in Odia.

(iv) have passed Upper Primary examination, or its equivalent, with Odia as a subject.

(v) possess a Master's Degree, or dual Master's Degrees for the post of Assistant Professor (Teacher Education) if the guidelines of National Council for Teacher Education so demands, with at least 55% of marks or its equivalent grade, in the concerned/ relevant/ allied subject from an Indian University or an equivalent degree from a foreign university:

Provided that for the candidates belonging to Scheduled Caste, Scheduled Tribe and Persons with Disabilities categories, the requirement of securing at least 55% marks shall be reduced to 50% marks or its equivalent grade.

Explanation:- Assistant Professor (Teacher Education) post is meant for teaching of students pursuing B.Ed and M.Ed courses or similar teacher education courses as different from Assistant Professor (Education) post which is meant for teaching of students on 'Education' as a subject in general under graduate and post-graduate courses.

(vi) have cleared National Eligibility Test (NET) meant for appointment of Assistant Professor (Stage-I) or must have acquired a Ph.D Degree in the concerned/relevant/allied subject from an Indian University or a Foreign University.

7. Advance Annual Increment at the time of Direct Recruitment.—

(1) A candidate who has cleared NET and possesses Ph.D, D.Sc or D.Litt. Degree from an Indian University or a Foreign University in the concerned/ relevant/ allied subject by the time of issue of appointment order for direct recruitment to the rank of Assistant Professor (Stage-I), will be eligible for three (03) advance annual increments in the scale of pay applicable to Assistant Professor (Stage-I) rank from the date of joining as Assistant Professor (Stage-I).

(2) A candidate who has cleared NET and possesses M.Phil or M.Litt. Degree or a Post-Graduation degree in Professional Courses such as LLM, M.Tech, etc. after PG from an Indian University or a Foreign University in the concerned/ relevant/ allied subject by the time of issue of appointment order for direct recruitment to the rank of Assistant Professor (Stage-I), will be eligible for one (01) advance annual increment

in the scale of pay applicable to Assistant Professor (Stage-I) rank from the date of joining as Assistant Professor (Stage-I).

(3) Advance annual increments as provided in sub-rule (1) and (2) shall not be given to a college teacher who clears the NET or acquires Ph.D/ M.Phil/ M.Litt/ PG degree in Professional Courses, as the case may be, after issue of appointment order for direct recruitment to the rank of Assistant Professor (Stage-I).

Explanation:-Advance annual increment means getting one's future annual increment(s) in advance. To that extent, and during the advance annual increment period, a teacher getting advance annual increment(s) will draw higher pay than his/her batch mate who is not entitled for advance annual increment(s) but once the advance annual increment period is over, both will draw the same pay. For example, Teacher X and Teacher Y both join this service on dated the 1st January, 2021. If Teacher X is entitled for three advance annual increments, then his pay with effect from dated the 1st January, 2021 shall include three increments as because he will draw his future annual increments falling due on dated the 1st January, 2022, 1st January, 2023 and 1st January, 2024 in advance. He will not further be sanctioned any annual increment on dated the 1st January, 2022, 1st January, 2023 and 1st January, 2024 as because these annual increments would have already been drawn by him with effect from dated 1st January, 2021. On the other hand, if Teacher Y is not entitled for any advance annual increment; then his pay with effect from dated the 1st January, 2021 shall not include any increment. But he will draw his annual increments on due time, i.e. first increment on dated the 1st January, 2022, second on dated the 1st January, 2023 and third on dated the 1st January, 2024. Therefore, with effect from dated the 1st January, 2024, both Teacher X and Teacher Y will draw the same pay.

8. Placement to the Rank of Assistant Professor (Stage-I).—

(1) Up to 50% of vacancies in the posts of Assistant Professor (Stage-I) rank shall be filled up by placement as per recommendation of the Committee, formed under sub-rule (1) of rule 14, from among the Lecturers, Group-A (State's Scale) as under the Odisha Education Service State's Scale of Pay (Method of Recruitment and Conditions of Service) Rules, 2009 .

(2) A Lecturer Group-A (State's Scale), in order to be eligible for placement to the post of Assistant Professor (Stage-I) in the service, must have completed at least two

years of regular service as Lecturer Group-A (State's Scale) or at least 10 years of regular service as Junior Lecturer (Group-B) and Lecturer Group-A (State's Scale) altogether.

(3) On placement to the rank of Assistant Professor (Stage-I) in the OES (CB) Cadre, the matters relating to counting of their past service and associated benefits shall be such as determined by the Government from time to time.

9. Promotion to the Rank of Assistant Professor (Stage-II).—

(1) To be eligible for promotion to the rank of Assistant Professor (Stage-II), an Assistant Professor (Stage-I) must, —

- (a) have completed eight years of regular service as Assistant Professor (Stage-I) or in equivalent rank having equivalent scale of pay;
- (b) have participated, during the assessment period, in at least two physical or on-line refresher/orientation courses, or equivalent courses, of minimum two weeks duration recognised by UGC.

(2) Selection for promotion shall be made as per the select list made under rule 17 and selected Assistant Professors (Stage-I) shall be promoted to the rank of Assistant Professor (Stage-II) from the date of eligibility.

10. Promotion to the Rank of Assistant Professor (Stage-III).—

(1) To be eligible for promotion to the rank of Assistant Professor (Stage-III), an Assistant Professor (Stage-II) must, —

- (a) have completed eight years of regular service as Assistant Professor (Stage-II) or in equivalent rank having equivalent scale of pay;
- (b) have participated, during the assessment period, in at least two physical or online refresher/orientation courses, or equivalent courses of minimum two weeks duration recognized by the UGC.

(2) Selection for promotion shall be made as per the select list made under rule 17 and selected Assistant Professors (Stage-II) shall be promoted to the rank of Assistant Professor (Stage-III) from the date of eligibility.

11. Promotion to the Rank of Associate Professor.—

(1) Candidates of Assistant Professor (Stage-III) to be eligible for promotion to the rank of Associate Professor must, —

(a) have completed five years of regular service as Assistant Professor (Stage-III), or in equivalent rank having equivalent scale of pay;

(b) have participated, during the assessment period, in at least two physical or online refresher/orientation courses, or equivalent courses, of minimum two weeks duration recognized by the UGC. Provided that this condition shall be relaxed till two years from the date of publication of this notification in the *Odisha Gazette* in case of those college teachers who otherwise become eligible for promotion to the rank of Associate Professor.

(2) Selection for promotion shall be made as per the select list made under rule 17 and the selected Assistant Professors (Stage-III) shall be promoted to the rank of Associate Professor from the date of eligibility.

12. Advance Promotion Benefit for Possessing Higher Degree.—

(1) The minimum number of years of regular service prescribed in sub-rule (1)(a) of rule 9, sub-rule (1)(a) of rule 10 and sub-rule (1)(a) of rule 11, as an eligibility condition for promotion of college teachers from one rank to another, shall be reduced by three years if the college teacher possesses Ph.D, D.Sc or D.Litt Degree, or by one year if he possesses M.Phil, M.Litt or Post-Graduate Degree in Professional Courses such as LLM, M.Tech, etc. besides Post Graduation; from an Indian or Foreign University in the concerned/ relevant/ allied subject.

(2) However, if a college teacher has availed advance promotion benefit of one year for possessing M.Phil, M.Litt or PG Degree in Professional Courses as per sub rule (1) above and subsequently acquires Ph.D, D.Sc or D.Litt Degree; he will be entitled for availing advance promotion benefit of only two years (not three years) for his subsequent promotion on account of possessing Ph.D, D.Sc or D.Litt Degree.

(3) Advancement of promotion under sub-rule (1) and sub-rule (2) above shall be limited to a maximum of 3 (three) years only during one's entire service period irrespective of the number of higher degrees one may possess or acquire.

13. Promotion to the rank of Professor.—

(1) To be eligible for promotion to the rank of Professor, an Associate Professor must,—

(a) possess a Ph.D Degree in concerned/ relevant/ allied subject from an Indian or foreign University.

(b) have completed five years of regular service in the rank of Associate Professor.

(c) possess a minimum score point of 80 as per the academic and research performance assessment parameters given in Schedule-I appended to these Rules:

Provided that this condition shall be relaxed in case of college teachers on completion of twelve years of regular service in the rank of Associate Professor or equivalent rank having equivalent scale of pay:

Provided further that this relaxation shall be valid till five years from the date of publication of this notification in the *Odisha Gazette*.

(2) Selection for promotion shall be made as per the select list made under rule 17 and selected Associate Professors shall be promoted to the rank of Professor from the date of their eligibility or from the date of coming into force of these Rules, whichever is later.

14. Departmental Promotion Committee.—

(1) There shall be a Departmental Promotion Committee consisting of the followings members to consider the case of placement to the posts of Assistant Professor (Stage-I) as provided in rule 8 and promotion to the posts of Assistant Professor (Stage-II), Assistant Professor (Stage-III) and Associate Professor as provided in rules 9 to 11, namely.—

- | | | |
|-----|--|---------------------|
| (a) | Secretary, Higher Education Department. | ... Chairperson |
| (b) | One Regional Director of Education to be nominated by Government. | ... Member |
| (c) | A Professor of a Government College nominated by Government. | ... Member |
| (d) | Special Secretary/ Additional Secretary/ Joint Secretary/ Deputy Secretary acting as Branch Officer of the Section concerned to Government, Higher Education Department. | ... Member Convener |

(2) There shall be a Departmental Promotion Committee consisting of the followings members to consider the case of promotion of Associate Professor to the post of Professor as provided in rule 13, namely.—

- | | | |
|-----|---|-----------------|
| (a) | Chief Secretary or equivalent senior officer of the State Government acting as supervisory officer of H.E. Department | ... Chairperson |
|-----|---|-----------------|

- (b) Vice-Chairperson of Odisha State Higher Education Council or, in his absence, a member of the Council who had been a Professor in his service period, to be nominated by the Government ... Member
- (c) Secretary, Higher Education Department ... Member
- (d) Special Secretary/ Additional Secretary/ Joint Secretary/ Deputy Secretary acting as Branch Officer of the Section concerned to Government, Higher Education Department ... Member Convener

(3) Presence of the Chairperson and two members shall constitute quorum for the meeting of the Committees.

(4) The recommendation of the Committees shall be valid and can be operated upon notwithstanding the absence of any one of its members other than the Chairman:

(5) While recommending, the Committees shall follow the procedure, as prescribed under rule 15.

15. Procedure for Selection by the Committee —

(1) The Committee shall meet at least once in a year, preferably in the month of January, to prepare a list of teachers, as are held by them, suitable for placement to the rank of Assistant Professor (Stage-I) or promotion to the next higher ranks.

(2) The Committee, while considering the placement or promotion cases of suitable teachers and preparing the list, shall follow the provisions of the Odisha Civil Services (Criteria for Promotion) Rules, 1992.

16. Consultation with the Commission.—

(1) The recommendations of the committee under sub-rule (4) of rule 14 shall be referred to the Commission for concurrence along with a list of all eligible candidates, including those who have not been recommended, together with the service particulars and their academic qualification and experience, if any.

(2) The commission shall consider the list along with the service and other particulars received under sub-rule (1) and shall furnish its recommendations to the Government.

17. Select List.—

(1) The recommendations of the Commission in respect of reference made to it under sub-rule (1) of rule 16, shall, after being approved by the Government, form the Select list.

(2) The Select List so formed under sub-rule (1) shall remain valid for a period of one year or until another select list is prepared afresh, whichever is earlier.

(3) Appointment to any post in the service shall be in the order in which their names appear in the final select list.

18. Other conditions of service. —

The conditions of service in regard to matters not covered by these rules shall be the same as are or as may from time to time be prescribed by the State Government.

19. Relaxation. —

Where the State Government is of the opinion that for the interest of public service, it is necessary and expedient to do so, it may, by order, and for reasons to be recorded in writing and after consultation with the Commission, relax any of the provisions of these rules for any person or class of persons.

20. Interpretation —

If any question arises relating to the interpretation of these rules, it shall be referred to the Government for decision.

21. Power to issue Instructions.—

The Government may also issue instructions not inconsistent with the provisions of these rules as they may consider necessary to regulate the matters not specifically covered by the provisions of these rules.

Schedule-I**[Rule 13 of Odisha Education Service (College Branch) Recruitment Rules,2020]****Academic and Research Performance Assessment Parameter**

Sl. No.	Academic/Research Performance	Assessment criteria	Score per unit
1	D.Sc./D.Lit. (Self)		10
2	Research Guidance during last 10 years Ph.D. Guidance	Number of guided scholars awarded with Ph.D. Degree	10 per each Ph.D. Degree
3	Research Papers /Papers Published during last 10 years In Journals or in Books as chapters (other than the articles published in Journals)	Journals/Books with ISSN/ISBN numbers	05 per publication
4	Books Authored during last 10 years Text Book / Reference Book/Edited Book	Books with ISBN/ISSN numbers	10 per Book
5	Research Projects during last 10 years Research Project (completed /on-going)	Project grants more than Rs 10.00 lakhs	10 per project
	(b) Research project (completed/on-going)	Project grants less than 10.00 lakhs	05 per project
6	Any other Out-standing Academic and/or Research achievement or outstanding contribution to the field of educational administration or regulation(during last 10 years)	Committee to examine candidate's claim and award score point out of 20	

By order of the Governor

SASWAT MISHRA

Principal Secretary to Government



**GOVERNMENT OF ODISHA
DEPARTMENT OF HIGHER EDUCATION**

NOTIFICATION

Bhubaneswar, dated the 19th February 2023.

No. HE-GCET-MISC-0210-2022/ 7121 /HE. Consequent upon recommendation of the Odisha Public Service Commission and approval of the same by the State Government, the following candidates are hereby appointed as Assistant Professor (Stage-I) in **Anthropology** in Odisha Education Service (College Branch), Group-A under the Higher Education Department, Government of Odisha. They will be entitled for pay of Rs. 57,700/- in Level-10 (Cell-1) of pay matrix under Odisha Revised Scales of Pay (College Teachers) Rules, 2019 and other allowances as admissible from ^{1st} time from the date they actually join the service.

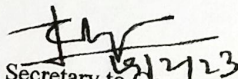
They are hereby posted to the Govt. Degree Colleges as mentioned against each below taking into account the option exercised by them in pursuance of GA & PG Department Resolution No.14327/Gen dated 04.07.2017.

Sl. No.	Name of the Candidates with their Present and Permanent address	Place of Posting
1	2	
1	Deepak Kumar Ojha DOB: 16.06.1983 Present Address: C/o-Mahendra Nath Ojha AT-Balisukri(Part), P.O.-Kishore Nagar P.S.-Kisan Nagar, Cuttack, Pin-754131 Permanent Address: C/o-Mahendra Nath Ojha AT-Balisukri(Part), P.O.-Kishore Nagar P.S.-Kisan Nagar, Cuttack, Pin-754131	Govt. Women's (Degree) College, Sambalpur
2	Mamata Jena DOB:04.06.1978 Present Address: C/o-Ananta Kumar Jena, AT-House No.-LIG 882, K-4, Kalinga Vihar, P.O.-Patrapada, P.S.-Khandagiri, Bhubaneswar, Khordha,Pin-751019 Permanent Address: C/o-Ananta Kumar Jena, AT-House No.-LIG 882, K-4, Kalinga Vihar, P.O.-Patrapada, P.S.-Khandagiri, Bhubaneswar, Khordha,Pin-751019	Shailabala Women's (Auto) College, Cuttack
3	Aparajita Mishra DOB: 03.07.1986 Present Address: C/o-Bichitra Nanda Mishra, AT-Plot No.-645,Tala Sahi, Near Kapileswar Temple,Kapileswar P.O.-Old Town, P.S.-Lingaraj Police Station, Bhubaneswar, Khordha, Pin-751002 Permanent Address: C/o-Bichitra Nanda Mishra, AT-Plot No.-645,Tala Sahi, Near Kapileswar Temple,Kapileswar P.O.-Old Town, P.S.-Lingaraj Police Station, Bhubaneswar, Khordha, Pin-751002	Model Degree College, Nayagarh

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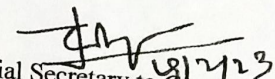
4	Sunil Kumar Gouda DOB: 07.10.1982 Present Address: AT-Govinda Nivas, Suraj Vihar, 1 st Lane, Near Manikeswar Temple of Tulasi Nagar-9, P.O.-Gate Bazar, P.S.- Town Thana, Berhampur, Ganjam, Pin- 760001 Permanent Address: S/o-Kailash Chandra Gouda, AT-Sevaka Tikarapada, P.O.-Golanda, Via-Padmanavapur, P.S.-K.Nuagam, Digapahandi, Ganjam, Pin-761007	Govt, (Auto) College, Phulbani
5	Dr. Kabiraj Behera DOB: 15.04.1977 Present Address: AT/P.O.-Sendkap, P.S.-Raisuan, Keonjhar, Pin-758013 Permanent Address: AT/P.O.-Sendkap, P.S.-Raisuan, Keonjhar, Pin-758013	Shailabala Women's (Auto) College, Cuttack
6	Sukadev Tiriya DOB: 25.04.1993 Present Address: C/o-Shivcharan Tiriya, AT- Samarpita, P.O.-Kiajhar, P.S.-Tomaka, Dangadi-N, Jajpur, Pin-755019 Permanent Address: C/o-Shivcharan Tiriya, AT- Samarpita, P.O.-Kiajhar, P.S.-Tomaka, Dangadi-N, Jajpur, Pin-755019	Dharani Dhar (Auto) College, Keonjhar

By order of the Governor


Special Secretary to Government

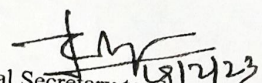
Memo No. 7122 /HE, dated 19.02.2023.

Copy forwarded to the Private Secretary to Hon'ble Chief Minister, Odisha/ Private Secretary to Hon'ble Minister, Higher Education/ P.P.S. to Principal Secretary to Government, Higher Education Department for kind information of the Hon'ble Chief Minister, Odisha/ Hon'ble Minister, Higher Education/ Principal Secretary to Government, Higher Education Department respectively.


Special Secretary to Government

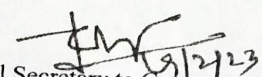
Memo No. 7123 /HE, dated 19.02.2023.

Copy forwarded to the Director of Printing, Stationery and Publication, Orissa, Cuttack for publication of this Notification in the next issue of the Orissa Gazette.


Special Secretary to Government

Memo No. 7124 /HE, dated 19.02.2023.

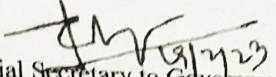
Copy forwarded to the Secretary, Orissa Public Service Commission, Cuttack for information with reference to their Letter No. 7726/ PSC, dated 22.08.2022.


Special Secretary to Government

Memo No. 7125 /HE, dated 19.02.2023.

Copy forwarded to all Regional Directors of Education/ the Principal of concerned Govt. (Degree) Colleges for information and necessary action.

They are requested to obtain Medical Certificate in support of physical fitness and an undertaking to the effect that he/she has only one married spouse living in case he/she is married from the newly appointed Assistant Professor (Stage-I) in Anthropology at the time of their joining.


Special Secretary to Government

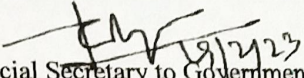
BY REGISTERED POST WITH A.D.

Memo No. 7126 /HE, dated 19.02.2023.

Copy forwarded to the persons concerned for information. He/she is directed to join at his/her place of post within a month failing which the offer of appointment will stand cancelled. He/ she must submit the following documents to the Principal at the time of joining in the Govt. (Degree) College.

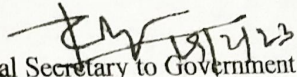
i) Medical Certificate in support of physical fitness from CDM & PHO/CMO/ Medical officer of equivalent rank.

ii) Undertaking that he/she has only one spouse living in case he/she is married.


Special Secretary to Government

Memo No. 7127 /HE, dated 19.02.2023.

Copy forwarded to TE Section/ IT Section/ GCET-B Section/ GCET-A Section (Guard File 03 copies) for information and necessary action.


Special Secretary to Government

H.C. Amalupali 18.7.18
7
DIRECTORATE OF HIGHER EDUCATION, ODISHA, BHUBANESWAR.

Office Order No. 25307 /Dt. 13.7.18
4A-35-2018-II

Miss Itishree Jena, D/o: Sri Keshab Charan Jena, is hereby appointed as Junior Clerk in the office of the **Principal, Sailabala Women's College, Cuttack,** on contractual basis with consolidated remuneration of Rs.8,880/- as per F.D. No.28090/F dated 22.09.2017 against the vacant posts from the date on which actually he/she join in the post. The appointment is purely temporary and can be terminated at any time without notice and assigning any reason thereof.

On the date of satisfactory completion of six years of contractual service **Miss Itishree Jena** shall be deemed to have been regularly appointed with due approval of Appointing Authority.

The appointment of **Miss Itishree Jena** will be administered under the new pension scheme of Finance Department, Odisha O.M No. 30132/F Dt. 13.07.2006 and Odisha Group 'C' & 'D' Posts (Contractual Appointments) Rules, 2013.

The above appointment shall be subject to the outcome of the result in O.A. No. 1361(C)/2017.

By Order of DHE(O)
P.K.Behera,
Deputy Director(GCB)

By Regd. Post

Memo No. 25308 /Dt. 13.7.18

Copy forwarded to **Miss Itishree Jena, D/o: Sri Keshab Charan Jena, At: Ghantiapalli, P.O. Jasuapalli, Dist. Kendrapara, Pin-754224,** for information and necessary action.

She is directed to join in his/her in his new post in the office of the **Principal, Sailabala Women's College, Cuttack**, within 15 days from the date of issue of this order failing which the appointment order will stand cancelled automatically.

She is further directed to produce following documents before the Principal from the time of joining.

- 1) Medical Fitness Certificate from Medical Officer not below the rank of Asst. Surgeon.
- 2) Character Certificate from Gazetted Officer not below the rank of Class-II.
- 3) Three Passport size photograph duly attested by Gazetted Officer
- 4) A declaration Certificate to the effect that he/she has one spouse living, if married.
- 5) Oath of allegiance.


13/7/18
Deputy Director(GCB)

✓ Memo No. 25309 /Dt. 13.7.18


Copy forwarded to the **Principal, Sailabala Women's College, Cuttack**, for information and necessary action.

He is requested to verify the above documents and allow him to join against the existing vacancy of Jr.Clerk. The date of joining of Miss Jena may be intimated to this Directorate.


13/7/18
Deputy Director(GCB)

Memo No. 25310 /Dt. 13.7.18

Copy forwarded to the Deputy Secretary to Govt., Department of Higher Education, Odisha, Bhubaneswar for favour of information.


13/7/18
Deputy Director(GCB)

Memo No. 25311 /Dt. 13.7.18

Copy forwarded to the Secretary, Staff Selection Commission, Odisha, Unit-V, Bhubaneswar, for information with reference to letter No.1839/OSSC, dated 21.06.2018.


13/7/18
Deputy Director(GCB)

OFFICE OF THE PRINCIPAL, SHAILABALA WOMEN'S (AUTO.) COLLEGE, CUTTACK

OFFICE ORDER NO. 2302/DT. 24.6.23

As per Govt. letter no.23420/HE Dt.02.06.2023, as desired by Department of Higher Education and on the basis of the recommendation of HoDs / Co-ordinators and Resolution of HoDs meeting on 22.06.2023, the following Guest Faculties teaching at Degree and P.G. classes in different departments of this college are re-engaged for the Academic year 2023-24 w.e.f. 23.06.2023. The Guest Faculties must submit the joining report to the undersigned after certified by the concerned HoD.

Terms and Conditions:-

1. All engagements are purely temporary as per class basis and can be terminated without any prior notice.
2. Allotment of classes will be made by the concerned HoD/ Co-ordinator as per the requirement.
3. The payment will be made subject to the receipt of allotment of funds by the Govt.
4. The payment will be made as per the Govt. norms in vogue.
5. No class can be dropped without prior information to the undersigned and Co-ordinator.
6. Continuance of engagement depends on the satisfactory performance report received from the HoD/ Co-ordinator.
7. You are to participate in other academic activities as and when required by the undersigned.

✓ End:- List enclosed.

Shailabala Women's (Auto.) College, Cuttack

Memo No. 2303 /Dt. 24.06.23.

Copy to Person concerned/ OIC Guest Faculty, Dr. S. K. Biswal/ HoDs/ Coordinators/ Admn. Bursar/ Accounts Bursar/ Accounts Section / Section Officer for information and necessary action.

24.6.2023

Principal
24/6/23

List of Guest Faculty re-engaged for the Academic Session 2023-24

Sl. No.	Name of the Guest Faculty	Department
1	Monalisa Sahoo	Chemistry
2	Winkle Mohanty	Chemistry
3	Subhashree Moharana	Chemistry
4	Priyabrata Das	Commerce
5	Tanvi Chawda	Commerce
6	S K Rizwanul Hoda	Commerce
7	Sumitra Panda	Comp. Science (P.G.)
8	Swagatika Mohapatra	Comp. Science (Self. Financing)
9	Monalika Mohanty	Economics
10	Manaswini Panda	Economics
11	Bhagyalaxmi Malla	Education
12	Sarbani Mishra	Education
13	Juhee Panda	English
14	Hemangi Sahoo	Hindi
15	Lagnajita Pattnaik	Hindi
16	Laxmipriya Parida	Hindi
17	Aditi Khuntia	History
18	Mitanjali Pradhan	History
19	N. Swati	Home Science
20	Farheen Parveen	Home Science
21	Jitendra Barik	Mathematics
22	Priyanka Das	Philosophy
23	Paban Kumar Moharana	Pol. Science
24	Nazia Arif	Psychology
25	Juhirani Thakur	Sanskrit
26	Saubhagyalaxmi Parimanik	Sanskrit
27	Ambika Priyadarshini	Sanskrit
28	Aparajita Priyadarshini	Sociology
29	Farhat Aisar	Urdu

Principle
June 23

Principal
24/06/23

OFFICE OF THE PRINCIPAL, SHAILABALA WOMEN'S (AUTO.) COLLEGE, CUTTACK

LETTER NO. 801 /DT. 2/3/2020

To

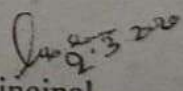
Swarnadevi Agency,
Oriya Bazar, Gouda Sahi,
Cuttack.

Sub: - Deployment of two nos of Security Guard at Main Gate of the College.

Ref: - Your letter on. 752/ dt.24.02.2020

Sir,

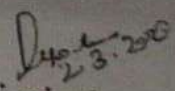
In inviting a reference to the subject and letter cited above, you are requested to provide two nos of Security Guard for this College w.e.f. 03.03.2020. A sum of consolidated rate Rs.7500/- + GST 18% amounting to Rs.8850/- shall be paid per month per person. The duration of duty period of the Guard is from 6.00 AM to 2.00 PM & 2.00 PM to 10.00 PM each day including all Holidays. The payment will be made after submission of bills through A/C Payee Cheque. All other terms and conditions shall remain valid as mentioned in Quotation Notice No.2339 dt.11.07.2019. An agreement be made citing the terms and conditions as mentioned in the said Quotation. If the agreement is not made and submitted by 11.03.2020 this order will be treated as cancelled.


Principal

Shailabala Women's (Auto.) College, Cuttack

Memo No. 802 /Dt. 2/3/2020

Copy to Admn. Bursar/ Accounts Bursar/ HC/ Accountant/ Cashier for information and necessary action.


Principal

dc
Received
Dattosh Kumar Das
02/03/2020

**GOVERNMENT OF ODISHA
DEPARTMENT OF HIGHER EDUCATION**

No.HE-FE-II(A)-MISC-0051/2019 12622 /HE, Dated 24.6.19

From:

Dr. Partha Sarathi Mishra, IAS
Addl. Secretary to Government

To

The Director, Higher Education, Odisha, Bhubaneswar.
All RDEs/ All Principals of Govt. Colleges.

Sub: Guidelines for the engagement of Guest Faculties in the Govt. Colleges of the State.

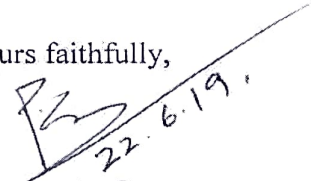
Ref: This Department Letter No.12109/HE, dtd.12.06.2019.

Madam/Sir,

I am directed to invite a reference to the subject cited above and to say that correction/addition of typographical and calculation errors in the Guidelines mentioned under reference is enclosed at Annexure-A.


You are therefore requested to follow the corrected Guidelines during the time of engagement of Guest Faculties in the Govt. Colleges of the State.


Yours faithfully,



22.6.19
Addl. Secretary to Government.


The following points covering in the Guideline issued vide this Deptt. letter No12109/HE Dt.12.06.19 for engagement Guest faculties in Govt. Colleges is substituted/added as follows:-

- 1) The assessment made in Career Marking in Sl. No-vii at col-3 for 1st Division/2nd division shall be red as 6 mark and 4 mark respectively.
- 2) The assessment made in Career Marking in Sl. No-viii at col-3 for 1st Division/2nd division shall be red as 4 mark and 3 mark respectively.
- 3) The financial requirement as recalculated as Rs.23,62,71,400/- is meant for the Financial year 2018-19 only. However, financial requirement will depend upon the number of guest faculties as per requirement.
- 4) The first sentence of last para of page-3 would read as "Preference be given to superannuated faculties and other faculties having Ph.D./NET with more than 3 years experience in any Govt. College of the State may be engaged without going through the interview process as per the regular selection procedure".


Dr. Mamata Panda.
Asst. Director (Planning)
DHE(o), BBSR


Dr. Mihir Ranjan Sethy
Regional Director of
Education, BBSR


Dr. Parthasarathi
Mishra, IAS,
Additional
Secretary to
Govt.


Dr. Asoka Kumar Das
Vice Chairman,
Odisha State,
Higher Education
Council.

MOST URGENT

**GOVERNMENT OF ODISHA
DEPARTMENT OF HIGHER EDUCATION**

HE-FEIIA-MISC-0051-2019 12109 /HE, Dtd 12-6-19

From

Dr. Partha Sarathi Mishra, IAS
Additional Secretary to Government

To

The Director, Higher Education, Odisha, Bhubaneswar.
All RDEs/ All Principals of Govt. Colleges of the State.

Sub: Guidelines for the engagement of Guest Faculties in the Govt. Colleges of the State.

Madam/Sir,

I am directed to invite a reference to the subject cited above and to enclose herewith a copy of the proceeding of the meeting held on 27.03.2019 regarding the guidelines for the engagement of Guest Faculties in the Govt. Colleges of the State.

You are therefore requested to follow the guidelines enumerated in the proceeding during the time of engagement of Guest Faculties in the Govt. Colleges of the State. Engagement of number of Guest Faculties will depend on the enrollment of students as per sanctioned seats and sanctioned posts. Any deviation in this regard will be viewed seriously and responsibility will be fixed accordingly.


This may please be treated as most urgent.

Yours Faithfully,

[Signature]
12.6.19
Additional Secretary to Government

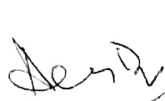
PROCEEDINGS OF THE MEETING HELD ON 27.03.2019 AT 4.30P.M IN THE
OFFICE CHAMBER OF ADDITIONAL SECRETARY REGARDING
STREAMLINE OF ENGAGEMENT OF GUEST FACULTIES WORKING IN
DIFFERENT GOVT. COLLEGES AND PREPARATION OF GUIDELINES.

Members Present:

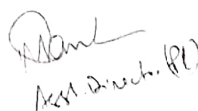
- | | | |
|--|-------|--|
| 1. Sri Asoka Kumar Das
Vice Chairman,
Odisha State Higher Education Council. | ----- | 
Chairman |
| 2. Dr. Partha Sarathi Mishra, IAS
Additional Secretary to Govt. | ----- | Member |
| 3. Mihir Ranjan Sethi
Regional Director of Education,
Bhubaneswar | ----- | Member |
| 4. Dr. Mamata Panda
Assistant Director(Planning) ,
DHE (O), Bhubaneswar. | ----- | Member |

The meeting was held on the scheduled date and time and the above members were present.

The agenda note prepared by this Department was placed before the Chairman and other members present in the meeting. Agenda wise detailed discussion/deliberations among the members were made.






Asst. Dir. (P)



Engagement of Guest Faculty

After the re-opening of college after summer vacation, process of selection of guest faculty be started.

After the process of selection is over, Principals are required to furnish data as per the proforma enclosed as **Annexure-I** to the Directorate of Higher Education at the earliest. Guest faculties be engaged only against sanctioned posts. However, where students have taken admission without sanction of additional post, guest faculties can be engaged as per the workload calculated in **Annexure-II**.

SELECTION PROCEDURE:-

Selection of guest/visiting faculties shall be made by a committee. The composition of such committee for each subject shall be as follows:-

- (1) Principal of the college shall be the Chairman of the committee.
- (2) Head of the Department.
- (3) One Senior faculty from other department /subject nominated by Principal.
- (4) One subject expert from the same college (if there is a member at all)

Colleges where there is no faculty member in the concerned subject, persons in order of following preferences may be invited.

- i- Faculty of nearby Govt. College.
- ii- Retired faculty of Govt. College.
- iii- Faculty of nearby Non-Govt. Aided College.
- iv- Retired faculty of Non-Govt. Aided College.

Qualification, Career Assessment and age limit of Guest Faculty.

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. The distribution of weightage for the career assessment suggested is as follows:-

Career and Teaching experience	-	60 marks.
Viva-voce	-	40 marks.

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Red

Career Marking::

Sl No.	Qualification	Marks			Distinction
		1 st Divn	2 nd Divn.	3 rd Divn.	
i	Ph.D			08	
ii	Net			06	
iii	M. Phil			04	
iv	MA/M.Sc./M.Com or equivalent Degree	12 marks	08 marks	04 marks	-
v	B.A.(H)/B.Sc.(H)/B.Com(H) or equivalent Degree	08 marks	05 marks	02 marks	02 marks
vi	B.A.(P)/B.Sc.(P)/B.Com(P) or equivalent Degree	05 marks	03 marks	01 marks	02 marks
vii	+2 or equivalent Degree	04 marks	03 marks	02 marks	-
viii	H.S.C or equivalent Degree	03 marks	02 marks	01 marks	-
ix	Teaching experience	02 mark for each year of experience * (subject to maximum 10 marks)			

*Engagement for 9 months or more may be considered as one year in case of guest faculties engaged earlier.

Viva-Voce Marking :

- (i) Teaching capability : **20 marks**
(ii) Conceptual understanding in the subject domain : **15 marks**
(iii) Perspective in positivity and leadership : **5 marks**

Preferences be given to superannuated faculties and teachers having Ph.D./NET with more than 3 years experience in any Govt. Colleges of the State may be engaged without going through the interview process as per the regular selection procedure. In case of superannuated faculty at least 10 years of teaching experience at UG level or above must be recommended by the HOD of the Department with their CV attached. The Committee may consider the CV in absentia and decide on his engagement. However, their cases may be considered for engagement up to age limit of 70 years.

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Prof. Dr. (H)

Honorarium to be paid:-

Rate of honorarium to be paid to the guest/visiting faculties to be engaged for Degree classes in Govt. Degree/Autonomous and Model Degree Colleges is Rs.500/- (Rupees five hundred only) per class/lecture of 45 minutes duration subject to a maximum ceiling of Rs.25,000/- (Rupees twenty five thousand only) per month averaged over nine months (limited to average 50 classes per month and to 450 classes during the year of engagement wherever possible. For example the guest faculty must be assigned 450 classes during 9 months and paid accordingly. The monthly limit is an average indicator). The Principal must keep a record of monthly database with respect to each guest faculties work record for the month containing the following data (Name, subject, number of theory or theory equivalent practical taken, reason for deviation from the 50 class average, Balance classes left from the total 450, additional duties done, remark). Since the workload calculation is based on 450 classes per Guest Faculty is self consistent with the minimum required hours necessary for managing the Course, the Principal must ensure the class distribution accordingly.

Rate of honorarium to be paid to the guest/visiting faculties to be engaged for +2 wing (Higher Secondary) of composite Govt. Colleges is Rs.400/- (Rupees four hundred only) per class/lecture of 45 minutes duration subject to a maximum ceiling of Rs.16,000/- (Rupees Sixteen Thousand only) per month (40 classes per month).

JOB CHART:-

- (i) Guest Faculties are required to be engaged for both theory and practical classes .
- (ii) Guest faculties with 3 years of experience (Engagement for 9 months or more may be considered as one year) may be involved in question setting and evaluation on recommendation of the respective Principal, if required. Assignment of question setting would be required for implementing the introduction of compilation of question bank in each subject. Assignment of Evaluation must be implemented after coding of answer paper is fully implemented.



Other Issues:-

- a. However the practice of employing guest faculty regularly year after year must be discontinued through urgent regular appointment or withdrawing of the faculty deployed in +2 colleges. This practice is making young post graduates complacent and demotivated in teaching, learning, research as well as development of personality. **Moreover with increasing number they are becoming unionized that would create problem later on.** As a first measure 300 faculties deployed to 17 stand alone Higher Secondary Schools (erstwhile junior colleges) now under the administrative control of Deptt. of School & Mass Education (**Annexure-III**) may be withdrawn and be absorbed in the nearby degree colleges from the next academic session. The fraction of Guest Faculty must be limited to 20% of the total faculty strength. Ideally these should be in areas related to DSE or SEC Subjects where teachers are not available in the Institute.
- b. The Department must reflect a realistic assessment of Budgetary requirement for the Guest Faculty payments based on the number employed during the preceding year. This will avoid unreasonable delays in payment of their honorarium.
- c. The choice based credit system demands faculty to be involved in activities beyond limited black board teaching. The Guest Faculty must be involved in student projects and other related activities.
- d. The committee recommends that NET qualification may be introduced as an essential qualification for Guest Faculty engagement two years down the line to ensure feeder viability.
- e. The monthly limit of 50 classes may be modified to limiting the number of classes assigned during the nine month period to 450 classes and payment be made accordingly.
- f. Presently **1510** guest faculties have already been engaged in Degree/ Composite colleges against **1374** vacancies. (**Annexure-IV**). But this number should actually be 1327 as per the norms fixed by Govt. in Department of Higher Education letter No. 16278/HE, dt. 24.06.2017, (which state "guest faculties be engaged against sanctioned posts") and letter No. 15696/HE, dt. 11.07.14, (which state "to finish the curriculum

[Signature]

[Signature]
M. J. J.

[Signature]

where students have taken admission but no additional posts have been sanctioned, guest faculties be engaged"). Because in many colleges, **(Annexure-V)** guest faculties were engaged in subjects where neither there is vacancy nor any extra courses (like enhancement of Hons. seats / P.G. / M. Phil) have been introduced. For example in Bhadrak Auto College, in Philosophy subject though 02 regular faculties are present against 02 sanctioned post , 03 guest faculties have been engaged without introduction of any additional course like PG, M. Phil etc.

Based on the number of guest faculties engaged / to be engaged as per norm, the financial requirement is recalculated to be **Rs. 23,62,71,400/- (Rupees twenty three crore sixty two lakhs seventy one thousand four hundred) only** per financial year.

Further, Govt. vide letter No. 32135/HE, dt. 20.11.18, have increased the maximum ceiling of classes to be engaged by a guest faculty from 40 classes per month to 50 classes per month (Rs. 25,000/- per month). Hence, the amount to be paid to guest faculties shall also increase.



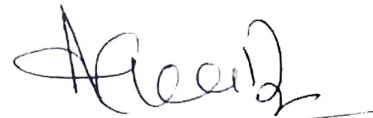
Dr. Mamata Panda
Asst. Director, (Planning)
DHE(O), BBSR



Dr. Mihir Ranjan Sethy
Regional Director of
Education, BBSR



Dr. Parthasarathi
Mishra, IAS,
Additional Secretary
to Govt.



Dr. Asoka Ku Das
Vice Chairman, Odisha
State, Higher Education
Council.

Annexure-I
PROFORMA

Name of the college with address :-

Sl. No	Subject	No. Of sanctioned post (s)	Men in position	No. Of post(s) in which guest faculties are engaged	Name (s) of guest faculties engaged (furnish joining report)	No of classes engaged/ to be engaged by guest faculties	Amount of remuneration to be given during 2019-20	Justification of engagement of guest faculty be given if it is beyond sanctioned strength. #
1	2	3	4	5	6	7	8	9

Documents to be attached

Signature of the Principal

ANNEXURE-II

Work load Calculation

Total classes engaged by a **regular faculty** per week = 25 classes

Total classes engaged by a **regular faculty** per day = 4 classes = 3 hours (classes are of 45 minutes duration)

Total classes engaged by a **regular faculty** per year = **540 hours** (total working days per year is 180 days)

Total **degree classes** engaged by a **guest faculty** per month = 50 classes (maximum)

Total **degree classes** engaged by a **guest faculty** per year = 50×9 months = 450 classes

(a guest faculty can be engaged up to 9 months in an average)

= **338 hours** (classes are of 45 minutes duration)

Total **+2 classes** engaged by a **guest faculty** per month = 40 classes (maximum)

Total **+2 classes** engaged by a **guest faculty** per year $40 \times 9 = 360$ classes

= **270 hours** (classes are of 45 minutes duration)

Under Graduate Level

Honours subject with practical

Each paper consists of 60 lectures : 40 theory (of 1 hour duration) + 20 practical (of 2 hours duration) = 80 hours

Total papers = 14 core+4 GE+4 DSE= 22 papers (for 3 years)

Total hours required = 22×80 hours = 1760 hour

So **3 regular faculties** (@ 540 hours/reg. faculty) required .

Or

5 guest faculties (@338 hours/ guest faculty) required .

For yearly admission strength of up to 32 honor students :- **3 regular faculties** (880 hr theory + 880 hr practical=1760 hr class)

Yearly admission strength up to 64 students :- **5 regular faculties** (880hr theory+1760 hr practical = 2640 hr class)

Yearly admission strength up to 96 students :- **7 regular faculties** (880 hr theory+ 2640 hr practical = 3520 hr class)

Honours subject without practical (except commerce)

Each paper consists of 60 lecture (60 theory classes of 1 hour duration)= 60 hours

Total papers = 14 core+4 GE+4 DSE = 22 papers

Total hours required = $22 \times 60 \text{ hrs} = 1320 \text{ hours}$

So, at least **2 regular faculties** (@540 hr/ regular faculties) required

or

4 guest faculties (@ 338 hours/ guest faculties) required.

Commerce stream (+3)

Each paper consists of 60 lecturer (60 theory classes of 1 hour duration)

Total papers= 14core+4 GE+4 DSE+ 2 SEC = 24

Total hours required = $24 \times 60 = 1440 \text{ hours}$

So, at least **3 regular faculties** (@ 540 hr/ regular faculties) required

Or

4 guest faculties required.

Ability enhancement compulsory course (AECC) & skill enhancement course (SEC)

Each is of 4 credit which requires 40 hours teaching per semester per stream.

Accordingly regular faculties/ guest faculties be engaged

Moreover in subjects where workload is more due to more batch of Generic Elective (for example Chemistry, Pol. Science etc), guest faculties can be engaged with proper justification .

For PG level

Subjects with practical

Each semester consists of 4 theory papers (4 credit each) & 1 practical paper (6 credit) which requires (160 hrs theory teaching & 120 hours practical teaching.

So , **280** teaching hours required per semester.

In two years (4 semesters) = $280 \times 4 = \mathbf{1120 \text{ hours}}$.

So, **2 regular faculties** (@540 hours/ faculty) required

Or

3 guest faculties (@ 338 hours/ Guest faculties) required