



GOVERNMENT OF ORISSA

**THE ORISSA EDUCATION SERVICE, CLASS I  
( RECRUITMENT TO THE COLLEGE BRANCH )  
RULES, 1971**

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EDUCATION DEPARTMENT

GOVERNMENT OF ORISSA  
EDUCATION DEPARTMENT  
NOTIFICATION

The 19th July 1971

No. 19637—XII-E. S. R.-5/71-E.—In pursuance of the Proviso to Article 309 of the Constitution of India the Governor of Orissa is pleased to make the following rules for regulation of recruitment to posts in Class I in the Orissa Education Service (College Branch), namely :—

**1. Short title and commencement**—(1) These rules may be called the Orissa Education Service, Class I (Recruitment to the College Branch) Rules, 1971.

(2) They shall come into force at once.

**2. Repeal and savings**—All rules, orders and instructions hitherto in force pertaining to the subject-matter of any of the provisions of these rules are hereby repealed:

Provided that save as otherwise specified in these rules, any order made or action taken under the rules, orders and instructions so repealed shall be deemed to have been made under these rules and shall continue to have force and effect.

**3. Definitions**—In these rules, unless the context otherwise requires—

- (a) "Class I posts" include posts shown in the Schedule and such other posts, by whatever designation known, as Government may by order declare to be in Class I of the Service;
- (b) "Commission" means the Orissa Public Service Commission;
- (c) "Government" means the Government of Orissa in the Education Department;
- (d) "Service" means the Orissa Education Service, Class I (College Branch); and
- (e) "Year" means a calendar year.

**4. Method of recruitment—**(1) Recruitment to the posts of Readers shall be made by promotion in accordance with rule 5 from among persons in the Orissa Education Service, Class II (College Branch) in the subject in respect of which the vacancy has arisen and who have—

- (a) on the first day of August of the year in which the vacancy arises, completed eight years of service in the Orissa Education Service, Class II (College Branch); and
- (b) a satisfactory record of performance and conduct.

*Explanation—*The following shall be considered additional qualifications, namely :—

- (a) proficiency in extra-curricular activities involving capacity for organisation and administrative ability, or
- (b) a research degree, or
- (c) publications of books or articles on the subject concerned in standard journals.

**NOTE—**The commission shall be the sole judge of the standard of publication referred to in clause (c) of the Explanation.

(2) Recruitment to the posts of Professors shall be made by selection in accordance with rule 6 from among persons who have been holding the posts of Readers in the subject in respect of which the vacancy has arisen, have at least ten years of teaching experience in colleges on the first day of August of the year in which the vacancy arises, and have a satisfactory record of performance and conduct and who—

- (a) hold a research degree in the subject concerned and are capable of guiding research and imparting instruction in post-graduate classes, and
- (b) have published books or articles in standard journals on the subject :

Provided that the Commission may relax the provision in clause (a) of this sub-rule insofar as the research degree is concerned where it is satisfied that the candidate is otherwise qualified for the post.

**NOTE—**The Commission shall be the sole judge of the standard of publications referred to in clause (b) of the sub-rule.

*Explanation I—*Proficiency in extra-curricular activities involving capacity for organisation and administrative ability shall be considered an additional qualification.

*Explanation II*—A person who holds the post of a Principal of a College other than a post-graduate college shall be deemed to be a Reader for the purposes of this sub-rule.

(3) Recruitment to the posts of Principals other than the Principals of post-graduate colleges shall be made by selection in accordance with rule 7 from among persons who either hold the posts of Readers or satisfy the conditions laid down in clauses (a) and (b) of sub-rule (1) on the first day of August of the year in which the vacancy arises.

(4) Recruitment to the posts of Principals of post-graduate colleges shall be made by selection in accordance with rule 6 from among persons who hold the posts of Professors or equivalent posts, satisfactory performance as a Principal of a degree college being considered an additional qualification.

(5) Recruitment to the post of the Director of Public Instruction shall be made by selection in accordance with rule 8 from among persons who hold the posts of Professors or other posts in the Service corresponding to or higher in rank than the posts of Professors.

**5. Procedure for filling up the posts of Readers**—(1) On a vacancy arising in any post of Reader, the names of all persons eligible for consideration for appointment as such in accordance with sub-rule (1) of rule 4 shall be arranged in the order of their seniority *inter se* in the Orissa Education Service, Class II (College Branch) and forwarded to the Commission along with their service records for the Commission's recommendation of a name or names for filling up the vacancy or vacancies :

Provided that where the number of persons eligible for consideration is larger than twice the number of vacancies, the Government shall ordinarily forward only such number of names as equal to two times the number of vacancies to be filled up.

(2) The Commission shall consider the list along with the documents received from the Government and recommend to the Government a list of candidates it considers suitable for appointment to the post or posts, the list being arranged in the order of seniority *inter se* of the candidates in the Orissa Education Service, Class II (College Branch):

Provided that the Commission shall be competent to interview such candidates in respect of whom it may have any doubts :

Provided further that the Commission shall be competent to assign to a person who in its opinion is of exceptional merit a higher place in the list than that of officers senior to him in the Orissa Education Service, Class II (College Branch).

(3) The final list for selection of officers to be appointed as Readers shall be made by the Government after considering the recommendations made by the Commission.

(4) The list prepared by the Government in pursuance of sub-rule (3) shall remain in force ordinarily for one year from the date of its preparation by Government:

Provided that the Government may at any time in consultation with the Commission for a grave lapse in the conduct or deterioration in the standard of performance of the duties of any person included in the list remove the name of such person from the list.

6. *Procedure for filling up the posts of Professors and Principals of post-graduate colleges*—(1) On a vacancy arising in any post of Professor, or Principal of a post-graduate college the names of all persons eligible for consideration for appointment as such in accordance with sub-rule (2) of rule 4 or sub-rule (4) thereof as the case may be shall be arranged in the order of their seniority *inter se* as Readers or Professors and forwarded to the Commission along with their service records for the Commission's recommendation of a name or names for filling up the vacancy or vacancies.

(2) The provisions of sub-rules (2) to (4) of rule 5 shall *mutatis mutandis*, apply to the selection and appointment of Professors and Principals of post-graduate colleges.

7. *Procedure for filling up the posts of Principals of Colleges other than post-graduate colleges*—(1) The Government shall prepare, as often as may be necessary, a panel of names of persons eligible for appointment as Principals of colleges other than post-graduate colleges in accordance with sub-rule (3) of rule 4 after considering the list prepared in pursuance of sub-rules (2) and (3).

(2) There shall be a Selection Committee consisting of the Secretary, Education Department who shall be the Chairman, the Principal of a post-graduate college or a Professor to be nominated by the Government who shall be the Member and the Director of Public Instruction (Higher Education) who shall be the Member-Secretary for drawing up a list of names of persons eligible for appointment as Principals of colleges other than post-graduate colleges.

(3) The Committee shall, after scrutinising the records of all eligible candidates and assessing their merit and suitability, prepare a panel of names which shall be in force till yet another list in pursuance of this rule is prepared.

*Explanation I*—It shall be competent for the Selection Committee to exclude from the list names of such persons as in its opinion are not suitable for appointment as Principals or assign to any person a place higher than that of any other person who is senior to him.

*Explanation II*—It shall be competent for the Government to order at their discretion the reversion of a Reader appointed as a Principal to the post of a Reader.

(4) The panel of names shall, in so far as it includes the names of lecturers, be referred to the Commission together with their service records and a gradation list of lecturers who have been considered for the post and shall be finalised only after the receipt of the Commission's recommendation.

8. *Procedure for filling up the post of Director of Public Instruction*—(1) As soon as may be after the likelihood of a vacancy in the post of Director of Public Instruction (Higher Education) arising, the Government shall prepare a list of names of persons eligible for being considered for appointment as such in accordance with sub-rule (5) of rule 4 in the order of their seniority *inter se* in the Orissa Education Service, Class I (College Branch) and forward it to the Commission along with their service records.

(2) The Commission shall consider the list along with the documents received from the Government and, if in its opinion it is necessary to do so, after interviewing any or all of the candidates send their recommendations to Government.

(3) The final selection of the officer to be appointed as the Director of Public Instruction (Higher Education) shall be made by the Government after considering the recommendations made by the Commission.

9. *Seniority*—The seniority of officers appointed to the Service in any post shall be regulated in the following manner, namely :—

(a) the officers appointed as Readers or Professors in respect of vacancies arising in any year shall ordinarily be ranked *inter se* in accordance with their respective ranks in the Orissa Education Service, Class II (College Branch);

(b) where, in respect of the vacancies in any subject arising in any year the Commission has assigned to a person a place higher than that of any of his seniors, he shall be ranked above such officer or officers but in so far as officers appointed to these posts in other subjects are concerned, his rank shall first be determined with reference to his seniority *vis-a-vis* theirs in the immediately lower grade and thereafter the ranks of others

recommended for appointment shall be determined in accordance with their ranks *inter se* in the lower grade; and

- (c) in respect of the posts of Principals of post-graduate colleges and the Director of Public Instruction, the person appointed to the post carrying a higher scale of pay shall, notwithstanding his seniority in the grade in which he was placed prior to his appointment as such and the date on which he joined his duties in that post, be deemed to be senior to all persons in all other grades carrying a lower scale of pay :

Provided that in the event of more than one post being in the same scale of pay, the seniority *inter se* of officers appointed to such posts in any year shall be determined with reference to the date or dates on which their names were recommended by the Commission.

*Explanation*—Officers appointed as Principals of colleges other than post-graduate colleges shall be ranked in the following manner, namely :--

- (a) if they held the posts of Readers prior to their appointment as Principals, they shall not be ranked separately and shall retain their respective seniority as Readers; and
- (b) if they held the posts of lecturers prior to their appointment as Principals, they shall be ranked *inter se* in the order in which their names occur in the panel referred to in sub-rule (1) of rule 7.

*Illustrations*—(a) In a particular year, there are three vacancies in the posts of Readers in Physics, Mathematics and Sanskrit in which A, B and C who are lecturers in Physics, Mathematics and Sanskrit and who are ranked in that order in the Orissa Education Service, Class II (College Branch) are appointed. A will be senior to B and B will be senior to C notwithstanding the dates they actually join their duties. C will also be senior to D, a lecturer in Political Science who is appointed as a Reader in respect of a vacancy arising in the subsequent year even if D is senior to C in Class II.

- (b) Against four vacancies in Readership (two in Physics, one in Chemistry and one in Philosophy) the Commission recommends C and A (for Physics) B (for Chemistry) and D (for Philosophy). Their seniority *inter se* in Class II is in this order: A, B, C and D. In

this case, they will be ranked as Readers in this order: B, C, A and D, the principle being that C is ranked above A who belongs to that faculty but below B who is senior to him in Class II.

- (c) To take an example involving a larger number of officers, let it be assumed that A (English), B (Oriya), C (Botany), D (English), E (Anthropology), F (English), G (Economics) and H (Botany) are ranked in that order as lecturers. The Commission recommends D, A and F for Readership in English, B for Oriya, C and H for Botany, E for Anthropology and G for Economics, the subjectwise ranks being in that order. Their rank *inter se* as Readers will be—B, C, D, A, E, F, G and H, the principle being that A's rank is limited by that of D of the same faculty who has superseded him. He cannot therefore go above B and C although they belong to different faculties and are junior to him in Class II.
- (d) 'X' joins as Principal of a post-graduate college on an earlier date than Y who is senior to him as a Professor and who subsequently joins as a Principal of a Post-graduate college. The Commission has recommended Y and X in that order. Y shall be ranked above X as a Principal and if both of them are considered for the post of the Director of Public Instruction (Higher Education) their ranks will be recommended to the Commission in that order, viz., Y and X. X shall however be senior to all other Professors notwithstanding that he was ranked lower to some of them as a Professor.

**10. Probation and Probationers**—(1) Every person recruited to any post in the Service shall be appointed on probation which shall be two years from the date he actually joins the post:

Provided that the Government may, if they so think fit, extend the period of probation in any case or class of cases.

(2) If the Government are satisfied, at the end of the extended period of probation of an officer, that his continuance in the service would not be in public interest, they may order the termination of the probation in which event the probationer shall be reverted to his parent post, grade or service.

*Explanation I*—The Government shall be the sole judge of the probationer's performance and its consistency with public interest.



*Explanation II*—In the absence of an order declaring its satisfactory completion, the period of probation shall be deemed to be extended till the date of the order or the date specified in the said order, as the case may be.

**11. Transfer to equivalent posts**—Notwithstanding anything in these rules the Government shall be competent to order the transfer of an officer to a non-teaching post or a teaching post not mentioned in these rules equivalent in rank to the post he is holding.

**12. Relaxation**—Where the State Government are of opinion that it is necessary or expedient so to do, they may, by order, for reasons to be recorded in writing, and in consultation with the Commission, relax any of the provisions of these rules in respect of any class or category of persons/posts.

**13. Interpretation**—If any question arises relating to the interpretation of these rules, it shall be referred to the Government who shall give their decision and such decision shall be final.

#### SCHEDULE

[ See rule 3 (a) ]

1. Reader
2. Deputy Director of Public Instruction
3. Professor
4. Principal of a College
5. Director of Public Instruction (Higher Education)

By order of the Governor

RAMAKANTA RATH

Secretary to Government

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