

**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

PUBLIC SERVICES - STATE SERVICES - Andhra Pradesh Collegiate  
Education Services Special Rules - Issued.

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**HIGHER EDUCATION (CE.I-1) DEPARTMENT**

**G.O.Ms.No. 47**

**Dated: 14.05.2007.**

Read the following:-

1. From One Man Commission (SPF Services) General Administration Department, Lr. No. 380/OMC/(SPF.Ser)/90-1, dt:20.09.1990.
2. From the Director of Collegiate Education, A.P., Hyderabad, D.O.Lr. No. 1650/Ser.I-1/2000, dated: 26.10.2002.
3. From the Secretary (I/C), A.P. College Service Commission, Hyderabad Lr. No. 428/RR/2007, dated: 0,05.2007.

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**ORDER: -**

The following notification shall be published in the Andhra Pradesh Gazette:

**NOTIFICATION**

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and of all other powers hereunto enabling the Governor or Andhra Pradesh Collegiate Education Service in supersession of the Special and Adhoc Rules issued in the following G.Os from time to time, so far as they relate to the posts included in these Special Rules:

1. G.O.Ms.No. 259, G.A. (Rules) Department, dt:9.2.1962
2. G.O.Ms.No.258, Education dt:20,1.1971
3. G.O.Ms.No. 531, Education, dt:7.4.1975
4. G.O.Ms.No. 1196, Education, dt:27.12.1977
5. G.O.Ms.No.423, Education, dt:19.4.1979
6. G.O.Ms.No.843, Education, dt:19.9.1979
7. G.O.Ms.No.939, Education, dt:22.10.1979
8. G.O.Ms.No.399, Education, dt:21.5.1980
9. G.O.Ms.No.77, Education, dt:28.1.1981
10. G.O.Ms.No.1259, Education, dt:6.11.1981
11. G.O.Ms.No.491, Education, dt:16.11.1984
12. G.O.Ms.No.50, Education, dt:26.1.1986
13. G.O.Ms.No.158, Education, dt:10.6.1987
14. G.O.Ms.No.340, Education, dt:10.6.1987
15. G.O.Ms.No.131, Education, dt:29.5.1990
16. G.O.Ms.No.378, Education, dt:21.11.1991
17. G.O.Ms.No.37, Education, dt:5.2.1994

(P.T.0)

## **A.P.COLLEGIATE EDUCATION SERVICE RULES**

### **1. Short Title**

- i) These Rules may be called the Andhra Pradesh Collegiate Education Service Rules
- ii) they shall not be applicable to the teaching and non-teaching staff of Private Aided Colleges taken over by Government after 1982. In respect of teaching and non-teaching staff of Private Aided Colleges taken over by Government after 1982, separate rules shall be issued in accordance with the provisions of the Andhra Pradesh Education Act, 1982.

### **2. CONSTITUTION**

The service shall consist of the following categories of posts.

#### **Class A:**

Category 1.	Director
Category 2.	Joint Director (H.0)/Regional Joint Director

#### **Class B:**

Category 1.	Principal, Government Degree College
Category 2.	Lecturer, Government Degree College

#### **Class C:**

Category 1.	Principal, Government Oriental College
Category 2.	Lecturer, Government Oriental College

#### **Class D:**

Category 1.

#### **Class E:**

Librarian

Category 1.

#### **Class F:**

Physical Director

Category 1.

Category 2.

Category 3.

Category 4.

Deputy Director  
Assistant Director  
Chief Auditor  
Administrative Officer

**Note:** The Joint Director (H.0) promoted from the category of Principal will be inter-changeable with that of Regional Joint Director but a Joint Director (H.0) promoted from the category of Deputy Director will not be so inter-changeable.

**3. Method of appointment and appointing authority:**

Subject to the other provisions in these rules, the method of appointment and appointing authority for the several classes and categories of posts shall be as follows:

<u>Class &amp; Category</u> (1)	<u>Method of Appointment</u> (2)	<u>Appointing Authority</u> (3)
<u>CLASS - A</u>		
1. Director	By promotion from Category 2 of Class A	Government
2. Joint Director (Head Office)	i) By promotion from Category 1 of Class B OR ii) By promotion from Category 1 of Class F	Government
Regional Joint Director	i) By promotion from Category 1 of Class B	Government
<u>Class - B</u>		
1. Principal, Government Degree College	i) By promotion from category 2 of Class B	Commissioner / Director of Collegiate Education.
2. Lecturer, Government College	i) Direct Recruitment  ii) By recruitment by transfer from Junior Lecturer in the related subject in the Department of Intermediate Education.	Commissioner / Director of Collegiate Education.  Commissioner / Director of Collegiate Education.
<u>Class - C</u>		
1. Principal, Government Oriental College	By promotion from Category 2 of Class C	Commissioner / Director of Collegiate Education.
2. Lecturer, Govt. Oriental College	i) By Direct Recruitment  ii) By recruitment by transfer from Junior Lecturers in Sanskrit working in the Department of Intermediate Education	Commissioner / Director of Collegiate Education.  Commissioner / Director of Collegiate Education.
<u>Class-D</u>		
1. Librarian	i) By Direct Recruitment  ii) Recruitment by transfer from Graduate Librarian working in the Department of Intermediate Education	Commissioner / Director of Collegiate Education.  Commissioner / Director of Collegiate Education.

<p><b>Class E</b></p> <p>1. Physical Director</p>	<p>i) By Direct Recruitment</p> <p>ii) Recruitment by transfer from Physical Director working in the Department of Intermediate Education</p>	<p>Commissioner / Director of Collegiate Education.</p> <p>Commissioner / Director of Collegiate Education.</p>
<p><b>Class - F</b></p> <p>1. Deputy Director</p> <p>2. Assistant Director</p> <p>3. Chief Auditor</p> <p>4. Administrative Officer</p>	<p>By promotion / transfer of Assistant Directors and Chief Auditors (Gazetted) working in the O/o in the Office of the Commissioner / Director of Collegiate Education and Administrative Officers in the muffasils.</p> <p>By recruitment by transfer from Superintendents and Auditors in the Office of the Commissioner / Director of Collegiate Education and Superintendents and Auditors in the offices of the Regional Joint Directors of Collegiate Education.</p> <p>By recruitment by transfer from Superintendents and Auditors in the Office of the Commissioner / Director of Collegiate Education.</p> <p>By recruitment by transfer from Superintendents / Auditors working in the Office of the Commissioner / Director of Collegiate Education and Superintendent working in the Offices of the Regional Director of Collegiate Education I Government Degree Colleges.</p>	<p>Commissioner / Director of Collegiate Education.</p> <p>Commissioner / Director of Collegiate Education.</p> <p>Commissioner / Director of Collegiate Education.</p> <p>Commissioner / Director of Collegiate Education.</p> <p>Commissioner I Director of Collegiate Education.</p>

Note:

1. Promotion to the Post of Joint Directors in the Office of the Commissioner/Director of Collegiate Education, Andhra Pradesh, Hyderabad shall be made from the cadre of Principals of Government Degree Colleges and Deputy Directors working in the Office of the Commissioner/Director of Collegiate Education, Andhra Pradesh, Hyderabad, in the ratio of 1 : 1.

2. The post of Deputy Director in the O/o the CCE/DCE shall be filled up by promotion/transfer of Asst. Directors and Chief Auditor (Gazetted) working in the O/o the CCE/DCE and Administrative Officers in the ratio of 3 : 7. In a unit of (10) vacancies, the 1<sup>st</sup>, 4<sup>th</sup> and 7<sup>th</sup> vacancies shall be filled up from a combined cadre of Assistant Directors and Chief Auditor (G), while the remaining vacancies shall be filled up with Administrative Officers.
3. The post of Administrative Officer shall be filled up by recruitment by transfer of Superintendents and Auditors in the office of the Commissioner / Director of Collegiate Education and Superintendents working in the Offices of the Regional Joint Directors of Collegiate Education / Government Degree College and in a unit of 3 vacancies, the 2<sup>nd</sup> shall be filled by the Superintendents / Auditors working in the office of the Commissioner / Director of Collegiate Education and the 1<sup>st</sup> and 3<sup>rd</sup> vacancies shall be filled in by the Superintendents working in the offices of Regional Joint Directors of Collegiate Education / Government Degree Colleges.
4. The persons working as Assistant Lecturers, Tutors and Demonstrators and junior Lecturers who were allowed the Pay Scale of Rs. 700-1600 of Lecturers in the Revised Pay Scales of 1976, by virtue of the orders issued in G.O.Ms.No. 1072, Education dt.26<sup>th</sup> November, 1976 as amended in G.O.Ms.No. 719, Education, dt.03.07.1978 read with G.O.Ms.No. 423, Education, / G.O.Ms.No. 37, dt.19.04.1979 shall be deemed to have become Lecturers w.e.f. 01.04.1976 or on completion of the prescribed period of service, as the case may be.
5. The posts of Lecturer in Category 2 of Class B, in a particular subject or language in a Zone, shall be regarded as constituting one unit and out of every 4 vacancies in such unit, 2<sup>nd</sup> vacancy shall be filled by recruitment by transfer from among Junior Lecturers possessing the requisite qualification.
6. The posts of Lecturers in the subjects under restructured courses like Computer Sciences, Computer Applications, Biotechnology, Genetics, Tourism and Travel Management, Medical Lab Technician, Dairying etc., and in any other subject where no Junior Lecturer in the same subjects is available in Government Junior College, such posts shall be filled by direct recruitment only.
7. The persons working as Assistant Lecturers in Sanskrit and Junior Lecturers in Sanskrit who were allowed the Pay Scales of Rs. 700-1600 of Lecturers in the Revised Pay Scales of 1976, by virtue of the orders issued in G.O.Ms.No. 1072, Education, dt.26<sup>th</sup> November, 1976 as amended in G.O.Ms.No. 719, Education, dt. 03.07.1978 read with G.O.Ms.No. 23, Edn., dt.19.04.1979 shall be deemed to have become Lecturers w.e.f. 01.04.1976 or on completion of the prescribed period of service, as the case may be.
8. The posts of Lecturers in Category 2 of class C, in a particular subject or language in a Zone, shall be regarded as constituting one unit and out of every 4 vacancies in such unit, 2<sup>nd</sup> vacancy shall be filled up by direct recruitment and 1<sup>st</sup>, 3<sup>rd</sup> and 4<sup>th</sup> vacancies shall be filled by recruitment by transfer from among Junior Lecturers who acquired NET / SLET. If any vacancy is unfilled due to non-availability of suitable Junior Lecturer with NET/SLET qualification, such vacancy shall be filled up by direct recruitment.
9. In making appointments to the posts of Librarians, out of 4 vacancies, 2<sup>nd</sup> vacancy shall be filled by direct recruitment and the 1<sup>st</sup>, 3<sup>rd</sup> and 4<sup>th</sup> vacancies shall be filled by recruitment by transfer from the Graduate Librarian working in Government Junior Colleges in Intermediate Education Department. If any vacancy is unfilled due to non-availability of suitable Graduate Librarian with prescribed qualifications, such vacancy shall be filled up by direct recruitment.

10. In making appointments to the posts of Physical Directors, out of 4 vacancies, 2' vacancy shall be filled up by direct recruitment and the 1<sup>st</sup>, 2<sup>nd</sup> and 4<sup>th</sup> vacancies by recruitment by transfer from among the Physical Director working in Government Junior Colleges in Intermediate Education Department. If any vacancy is unfilled due to non-availability of suitable Physical Director with prescribed qualifications, such vacancy shall be filled up by direct recruitment.

#### 4. Conditions of Appointment

- (i) Promotion to every post in the service shall be made on the grounds of seniority-cum-merit.
- (ii) In respect of teaching and non-teaching staff of private aided colleges taken over by the Government prior to 27.01.1982, the following procedure will be followed for absorption and seniority in Government.
- la) In respect of teaching staff other than Principal and non-teaching staff, 50% weightage will be given for the past aided service rendered under the private management.
- b) In respect of Principals, the aided service rendered by them as Lecturers will be given 50% weightage for absorption and seniority in the cadre of Principals only if he/she has completed 15 years of aided service as Lecturer on the date of absorption into Government Service. In case he/she has not completed 15 years of service, his/her absorption and seniority as Principal in Government service will be counted from the date he completes 15 years of total service in both aided and Government.

#### 5. Reservation of Appointments

- (a) The Rule of Special Representation in General Rule 22 shall apply to all the appointments to be made by Direct Recruitment to the posts in this service.
- (b) In the matter of Direct Recruitment to any post in this service women shall be selected to an extent of at least 33 1/3% of the posts in each category of Open Competition, Backward Classes, Scheduled Castes, Scheduled Tribes and Physically Handicapped quota provided.

#### 6. Age:

No person shall be eligible for appointment by direct recruitment to any post in the service if he has completed 33 years of age on the 1<sup>st</sup> day of July of the year in which notification for the selection is made (as per G.O.Ms.No. 336, GA (Ser.A) Dept., dt.30.7.2002. Relaxation of age in respect of SC/ST/BCs shall be provided as per Government rules prescribed in the Andhra Pradesh State and Subordinate Service Rules.

#### 7. Minimum Service for promotion:

No member of the service shall be eligible for promotion to the next higher category of post or appointment by transfer unless he has put in 3 years of service in the category from which promotion or appointment by transfer is made.

8. Qualifications.

No person shall be eligible for appointment to the category of post in the class specified in column (1) of the Annexure to these rules by the method specified in column (2) unless he possesses the qualifications specified in the corresponding entry in column 3 thereof.

9. Probation.

- (a) Every person appointed by direct recruitment to any post in the service shall from the date on which he commences probation, be on probation for a period of 2 years on duty within a continuous period of 3 years.
- (b) Every person appointed by transfer or by promotion shall, from the date on which he commences probation, be on probation for a total period of one year on duty within a continuous period of 2 years.
- (c) The suspension, termination or extension of probation of a probationer shall be governed by the provisions of Rule 17 of A.P. State Et Subordinate Service Rules, 1996.

10. Tests:

A member of service shall pass the following Test / Tests for the purpose of promotion or for appointment by transfer or completion of probation as the case may be.

TABLE

Member of service (1)	Tests (2)	Purpose (3)
i) Lecturer in Government Degree College	Accounts Test for Executive Officers	For promotion as Principal of Government Degree College.
ii) Lecturer in Government Degree College appointed by Recruitment or Recruitment by transfer from category of Junior Lecturer in Government Junior College.	i) Special Language Test for Officers in Education Department (Higher Standard in Telugu)	For completion of probation.
iii) Lecturer in Government Oriental Colleges	Accounts Test for Executive Officers	For promotion as Principal of Government Oriental Degree College
iv) Lecturer in Government Oriental Colleges appointed by Direct Recruitment or recruitment by transfer from the category of Junior Lecturers in Sanskrit in Government Junior College.	i) Special Language Test for Officers in Education Department (Higher Standard in Telugu)	For completion of probation

v) Assistant Director! Chief Auditor / Administrative Officer.	Accounts Subordinate Part I and II	Test for Officers	For promotion as Deputy Director
vi) Superintendent Auditor	Accounts Subordinate Part I and II	Test for Officers	For appointment by transfer as Assistant Director / Chief Auditor / Administrative Officer.

Explanations:

- 1) In the cases of persons appointed by direct recruitment they shall pass the test prescribed within the period of probation and in case of persons for appointment by promotion/transfer, the passing of tests is prerequisite.
- 2) A person who has studied and passed Telugu as a subject either as second language or as a group subject at Intermediate Level shall be deemed to have been exempted from passing the Special Language Test for Officers in Education Department (Higher Standard in Telugu)

11. Unit of appointment:

For the purposes of recruitment, appointment, seniority, promotion, transfer and appointment as a full member, the units of appointment for the posts indicated in column (1) of the table below shall be a zone as specified in Column (2) thereof:

<u>Posts</u> (1)	<u>Unit of appointment</u> (2)
I) 1) Regional Joint Director	



- 2) Principals in Government Degree Colleges
- 3) Principals in Government Oriental Colleges
- 4) Administrative Officers in the Offices of Regional Joint Directors of Collegiate Education and Government Degree Colleges.
- II)
- 1) Lecturer in Government Degree College
- 2) Lecturer in Government Oriental College.
- 3) Librarian in Government Degree College
- 4) Physical Director in Government Degree College
- State wide post
- Zone-I:  
Comprising Srikakulam, Vizianagaram and Visakhapatnam Districts
- Zone-II:  
Comprising East-Godavari, West-Godavari and Krishna Districts
- Zone-III:  
Comprising Guntur, Prakasam and Nellore Districts
- Zone-IV:  
Comprising Chittoor, Cuddapah, Anantapur and Kurnool Districts
- Zone-V:  
Comprising Adilabad, Karimnagar, Warangal and Khammam Districts
- Zone-VI:  
Comprising Nizamabad, Medak, Mahabubnagar, Nalgonda and Ranga Reddy and Hyderabad districts, excluding City of Hyderabad
- City cadre:  
Comprising the City of Hyderabad
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12. Training.

Every persons promoted from Category-2 of Class-B to Category 1 of Class B and from category 2 of Class C to Category 1 of Class C shall undergo administrative training that may be prescribed by the Government.

**ANNEXURE**  
(See Rule 8)

Class and Category of post	Method of Appointment	Educational Qualification
(1)	(2)	(3)
Class A Category 2 Joint Director/	Regional <b>Joint Director</b> By promotion	3 years of service in the cadre of Principal of Government Degree College / Deputy Director
<b>Class B</b> <b>Category 1</b> Principal, Government Degree College	<b>By promotion</b>	<p>i) Must possessa Master's Degree with a minimum of 55% ofmarks or its equivalent degree or grade of B in the 7 points scale with letter grades O,A,B,C,D,E &amp; F, obtained from the Universities recognized in India.</p> <p>ii) Must possess Ph.D or equivalent qualification</p> <p>iii) An experience of of teaching as a Lecturer in Government Degree College.</p> <p>Note:</p> <p>(a) Persons who were appointed as Lecturers on or before 01.01.86 are exempted from possessing the qualification at item (ii) above.</p> <p>(b) They are also exempted from possessing minimum of 55% of marks in Masters Degree. However, the percentage of marks should not be less than 50% marks in the relevant subject.</p>
Class B Category 2 Lecturer, Government Degree College	i) By Direct Recruitment	<p>i) Good academic record with a minimum of 55% marks or an equivalent grade of B in the 7 point scale with letter grades Q <b>A B</b> C D, E &amp; F at the master's Degree level, in the relevant subject, obtained from the Universities recognized in India.</p> <p>ii) Should have passed National Eligibility Test (NET) for Lecturers conducted by UGC, CSIR, or similar tests accredited by the UGC or SLET conducted by APPSC.</p>

	ii) Recruitment by transfer from Junior Lecturers in the relevant subject working in Government Junior College	<p>i) Good academic record with a minimum of 55% marks or an equivalent grade of B in the 7 point scale with letter grades 0, A, B, C, D, E or F at the Master's Degree level, obtained from the Universities recognized in India.</p> <p>ii) Should have passed National Eligibility Test (NET) for Lecturers conducted by UGC, CSIR, or similar tests accredited by the UGC or SLET conducted by APPSC.</p>
Class C Category 1 Principal, Government Oriental College	By promotion	<p>i) Must possess a Master's Degree with 55% and above or its equivalent degree or grade of B in the 7 point scale with letter grades 0, A,B,C,D,E &amp; F, obtained from the Universities recognized in India.</p> <p>ii) Must possess Ph.D or equivalent qualification.</p> <p>iii) An experience of 15 years of teaching as a Lecturer in Government Oriental College.</p> <p>Note:</p> <p>(a) Persons who were appointed as Lecturers on or before 01.01.86 are exempted from possessing the qualification at item (ii) above.</p> <p>(b) They are also exempted from possessing minimum of 55% of marks in Masters Degree. However, the percentage of marks should not be less than 50% marks in the relevant subject.</p>
Class C Category 2 Lecturer, Government Oriental College	i) Direct Recruitment	<p>i) Good academic record with 55% and above marks or an equivalent grade of B in the 7 point scale with letter grades 0, A, B, C, D, E or F at the Master's Degree level, in the relevant subject, obtained from the Universities recognized in India.</p> <p>ii) They should have passed National Eligibility Test (NET) for Lecturers conducted by UGC,</p>

<p>ii) Should have passed National Eligibility Test (NET) for lecturers conducted by UGC, CSIR, or similar tests accredited by APPSC.</p>	<p>ii) Recruitment by transfer from Junior Lecturer in the subject working in Government Junior College.</p> <p>i) Direct Recruitment</p>	<p>CSIR, or similar tests accredited by the UGC or SLET conducted by APPSC.</p> <p>i) Good academic record with a minimum of 55% marks or an equivalent grade of B in the 7 point scale with letter grades 0, A, B, C, D, E Et F at the Mater's Degree Level, in the relevant subject, obtained from the Universities recognized in India.</p> <p>(NET) for lecturers conducted by the UGC or SLET conducted by</p> <p>i) Good academic record with a Master's Degree in Library Science with 55% and above marks or an equivalent grade of B in the 7 point scale with letter grades 0, A, B, C, D, E Et F or equivalent Degree, obtained from the Universities recognized in India.</p>
<p>Class-D Category Librarian</p>	<p>i) Recruitment by transfer</p>	<p>ii) Should have passed National Eligibility Test (NET) conducted by UGC / CSIR, or similar tests accredited by the UGC or SLET conducted by APPSC.</p> <p>i) Good academic record in Master or Library Science with 55% and above marks or an equivalent grade of B in the 7 point scale with letter grades, 0, A, B, C, D, E Et F or an equivalent degree from an Indian University.</p> <p>ii) Should have passed National Eligibility Test (NET) conducted by UGC / CSIR, or similar tests accredited by the UGC or SLET conducted by APPSC.</p>

Class-E Category Physical Director	1) Direct Recruitment	<p>i) Good academic record with a Master's Degree in Physical Education with 55% and above marks or an equivalent grade of B in the 7 point scale with letter grades O, A, B, C, D, E Et F, obtained from the Universities recognized in India</p> <p>ii) Should have passed National Eligibility Test (NET) conducted by UGC/ CSIR, or similar tests accredited by the UGC or SLET conducted by APPSC.</p>
	ii) Recruitment by transfer	<p>i) Good academic record with a Master's in Physical Education with 55% and above marks or an equivalent grade of B in the 7 point scale with letter grades O, A, B, C, D, E Et F, obtained from the Universities recognized in India</p> <p>ii) Should have passed National Eligibility Test (NET) conducted by UGC/ CSIR, or similar tests accredited by the UGC or SLET conducted by APPSC.</p>
Class-F Category 1 Deputy Director	By promotion	Must possess a Bachelor Degree in Arts or Science or Commerce of any University in India established or incorporated by or under a State Act, Central Act, Provincial Act or an Institution recognized by the UGC or any other equivalent qualification.
Category 2 Assistant Director	By recruitment by transfer	<p>Must possess a Bachelor Degree in Arts or Science or Commerce or any University in India established or incorporated by or under State Act, Central Act, Provincial Act or an Institution recognized by the UGC or any other equivalent qualification</p> <p>Experience for a period of 3 years as Superintendent / Auditor in the Office or the Commissioner of Collegiate Education.</p>

<p>Category 3 Chief Auditor</p>	<p>By recruitment by transfer</p>	<p>Must possess a Bachelor Degree in Arts or Science or Commerce of any University in India established or incorporated by or under a State Act, Central Act, Provincial Act or an Institution recognized by the UGC or any other equivalent qualification</p> <p>Experience for a period of 3 years as Superintendent / Auditor in the Office of the Commissioner of Collegiate Education</p> <p>Must have 3 years of experience as Auditor in the Collegiate Education Department</p>
<p>Category 4 Administrative Officer</p>	<p>By recruitment by transfer</p>	<p>Must possess a Bachelor Degree in Arts or Science or Commerce of any University in India established or incorporated by or under a State Act, Central Act, Provincial Act or an Institution recognized by the UGC or any other equivalent qualification</p> <p>Experience for a period of 3 years as Superintendent / Auditor in the Office of the Commissioner of Collegiate Education.</p>

**NOTE:**

- 1 ) The minimum qualification for the post of Lecturer in the newly started subjects under restructured courses in Government Degree Colleges shall be as prescribed by the Commissioner of Collegiate Education from time to time in consultation with the Universities concerned.
- 2) A relaxation of 5% marks may be provided, (from 55% to 50% of the marks) at the Master's level for the SC/ST category.
- 3) A relaxation of 5% marks may be provided (from 55% to 50% of marks) to the Ph.D degree holders who have passed their Master Degree Prior to 19.09.1991.
- 4) NET/SLET shall remain the compulsory requirement for appointment as Lecturer. However, the candidates who have M.Phil degree in the concerned subject are exempted from passing NET/SLET for U.G. level teaching and those who have Ph.D Degree in the concerned subject are exempted from passing NET/SLET for both P.G. and U.G. level teaching.

- 5) B in the 7 point scale which is given hereunder with letter grades 0,A,B,C,D,E Et F shall be regarded as equivalent of 55% wherever the grading system is followed:

<u>SEVEN POINT SCALE</u>		
GRADE	GRADE POINT	% EQUIVALENT
0 = Outstanding	5.50 to 6.00	75-100
A = Very Good	4.50 to 5.49	65-74
B = Good	3.50 to 4.49	55-64
C = Average	2.50 to 3.49	45-54
0 = Below Average	1.50 to 2.49	35-44
E = Poor	0.50 to 1.49	25-34
F = Fail	0.00to 0,49	00-24

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**ASUTOSH MISRHA**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

To

The Commissioner of Collegiate Education, A.P., Hyderabad,  
The Director of Printing Press, Chanchalguda, Hyderabad  
for publication of the notification in the A.P. Gazette and  
send 500 copies to the Govt.

The Commissioner of Intermediate Education, A.P., Hyderabad  
The Commissioner of School Education, A.P., Hyderabad  
The Secretary, A.P. Public Service Commission, Hyderabad,  
The Accountant General, A.P., Hyderabad  
The Director of Treasuries & Accounts, A.P., Hyderabad  
The Pay & Accounts Officer, Hyderabad  
The General Administration (Ser) Department  
The Law Deptt.,  
P.S to Special Secretary to Chief Minister  
P.S. to Minister (Higher Education)  
P.S. to Principal Secretary (Higher Education)  
SF/SC

//FORWARDED BY ORDER//

Sd/- X X X  
**SECTION OFFICER**

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PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION  
ANDHRA PRADESH :: VIJAYAWADA.

Present : Dr.Pola Bhaskar, I.A.S.,

Rc.No.10/OP.I/2019-1

Dated: 02.08.2021.

Sub:- Collegiate Education - Engaging Contract Faculty by renewal in Government Degree Colleges for the academic year 2021-22 - Orders - Issued.

- Read:- 1) G.O.Ms.No.142, Higher Education (HE) Department, dt. 09.10.2000.  
2) G.O.Rt.No.94, Higher Education (CE) Department, dated 15.07.2019.  
3) G.O.Rt.No.187, Higher Education (CE) Department, dated 18.11.2019.  
4) G.O.Rt.No.148, Higher Education (CE.A1) Dept., dated 28.09.2020  
5) G.O.Rt.No.100, Higher Education (CE.A1) Department, dt.23.07.2021.

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In the reference 1<sup>st</sup> read above, Government have issued orders for making contract arrangement in the vacant posts of Lecturers in Government Degree Colleges during the academic year 2000-2001. Since then, the vacant posts of Lecturer in Government Degree Colleges are being filled with Contract faculty after obtaining Government orders from time to time.

In the reference 5<sup>th</sup> read above, the Government have accorded permission to the for renewal of services of 705 Contract Lecturers who worked in the preceding year i.e., 2020-21 in Government Degree Colleges for a further period of 12 months by giving (10) days break for the academic year i.e., 2021-22 from June, 2021.

In pursuance of the orders issued by the Government in the reference 5<sup>th</sup> read above, the Commissioner of Collegiate Education, A.P., Vijayawada hereby accords permission to the Regional Joint Directors of Collegiate Education/Principals of Identified Government Degree Colleges/Principals of all Government Degree Colleges in the State to renew the services of the 705 Contract Lecturers in Government Degree Colleges who were working as on 31.03.2021 for the academic year 2021-22 duly entering into a fresh contract from June, 2021, subject to condition that the contract agreement period should not be exceeded 12 months with (10) days break from 11.05.2022 to 20.05.2022 (or) till the posts are filled on regular basis whichever is earlier or until further orders from the Special Commissioner of Collegiate Education, A.P., Vijayawada by duly following the guidelines given in Annexure-I.



Further, the Regional Joint Directors of Collegiate Education/Principals of Identified Government Degree Colleges and Principals of Government Degree Colleges are requested to engage the services of 684 Contract Lecturers by way of renewal for the academic year 2021-22 in their respective zone basing on the following priorities.

All renewals must be strictly made on need based criteria taking into consideration of workload/student strength. The Principals of Identified Government Degree Colleges concerned are held responsible in scrupulously follow the procedure and guidelines in renewal of contract lecturers.

**Allotment of posts**

Zone-I	Zone-II	Zone-III	Zone-IV	Total
149	168	93	295	705

The following is the proposed action plan for engaging the services of Contract Lecturers by renewal in Government Degree Colleges for the academic year 2021-22.

1. All the Principals of Government Degree Colleges, Principals of Identified Government Degree Colleges and all the Regional Joint Directors of Collegiate Education in the State are permitted to engage the services of Contract Lecturers who worked in the last academic year by renewal in Government Degree Colleges for the academic year 2021-22.
2. The Regional Joint Directors concerned are directed to frame timelines i.e., publishing in leading news papers by publication of dates for receiving applications, date of counseling etc., for the renewal of the Contract Lecturers for the academic year 2021-22. They are further informed that before renewing all the Contract Lecturers, performance appraisal reports which were submitted by the Contract Faculty shall be scrutinized by the District Selection Committee.

The District Selection Committees may be constituted for renewal of contract arrangement with the following members:

- i) Joint Collector (Development) - Chairman
- ii) Principal of Identified College --- Convener
- iii) Principal of GDC concerned --- Member

Further, the contract lecturers who could not be renewed by the District Selection Committee shall be renewed by the respective RJDCEs.

The entire process shall be completed within 10 days from the date of receipt of these orders.

The guidelines (Annexure-I) and agreement (Annexure-II) are enclosed to these Proceedings for engaging Contract Lecturers by renewal in Government Degree Colleges for 2021-22.

The Regional Joint Directors of Collegiate Education are requested to furnish the number of Contract faculty renewed and report compliance.

Sd/- Dr.POLA BHASKAR,  
COMMISSIONER OF COLLEGIATE EDUCATION

To  
The Regional Joint Directors of Collegiate Education,  
Rajahmundry, Guntur and Kadapa.  
The Principals of Identified Government Degree Colleges in the State.  
The Principals of all the Government Degree Colleges in the State.  
Copy forwarded to the Additional Joint Collector of the Districts concerned.  
Copy submitted to the Spl. Chief Secretary to Government, Higher Education Department for favor of information.  
Copy to the Superintendents of Zone-I, II, III & IV.  
Copy to the Officers concerned.  
Spare-2.

//True copy attested//

  
JOINT DIRECTOR OF COLLEGIATE EDUCATION



## ANNEXURE-I

### Renewal of Contract Lecturers 2021-22

#### GUIDELINES

(A) The RJDCEs/Principals of Identified Government Degree Colleges / Principals of the Government Degree Colleges in the State shall fill in the clear vacant sanctioned posts.

(B) The Principals shall renew only those Contract Lecturers, who were working as on 31.03.2021 and applied for clear vacancy in the institution for current academic year 2021-22 without interview, by entering into a fresh agreement subject to the satisfactory performance of Contract Lecturers during the year 2020-21 as per the existing norms i.e., through the District Committee for renewals.

With regard to past performance of the Contract Lecturers :-

(i) The Principals of Government Degree Colleges should report the adverse remarks if any against the Contract Lecturer during the last academic year itself.

(ii) If the performance of the contract faculty is found not satisfactory or not up to the mark, the Principal of the College shall bring such cases to the notice of the above committee in advance with relevant material which may decide on merits.

(C) The posts, in which Part Time Lecturers are working on Court orders, shall be examined and if the court orders prescribe continuation, they shall not be disturbed. If not, the posts shall be deemed to be vacant due to discontinuation of the part time lecturers on dismissal of Court orders filed by them.

(D) The Principals are informed that no Contract Lecturer should be renewed wherever there is un-economic strength in the subject causing inadequate workload and the same Lecturer may be renewed in the nearby needy College with adequate work load under the jurisdiction of the present committee and such cases should be brought to the notice of the committee concerned.

- (E) In case, the services of any Contract Lecturer cannot be renewed for want of vacancies in the District, their cases may be considered within the zone. As per the Govt. Memo.No.2955/CE.I.1/2011-1, Higher Education (CE.I) Department, dated 07.07.2011, Contract Lecturers from one Zone to another Zone cannot be considered for renewals.
- (F) While renewing the services of an existing Contract Lecturer, it should be reviewed whether he/she recorded at least 40 pass percentage in the concerned paper in the University results during the last academic year and the Principal must certify to this effect. The contract faculties who have registered less than 40 pass percentage should not be renewed. If any Contract lecturer is renewed contrary to the above specification, the Principal of the College will be held responsible and would be liable for disciplinary action.
- (G) Preference should be given to accommodate the women candidates in women colleges. Male contract lecturers should not be posted as far as possible in women colleges. Where there are no women candidates, male contract lecturers may be posted in Women Colleges but they should mandatorily be above 50 years of age.
- (H) Request transfers i.e., for renewal in other colleges may be considered only in respect of spouse cases, Women Contract faculty and disabled categories keeping in view of the pandemic situation Covid-19.
- (I) The entire process should be monitored by the Committee of Additional Joint Collector, RJDCE, Principals of ID College and Principals of Government Degree Colleges concerned.
- (J) If their performance falls short of the established bench marks i.e., basing on the students feedback API scores of each quarter, their service relationship shall be extinguished.

Sd/- Dr. POLA BHASKAR,  
COMMISSIONER OF COLLEGIATE EDUCATION

//True copy attested//

  
JOINT DIRECTOR OF COLLEGIATE EDUCATION



## ANNEXURE-II

### Agreement for Contractual Services for the year 2021-22

An agreement made on ----- day of ----- between College Planning and Development Council (CPDC) of ----- College, represented by President (First part) and ----- (Second Part).

#### NOW, THEREFORE THIS AGREEMENT WITNESS AS FOLLOWS:

1. That the party to the second part agrees to perform the teaching work in accordance with the curriculum of the University for the course from (date of permission) ----- to ----- or the last day of instruction of University concerned whichever is earlier and that the party to the second part shall carry out further instructions given to him by the College Planning and Development Council (CPDC) from time to time in the discharge of his/her duties as a teacher, mentioned in Para 1 above.
2. That the part to the second part agrees after being informed that he/she is fully aware of the fact that his/her service is being taken not to fill any vacancy either on temporary or permanent basis, that he/she will be paid a consolidated amount per month during the contract period and that his/her contract shall automatically come to an end on expiry of the said period or on report of a regular Lecturer to duty in that subject whichever is earlier. The contract shall not be treated as continuing from the past but as new contractual arrangement for limited duration.
3. That the contract is terminable by the part to first part, i.e., College Planning and Development Council at any time during the said period and the party to the second part in such case is entitled to only prorate amount till such time. In case of termination during the said period for any reasons, the party to the second part is not entitled to question the correctness of the decision of College Planning and Development Council.
4. That the part to the second part is not entitled for any other perks, allowances or any other facility except for the consolidated amount payable monthly mentioned in condition 3 above.

5. That if the part to the second part is not willing to continue as Contract Faculty, he/she should give a prior notice of one month to the party to the first part.
6. That the part to the second part shall work under the supervision of the Principal of the College.
7. That the work performance of the part to the second part will be assessed by the Head of the Department of the concerned subject/faculty as well as the Principal of the College.
  - a. That he/she is not entitled to any renewal or extension or continuation of the contract on any ground whatsoever.
  - b. That the service rendered during the contract will not be construed or reckoned as part of any regular appointment for any post in the Government and therefore no credit or weightage will be given for the service rendered in the contract period.
  - c. That if he/she registers less than 40% pass percentage in their subject(s) taught during the last year shall be terminated.
8. Teacher Evaluation by the students that the part to the first part shall take students evaluation of the party to the second part in the prescribed format circulated to all colleges in the first quarter of the contract period and if performance of the Contract faculty is not satisfactory, he/she shall be terminated.
9. That any dispute arising out of this contract shall be subject to the jurisdiction of the competent court.
10. That the relationship between the two parties is purely contractual and strictly as per the terms mentioned above.

Signature of the Party to the first  
Part represented by the President CPDC

Signature-----  
Name-----

Witnesses to the signature of  
the party of the first part

1. ( )  
2. ( )

Signature of the party of the  
Second Part

Signature-----  
Name-----

Witness to the signature of  
the party of the Second Part

1. ( )  
2. ( )

SIGNBATURE OF THE PRESIDENT  
COLLEGE PLANNING AND DEVELOPMENT COUNCIL

PROCEEDINGS OF THE COMMISSIONER OF COLLEGIATE EDUCATION  
ANDHRA PRADESH : VIJAYAWADA

Present : Dr.Pola Bhaskar, I.A.S.,

Rc.No.124/OP.I/2022-3

Dated: 30.01.2022

Copy of:

GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT

GOVERNMENT OF ANDHRA PRADESH ABSTRACT Contracting  
and Outsourcing of Certain Services in Government Departments -  
Enhancement of Remuneration - Orders - Issued.

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FINANCE (HR-I - Plg. & Policy) DEPARTMENT

**G.O. Ms. No.7**

**Dated:17.01.2022**

Read the following:-

1. G.O.Ms.No.151 Finance (HR.I.Plg & Policy) Department, dated:  
08.08.2016.
2. G.O.Ms.No.136 GA(SU.I) Department, dated: 04.11.2019.

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**ORDER:**

The Government, in the reference 1st read above have issued the orders fixing the remuneration for Outsourced Man power by re grouping into 3 categories i.e. Category-I, Category-II & Category-III.

2. Further, the Government in the reference 2nd read above have issued orders for establishing the APCOS (Andhra Pradesh Corporation for Outsourcing Services) for creating a transparent, accountable and sustainable Outsourcing eco system in the Government of Andhra Pradesh.

3. After careful examination of the matter, the Government here by order for enhancing the monthly remuneration to the Outsourced Man power as follows:

S.No.	Category	Remuneration per Month (In Rs.)
	Category-I:	
1	1. Senior Assistant 2. Senior Steno	

	3. Senior Accountant 4. Translator 5. Data Processing Officer	21,500/-
2	Category -II 1. Driver 2. Junior Assistant 3. Junior Steno 4. Typist 5. Telephone Operator 6. Storekeeper 7. Photographer 8. Data Entry Operator 9. Data Processing Assistant 10. Electrician 11. Mechanic 12. Fitter 13. Librarian 14. Lab Assistant 15. Cinema/Film/Audio visual Operator 16. Supervisor 17. Manager	18,500/-
3	Category -III 1. Office Subordinate 2. Watchman 3. Mali 12,000 4. Kamati 5. Cook 6. Chowkidar 7. Cycle Orderly 8. Lift Operator 9. Lab Attendant 10. Dafedar 11. Jamedar 12. Roneo/Xerox Operator 13. Record Assistant 14. Shroff/Cashier	15,000/-

4. The enhancement of remuneration shall come into force with effect from 1st January 2022 i.e. remuneration payable for the month of January 2022.

5. The above orders shall be applicable only to the Outsourced employees under the purview of APCOS.



6. All the secretariat Departments and all Heads of Departments shall take further necessary action in the matter accordingly.

7. this Order is available in on line and can be accessed at <http://apegazette.cgg.gov.in>.

(BY ORDER AND IN THE NAME OF GOVERNOR OF ANDHRA PRADESH)

Shamshersingh Rawat  
Special Chief Secretary to Government

// Forwarded :: By Order //

Sd/- X-X-X  
Section Officer

(Copy) Communicated.

The Principals of all Government Degree Colleges and Regional Joint Directors of Collegiate Education in the State are directed to allow the enhanced remuneration in Revised State Pay Scales 2022 to the Outsourced employees working in Government Degree Colleges with effect from 01.01.2022 without any other allowances, as per the Government Orders.

Sd/- **Pola Bhaskar**  
Commissioner of Collegiate Education

To  
The Principals of  
All Government Degree Colleges in the State.  
All the Regional Joint Directors of  
Collegiate Education in the State.  
Copy to all DTOs/STOs concerned.  
Copy to Chief Accounts Officer of this Office.  
Copy to All Officers and All Sections in the Office.  
Spare.2

// True Copy Attested //

  
Deputy Director of Collegiate Education



PROCEEDINGS OF THE SPL. COMMISSIONER OF COLLEGIATE EDUCATION  
ANDHRA PRADESH :: VIJAYAWADA.

Present : Sri M.M.Nayak, I.A.S.,

**Rc.No.121/Ser.II/2016**

**Dated: 27/11/2020**

Sub:- GOVERNMENT DEGREE COLLEGES - Permission to engage  
Guest Faculty in Government Degree Colleges in the State  
on hourly basis - Certain instructions - Issued.

- Read:- 1) G.O.Ms.No.3, Education (CE.I-1) Dept., dated 06.01.2000.  
2) G.O.Ms.No.241, Higher Education (CE.I) Department,  
dated 13.10.2008.  
3) G.O.Ms.No.1, Higher Education (UE.II) Dept.,dt.10.01.2012.  
4) G.O.Ms.No.57, Finance (Budget.1) Dept., dated 07.04.2017.  
5) G.O.Rt.No.138, Higher Education Department, dt.21.08.2017.  
6) Spl.C.C.E.'s Procs.Rc.No.121/Ser.II/2016, dated 22.11.2017.  
7) Spl.C.C.E.'s Procs.Rc.No.121/Ser.II/2016, dated 23.08.2018.  
8) G.O.Ms.No.42, Finance (Budget.I) Department, dt.24.04.2019.  
9) Spl.C.C.E.'s Procs.Rc.No.121/Ser.II/2016, dated 19.07.2019.

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With reference to subject cited above, for every academic year  
practicise of engaging guest faculty against sanctioned vacancies is in  
vogue. As colleges have reopened and academic session started,  
Government Degree Colleges Principals are requesting for engaging guest  
faculty. Basing on their request and existing procedure being followed  
since for years, hereby permitted to engage guest faculty in the existing  
sanctioned vacancies for the academic year 2020-21.

The Government pay the remuneration to the Guest faculty at Rs.200/-  
per hour not exceeding Rs.14,400/- per month limiting to 72 hours vide  
Government order in the reference 5<sup>th</sup> read above.

The Government has also ordered vide G.O.Ms.No.42, Finance  
(Budget.I) Department, dated 24.04.2019, the payment of remuneration  
to Guest faculty has to be incurred from the Head of account 2202-03-  
103-07-300-301.

All the Principals of Government Degree Colleges are directed to  
engage guest faculty subject to following conditions:

1. All the Principals of the Government Degree Colleges in the State  
are requested to engage the guest faculty in the respective subjects  
against sanctioned posts (excluding the Lecturers who are working  
under Regular, Deputations, on duty, Redeployed, Part Time  
Lecturers continuing on Court Orders and Contract Faculty etc.).

2. The guest faculty should be engaged against the vacant sanctioned post only.
3. The guest faculty should be engaged if there is a spill over work load of minimum 10 hours per week.
4. The guest faculty shall be engaged for the academic year 2020-21 from 1<sup>st</sup> Sept., 2020 since the guest faculty were involved in academic activities from September 2020 onwards for online classes, evaluation, LMS work etc.
5. After engaging guest faculty, the information regarding subject wise number of guest faculty has been engaged should be submitted to this office through RJDCE concerned.

In view of the above instructions, the Principals of all Government Degree Colleges in the State are hereby instructed to draw and disburse the honorarium to the guest faculties engaged by them for the academic year 2020-21 under the head of account 2202-03-103-07-300-301. Any deviation in the above instructions, the Principals concerned will be held responsible.

The Director of Treasuries and Accounts, A.P., Amaravathi is hereby requested to communicate these orders to all the District Treasury Officers/Sub Treasury Officers in the State and to instruct to admit the claims presented by the Principals of all Government Degree Colleges by the concerned Treasury Officers all over the State.

M M Nayak  
SPL. COMMISSIONER OF COLLEGIATE EDUCATION

To  
All the Principals of Government Degree colleges in the State.  
Copy to all the Regional Joint directors of Collegiate Education in the State.  
Copy forwarded to the Director of Treasuries and Accounts, A.P., Amaravathi.  
Copy forwarded to the DTOs/STOs in the State.  
Spare-1.

Signed by M M Nayak  
Date: 27-11-2020 06:11:47  
Reason: Approved