



**Institute of Human Resources Development
Prajo'e Towers, Vazhuthacaud,
Thiruvananthapuram-14**

PROCEEDINGS

IHRD – Engagement of Guest faculties – Minimum contract period - Orders issued.

No.EA1/8291/2006/IHRD

Dated, Thiruvananthapuram, 10th April 2015

- Read:-**
1. G.O. (MS) No. 552/14/H.Edn dated 19.07.2014
 2. Judgement dtd 18.03.2015 of Hon'ble High Court of Kerala in WP(C) No. 8464/2015
 3. Judgement dated 19.03.2015 by the Hon'ble High Court of Kerala in WP (C) No. 4828/15, 5197/2015, 4827/2015 & 5198/2015
 4. G.O. (MS) No. 121/2015/H.Edn dtd 01.04.2015

ORDER

The Government, vide order read first above, have fixed the terms and conditions of teaching staff working in self financing institutions in the state in which it has been ordered among other things that there should be a minimum contract period for the faculty at least for 3 years. It was also clarified in Government letter No. 6764/B1/2015/H.Edn dated 13.01.2015 that the self financing institutions run by LBS, IHRD, CAPE and Universities will also come under the purview of this Government order. At present IHRD has been appointing guest faculties in every academic year against the sanctioned posts by conducting test/ interview. The engagement will be a period of one academic year. Some of the guest faculties working in Engineering colleges under IHRD have approached the Hon'ble High Court of Kerala with a prayer to extend their minimum contract period to three years in the light of the Government Order read first above. The Hon'ble High Court, vide judgments read second and the third above, has ordered to take a decision in this matter within two months and also not to terminate the guest faculties till a decision is taken. Accordingly the matter has been taken up with the Government and the

Government, vide order read fourth above, have exempted IHRD to implement the condition for minimum retention period of three years for contract / temporary/ adhoc guest faculties who are appointed against the regular vacancies and on leave vacancies as there is regular mechanism for recruitment of faculties in regular vacancies / sanctioned posts.

In the above circumstances and in the light of the Government order read as fourth above, it is ordered that the engagement of guest faculties in IHRD will continue to be a period of one academic year only. Accordingly all heads of institutions under IHRD are directed to terminate services of all guest faculties on completion of their current period of engagement and report compliance. The recruitment of the guest faculties in the coming academic year shall be made strictly in accordance with the revised Staff Pattern, Special Rules of IHRD and as per guidelines issued from time to time from this office.

Sd/-
Dr.K.Vijayakumar
DIRECTOR (i/c)

To

- 1. The Secretary to Government,
Higher Education (B) Department,
Government Secretariat, Thiruvananthapuram (with covering letter)*
- 2. All Heads of the institutions*
- 3. The standing counsel of IHRD*
- 4. Administrative Officer*
- 5. Finance Officer*
- 6. SF*
- 7. OC*

Forwarded/By Order
Sd/-
Administrative Officer