

GOVERNMENT OF ODISHA
DEPARTMENT OF HIGHER EDUCATION

No.HE-NCET-1-MISC-0160-2020.39669 /HE., Dated 02.12.2020.

From:

Saswat Mishra, IAS
Commissioner-cum-Secretary

To

Principals (488 Category of Aided Colleges)

Sub: Service Conditions of State Selection Board Recruited Teachers of Non-Government Aided Colleges – A Ready Reckoner

Madam/Sir

The Higher Education Department has received some queries from some fresh SSB-recruited teachers working in various aided non-Government colleges of the State regarding their service conditions. Therefore, for the benefit of all such teachers, some important service conditions pertaining to them are listed below.

1. The SSB-recruited teachers are selected by **State Selection Board**, an independent entity under Higher Education Department, through an open merit based selection system. They are not State Government Employees. They are employees of the 488-Category Aided Non-Government College where they are posted. They are appointed by the Governing Body of the respective college as Lecturers against vacant fully aided posts.
2. They belong to a common cadre and are governed by **The Orissa Aided Educational Institutions' Employees' Common Cadre and Inter**

Transferability Rules, 1979. They can be transferred by the State Government to any Aided Non-Government College within the State against a vacant fully aided post. On joining the new college, they become the employees of the new college.

3. They are governed by The **Orissa Education (Recruitment and Conditions of Service of Teachers and Members of the Staff of Aided Educational Institutions) Rules, 1974.** The Rules prescribe provisions for recruitment of teachers by SSB, drawal of pay and allowances, service conduct, maintenance of CCR and Service Book, disciplinary action, superannuation, etc.
4. As per Odisha Revised Scale of Pay Rules' 2017, from the date of their initial joining, they receive salary in Level 10 of pay matrix (₹ 44,900/- to ₹ 1,42,400/-) with Dearness Allowance as decided by the State Government from time to time. Prior to 2017 pay revision, they were drawing salary in the scale of ₹ 9300/--₹ 34800/- with Grade Pay of ₹ 4600/-, and with Dearness Allowance, on their initial joining. Because they receive salary as per State Government scale of pay, they are commonly referred to as "State Scale Lecturers". Their salary is drawn by Drawing and Disbursing Officer (DDO) of the concerned college from out of Grant-in-Aid given by the State Government in Higher Education Department.
5. As per **Odisha Non-Government Aided College Lecturers' Placement Rules, 2014,** the Lecturers are placed in (i.e. promoted to) the rank of Lecturer (Group A) in the scale of ₹ 56100/- to 177500/- (Level 12) on completion of 8 years of satisfactory service and Lecturers (Group A) are placed in (i.e. promoted to) Reader (State Scale) rank in the scale of

₹67700/- to ₹208700/- (Level 13) after completion of 10 years of satisfactory service as Lecturer (Group A).

6. They are entitled to various kinds of leave like casual leave, earned leave, commuted leave, maternity leave (90 days for female teachers), study leave, etc., as per **Odisha Education (Leave of Teachers and Other Members of the Staff of Aided Educational Institutions) Rules, 1977**, as amended from time to time. However, they are not entitled for the benefit of Leave Travel Concession (LTC).
7. They retire from service on attaining the superannuation age of 60 years. Those who have joined in service on or after 01.01.2005 are covered under **New Pension Scheme** and **Contributory Provident Fund (CPF) Scheme**.
8. They are entitled to Death-cum-Retirement Gratuity of 7.5 times of their last emoluments, limited to maximum of ₹ 5 lakhs.
9. If subsequently, they join in any regular Government service under Government of Odisha, being selected through due recruitment procedure for that Government Service, they can claim service continuity.
10. In case of death, one of their dependant legal heirs can claim job under the Rehabilitation Assistance Scheme of the State Government.
11. As per Higher Education Department Order No.14012/HE dated.19.03.2020, no individual permission/NOC is required, neither from the State Government nor from the college concerned, for any teacher to apply for appearing in any other recruitment examination/job interview. However, after selection, in order to be relieved from their

posts, they have to obtain permission from the Appointing Authority, i.e. the Governing Body of the college.

12. As per Higher Education Department Order No.18735/HE dated 12.09.2019, no permission from State Government is required for going abroad for private purposes. However, they have to seek leave from the competent Leave Sanctioning Authority for remaining absent from duty on account of visit to abroad.

13. This Ready-Reckoner is issued only for easy reference of fresh SSB-recruited teachers. For legal and official purposes, the relevant Acts, Rules, Guidelines, Circular, etc. must be referred to. This Ready Reckoner does not intend to prescribe anything to the contrary of the provisions of the said Acts, Rules, Guidelines, Circulars, etc.

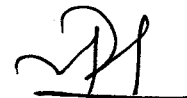
Yours faithfully



Commissioner-cum-Secretary

Mome No. *39670* Date: *02-12-2020*.

Copy to Director, Higher Education, Odisha, Bhubaneswar/ Regional Directors of Education, Balasore/ Berhampur/ Bhubaneswar/ Jeypore/ Sambalpur for information.



Commissioner-cum-Secretary