

**HARYANA GOVERNMENT
SCHOOL EDUCATION DEPARTMENT**

ORDER

No. Kw 1/46-2021-e.Gov

Dated 16.07.2021

The Teacher Transfer Policy was notified firstly on 29.04.2016, revised on 29.06.2016, 05.06.2017, 10.11.2020 and 28.06.2021. A number of grievances are received in the Department seeking benefits by referring different clauses of the Policy, for which the policy does not speak explicitly. Therefore, interpretation of these clauses is needed to be issued to clarify doubt or remove any difficulty in making out the true intention of the provisions of the Policy, as enunciated in para 13 of the policy notified on 05.06.2017.

The clauses of the policy, doubts raised thereabout are clarified as under: -

Sr. No.	Clause number of the Policy	Doubt	Clarification
1	2	3	4
1	<p>Para 9 (iv) Normally an employee has a service career of 35 years, so a teacher is supposed to serve a zone for maximum 5 years during his service career. In case of Zone-1, Zone-2, Zone-3 and Zone-4, if a teacher has completed five years of stay then such zone shall not be made available to him giving option of stations whether in online transfer drive or offline manual/ temporary allocation. But in case of Zone-5, Zone-6 and Zone-7, the stations shall be made available to the teachers regardless of their stay in these zones as these three zones comprise of rural as well as far off areas from urban centres.</p>	<p>i. Teacher 'A' completed his term of 5 years in zone 6 at the time of General Transfer Drive (GTD) in the year 2016 and participated compulsorily in GTD 2016. He got posting again in zone 6. In the year 2017, he again participated compulsorily/ willingly and got a school in zone 4. He again participated in GTD in 2019 willingly and got station in zone 6 again.</p> <p>ii. Teacher 'B' completed tenure of 5 years in the year 2019 in zone 6 and participated in GTD 2019 compulsorily. He again got school of his choice in zone 6 in GTD 2019.</p> <p>iii. Teacher 'C' completed tenure of 4 years 9 months in zone 6 in GTD 2019 and willingly participated in GTD 2019 and again find posting of choice in zone 6</p> <p>iv. Teacher 'D' worked in zone 6 from 2009 to 2014 and got posting in 2014 in zone 4. He was transferred in GTD 2019 after compulsory participation and got posting in zone 6.</p> <p>v. Teacher 'E' worked in zone 5 from 2011 to 2016 and got transferred</p>	<p>This may be understood by an example given below: If a Teacher completing tenure of 5 years in the zone 5/6/7 is participating in GTD compulsorily, and opts and transferred in a school of any of the zones 5, 6 or 7 (i.e. zone 5 to 5, zone 5 to 6, zone 5 to 7, zone 6 to 5, zone 6 to 6, zone 6 to 7, zone 7 to 5, zone 7 to 6 and zone 7 to 7) will only be entitled to be protected in the said school for next five years unless he is willing to participate or forced to participate as per provisions of other clauses of the policy.</p>

		<p>on compulsory participation in zone 6 during GTD 2016. He again participated in GTD 2019 on voluntary participation and got transferred in zone 5.</p> <p>vi. Many other cases seeking relaxation from compulsory participation are anticipated.</p> <p>In the above cases it is to be clarified whether such cases should be protected in the present school with liberty to participate willingly or should be transferred compulsorily in the GTD 2021?</p>	
2	<p>Para 7 (iii) (b) (9) Teachers giving good results in the last Board exam shall be entitled for following points:</p> <p>75% to 80% = 1 80% to 85% = 2 85% to 90% = 3 90% to 95% = 4 95% to 100% = 5</p>	<p>i. A teacher taught a board class in the year 2012-13 but thereafter he didn't get chance to teach a board class. Whether he will be entitled to the points of academic performance?</p> <p>ii. Whether a Principal/ Headmaster who is head of the school will be entitled to the points of Academic performance on the basis of board result of the school?</p>	<p>i. To avoid any grievance amongst teacher due to non-conducting of Board exams in the year 2021, Teachers will be entitled to the points on the basis of latest results of board classes taught by him out of the previous five academic sessions only (2015-16 to 2019-20) provided the result is updated and approved by the competent Authority on the personal profile of the employee on MIS Portal.</p> <p>ii. Following the Principle mentioned at (i) above, a Principal will be entitled to the points on the basis of board results of both classes of the school (i.e. 10th and 12th) whereas a Headmaster will be entitled to the points on the basis of board results of class 10th of the school. In case, board exams are not conducted after the promotion as Headmaster/Principal, the Board result achieved by him/her as a PGT/TGT will be considered following the formulae mentioned at Sr. No (i) above.</p>
3	<p>Para 7 (iii) (b) (2) Revised on 10.11.2020 Widow/ divorced/ separated/ unmarried female teacher more than</p>	<p>Whether widower, divorcee, separated, unmarried male teachers are also entitled to the points under this 'amended' clause of the policy?</p>	<p>For providing points to special category male teachers provision of para 7 (iii) (b) (3) would be applicable. The purpose of amendment in this clause i.e. Para 7 (iii)</p>

	<p>40 years of age/ wife or husband of serving Military personal/ Paramilitary personal working outside of the State.</p> <p>Under column titles as Explanation of this item is replaced as under: All male/female of this category shall be given 10 marks only.</p>		<p>(b) (2) is only to add the male spouse of serving military personal/ paramilitary personal working outside the state.</p>
4	<p>Para 7 (iii) (b) (7) Employees' spouses (only female spouse) working in State Govt./ other State Govt., Center Govt., PSUs created under acts or rules are entitled for 5 points.</p>	<p>Whether the teachers whose spouses are working on daily wages, outsourced, contractual basis are also entitled to points under this clause?</p>	<p>Only those teachers are entitled to the points under this clause whose spouses are working on regular basis in the eligible organization. Teachers will ensure that they update the data of their spouse accordingly on the MIS Portal.</p>
5	<p>8(i)(b(i) -----</p>	<p>Teachers transferred on Administrative exigency, given temporary posting on new appointment/ promotion/ reversion/ repatriation or any other reasons are required to participate forcefully on the basis of lists provided by concerned establishment branch to the IT Cell at the time of GTD. This being manual exercise is prone to manipulation/ mistake in preparing in such lists which can cause litigation.</p>	<p>Any posting updated manually between two general transfer drives would be the criteria to identify a Teacher for forceful participation in the GTD.</p>
6	<p>Para 3 (iii) (b) The non-core posts: All posts which are beyond the core posts and used for manning the organization like Sarav Shiksha Abhiyan (SSA), Headquarter (HQ), State Council of Educational Research &</p>	<p>Whether teachers working on non-core posts are given option to participate.</p>	<p>Teachers working in these institutions (except Model Sanskriti Schools, for which separate orders are approved by Hon'ble CM) may not be allowed to participate voluntarily in the GTD. Teachers working in SSA at any post or any other organization of the State or other State or Central Govt. are considered on foreign deputation being deployed against non-cadre posts and shall be entitle to participate</p>

<p>Training (SCERT), District Institute of Educational Training (DIET), Block Institute for Teaching Education (BITE), Government Elementary Teachers Training (GETTI), Block resource coordinator (BRC), Assistant Project Coordinator (APC), District Mathematics Specialist (DMS), District Science Specialist (DSS), deputation in other organizations. The posts in special schools like Sarthak Model, Sanskriti Model & Aarohi Model Schools shall also be part of this category.</p> <p>Whenever a transfer drive is contemplated, the competent authority will decide by a specific order which of the core posts and the non-core posts will be included in the drive.</p>		<p>only if they seek repatriation before the start of GTD and their data is updated on the MIS portal.</p>
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MAHAVIR SINGH, IAS
Additional Chief Secretary to Govt. Haryana
School Education Department

Endstt. No Even

Dated, Panchkula, the 06/09/2021

A copy is forwarded to the following for information and further necessary action:

1. Chief Secretary to Govt. Haryana, Chandigarh.
2. Additional Principal Secretary to Chief Minister, Haryana.
3. Director Treasuries & Accounts Department, Haryana, Chandigarh.
4. Secretary to Education Minister, Haryana
5. PS/ACSSE for information of W/ACSSE.
6. PS/DSE for information of W/DSE.
7. PA/DEE for information of W/DEE.

8. Director SCERT, Haryana, Gurugram.
9. All District Education Officers/ District Elementary Education Officers.
10. All Principals DIET/BITE/GETTI in the State of Haryana.
11. Branch officers and Superintendents of all branches at State Headquarter.


**Joint Secretary to Govt. of Haryana
for Additional Chief Secretary to Govt. Haryana
School Education Department**