

प्रेषक,

महानिदेशक मौलिक शिक्षा हरियाणा,  
पंचकुला।

सेवा में,

सभी जिला मौलिक शिक्षा अधिकारी,  
हरियाणा राज्य।

यादि क्रमांक 18/46-2012 ई.ई(4)  
दिनांक पंचकुला, 30.12.2013

**विषय: Re-employment policy regarding engaging retired teachers in the cadre of PRT, TGT and PGT from Haryana Government Service.**

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उपरोक्त विषय के सन्दर्भ में मुख्यमंत्री कार्यालय से अनुमोदन उपरान्त प्राप्त नीति तथा प्रारूप की फोटो प्रति आगामी आवश्यक कार्यवाही हेतु आपको भेजकर अनुरोध किया जाता है कि मामले में इस निदेशालय द्वारा जारी पत्रानुसार आगामी कार्यवाही करना सुनिश्चित कर लें।

संलग्न :- उपरोक्तानुसार

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सहायक निदेशक,  
मौलिक शिक्षा शाखा  
कृते: महानिदेशक मौलिक शिक्षा  
हरियाणा, पंचकुला।

पृष्ठांकन क्रमांक -सम-

दिनांक -

1. इसकी एक प्रति Co-ordination DSE को भेजकर अनुरोध है कि संलग्न पत्रानुसार कार्यवाही सम्पन्न कर इस शाखा को तुरन्त सूचित करें।
2. इसकी एक प्रति IT Cell, Elementary Education में Central Database हेतु भेजकर अनुरोध है कि संलग्न पत्रानुसार कार्यवाही सम्पन्न कर इस शाखा को तुरन्त सूचित करें।
3. इसकी एक प्रति IT Cell, Secondary Education में Central Database हेतु भेजकर अनुरोध है कि संलग्न पत्रानुसार कार्यवाही सम्पन्न कर इस शाखा को तुरन्त सूचित करें।

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सहायक निदेशक,  
मौलिक शिक्षा शाखा  
कृते: महानिदेशक मौलिक शिक्षा  
हरियाणा, पंचकुला।

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**Subject: Re-employment policy regarding engaging retired teachers in the cadre of PRT, TGT and PGT from Haryana Government Service.**

With the implementation of 'The Right of Children to Free & Compulsory Education Act, 2009', it is incumbent as provided in Section 26 of the said Act that the vacancies shall not exceed 10% of the total sanction strength. It has been felt that teachers are entitled to various types of leave i.e. Half Pay Leave, Commuted Leave, Earned Leave and Study Leave etc. Further, female teachers are also entitled for Maternity Leave of six months upto two living children and Child Care Leave of two years. Accordingly, it has been decided in principle at the level of Hon'ble CM in a meeting held on 10.06.2013 regarding improvement in quality of education, that there should be a panel of retired teachers as leave reserved as provided in CSR Volume-I Part-I to the extent of 5% of sanction strength. To achieve the same in a regular manner, a panel, of suitable retired teachers is required to be prepared every year. Accordingly, District Education Officer of the concerned district shall prepare the said panel of PGTs of various subjects out of retired PGTs of Haryana Government, whereas District Elementary Education Officer shall do the same in respect of PRTs, TGTs and C&V language Teachers. The details are as under:

**Remuneration:**

Retired Teacher shall be given fixed remuneration as under:

All the three categories of teachers shall be entitled for entry level pay of the pay band on government pattern plus grade pay. The same is further explained as under:

- |    |  |                             |
|----|--|-----------------------------|
| a) | Post Graduate Teacher                              | - Rs. 12090 + 4800 =16890/- |
| b) | Trained Graduate Teacher/<br>C&V language Teachers | - Rs. 10230 + 4600 =14830/- |
| c) | Primary Teachers                                   | - Rs. 9300 + 4200 =13500/   |

It is further made clear that the incumbents will continue to get their pension and other allowances including medical allowance as is admissible from time to time.

**Age:-**

The maximum age upto which re-employment is admissible is 65 years.

**Other Terms & Conditions:-**

- a) Integrity of the candidate should not have been doubted during the entire service.
- b) No disciplinary or criminal matter of any type is pending at the time of retirement and considering for appointment on contract basis.
- c) No major penalty has been inflicted during the entire service.
- d) At the time of retirement, ACRs of last 10 years to tune of 70% in the category of good or better than that must exist.
- e) 70% results of the last 10 years of the school classes or Board classes should be plus

**Note:** Regarding (a to e), the requisite information shall be provided by the candidate in the form of an affidavit duly attested by an Executive Magistrate.

- f) Principals and Headmasters (High Schools), Elementary Heads (Middle Schools), Head Teacher (Primary Schools) can be considered for PGT, TGT, C&V or PRT, if they fulfil the qualifications and experience of the relevant subject.
- g) Medical fitness from Civil Surgeon shall be mandatory every year.
- h) Each DEO/DEEO can engage upto 5% of the sanctioned strength in each cadre in the district and if in a particular cadre the requirement is more, prior permission from the directorate shall be mandatory.
- i) Each candidate shall be required to get his name recommended from the Principal/ Head Master concerned of place of residence of the candidate and Principal shall not recommend more than three candidates in order of merit against a particular vacancy **by holding screening test Writtenl Class Room transaction.**
- j) It shall be personal responsibility of the DEO/ DEEO concerned that the candidate engaged is based upon the criteria of leave vacancy and specifically work load basis. It is further clarified that the teacher re-employed must have a work load of 36 & 39 periods for the post of PGT & TGT respectively. In case the workload is less than the prescribed norms in the school concerned then in that eventuality clubbing of the workload at the same station in different

schools shall be ensured. In rare case, the teacher can also be given the workload in the school situated in the nearby village within a maximum distance of 2k.m

- k) **To operationalise the system, a central information database will be created. Any demand likely to arise in any school would first be uploaded on that site. This database would be linked to the school information site which has up to date information on class-wise and subject-wise information of students as well as teacher. The demand made would be got examined against the information available to calculate actual requirement of additional teaching support. The system would also generate information on availability of any surplus teaching staff available in nearby school.**
- l) Efforts shall be made to meet out the budget requirement firstly, out of the existing vacancies in the district and if still, separate allocation is required, the same shall be sought well in advance, so that prior approval of finance department can be obtained.
- m) Panel shall be prepared in the month of January every year and same will be valid for ensuing academic year i.e. from 1st April of the said year till 31<sup>st</sup> March of next year. Further, fresh panel shall be prepared each year.
- n) A candidate can apply only in one district of his place of residence.
- o) The entire allocation and appointment every year shall be done in a transparent manner through counseling by District Education Officer/District Elementary Education Officer under the overall supervision of Director General/ Director Secondary Education and Director General/ Director Elementary Education, respectively in the month of February and well before the commencement of the fresh academic session or through telephonic counselling in case of any vacancy arises in the middle of session. **Principal/Head Master of the school, where leave vacancies are available, shall be a part of the counseling process, so as to ensure need and priority/ recommendation on actual workload basis.**

**Criteria for preparing panel:-**

Panel of retired teachers may be prepared as per seniority of that employee at the time of retirement.

**Application for Re-employment of Retired**  
**Haryana Govt. Teachers**

Passport  
size photo  
of the  
candidate

1. Name and Post \_\_\_\_\_
2. Father's/Husband Name \_\_\_\_\_
3. Address \_\_\_\_\_  
with Mobile No., \_\_\_\_\_  
and E-mail if any \_\_\_\_\_
4. Post applied for \_\_\_\_\_  
(01 PGT, 02 TGT, 03 C&V, 04 JBT/PRT)
5. Date of Birth \_\_\_\_\_
6. Date of Retirement \_\_\_\_\_  
and school \_\_\_\_\_
7. Seniority Number \_\_\_\_\_  
at time of retirement \_\_\_\_\_
8. Preferential Block for \_\_\_\_\_  
Re-employment \_\_\_\_\_

9. Qualifications :-

Sr. No.	Qualification	Subject	Max. Marks	Marks Obtained	%age
(a)	Post Graduation				
(b)	Graduation				
(c)	B.Ed./D.Ed.				
(d)	10 + 2				
(e)	Matric				
(f)	Any other				

10. Results of the last 10 years

Year	Class	Pass %	Board Pass%	Plus/Minus

**Signature of the Candidate**

**Verification :-**

Verified that the above mentioned contents of my application are true and correct to the best of knowledge and nothing has been concealed therein. If any thing is found wrong I, shall be responsible for legal action.

**Signature of the Candidate**

**Checked By:**

Certified that the above said particulars are checked by me and all are correct as per official record.

**BEO/BEEO**