



SES COLLEGE

SREEKANDAPURAM
EDUCATIONAL
SOCIETY

Affiliated to **Kannur University**
Accredited by NAAC at '**B**' Grade

SREEKANDAPURAM POST,
KANNUR DISTRICT,
KERALA, PIN:670631
PH: 0460 2230293, 2231145



S.E.S. COLLEGE

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Criteria 2- Teaching- Learning and Evaluation

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

Sanctioned Posts




Dr. DOMINIC THOMAS
Principal
S.E.S. COLLEGE
SREEKANDAPURAM

Memorandum to His Highness the Maharaja of Cochin (2001/2002) / 25799/02. Dated 14-10-2002

POST ADALATH REVIEW

STATEMENT FOR RE-ASSESSMENT OF WORK-LOAD ON THE BASIS OF THE MEETING ON 18/12/2002, REVISED FIXATION OF STAFF STRENGTH AND IDENTIFICATION OF SURPLUS STAFF.

NAME OF COLLEGE : S.E.S.COLLEGE, SREEKANDAPURAM PRINCIPAL'S SUBJECT: ECONOMICS

Sl.No	Subject	Work Load assessed	No. of teachers permissible as per assessed work load as on 01/08/2001	No. of teachers working	No. of excess teachers working based on Col 4&5	Add. work load for new course & No. of post eligible	Hours as per relaxed norms and eligible post	Relaxation for Reader	F.P./L.W.A	Retirement up to 30/06/2003	No. of teachers surplus to be re-deployed	Remarks
1	English	28	2	5	3	21 hr 2 teacher	HCO 2 hr				1	
2	Malayalam	9	1	2	1	9 hr 1 teacher						
3	Hindi	8	1	2	1		Balance 4 hr HCO 2 hr				1	
4	Maths	52	3	5	2	13 hr 1 teacher	Balance 4 hr HCO 2 hr					
5	Physics	13	1	5	4	50 hr 4 teacher					1	
6	Chemistry	45	3	4	3		Balance 2 hr 1 teacher				1+1 hr L	



GOVERNMENT OF KERALA

ABSTRACT

Higher Education Department - Private - School Arts & Science - ...
... 1998 - 2001 and ...

HIGHER EDUCATION (D) DEPARTMENT

...

Dated, Thiruvananthapuram 20-06-2010

- 1. G.O.Ms No. 118/911 dated 29/11/1998
- 2. G.O.Ms No. 120/911 dated 08/12/1998
- 3. G.O.Ms No. 120/911 dated 27/02/2001
- 4. G.O.Ms No. 150/911 dated 01/07/2001
- 5. Letter No. 57 KSHED/Gen/DHE dated 31/05/2008 from the Chairman, Kerala State Higher Education Council, Thiruvananthapuram.
- 6. G.O.Ms No. 150/911 dated 22/05/2008
- 7. G.O.Ms No. 150/911 dated 01/07/2001
- 8. Correspondence along with letter No. 2428683/2007 dated 07/10/2009 from the Director of Collegiate Education, Thiruvananthapuram.

OWNERS

Consequent on defunding of the Degree level colleges during 1995 - 1997 a large number of teaching staff in the Arts and Science Colleges were considered surplus due to reduction in workload. These teachers who were not qualified to teach under school curriculum were transferred to the Government Higher Secondary schools. The surplus staff retained by the respective colleges and placed on deputation in supplementary posts and were termed as 'surplus' teachers. They were paid pay and allowances by the Government apart from their own salaries. Government sanctioned approximately 300 Courses on the specific condition that there will be no financial commitment to Government. This was on the understanding that surplus staff will be redeployed in various other posts of the Government. However, the surplus of these Courses was not redeployed to the Government as planned.

These surplus staff were being employed on these conditions. ... teachers ...
... were engaged by the Government ...
... surplus teachers were ...
... surplus teachers ...
... surplus teachers ...

were not allowed to be filled up. Later, as per G.O read as sixth paper above, Government accorded sanction to fill up those posts with had sufficient workload also including the workload in respect of the conditional Courses granted during 1998-2001.

3. The Kerala State Higher Education Council has advised the Government that the workload of the conditionally sanctioned Courses also should be taken into account in computing the Staff Strength for appointment in Aided Government Colleges in view of the introduction of Choice-based Credit And Semester System in Arts and Science Colleges. The Private College managements have been repeatedly requesting Government to treat conditionally sanctioned Courses as aided Courses and to create posts and grant permission to fill up the teaching posts taking into account the workload of conditionally sanctioned Courses.

4. The question of creation posts and filling up of vacancies for the Courses sanctioned during 1998-2001 has been considered by Government in the light of the advice of the Kerala State Higher Education Council. The Director of Collegiate Education was instructed to make a comprehensive study of the matter. Accordingly, the Director of Collegiate Education in the later read as eighth paper above has forwarded a comprehensive proposal for the creation of posts reckoning the workload of conditionally sanctioned Courses and for filling up the posts after adjusting the excess teachers existing in the Colleges. The number of faculty needed to run the conditionally sanctioned Courses has been assessed in terms of the UGC and Government norms adopted for the calculation of Staff Strength. On these basis it has been found that Private Colleges are eligible for making appointments to a total number of 1599 posts of Lecturers in different subjects. It is also seen that there are 587 excess teachers in various Private Colleges in various conditionally sanctioned Courses. Government have subsequently repatriated nearly 134 Junior Lecturers to their respective Colleges for being absorbed into the vacancies that may arise in the respective Colleges later, subject to the condition that they were qualified for appointment, and if not qualified they should acquire the same within the period specified by the Government.

5. In these circumstances, Government are pleased to create 1599 posts of lecturers in Private Aided Arts & Science Colleges as detailed in the annexure appended to this G.O (Column No.8). The Educational Agencies are also permitted to fill up 10-12 posts as shown in column No.10 of the annexure subject to the following conditions.

- a) Before filling up of the posts as shown in the annexure the excess teachers and repatriated teachers shall be accommodated in the respective subjects in the respective institutions.
- b) It is also noticed that during the pendency of the issue with the Government, appointments were made by some managements in the conditionally sanctioned Courses and same were approved by the Universities. These appointments are concurred to/ ratified by Government with effect from the date of this order. They will be eligible for receiving salary from the Government exclusively only from the date of this order, subject to the condition that they are otherwise eligible to be appointed as per rules as and were duly appointed on the date of this order.
- c) The Deputy Directors shall personally ensure that the posts thus created are having adequate workload as per the norms fixed by the Government which shall be their liability too.

were not allowed to be filled up. Later, as per G.O read as sixth paper above Government accorded sanction to fill up those posts with had sufficient workload and excluding the workload in respect of the conditional Courses granted during 1998-2001.

3. The Kerala State Higher Education Council has advised the Government that the workload of the conditionally sanctioned Courses also should be taken into account in computing the Staff Strength for appointment in Aided/Government Colleges in view of the introduction of Choice-based Credit And Semester System in Arts and Science Colleges. The Private College managements have been repeatedly requesting Government to treat conditionally sanctioned Courses as aided Courses and to create posts and grant permission to fill up the teaching posts taking into account the workload of conditionally sanctioned Courses.

4. The question of creation posts and filling up of vacancies for the Courses sanctioned during 1998-2001 has been considered by Government in the light of the advice of the Kerala State Higher Education Council. The Director of Collegiate Education was instructed to make a comprehensive study of the matter. Accordingly, the Director of Collegiate Education in the letter read as eighth paper above has forwarded a comprehensive proposal for the creation of posts reckoning the workload of conditionally sanctioned Courses and for filling up the posts after adjusting the excess teachers existing in the Colleges. The number of faculty needed to run the conditionally sanctioned Courses has been assessed in terms of the UGC and Government norms adopted for the calculation of Staff Strength. On these basis it has been found that Private Colleges are eligible for making appointments to a total number of 1599 posts of Lecturers in different subjects. It is also seen that there are 587 excess teachers in various Private Colleges in various conditionally sanctioned Courses. Government have subsequently repatriated nearly 134 Junior Lecturers to their respective Colleges for being absorbed into the vacancies that may arise in the respective Colleges later, subject to the condition that they were qualified for appointment, and if not qualified they should acquire the same within the period specified by the Government.

5. In these circumstances, Government are pleased to create 1599 posts of lecturers in Private Aided Arts & Science Colleges as detailed in the annexure appended to this G.O (Column No.8). The Educational Agencies are also permitted to fill up 1612 posts as shown in column No.10 of the annexure subject to the following conditions.

- a) Before filling up of the posts as shown in the annexure the excess teachers and repatriated teachers shall be accommodated in the respective subjects in the respective institutions.
- b) It is also noticed that during the pendency of the issue with the Government, appointments were made by college managements in the conditionally sanctioned Courses and same were approved by the Universities. These appointments are concurred to by Government with effect from the date of this order. They will be eligible for receiving salary from the Government exchequer only from the date of this order, subject to the condition that they are otherwise eligible to be appointed as per rules as and were duly appointed on the date of this order.
- c) The Deputy Directors shall personally ensure that the posts thus created are having adequate workload as per the norms fixed by the Government which shall be their liability too.

- d) The Registrars of the Universities concerned shall issue appointments of appointments in the newly created, and only after the Govt. Order that such appointments are in accordance with the rules framed by Government and the same are entered into the list of the relevant rules and rules.
- e) Deception cases shall be referred to Government for appropriate action.

(BY ORDER) OF THE GOVERNOR

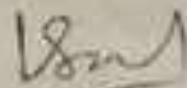
KIRUVILLA JOHN

Principal Secretary to Government

- 1) The Director of Collegiate Education, Thiruvananthapuram (10 copies shall include copies of the Government Order in all colleges concerned)
- 2) The Deputy Director of Collegiate Education, Kollam (Kottayam / Ernakulam / Thrissur / Kozhikode)
- 3) The Registrar, Kerala M.G. College Kerala Universities
- 4) The Accountant General (A&F) Kerala, Thiruvananthapuram
- 5) The Advocate General, Ernakulam (with covering letter)
- 6) The G&S Department
- 7) I & PR Department
- 8) The Finance Department (Vide U.O No. 1152/Sd. B3/107 in dated 30.04.2010)

Copy to - PS to Minister (Education & Culture)
 PA to Principal Secretary, Higher Education
 PS to Chief Minister
 PS to Leader of Opposition

For & By Order



SECTION OFFICER

Exdt. No. DE 28883/2007A coll Edn. dated 19/10/2010

Copy communicated to the Deputy Directors of Collegiate Education, Kollam / Kottayam / Ernakulam / Thrissur & Kozhikode and all Principals (143 Aided Arts & Science Colleges) concerned.

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 K. LAJITHA
 DEPUTY DIRECTOR
 FOR DIRECTOR OF COLLEGIATE EDUCATION

PRINCIPAL
 S. S. COLLEGE
 KOTTAYAM



GOVERNMENT OF KERALA

Abstract

Higher Education Department - Additional teaching posts of Assistant Professors in Aided Arts & Science Colleges - Created - Orders - Issued.

HIGHER EDUCATION (D) DEPARTMENT

GO(Ms)No.471/2020/HEDN Dated,Thiruvananthapuram, 30/12/2020

- Read
1. GO(Rt)No.1149/2018/H.Edn Dated 12/06/2018
 2. GO(MS)No.155/2020/H.Edn dated 01/04/2020
 3. G.O.(MS)No.313/2020/H.Edn dated 11/09/2020
 4. Letters No.D4/12397/2020/DCE dated 14/08/2020, 18/09/2020 & 25/09/2020 of the Director of Collegiate Education

ORDER

Government sanctioned several new programmes in the Aided Arts & Science Colleges prior to 2016-2017. However corresponding teaching faculty were not sanctioned in many of the colleges. Besides the required number of faculty were not sanctioned in the 10 new Aided Arts & Science colleges in the State.

2. Vide GO read as 2nd and 3rd paper above, Government specified the minimum teaching workload for faculty in colleges and Universities to be in line with the UGC Regulations, by which 16 hours of teaching per week, excluding PG weightage, was made mandatory for Assistant Professors. It was also ordered that the faculty whose appointments have been approved prior to 01/06/2020, in posts with lesser workload, would continue but these posts would be abolished on retirement, resignation, transfer or arising of vacancy in any other manner. The Director of Collegiate Education examined the proposals furnished by the Universities against these criteria and furnished a consolidated proposal to Government as per the letter read as 4th paper above, and recommended to create new teaching posts, as appended herewith, in various Aided Colleges in the State.

3. Government examined the proposal in detail and are pleased to create 721 new teaching posts in Aided Arts & Science Colleges in the State as shown in Annexure appended herewith. Managers shall fill all teaching posts in their colleges, including the newly created ones, strictly in accordance with the Government orders read as 2nd and 3rd papers above.

(By order of the Governor)
DR. USHA TITUS
PRINCIPAL SECRETARY

To:

The Director of Collegiate Education, Thiruvananthapuram
The Registrar, Kerala / M G / Calicut / Kannur University
The Deputy Director of Collegiate Education, Kollam /
Kottayam / Ernakulam / Thrissur / Kozhikode
The General Administration (SC) Department (item No.4389)
Finance Department (UO No.Edn B3/28/2020/Fin dated
06/11/2020)
Stock file (D2/175/2020)

Forwarded /By order


Section Officer

115	EMEA COLLEGE OF ARTS & SCIENCE, KONDOTTI	Commerce	6
116	PSMO COLLEGE, THIRURANGADI	Zoology	3
		Commerce & Management	2
117	AMBEDKAR COLLEGE OF ARTS & SCIENCE, WANDOOD	English	1
		Commerce	2
		Mathematics	1
		Economics	1
118	SMSM ARTS & SCIENCE WOMEN'S COLLEGE, ATHAVANAD	English	3
		Commerce	3
		Psychology	2
119	RSM SNDP YOGAM ARTS & SCIENCE COLLEGE, KOYILANDI	Chemistry	4
		Physics	3
120	S N GURU COLLEGE, CHELANNUR	English	1
		Economics	3
121	FAROOK COLLEGE, KOZHICKODE	Journalism	1
		Library Science	2
		Multi Media	3
122	MES COLLEGE, MAMPAD	Commerce	6
123	NIRMALAGIRI COLLEGE, KUTHUPARAMBA	Chemistry	2
		Commerce	3
124	NAM COLLEGE, KALLIKKANDY	Commerce	3
		English	2
		Hindi	1
125	MARY MATHA COLLEGE, MANANTHAVADY	Computer Science	4
		Physics	2
126	SES COLLEGE, SREEKANDAPURAM	Commerce	3
		Mass Communication & Journalism	3
127	PAYYANNUR COLLEGE, PAYYANNUR	English	3
		BBA	1
128	PRNSS COLLEGE, MATTANNUR	Plant Science/ Botany	3
		Malayalam	1
		Mathematics	3
		English	1