

NOTIFICATION
EDUCATION DEPARTMENT
SACHIVALAYA, GANDHINAGAR.
DATED THE 18-04-2012.

NOTIFICATION
IN
THE

NO.GH/SH/2/BMS-1109-1906-G:- In exercise of the powers conferred by proviso to article 309 of the Constitution of India, the Governor of Gujarat hereby makes the following rules to provide for the selection of teachers of Government Secondary and Higher Secondary Schools, namely:-



1. *Short title.-*

These rules may be called the Teachers of Government Secondary and Higher Secondary Schools (Procedure for Selection) Rules, 2012.

2. *Definitions.-*

In these rules, unless the context otherwise requires.

- (a) "Government" means Government of Gujarat;
- (b) "Selection Committee" means the committee constitute under rule-3;
- (c) "Teachers Aptitude Test (TAT)" means the teachers aptitude test conducted by the Gujarat secondary and Higher Secondary Education Board, Gandhinagar;
- (d) "Appendix" means the Appendix appended to these rules.

3. *Constitution of Selection Committee.-*

(1) There shall be constituted a selection committee known as "The Gujarat State Secondary and higher Secondary School Education Staff Recruitment Selection Committee."

(2) The Selection Committee shall consist of the following members, namely:-

- (i) The Commissioner Mid-day-meals and ... Chairman, ✓
Schools, Gujarat State, Gandhinagar. ex-officio
- (ii) Vice-chairman, the Gujarat Secondary ... Member, ex-officio ✓
and Higher Secondary Board,
Gandhinagar.
- (iii) A senior Government Officer, not below ... Member ✓
the rank of Deputy Secretary appointed

by the Government.

(iv) Two eminent educationists nominated by ... Member
the Government.

(v) The Joint Director of Schools, Gujarat ... Member
State, Gandhinagar.

(3) The Joint Director of Schools, Gujarat State, Gandhinagar, shall be the
Member-Secretary of the Selection Committee.

4. *Selection of Teachers.-*

The Selection Committee shall select persons for appointment to the
posts of Teachers in the Government Secondary and Higher secondary from
amongst the persons who are qualified to be appointed as such in
accordance with the provisions of these rules.

5. *Duties and functions of the Selection Committee.-*

(1) The Selection Committee Shall-

(a) ascertain from the District Education Officers the number of posts of
Teachers for which recruitment is to be made. However it shall be
incumbent upon the District Education Officers to send the
requisition for filling up vacant post of teachers to the Selection
Committee;

(b) invite applications from the eligible candidates for selection as the
Teacher of Government Secondary and Higher Secondary School by
an advertisement in the widely circulated Gujarati and English new
papers in the State;

(c) scrutinise applications received;

(d) recommend the names of the selected candidates for appointment
the Commissioner of Mid-day-Meals and Schools;

(e) maintain records of recommendations;

(f) submit annual reports of the activities undertaken by it to the
Government in Education Department;

(g) be responsible for such other functions as may be entrusted by the
Government from time to time.

6. *Headquarter of Selections committee.-*

The Headquarter of the Committee shall be at Gandhinagar.

7. Eligibility for appointment.-

To be eligible for appointment as Teacher, a candidate shall possess-

(a) requisite educational qualifications and age in accordance with the provisions of regulation 20 of the Gujarat Secondary and Higher

Secondary Education Regulations, 1974; and

(b) basic knowledge of computer application as prescribed in sub-rule 1(A)

of rule 8 of the Gujarat Civil Services Classification and Recruitment (General) Rules, 1967;

Provided that the age limit shall be relaxed in favour of a candidate belonging to the Scheduled Castes, Scheduled Tribes, Socially and Educationally Backward Class and women in accordance with the provision of the Gujarat Civil Services Classification and recruitment (general) Rules 1967.

8. Preparation of requisitions.-

(1) The Head Master of secondary school or higher secondary school shall send requisition to the District Education Officer twice in a year by the 15th June and 15th November showing total number of vacancies resulted on account of any reason whatsoever including the newly created posts and the vacancies likely to occur in next academic years due to retirement, resignation etc. While calculating the number of vacancies the number of posts to be filled up by the transfer of old teachers or appointment by Vidhya Sahayak shall be considered.

(2) The number of posts to be reserved for the candidates belonging to Scheduled Castes, Scheduled Tribes, Socially and Educationally Backward Class and for women and physically handicapped shall be calculated in accordance with the rules as prescribed by Government in this behalf.

9. Application for the post of Teacher.-

(1) A candidate who is otherwise eligible for the appointment to the post of teacher intends to apply for the post of a Teacher shall submit an application to the Selection Committee in such form, with such fees and

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- within such time limit as may be specified in the advertisement.
- (2) The fees once paid shall not be refunded or held over for the subsequent examinations.
 - (3) The request for withdrawal of application form and refund of fees shall not be entertained in any circumstances.

10. Scrutiny of the applications.-

The application shall be scrutinized by the Selection Committee and committee may adopt the procedure for such scrutiny as it deems fit.

11. Select list.-

- (1) (a) The selection committee shall prepare a list of successful candidates on the basis of weightage of 70% marks of the marks secured by the concerned candidate in TAT.
- (b) The marks secured by the concerned candidate in TAT shall be valid for five years from the date of the result of the TAT.
- (c) The candidate who has secured at least 50% marks in TAT shall be considered as qualified candidate for TAT weightage.
- (d) A candidate shall be allowed to appear in TAT for three times. A candidate who after availing the first attempt also avails second or third successive attempt within the period of five years from the date of the result of the first attempt, the average marks obtained by such candidate in such attempts shall be considered for preparation of the select list, as explained in Appendix-II.
- (2) The weightage of 30% will be given, out of the marks secured in the prescribed educational qualification for the respective post as specified in appendix-II.
- (3) The maximum marks for the qualification for the purpose of weightage of 30% shall be as prescribed in Appendix-I.
- (4) The Selection Committee shall prepare subject-wise and category-wise lists on the basis of marks secured by the candidates as provided in clause (a) of sub-rule (1) and sub-rule (2).
- (5) The Selection Committee shall prepare a list of the successful candidates in the order of merit on the basis of aggregate marks finally awarded to

each candidate as provided under clause (d) of the sub-rule (1) to the extent of posts advertised by the selection committee.

- (6) The Selection Committee shall prepare a separate list of successful candidates belonging to then Scheduled Castes, Scheduled tribes, Socially and Educationally Backward Classes and women to the extent of the number of vacancies reserved for such categories;

Provided that where the requisite number of candidates, belonging to Scheduled Casts, Scheduled Tribes, Socially and Educationally Backward Class or, as the case may be Nomadic Tribes and Denotified Tribes, could not qualify on the basis of the qualifying aggregate marks fixed for general category, the Selection Committee may relax the qualifying aggregate marks to make up the deficiency in the reserved posts.

- (7) The Selection Committee shall prepare subject-wise and category-wise waiting lists, of about 10% candidates of the list of successful candidates so prepared under sub-rules (4) and (5).

- (8) The waiting lists referred to in sub-rule (7) shall be operative for a period of two years from the date of publication of the result or till the date of publication of the result of the next examination, which ever is earlier.

- (9) The waiting list may be operative in the following circumstances;

- (i) if the post of Secondary Teacher or Higher Secondary Teacher is not filled up due to non-joining of the selected candidate in the prescribed time limit.
- (ii) if the selected candidate is disqualified for appointment for any of the reasons.

12. Select list of the qualified candidates.-

- (1) The Selection Committee shall prepare the select list in three parts as under, namely:-

Part I. The select list of the qualified candidates shall be arranged in the order of merit specifying their names, application numbers and total marks obtained by the candidates;

Part II. A waiting list in accordance with the provisions of sub-rule (7) of rule 11 in order of merit specifying their names, application

numbers and total marks obtained by the candidates;

Part III. A list of the unqualified candidates who are not included in Part-I and Part-II, specifying their names, application numbers and total marks obtained by them.

- (2) The Selection Committee shall display all the three parts of the result on the Notice Board in the office of the Commissioner of Mid-day-Meals and schools, Gandhinagar, Gujarat Secondary and Higher Secondary Education Board, Gandhinagar and in all offices of district education officers.
- (3) The Selection Committee shall communicate result to the qualified candidates individually in the manner as may be decided by it. The Selection Committee shall not enter into any further correspondence with any candidate in this regard after communication of the result.

13. Appointment of candidate.-

- (1) The Selection Committee shall call the selected candidates to verify the certificates of educational qualifications, birth date, caste certificate and such other particulars and documents. The verification of the certificates shall be completed within two months from the date of declaring of select list.
- (2) The Selection Committee shall convey the list of vacant posts to selected candidate and invite options from such candidate. The Selection Committee shall offer a place of posting to the selected candidate, taking into consideration his options and his choice of place and his place in the merit list.
- (3) If the selected candidate fails to appear on the specified date and time for verification of certificates or at the camp held for the purpose of posting, he shall not be eligible for selection and his name be deleted from the select list. The Selection Committee shall not enter into any further correspondence in this regard.
- (4) The allotment letter for posting of the selected candidate shall be issued by the Selection Committee in the camp itself, and a copy thereof shall be sent to the Commissioner of Mid-day-Meal and Schools, Government

of Gujarat, Gandhinagar and to the concerned candidate. A copy of the same shall also be sent to the concerned District Education Officer for monitoring and for appropriate action for implementation of the allotment letter.

- (5) The Commissioner of Mid-day-Meal and Schools shall issue an appointment letter within seven days from the date of receipt of the allotment letter from the Selection Committee.
- (6) The selected candidate shall require to join the concerned school within seven days from the date of receipt of the appointment letter issued under sub-rule (5) by the Commissioner of Mid-day-Meal and Schools, Gujarat State, Gandhinagar.
- (7) The head master of the school and concerned candidate shall intimate to the Selection Committee and concerned District Education Officer after such candidate has joined the duty.

14. Decision of the selection committee to be final.-

The application of the candidate shall not be considered for the post unless the selection committee is satisfied that the candidate is eligible in all respects and has complied with all the requirements and the decision of the Selection Committee as to the eligibility of a candidate for candidature shall be final.

15. No right to appointment.-

Mere inclusion in the select list shall not by itself confer upon a candidate any right to appointment and no candidate shall be appointed to the post unless the Selection Committee is satisfied after such inquiry as may be considered necessary that the candidate is suitable in all respect for appointment to the post.

16. Disqualification for appointment on the ground of plural marriage.-

(1) No person-

(i) who has entered into or contract a marriage with a person having spouse living; or

(ii) who has a spouse living has entered into or contract a marriage with any person shall be eligible for appointment to the said post,

Provided that if the Government is satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds to do so,

Government may exempt any person from the operation of this rule.

- (2) The candidate shall declare in the application form whether he or she, as the case may be, married and, in the case of male candidate he has more than one wife living and in the case of female candidate whether she has married to man who has already another wife living.

17. Disciplinary Action.-

A candidate who is or has been declared by the Selection Committee to be guilty of,-

- (a) obtained support for his candidature by any means; or
- (b) impersonating; or
- (c) procuring impersonation by any person; or
- (d) submitting fabricated documents or document which have been tampered with; or
- (e) making statement which are incorrect or false or suppressing material information; or
- (f) resorting to any other irregular or improper means in connection; or
- (g) misbehaving in any other manner during selection process; or
- (h) harassing or doing bodily harm to the staff employed by Selection Committee; or
- (i) attempting to commit or, as the case may be abetting the of all or any of the acts specified in the foregoing clauses; Shall be disqualified for the appointment of Teacher as for a period which may extend to five years.

18. Medical examination.-

A candidate selected for appointment shall require to submit a medical certificate of fitness as provided in rule-21 of the Gujarat Secondary and Higher Secondary Education Regulations, 1974.

Appendix-I
(See rule NO.11(3))

(1) For the post of Higher Secondary Teacher:-

No.	Qualification	Maximum Marks
01.	Graduate degree in concerned subject	10
02.	Post Graduate degree in concerned subject	10
03.	Graduate degree in professional subject i.e.B.Ed. / B.P.Ed. etc.	05
04.	Post Graduate degree in professional subject i.e.M.Ed. / M.P.Ed. etc.	05
	Total	30

(2) For the post of Secondary Teacher:-

No.	Qualification	Maximum Marks
01.	Graduate degree in concerned subject	10
02.	Post Graduate degree in concerned subject. (If possesses)	10
03.	Graduate degree in professional subject i.e.B.Ed. / B.P.Ed. etc.	05
04.	Post Graduate degree in professional subject i.e.M.Ed. / M.P.Ed. etc. (If possesses)	05
	Total	30

(3) for the post of Special Teacher:-

(i) Drawing Teacher:

No.	Qualification	Maximum Marks
01.	Diploma in fine arts	15
02.	Graduate degree in fine arts. (If possesses)	15
	Total	30

(ii) Craft and Industry Teacher:-

No.	Qualification	Maximum Marks
01.	H.S.C.	10
02.	Diploma in Engineering in subject concerned	10
03.	Graduate degree in Engineering in concerned subject. (If possesses)	10
	Total	30

(iii) Physical Education Teacher:-

No.	Qualification	Maximum Marks
01.	H.S.C.	05
02.	C.P.Ed.	05
03.	D.P.Ed.	05
04.	Graduate degree in Physical Education	10
05.	Graduate degree in any subject	05
	Total	30

(iv) Music Teacher:-

No.	Qualification	Maximum Marks
01.	H.S.C.	15
02.	Graduate degree in music	15
	Total	30

Appendix-II

(See rule NO. 11(1) (d) and (2))

Example

(1) Calculation of 70% weightage

If a candidate secured 175 marks out of 250 marks in TAT conducted by the Board, for selection he gets $175 \times 70 / 250 = 49$ marks

(2) Calculation of 30% weightage

(1) For the post of Higher Secondary Teacher:-

No.	Qualification	Maximum Marks	For example	
			Percentage secured by the candidate	Marks eligible on the basis of percentage secured by the candidate (col.3xcol.4/100)
01.	Graduate degree in concerned subject	10	70	7.0

02.	Post Graduate degree in concern subject	10	60	6.0
03.	Graduate degree in professional subject i.e. B. Ed. / B. P. Ed. etc.	05	80	4.0
04.	Post Graduate degree in professional subject i.e. M. Ed. / M. P. Ed. etc.	05	60	3.0
	Total	30		20

(2) For the post of Secondary Teacher:-

No.	Qualification	Maximum Marks	For example	
			Percentage secured by the candidate	Marks eligible on the basis of percentage secured by the candidate (col.3xcol.4/100)
01.	Graduate degree in concerned subject	10	70	7.0

02.	Post Graduate degree in concern subject	10	60	6.0
03.	Graduate degree in professional subject i.e. B. Ed. / B. P. Ed. etc.	05	80	4.0
04.	Post Graduate degree in professional subject i.e. M. Ed. / M. P. Ed. etc.	05	60	3.0
	Total	30		20

(3) For the post of Special Teacher:-

(i) Drawing Teacher:

No.	Qualification	Maximum Marks	For example	
			Percentage secured by the candidate	Marks eligible on the basis of percentage secured by the candidate (col.3xcol.4/100)
01.	Diploma in fine arts	15	60	9.0
02.	Graduate degree in fine arts (If possesses)	15	50	7.5
	Total	30		16.5

(ii) Craft and Industry Teacher:

No.	Qualification	Maximum Marks	For example	
			Percentage secured by the candidate	Marks eligible on the basis of percentage secured by the candidate (col.3xcol.4/100)
01.	H.S.C.	10	70	7.0
02.	Diploma in Engineering in subject concerned	10	60	6.0
03.	Graduate degree in Engineering in concerned subject. (If possesses)	10	50	5.0
	Total	30		18.0

(iii) Physical Education Teacher:

No.	Qualification	Maximum Marks	For example	
			Percentage secured by the candidate	Marks eligible on the basis of percentage secured by the candidate (col.3xcol.4/100)
01.	H.S.C.	05	60	3.0
02.	Diploma in Engineering in subject concerned	05	60	3.0

03.	Graduate degree in Engineering in concerned subject. (If possesses)	05	50	2.5
04.	Graduate degree in Physical Education	10	70	7.0
05.	Graduate degree in any subject	05	60	3.0
	Total	30		18.5

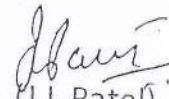
(iv) Music Teacher:

No.	Qualification	Maximum Marks	For example	
			Percentage secured by the candidate	Marks eligible on the basis of percentage secured by the candidate (col.3xcol.4/100)
01.	H.S.C.	15	60	9.0
02.	Graduate degree in music	15	60	9.0
	Total	30		18

Merit number shall be decided according to the above examples for the post of

No.	Post	Marks obtained in TAT i.e. out of 70%	Marks obtained in accordance with qualification i.e. out 30%	Total marks for the merit in inclusion in select list
01.	Higher Secondary Teacher	49	20	69
02.	Secondary Teacher	49	20	69
03.	Special Teacher			
	(1) Drawing Teacher	49	16.5	65.5
	(2) Craft and Industry Teacher	49	18	67
	(3) Physical Education Teacher	49	18.5	67.5
	(4) Music Teacher	49	18	67

By order and in the name of the Government of Gujarat,


(J.L. Patel)

Joint Secretary to Government
Education Department

To,

Secretary to H.E. the Governor, Rajbhavan, Gandhinagar (By letter),
Secretary to Hon. Chief Minister, Sachivalya, Gandhinagar,
Per. Secy. to Hon. Minister Education, Sachivalya, Gandhinagar,
Per. Secy. to Hon. Mos. Pri, Secy. & Adult Education, Sachivalya,
Gandhinagar,
Per. Secy. to Hon. Mos. Higher & Tec. Education, Sachivalya,
Gandhinagar,
Deputy secretary to CS, CS office, Sachivalya, Gandhinagar,
ACS (Per), GAD, Sachivalya, Gandhinagar,