

From

Director Higher Education,
Haryana, Panchkula.

To

The Principals of all,
Govt. Colleges situated in Haryana State.

Memo No. 15/65-2014 C-I (4)
Dated, Panchkula, the 19/9/2016

Subject: Engagement of Extension Lecturers in Govt. Colleges for the academic session 2016-17.

Kindly refer to the subject cited above.

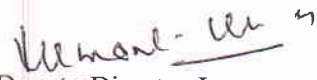
In pursuance of judgement passed by Hon'ble Punjab & Haryana High Court in CWP No. 9300 of 2015, CWP No. 16975 of 2014 & CWP No. 14226 of 2016. I have been directed to issue direction for engagement of Extension Lecturers in Govt. Colleges for the academic session 2016-17. The directions are as under:-

- 4
19/9
- (1) Those of the petitioners who are engaged as Extension Lecturers but are not NET qualified are open to be replaced by Extension Lecturers who are NET passed candidates. In case, NET qualified candidates are not available in response to the advertisements inviting applications for Extension Lecturers, to the extent of vacancies notified, then the petitioners, who do not possess NET certificates, will have a right to continue as Extension Lecturers provided their work, conduct and performance is satisfactory. Those petitioners, who are not NET qualified but falling within the deficit/shortfall of advertised vacancies will not be replaced by a similar arrangement till direct recruitment is made and regular candidates are available for joining the post. However, in cases, where the NET qualified candidates are available to fill all the vacancies required to be filled from amongst Extension Lecturers then it will be open to the Government to engage the petitioners who are NET qualified to the exclusion of others.
- (2) There is no gainsaying that both Guest Faculty Lecturers on contract basis and Extension Lecturers (with or without NET) who are not bound by contracts in writing, their rights would remain subservient to open merit regular recruitment and can be replaced as and when regular recruitment is made or when their work and conduct is not found up to the mark and reasons therefore are furnished and engagements to be discontinued will be without casting any stigma on their work and conduct so that their future employment to public service under the State is not imperilled. In other words, they will not be
- Uttam Singh

disadvantaged by mere fact of disengagement either by replacement theory amongst NET qualified candidates or when their work and conduct is found short of standards required to be maintained in colleges.

- (3) The process of engagement or replacement shall remain absolutely transparent without any tinge of bias or unfair discrimination within the homogenous group. Grievances, if any, in the working of this system may be brought to the notice of the Higher Education Department, where their grievances will be settled expeditiously.
- (4) In cases, where disengagements/cessation of work have taken place and NET qualified Extension Lecturers are not available, the college authorities would consider their cases for recall in the current session.

The extension lecturers would be engaged strictly as per workload and in accordance with the norms of the affiliating university. Regarding remuneration to be paid, the matter is under consideration of the State Govt. which will be intimated shortly.


Deputy Director-I
for Director Higher Education,
Haryana, Panchkula
