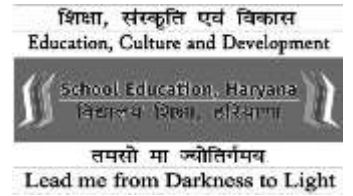




GOVERNMENT OF HARYANA / हरियाणा सरकार

# Directorate School Education

## विद्यालय शिक्षा निदेशालय



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### Order

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### Optimal Utilization of Teaching Staff

Whereas many schools have a pinching shortage of teachers. And whereas, upon a detailed analysis of the teachers' deployment and the work allocation norms, it has been found that the *actual scarcity* is there in some schools, at the same time, many others have *artificial scarcity*.

Needless to say, the *actual scarcity* can be tackled only through tools of either rational reassignment of teachers from one station to other, or recruitment or reemployment of the teaching staff. The department has already carried out rationalisation, initiated recruitment process and provided reemployment portal to the interested retired teachers.

But it is the intriguing *artificial scarcity* which needs immediate attention. As this can be removed, so this must be removed.

The school education department has various cadres of teachers. The qualified teachers of a junior cadre normally get promoted to senior cadres. Many teachers who happen to be in junior cadres also find direct recruitment to senior cadres as per their eligibility. A teacher of higher qualification can always reasonably competently supervise and teach the lower classes. But on account of the compartmentalising and straitjacket practices of work allocation the teachers are not being given inter-domain duties. Resultantly, while qualified, confident and committed teachers are available but we fail to assign teaching work to them thanks to artificial restrictions brought in by the orthodox work allocation schemes avoiding overlapping of jurisdictions of teaching. A PRT, even if qualified to teach classes at elementary or secondary level, is seldom given higher domain classes. Likewise, a TGT is rarely taken to senior secondary levels. We have so far followed an invented sanctity of compartmentalising teachers to the following domains:

- i) PRT to Primary Domain
- ii) TGT to Elementary Domain
- iii) PGT to Secondary and Sr. Secondary Domain

Though, in the past, the department had opened Secondary Domain to the TGT, yet that was not enough for doing away with the artificial acuteness.

In the light of above, the whole issue of work allocation has been revisited and it has been decided that:

1. So far as possible and primarily, all teachers shall be assigned work in their respective domains upto the prescribed teaching periods.
2. If a teacher of a particular domain is not available then there would be no bar on assigning the work of such deficient domain to a teacher of a different surplus domain provided that such teacher of the other domain has work below the prescribed periods and is qualified.
3. No teacher shall be given work beyond prescribed periods.
4. The Head of School shall prepare work allocation plan in a consultative manner.
5. Avoidable imbalances of allocation of periods amongst staff shall be avoided.

(Virender Singh, HCS)

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