

SHREE RAM COLLEGE, RAMPUR

(Non-Government Aided College — 488)

At/PO: Rampur, Dist: Subarnapur, Odisha | Affiliated to Rajendra University, Balangir

ADVERTISEMENT FOR ENGAGEMENT OF RETIRED GUEST FACULTY

Academic Session 2026-27

Advt. No.: 001

Date: 24.08.2026

Applications are invited **ONLINE ONLY through the HIMS Portal** from eligible retired teachers for engagement as Guest Faculty in this College, purely on contract basis, in terms of the Guidelines issued by Government in Higher Education Department for engagement of retired guest faculties in Non-Government Aided Colleges of the State.

1. VACANCY POSITION

Sl. No.	Subject	No. of Posts	Category
1	Commerce	01	Open
2	Mathematics	01	Open
3	Physics	01	Open
	TOTAL	03	

2. ELIGIBILITY

- Retired teacher at any University / Degree College (Government, or Aided College of 488 & 662 Category, or Sanskrit College).
- Age within 69 years as on the date of issue of this advertisement.
- Sound health, good physical ability and willingness to attend duty regularly.
- Good service record — no Departmental Proceeding / Recovery / Audit Para pending, no criminal case pending or contemplated, and not in litigation with any Court.

3. ENGAGEMENT & REMUNERATION

- Purely on contract basis for one academic session or till the vacancies are filled up by proper recruitment, renewable subject to satisfactory performance. There shall be no Employer–Employee relationship with Government in Higher Education Department.
- Remuneration from Rs. 25,000/- to Rs. 50,000/- per month according to the category of the retired faculty, for a minimum of 50 classes per month, as prescribed in the Guidelines. Attendance is biometric and payment is made in DBT mode through the HIMS Gateway.

4. SELECTION

Scrutiny of documents followed by interaction before the Selection Committee headed by the President, Governing Body. Physical attendance of the candidate on the date of selection is mandatory. Weightage shall be given for good academic career and higher qualifications. The engagement order shall be generated through the HIMS Portal only.

5. HOW TO APPLY & IMPORTANT DATES

Online Application Link: _____

Commencement of online application	Last date of online application	Document verification & interaction
24.08.2026	31.08.2026	To be intimated later

Applications submitted by hand, by post or by e-mail shall not be entertained. Incomplete applications and applications received after the last date shall be summarily rejected. No TA/DA is admissible. Canvassing in any form shall lead to disqualification. The College reserves the right to modify or cancel this advertisement without assigning any reason.

For detailed eligibility, remuneration slabs, selection procedure and other terms and conditions, candidates may refer to the Guidelines of the Higher Education Department, Government of Odisha, available on the HIMS Portal and the College Notice Board.

Sd/- Principal I/c-cum-Secretary, Governing Body

**GOVERNMENT OF ODISHA
HIGHER EDUCATION DEPARTMENT**

No. HE-NCET 1-POLICY-0002-2023/ 57198 /HE., Dated 23/10/25

Sub: Guidelines for engagement of Retired Academicians as Guest Faculties in Non-Govt. Aided Colleges of the State (both 488 & 662 Category, Sanskrit Colleges)

Government in Higher Education Department has decided to engage the **retired academicians as Guest Faculties in Non-Govt. Aided Colleges of the State (both 488 & 662 Category, Sanskrit Colleges)** from the current academic session, **till regular vacancies are filled up**, following the principles and procedure as stated below:

However, the colleges which are fully **integrated into HIMS** and using the HIMS portal may be eligible for engagement of such Guest Faculties. Therefore, all the Colleges are required to implement all modules of HIMS **on or before 31.10.2025**, without fail.

Mode of Advertisement & Manner of Application:

Vacancy in each subject is to be **uploaded on HIMS by respective colleges**. Advertisements with the details of vacancies will be floated through HIMS. The advertisement shall also be **published in at least 02 (two) widely circulated Odia daily Newspapers**. A copy of the advertisement along with details of the vacancies shall be uploaded on the HIMS portal.

Interested and eligible retired academicians shall **apply only through the HIMS portal, using the online application link** provided in the advertisement. No offline or manual applications shall be entertained.

Nature & Tenure of Engagement:

Engagement of suitable retired academicians shall be made as Guest Faculty to impart teachings in Non-Government Aided Colleges of the State (Both 488 & 662 Category) purely on a contractual and temporary basis.

The tenure of engagement shall be initially **for one academic session or until the posts are filled up through proper recruitment.**

The engagement may be **renewed for the succeeding academic session** based on the **satisfactory performance** of the Guest Faculty and the continuing need of the institution.

Eligibility Criteria for Applicant:

1. The applicant must be a **retired teacher** of any Public University/ Degree College (Government or Non-Government Aided College of 488 & 662 category/ Sanskrit College). In the event, that such candidate(s) is/are not available, then the Principal I/c of the concerned college shall take **the prior approval of the Director, Higher Education**, before engagement of an **eligible and willing retired faculty member** from any **recognized private college/University**, which shall be considered on a **case-to-case basis**.
2. The **maximum permissible age** of the applicant shall be **69 years** as on the date of issue of the advertisement.
3. The applicant must be in sound health with good physical ability and willing to attend duty regularly.
4. The applicant must possess a **good service record** i.e. no Departmental Proceedings/ Recovery/ Audit Para (pending or recovery suggestion)/ no Criminal Case pending or contemplating against him/ her/ not in litigation with court.

Selection Procedure:

All applications received through the HIMS portal shall be **scrutinized** followed by **interaction** of the candidates by the selection committee headed by the President of the Governing Body or his/her representative/ nominee and the Principal I/c of the respective College, HoD of the subject and an OES Officer duly nominated by the RDE will be the members.

Physical attendance of the candidate on the date of selection is must. Weightage shall be given for good academic career and higher qualifications.

All information pertaining to the selection including the marks secured by each candidate shall be mandatorily uploaded in HIMS portal. The engagement order shall be generated by the Principal I/c of the concerned College through HIMS portal only, after obtaining approval of the President of the concerned Governing Body.

Remuneration Structure & its Disbursement:

1	Retired Asst. Professors (up to Stage-II) of Government College/ Retired Lecturer of Aided College (448/662 Category)/ Recognized Private College (without Ph.D.)	Rs. 25,000/- p.m. for minimum 50 classes
2	Retired Asst. Professors (up to Stage-II) of Government College/ Retired Lecturer of Aided College (448/662 Category)/ Recognized Private College (with Ph.D.)	Rs. 30,000/- p.m. minimum 50 classes
3	Retired Asst. Professor (Stage-III) or Retired Associate Professor of Government College/ Retired Reader of Aided College (448/662 Category)/ Recognized Private College (without Ph.D.)	Rs. 35,000/- p.m. minimum 50 classes
4	Retired Asst. Professor (Stage-III)/ Retired Associate Professor/ Retired Reader (with Ph.D.)	Rs. 40,000/- p.m. minimum 50 classes
5	Retired Professors	Rs. 50,000/- p.m. minimum 50 classes

If minimum classes taken by the Guest Faculty are less than 50, then, deduction of remuneration shall be made proportionately considering the administrative assignment if any.

Attendance & Monthly remuneration bill of the Guest Faculties shall be **generated exclusively through HIMS portal** and payment of their remuneration shall be made on **DBT mode via HIMS portal**.

Number of classes taken by the Guest Faculty shall be duly **certified by the HoD** concerned. Their **biometric/ digital attendance has to be integrated with the HIMS portal** and other supporting documents shall be uploaded in the HIMS Portal by the Principal I/c.

Upon **verification of authenticity** of the particulars by the **Accounts Section, Higher Education Department (Campus-II)**, the remuneration amount shall **be credited directly to the respective bank account** of the Guest Faculty.

Entitlement of Leave:

The engaged Guest Faculty shall be entitled for **Casual Leave up to 10 (Ten) days** in one academic session subject to approval of the Principal I/c-cum-Secretary, Governing Body of the concerned College.

Disengagement:

The **Principal I/c** of the college, with the **concurrence of the President, Governing Body**, shall have the authority to disengage any or all the Guest Faculties only in the event of **indiscipline, misconduct, or unsatisfactory performance**. However, the process has to be routed through HIMS only.

Resignation:

If any engaged Guest faculty wishes to resign from the post, he/she has to serve a **notice period of 30 (Thirty) days through the HIMS Portal only**, after which the disengagement from the post he/she has been serving, will be considered.

Other Terms and Conditions:

- The number of Guest Faculties to be engaged subject wise in a particular College shall be **decided by the Higher Education Department** by way of rationalization taking into consideration the existing person in position vis-a-vis sanctioned strength and current vacancy of the respective subject.
- All engaged Guest Faculties shall put their Bio-metric attendance at the time of entry and exit from the College which shall be **integrated with the HIMS portal**.
- They will undertake administrative assignment and duties as may be assigned by the Principal I/c and the President, Governing Body of the College, as deemed necessary for smooth functioning of the institution, if any.
- In the case of **488 Category Colleges**, on engagement of Guest Faculty, such post in the particular subject of the respective college shall not be filled up by the way of transfer until the **disengagement** of the said Guest Faculty.
- Every selected Guest Faculty shall submit a **written declaration** stating that he/she shall **not initiate or pursue any litigation** arising out of such engagement under any circumstances.

N.B. There shall be no Employee and Employer relationship of the retired Guest Faculties with Govt. in Higher Education Department.

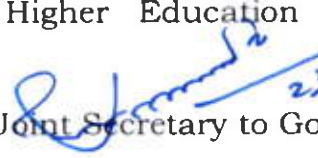
By Order of Governor

Director, Higher Education

23/12/25

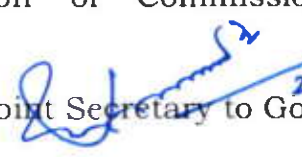
Memo No. 57199 /HE., dated 23/10/25

Copy forwarded to PS to Hon'ble Minister, Higher Education for kind information of Hon'ble Minister.


23-10-2025
Joint Secretary to Government

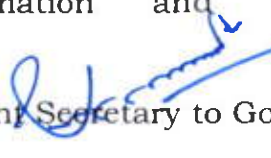
Memo No. 57200 /HE., dated 23/10/25

Copy forwarded to O.S.D. to Commissioner-cum-Secretary to Government, Higher Education Department for kind information of Commissioner-cum-Secretary.


23-10-2025
Joint Secretary to Government

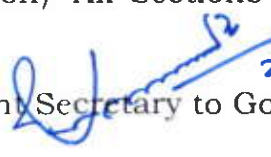
Memo No. 57201 /HE., dated 23/10/25

Copy forwarded to the Principal-cum-Secretary/ President, Governing Body of all Non-Government Aided Colleges for information and necessary action.


23-10-2025
Joint Secretary to Government

Memo No. 57202 /HE., dated 23/10/25

Copy forwarded to All Regional Directors of Education/ All Sections of Higher Education Department for information.


23-10-2025
Joint Secretary to Government

Guidelines for engagement of retired guest faculties in Non-Govt. Aided Colleges of the State (both 488 & 662 Category and Sanskrit Colleges)

Government in Higher Education Department have decided to engage the retired faculties in Non-Govt. Aided Colleges of the State (both 488 & 662 Category and Sanskrit Colleges) from the current academic session till the vacancies are filled up following the principles and procedure as stated below:

However, the *Colleges which are fully integrated to HIMS and using the portal shall be eligible for engagement of retired guest faculties*. Therefore, all the Colleges are required to implement all modules of HIMS by date 31.08.2025 unflinching.

Mode of advertisement& manner of Application:

The Principals in charge of the Non-Aided Government Colleges shall float draft advertisement along with the available vacancies against the direct payment posts in case of 488-Category Colleges and against the sanctioned Block Grant vacancies in case of 662-Category Colleges duly signed by them and upload the same through HIMS portal mandatorily.

Then, upon approval by the Government, there shall be open advertisement of the same at college level in at least 2 (two) widely circulated Odia daily and such Advertisement shall also be uploaded on HIMS portal by the respective Colleges inviting applications from the interested retired faculties for engagement as Guest Faculty in Non-Government Aided Colleges of the State.

The applicants are required to apply to respective colleges only *by online mode through HIMS portal* and the link to be provided in the advertisement.

Nature & tenure of engagement:

Engagement of suitable retired Faculties shall be made as Guest Faculty to impart teachings in Non-Government Aided Colleges of the State (Both 488 & 662 Category) purely on contract basis.

Such engagement shall be initially for one academic session till vacancies are filled up by proper recruitment, subject to renewal in succeeding year subject to satisfactory performance.

Criteria for candidate:

1. Candidate must be a retired teacher of any public Universities/ Degree Colleges (Government or Non-Government Aided College of 488&662 category as well as Sanskrit colleges).
2. The upper age limit of the retired teachers as on the date of issue of advertisement **should be within 69 years**. They will be allowed for engagement **till they attain of 70 years of age**.
3. Candidate must have sound health with good physical ability and willing to attend duty regularly.
4. **Candidate should have good service records i.e. no Departmental Proceedings/ Recovery/ Audit Para (pending or recovery suggested)/ no Criminal Case pending or contemplated against the applicant and there will be no litigation with Government.**

Selection Procedure:

The selection of guest faculties shall be made by a Selection Committee to be duly constituted at College level and such committee shall be headed by the President, Governing Body or his representative/ nominee and the Principal I/c of the respective College, HoD of the subject and an OES Officer duly nominated by the RDE will be the member. They shall conduct scrutiny of the applications first followed by interaction with candidates and after that a panel of selected candidates shall be prepared. In case of more than required numbers of candidates for a subject, the selection committee shall follow the process mentioned in Annexure- A. Thus, physical attendance of the candidate on the date of selection is must. Weightage shall be given for good academic career and higher qualifications.

All information relating to selection including secured marks shall be mandatorily uploaded in HIMS portal. The order of engagement shall be generated by the Principal I/c of the College through HIMS portal only after taking approval of the President of the Governing Body concerned.

Remuneration Structure& its disbursement:

1	Retired Asst. Professors (up to Stage-II) of Government College/Retired Lecturer of Aided College(448/662 Category)/Recognised Private College(without Ph.D.)	Rs. 25,000/- p.m. for minimum 50 classes
2	Retired Asst. Professors (up to Stage-II) of Government College/Retired Lecturer of Aided College (448/662 Category)/ Recognised Private College(with Ph.D.)	Rs. 30,000/- p.m. minimum 50 classes
3	Retired Asst. Professor (Stage-III) or Retired Associate Professor of Government College/Retired Reader of Aided College (448/662 Category)/ Recognised Private College (without Ph.D.)	Rs. 35,000/- p.m. minimum 50 classes

4	Retired Asst. Professor (Stage-III)/ Retired Associate Professor/ Retired Reader(with Ph.D.)	Rs. 40,000/- p.m. minimum 50 classes
5	Retired Professors	Rs. 50,000/- p.m. minimum 50 classes

If minimum classes taken by the retired faculties is less than 50, then, deduction of remuneration shall be made proportionately.

Attendance and monthly remuneration bill of engaged retired faculties shall be generated through HIMS portal. Till the attendance module in HIMS portal is ready their attendance shall be taken through biometric system. Number of classes taken by the retired faculties duly certified by the HoD concerned, their biometric attendance and other required documents are to be uploaded in the HIMS Portal by the Principal I/C. After verification of genuineness of the particulars by accounts section of the Higher Education Department, Campus-II, the remuneration amount shall be credited to the bank accounts of retired faculties through account transfer.

Entitlement of Leave:

The retired Guest Faculties shall be entitled for Casual Leave up to 10(Ten) days in one academic session subject to approval by the Principal I/c-cum-Secretary, Governing Body of the College.

Disengagement of retire faculties:

The President of the Governing Body shall have the authority to disengage any or all the retired Guest Faculties in the event of any in-disciplined activities or unsatisfactory performance through HIMS portal only after obtaining concurrence of the Director, Higher Education. However, if any retired faculty wishes to resign for any reason may submit resignation at his own motion by giving 30 days prior notice to the Principal in charge, through HIMS portal.

Other Terms and Conditions:

- The number of retired Guest Faculties to be engaged subject wise in a particular College are to be decided by Higher Education Department by way of rationalization taking into consideration the person in position vis-a-vis sanctioned strength of the respective subject and latest vacancy.
- They shall put Bio-metric attendance while entry into and exit from the College and the same shall be linked to HIMS.
- They will undertake administrative assignments as may be assigned by the Principal I/c and the President, Governing Body of the College, if any.
- On engagement of retired Guest Faculties, such posts in the particular subject of the respective College (488 Category) shall

not be filled up by way of transfer until disengagement of guest faculty.

- The selected retired faculty shall submit a declaration to the effect that he/ she shall not put to any litigation out of such engagement.

N.B.: There shall be no Employee and Employer relationship of the retired Guest Faculties with Govt. in Higher Education Department.

(An objective system of evaluation of guest Faculty for
Teaching posts)

SL No.	DEGREE	Marks (1st Div)	Marks (2nd Div)	Marks (3rd Div)
1	10th	3	2	1
2	+2	4	3	2
3	+3 Hons	5	3	2
4	Distinction	2		
5	PG (At least 55%)	8	6	Nil
6	M.Phil	8		
7	P.hD	10		
8	Teaching Experience (Only in UG and PG classes, 1 mark for each year maximum upto 10 marks	10		
9	Research Publications (2 marks for each publication maximum 10 marks)	10		
10	Total	60 Marks		