



VERY URGENT

**Institute of Human Resources Development
Prajo'e Towers, Vazhuthacaud
Thiruvananthapuram-14**

No.EA4/10345/2014/IHRD

Dated, 05.09.2018

CIRCULAR

Sub:- IHRD – Arts & Science faculty members in Engineering Colleges – Faculty member having insufficient workload - under IHRD – Re-deployment to other IHRD institutions – willingness called for – reg:-

- Ref:-**
1. This office letter of even No. dated 14.08.2018
 2. Resolution of the 97th meeting of the Executive Committee of IHRD held on 09.05.2018
 3. G.O(MS)No.76/2014/HEDN dated 14.02.2014

As per the G.O read as 3rd paper above, Government have approved the revised Staff Pattern of IHRD and its associate institutions which was implemented to IHRD as resolved by the 21st meeting of the Governing Body of the IHRD held on 09.12.2014. As per the revised Staff Pattern, the number of sanctioned posts in certain categories especially among the Arts and Science faculty in the Engineering Colleges under IHRD already sanctioned were reduced.

The 97th meeting of the Executive Committee of IHRD held on 09.05.2018 resolved to accommodate the Arts and Science faculty in the Engineering Colleges against the actual requirement of faculties as per KTU norms as suggested by the Principals of Engineering Colleges subject to the condition that the faculties engaged over and above the Government approved staff pattern should engage required number of hours per week as per UGC guidelines. If the actual number of hours available in the institutions are less than UGC norms, due to decrease in intake or other reasons, the faculties accommodated over and above the sanctioned post should engage classes in the nearby IHRD institutions based on the proposals submitted by the head of institutions concerned. Now, the admission in the Engineering Colleges for academic year 2018 - 19 has been completed by 15.08.2018 and the Head of institutions have reported the details of the workload of the Arts and Science faculties in their institutions.

On verification, it is seen that, certain faculty members are not having sufficient workload due to decrease in the enrolment of students in the Engineering Colleges.

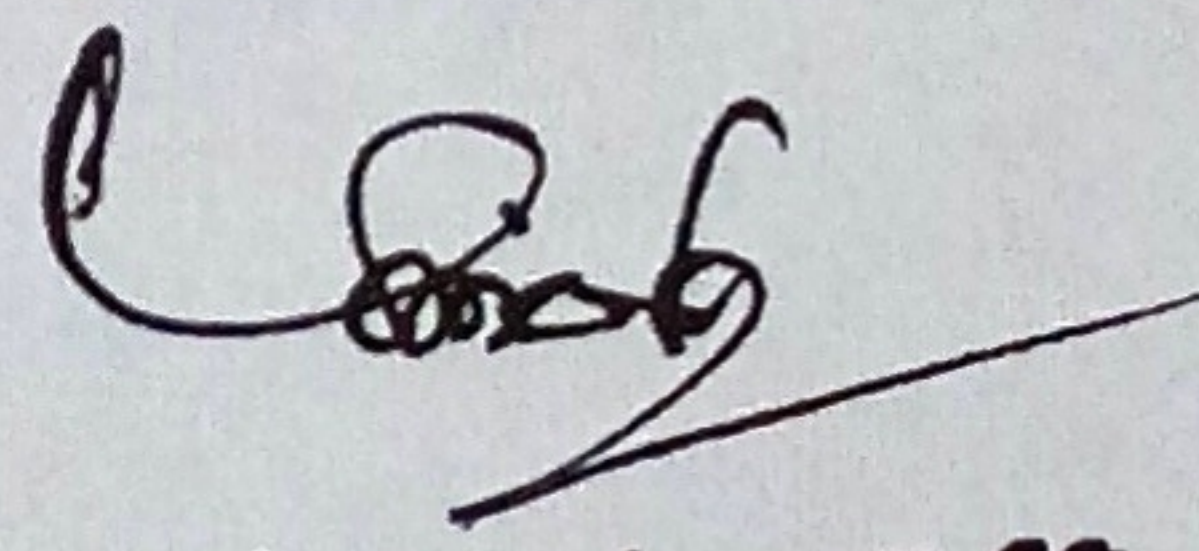
The present financial situation of IHRD is very pathetic and financial assistance of Rs. 22 crores was sanctioned by Government under non-plan head for meeting the expenses during the last financial year. In the context of flood and the natural calamities occurred in Kerala, Government also is facing severe financial crisis, the possibilities for getting additional authorization under non-plan fund from Government is difficult during this year. Hence, it will be very difficult for IHRD to meet the expenses regarding the disbursement of salary etc... In the above circumstances, a wholehearted co-operation is solicited from all employees of IHRD especially from the regular faculty members. The faculty members are requested to work at least for 16 hours including Theory and Practical and they are requested to conduct tutorial etc... voluntarily, in addition to the workload fixed by UGC. If the total workload of the Arts and Science faculty (Theory + Practical) is below 16 hours, such faculty will have to work in the nearby IHRD institutions for which the head of institutions are requested to obtain and forward willingness from the faculties working in their institutions by return opting 3 institutions in the order of their choice. If willingness in the matter is not received on or before 07.09.2018, the matter will be proceeded according to the requirement of the associate institutions concerned.

Sd/-
Dr.P. Suresh Kumar
DIRECTOR

To,

1. All Principals of Engineering Colleges under IHRD
2. OC

Approved for Issue


Administrative Officer
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