

GOVERNMENT COLLEGE FOR WOMEN (AUTONOMOUS)

KUMBAKONAM – 612 001

Affiliated to Bharathidasan University

DST - CURIE Sponsored Institution

IV Cvcle of Accreditation



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CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.2 Strategy Development and Deployment

6.2.1 Perspective Plan and Institutional Bodies

6.2.1.8- Service Rules

SPECIAL RULES FOR THE TAMIL NADU COLLEGIATE EDUCATIONAL SERVICE

(GO Ms. No. 1052, Education (rules B1) dated 9th June 1978)

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and of all other powers hereunto enabling and in Super session of the Special Rules for the Tamil Nadu Educational Service in Section 8, in Volume II of the Madras Services Manual 1969, so far as they relate to the posts now coming under the Collegiate Education Department and included in the present rules, the Government of Tamil Nadu hereby makes the following Special Rules for the Tamil Nadu Collegiate Educational Service, which will be included as Section as Section 8-B in Volume II of the Madras Service Manual 1969.


THE TAMIL NADU COLLEGIATE EDUCATIONAL SERVICE

Constitution:- The service shall consist of the following classes and categories officers, namely:-

Class	Category	Designation
(1)	(2)	(3)
I		Director of Collegiate Education
II	1	Joint Director of Collegiate Education
	2	Principals, Presidency college, Madras
III	1	Deputy Director of Collegiate Education
	2	Principals of Post Graduate Education
	3	Principal, Teachers' College, Saidapet
IV	"	Chief Professors
V	1	Principals of Arts College
	2	Principals of Training Colleges
VI	1	Professors of Arts Colleges
	2	Professors of Training Colleges
VII	1	Assistant Professors of Arts Colleges
	2	Assistant Professors of Training Colleges
VIII	"	Director of Physical Education including Director of Physical Education in Law, Medical and Veterinary colleges, (As amended in G.O.Ms.No.91 HE (F2) dated 26.3.02 w.e.f 01.01.1986

Explanation:- Post Graduate colleges referred to herein shall mean a Post Graduate college with two or more Post – Graduate courses.




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As amended in GO Ms. No. 1467 Edn, Dated 20.12.85: (With effect from 26.6.81)

Class (1)	Category (2)	Designation (3)
III A	1	Deputy Director of Collegiate Education
	2	Principals of Post – Graduate Colleges
	3	Principals of Government College of Education Saidapet, Madras – 15
	4	Principals of Arts Colleges
	5	Principals of Government colleges of Education
III B	1	Chief Professors
IV	"	Deleted
V	"	Deleted
VI	1	Professor of Arts Colleges
	2	Professor of Training Colleges
VII	1	Assistant Professor of Arts Colleges
	2	Assistant Professor of Training Colleges
VIII	"	Director of Physical Education including Director of Physical Education in Law , Medical and Veterinary colleges, (As amended in G.O.Ms.No.91 HE (F2) dated 26.3.02 w.e.f 01.01.1986

2. Appointment :- (a) Appointment to the several classes and categories of the service shall be made as follows:-

Class and Category (1)	Method of recruitment (2)
Class I – Director of Collegiate Education in Law College, Madras, Grade I.	Promotion from Class II of the Service.
Physical Directors including Physical Directors in Law College, Madurai and in Medical and Veterinary College, Grade II	Recruitment by transfer from Physical Directors and Physical Directorsses in the Tamil Nadu Educational Subordinate Service.




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As amended in GO Ms. No. 1467 Edn. Dated 20.12.85 – (With effect from 26.6.81)

Class II:-

- | | |
|---|--|
| 1. Joint Director of Collegiate Education | Promotion from Class III A of the Services |
| 2. Principals, Presidency college, Madras | Promotion from Class III B of the Services |

Class II:-

- | | |
|---|---|
| 1. Joint Director of Collegiate Education | 1. Promotion from Class III A and III B the service : (or) |
| 2. Principals, Presidency college, Madras | 1. Promotion from Class III A and III B of the service : (or)
2. Transfer from category I of the service |

As amended in GO Ms. No. 1467 Edn. Dated 20.12.85 – (With effect from 26.6.81)

Class III A

- | | |
|---|--|
| 1. Deputy Director of Collegiate Education | 1. Promotion from Class VI of the service (or) :
2. Transfer from categories 2 to 5 of the class |
| 2. Principal of Post – Graduate colleges | 1. Promotion from class VI of the service.
2. Transfer from categories 1,3, to 5 of the class |
| 3. Principal of Government college of Education Saidapet, Madras – 15 | 1. Promotion from class VI of the service.
2. Transfer from categories 1,2,4,5 of the class. |
| 4. Principal of Arts colleges | 1. Promotion from class VI of the service.
2. Transfer from categories 1 to 3 and 5 of the class. |
| 5. Principal of Government of Education | 1. Promotion from class VI of the service.
2. Transfer from categories 1 to 4 of the class. |




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Class III B:-

Chief Professors Direct recruitment

Class IV - Deleted

Class V Deleted

As amended in GO Ms. No. 497 Edn. Dated 29.3.88 – (With effect from 1.4.80)

Class VIII –

Director of Physical Education (i) Direct recruitment (or)
including Director of Physical Education (ii) Recruitment by transfer from the
in Law, Medical and veterinary Colleges post of Physical training instructor in Category
2 of the Tamil Nadu
Collegiate Educational Subordinate service.

(As amended in G.O.Ms.No.91 HE (F2) dated 26.3.02 w.e.f 01.01.1986)

(b) Notwithstanding anything contained in sub – rule of (14) of rule 2 in Part I Preliminary of the Tamil Nadu State and Subordinate Services Rules, persons belonging to the Categories and Classes specified in column (1) of the Table below shall also be eligible to be recruited direct to the service to the Categories and classes specified in the corresponding entry in column (2) thereof :-

THE TABLE

Categories 1 and 2 of classes V, Categories 1 and 2 of the Class VI Categories 1 and 2 of class VII of the service	Class IV of the service (Chief Professors)
--	--

Categories 1 and 2 of Class VII of the service	Categories 1 and 2 of Class VI of the service
--	---

Tutors and Demonstrators in the Tamil Nadu Educational Subordinate Service	Categories 1 and 2 of Class VII of the service.
--	---

As amended in GO Ms. No. 1467 Edn. Dated 20.12.85 – (With effect from 26.6.81)

Categories 1 and 2 of the Class VII and Categories 1 and 3 of the Class VII of the service	Class III B of the service (Chief Professor)
--	--

c) Promotion to all posts in the service shall be made on ground s of merit and ability, seniority being considered only where merit and ability approximately equal.




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d) In making appointments to the posts in Categories 1 and 2 of Class VI and Categories 1 and 2 of Class VII, posts connected with a particular subject or language in each Category shall be regarded as constituting one unit. Appointments to substantive vacancies arising and in the posts in Class VIII shall be made as so as to ensure that the following proportion is maintained for persons in service in the said Categories appointed by different methods of recruitment.

Categories	Direct recruitment	Other methods of recruitment
1 and 2 of class VI	1	2
1 and 2 of class VII	1	1
"Class VIII	1	1

(e) The Tamil Nadu public Service Commission shall be consulted for appointment by promotion to Class VI of the service.

3. Reservation of appointment :- The rule of reservation of appointment (General Rule 22) shall apply to appointments by direct recruitment to all the categories in the service, the appointments to each category being treated as one unit.

4. Appointments in institutions and establishments specially provided for women (a) General Rule 21 shall apply to appointment to the service in institutions and establishment specially provided for women.

(b) A vacancy in a grade or category in an institution or establishment specially provided for women shall be filled by the transfer of any women of the same grade or category who may be employed, at the time of vacancy, in an institution of establishment not specially provided for women. When such transfer is not possible, a woman may be appointed by any method admissible under sub-rule (a) of rule 2. but she will not acquire by reason only of such appointment any right in the matter of seniority or full membership in such grade or category, or transfer to a vacancy in such grade or category in an institution of establishment not specially provided for women of promotion to a higher grade or category:

(c) A man appointed under the proviso to General Rule 21 to a grade or category in a vacancy in an institution of establishment specially provided for women shall not by any reason only of such appointment acquire any right in the matter of seniority or full membership in such grade or category or promotion to a higher grade or category and shall be replaced at the earliest opportunity by a qualified and suitable women.

Explanation :- There is no bar to appoint women against the vacancies in the institutions not specially provided for women.

5. Qualification as to age :- (a) No person shall be eligible for appointment by direct recruitment to any post specified in column (1) of the Table below if he has completed the age specified in the corresponding entry in column (2) thereof:-




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THE TABLE

- | | |
|--|---|
| 1. (a) Professors of Arts Colleges | ... 35 years |
| (b) Professors Professors of Training Colleges | ... 35 years |
| | Provided that no age limit shall apply to persons completing for the post under sub – rule (b) of rule 2. |
| 2. chief Professors | ... 45 years |
| 3. (a) Assistant Professors of Arts colleges | ... 30 years |
| (b) Assistant Professors of Training Colleges | ... 35 years |

As amended in GO Ms. No. 497 Edn. Dated 29.3.88 – (With effect from 1.4.80)

4. Director of Physical Education including ... 35 years
Director of physical education in law, medical and veterinary colleges.

(As amended in G.O.Ms.No.91 HE (F2) dated 26.3.02 w.e.f 01.01.1986)

Explanation : - The age limit prescribed shall apply with reference of the first day of July of the year in which the selection for appointment is made.

(b) No person shall be eligible for appointment by promotion to the post of joint Director of Collegiate Education from the Categories of Principals of Post – Graduate colleges and Principals. Teachers' College, Saidapet, if he has completed the age of 52 years.

6. Other qualifications :- (a) No person shall be eligible for appointment to the posts specified in column (1) of the Annexure, by the methods specified in column (2) against, each, unless he possesses the qualifications specified in the corresponding entries in column (3) thereof:

Provided that the degree of B.O.L of the Madras University in the first or second class in part II or III awarded under the old or Transitory Regulations shall be deemed to be equivalent to the first or second class degree of B.O.L (Honours) of the Madras University.

Provided further that a candidate possessing a first of second class degree of M.A or M.Sc of a University in the State awarded under the New Revised Regulations of a degree of an equivalent standard shall not be eligible for appointment to any post in the service for which such degree is prescribed as a qualification unless he has second in the University Examination not less than fifty percent of marks in the subject of language in respect of which recruitment is made.

Provided also that the first second class degree of M.O.L of the Annamalai University shall be deemed to be an alternative qualification to a first of second class degree of M.A of B.A (Honours) of a University in the State for purposes of appointments to posts in the service for which a first of second class degree of M.A or B.A. (Honours) in language other than English is prescribed or for which such a degree is prescribed with




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out specifying the subjects thereof. Only if the candidate has secured in the M.O.L degree examinations of the Annamalai University not less than fifty percent of marks:

Provided also that candidates possessing the first or second class Master's degree of Mathematical Economics of Madurai University shall, for purposes of appointment as Assistant Professor and Professor in Economics, be considered on par with holders of the degree of M.A of Hon's in Economics of a University in the State:

Provided also that no member of the teaching staff in colleges who has not put in teaching experience for a period of not less then three years in the parent department before proceeding to some other department on deputation or on foreign service terms need be considered eligible for paper promotion to the category in the parent department, excellent where the nature of duties on other duty is similar to the post held by him in his parent department and he has put in a total service of not less than three years in both the parent department as well as foreign service put together :

Provided also that for the purpose of appointment by recruitment by transfer by the post of Assistant Professors in languages other than English, if suitable persons possessing the qualifications prescribed are not available, persons who language in respect of which recruitment is necessary and who have had experience in teaching in colleges in the language for a period of not less than ten years shall be eligible :

Provided also that if sufficient number of Scheduled Casters / Schedules Tribes candidates possessing Master's degree with not less that percent of marks in the subjects of language are not available for appointment by direct recruitment to the vacancies in the post of Assistant Professors reserved for them under General Rule 22 whenever recruitment is made than the Schedules Castes / Schedules Tribes candidates with 'C' plus (i.e. 45-49 per cent) grade also be considered for appointment to the reserved vacancies.

(b) Notwithstanding anything contained in these rules, Assistant Professors, Tutors and Demonstrators in Government Colleges who were possessing a Master's degree under the New Regulations with marks ranging from 45 per cent to 49 per cent (i.e Plus) were holding regular appointments as on 3rd December 1969 shall be eligible to apply for the posts of Professors in Government Colleges by direct recruitment with effect on and from 2nd March 1970.

7. Probation : - (a) Every person appointed to any category by direct recruitment or by recruitment by transfer shall, from the date on which he joins duty, be on probation in such category for a total period of two years on duty within the continuous period of three years:

Provided that there shall be no probation for a fresh appointment by direct recruitment if he has already completed the probation in any other Category in the service:

Provided further that a member of the service appointed by transfer from one Category to another carrying the same scale of pay if he is already a probationer in the category from which he is transferred, shall be entitled to count the period of service in the category to which he is so transferred towards probation in the category from which he was transferred.




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(b) The Director of Collegiate Education shall be competent to issue orders declaring satisfactory completion of probation or extending the period of probation for failure to pass the prescribed test in respect of the member of the service his control in the categories under Classes VI to VIII.

(c) A Probationer in any category in the service who is an deputation as Commissioned Officer in the National Cadet Corps Unit shall be entitled to count towards his probation in the category concerned the period performed by him in the National Cadet Corps during which he would have actually held a post in the Category concerned or a higher post but for his absence on deputation.

8. Tests : (a) Every person appointed on probation to any of the categories specified in column (1) of the Table below shall, within the period of his probation and every other person for whom no probation is prescribed within a period of two years from the date on which he joins duty, pass the testes specified in the corresponding entries in column (2) thereof –

The Table

Name of the Category (1)	Tests (2)
i. Categories in Classes II, III, IV, V, VI and VII	Account Tests for Executive Officer.
1. Any category of the service by direct recruitment whose mother tongue is other than Tamil or who has not studied Tamil in any School or College.	Special language test in Tamil for Officers of the Education Department (Higher Standard).

Provided that every person appointed to the service otherwise than by direct recruitment and who has already passed the Account Test for Subordinate Officers, Part I or who has completed the age of 48 years on the date of such appointment need not pass the Account Test for Executive Officers.

(b) If within the period specified in sub-rule (a) above, any person appointed otherwise than or probation fails to pass the test prescribed thereon, his increments other than the first increment shall be stopped without cumulative effect till he passes the tests and such ineligibility to draw increment shall not have the effect of postponing his future increments after he has passed the test.

9. Unit for discharge, re-appointment and confirmation . – For the purpose of discharge for want of vacancies, re-appointment and appointment of full members, every post shall be deemed to be a separate unit :

Provided that in the case of following Posts for which qualifications in a particular subject or language are prescribed in these rules, the post in a particular subject or language shall be deemed to be a separate unit, namely :

- (a) Professor of Arts College;
- (b) Professors of Training Colleges;
- (c) Assistant Professors of Arts College;
- (d) Assistant Professors of Training Colleges.




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10. Seniority . – For the purpose of promotion to a post in the service the seniority of a person shall be determined by the date on which he was first appointed to anyone of the categories from which is eligible for promotion.

11. Transfers and postings. – Transfers and postings of all Officers except those in Classes II to V shall be made by the Director of Collegiate Education.

Provided that reposting to the same post not involving transfer of officers in Classes II to V who are returning from leave shall also be made by the Director of Collegiate Education.

As amended in GO. Ms.No.1467 Edn. Dated 20.12.85 (With effect from 26.6.81)

11. Transfers and Postings : Transfers and Postings of all Officers except those in class II, IIIA, and IIIB shall be made by the Director of Collegiate Education.

Provided that reposting to the same post not involving transfer of Officers in Classes II, IIIA and IIIB who are returning from leave shall also be made by the Director of Collegiate Education.

As amended in GO. Ms.No.674 E.S.T Dated 10.08.94 (With effect from 10.8.94)

11. Transfers and Postings : Transfers and Postings of all Officers except those in class II, IIIA, and IIIB, VI and VII shall be made by the Director of Collegiate Education or the Commissioner of Collegiate Education as the case may be :

Provided that reposting to the same post not involving transfer of Officers in Classes II, IIIA, and IIIB, VI and VII who are returning from leave shall also be made by the Director of Collegiate Education or the Commissioner of Collegiate Education as the case may be :

As amended in GO. Ms.No.160 Hr. Edn Dated 21.04.99 (With effect from 21.4.99)

11. Transfers and Postings : Transfers and Postings of all Officers in Classes IV, VII, and VIII shall be made by the Director of Collegiate Education or the Commissioner of Collegiate Education as the case may be :

Provided that reposting to the same post not involving transfer of Officers in Classes II, IIIA, and IIIB, VI, VII and VIII who are returning from leave shall also be made by the Director of Collegiate Education or the Commissioner of Collegiate Education as the case may be :

12. Contributory Provided Fund : (a) Every person appointed to the service by direct recruitment other than those in service on the 9th February 1949, shall be admitted to the Contributory Provident Fund (Tamil Nadu) instead of being governed by the Pension Insurance Rules, 1950 , if, before such appointment, he was not governed by either of the said rules and in he has completed 40 years of age on the date of such appointment and

(b) Every person appointed to the post of Chief Professors shall, if he has completed 40 years of age at the time of his appointment and if he is not already governed by the Pension Insurance Rules, 1950, be admitted to Contributory Provided Fund (Tamil Nadu) instead of being governed by the Pension Insurance Rules, 1950.




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As amended in GO. Ms.No.91 Hr. Edn (F2) Dated 26.03.02 (With effect from 01.01.86)

13. Saving-Nothing contained in these rules shall adversely affect the persons who have already been appointed and holding the post of Director of Physical Education including Director of physical education in law, medical and veterinary colleges on 26th March 2002.




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Annexure (Referred to in Rule 6 (a))

Name of the posts	Method of recruitment	Qualification
(1)	(2)	(3)
Principal, Presidency College, Madras	Promotion	A Doctorate degree.
Principal Teachers College, Saidapet	Promotion	A degree of M.A or M.Sc., of a University in the State or a degree of equivalent standard and in addition B.T. or B.Ed. degree of a University in the State or a degree of equivalent Standard.
Chief Professors	Direct recruitment	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in the subject in respect of which recruitment is made; (ii) A doctorate in the subject; and (iii) Teaching experience for a period of not less than eight years in degree classes in the subject in respect of which recruitment is made;
Professors in Arts Colleges	Direct recruitment	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in the subject in respect of which recruitment is made; (ii) Doctorate in the subject in respect of which recruitment is made; and (iii) Teaching experience for a period of not less than four years in degree classes in the subject in respect of which recruitment is made;
Professors in Arts Colleges	Transfer and Promotion	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in the subject or language in respect of which recruitment is made and (ii) Teaching experience for a period of not less than four years in degree classes in the subject in respect of which recruitment is made;
Professors in Training Colleges (except Professors of Edn)	Direct recruitment	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in the subject or language in respect of which recruitment is made; (ii) Doctorate in the subject or language in respect of which recruitment is made;




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		(iii) M.Ed. degree; ;and (iv) Teaching experience for a period of not less than four years in degree classes in the subject in respect of which recruitment is made
Professors in Training Colleges (except Professors of Edn)	Promotion and Transfer	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in the subject or language in respect of which recruitment is made; (ii) A teaching degree: and (iii) Teaching experience for a period of not less than four years in degree classes in the subject in respect of which recruitment is made
Professors of Education in Training Colleges	Direct recruitment	(i) M.A. degree of a University in the State or a degree of equivalent Standard in Psychology or Philosophy with Psychology as one of the subjects: (ii) M.Ed. degree (iii) Doctorate in Psychology or Education: and (iv) Teaching experience for a period of not less than four years in degree classes in the subject in respect of which recruitment is made Provided that, if persons possessing the qualifications in the subjects mentioned in item (1) above or not available, person possessing the qualifications in any subject shall be considered.
Professors of Education in Training Colleges	Promotion and Transfer	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in the subject; (ii) M.Ed. degree; and (iii) Teaching experience for a period of not less than four years in degree classes: Provided that Assistant Professors in Logic Possessing M.A or M.Sc. degree in Philosophy shall not be required to possess M.Ed., degree in addition if they possess a teaching experience in degree classes
Assistant Professors of Arts Colleges (Except Assistant Professor of Music)	Direct recruitment, Recruitment by transfer	M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in the subject or language in respect of which recruitment is made.




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	and Transfer	Note:- For Assistant Professors of house hold Art and Logic, the subjects in the Master's degree should be "Home Science" and "Philosophy" respectively.
Assistant Professors Music in Colleges	Direct recruitment, Recruitment by transfer and Transfer	A degree in Indian Music of a University in the State or a degree of equivalent standard.
Assistant Professors of Education in Training Colleges	Direct recruitment	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in Psychology or in Philosophy with Psychology as one of the subjects; and (ii) M.Ed. degree; Provided that if persons possessing the qualifications specified in item (i) above are not available persons possessing M.A or M.Sc. degree of a University in the State or a degree of equivalent standard in any subject may be appointed instead.
Assistant Professors of Education in Training Colleges	Recruitment by transfer and Transfer	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in Psychology or in Philosophy with Psychology as one of the subjects; and (ii) A detaching degree: Provided that if persons possessing the qualifications specified in item (i) above are not available persons possessing M.A or M.Sc. degree of a University in the State or a degree of equivalent standard in any subject and M.Ed. degree of a University in the State or a degree of equivalent standard shall be appointed instead.
Assistant Professors of Physical Science in Training Colleges	Direct recruitment	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in Physics or Chemistry as the main subject; and (ii) M.Ed. degree
Assistant Professors of Physical Science in Training Colleges	Recruitment by transfer and transfer	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in Physics or Chemistry as the main subject; and (ii) A teaching degree.




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Assistant Professors of Natural Science in Training Colleges.	Direct recruitment	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in Botany or Zoology or Physiology ; and (ii) M.Ed. degree
Assistant Professors of Natural Science in Training Colleges	Recruitment by transfer and transfer.	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard in Botany or Zoology or Physiology ; and (ii) A teaching degree
Assistant Professors of Mathematics in Training Colleges.	Direct recruitment	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard; and (ii) M.Ed. degree.
Assistant Professors of Mathematics in Training Colleges.	Recruitment by transfer and transfer	(i) M.A. or M.Sc degree of a University in the State or a degree of equivalent standard; and (ii) A teaching degree
Assistant Professors of Humanities in Training Colleges	Direct recruitment	(i) M.A degree in History or M.A., or M.Sc. degree in Geography of a University in the State or a degree of equivalent standard and (ii) M.Ed. degree.
Assistant Professors of Humanities in Training Colleges	Recruitment by transfer and transfer	(i) M.A degree in History or M.A., or M.Sc. degree in Geography of a University in the State or a degree of equivalent standard; and (ii) A teaching degree.
Assistant Professors of English and Tamil in Training Colleges	Direct recruitment	(i) M.A. degree in English or Tamil of a University in the State or a degree of equivalent standard; and (ii) M.Ed. degree.
Assistant Professors of English and Tamil in Training Colleges	Recruitment by transfer and transfer	(i) M.A. degree in English or Tamil of a University in the State or a degree of equivalent standard; and (ii) A teaching degree.




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