

PONDICHERRY SOCIETY FOR HIGHER EDUCATION

(A Society fully funded and managed by the Government of Puducherry)

(PONSHE REG.No.397/2007)

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Lawspet, Puducherry - 605 008.

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No.513/PONSHE/Estt./E3/2011

Dated: 15.09.2020.

C I R C U L A R

Sub: PONSHE - Estt. - Revision of Recruitment Rules to the post of Assistant Professor in constituent colleges of PONSHE - Seeking comments of the stakeholders - Reg.

* * * * *

It is proposed to revise the Recruitment Rules for the post of Assistant Professor in the Arts & Science Colleges, Puducherry and Education College, Karaikal, under the Pondicherry Society for Higher Education, Puducherry. The proposed Recruitment Rules is enclosed herewith and the same is also uploaded on the Website of Directorate of Higher and Technical Education, Puducherry (<http://dhte.puducherry.gov.in>).

2. The Head of institutions are requested to circulate the Draft Recruitment Rules among all the stake holders for their views / comments and objections if any.
3. The views / comments and objections received, may be sent to this office on or before 15.10.2020.



(B. RAJINA)
JUNIOR ACCOUNTS OFFICER

To

The Principals of all the Govt. / Society Arts and Science & Education Colleges, Puducherry / Karaikal / Mahe / Yanam.

Copy to:

1. The Under Secretary to Govt. (Higher Education), Puducherry.
2. P.S. to Hon'ble Education Minister, Puducherry.
3. P.A. to Secretary to Govt. (Education), Puducherry.
4. P.A. to DHTE, Puducherry.
5. P.A. to OSD, Puducherry.

GOVERNMENT OF PUDUCHERRY
CHIEF SECRETARIAT (HIGHER AND TECHNICAL EDUCATION)

G.O.Ms. No.

Puducherry, dated, the

2020

NOTIFICATION

In exercise of the powers conferred by rule 11(2)(n) of the Rules and Regulations of the Pondicherry Society for Higher Education (PONSHE), Puducherry, the Governing Body of the Pondicherry Society for Higher Education (PONSHE), Puducherry hereby makes the following rules regulating the method of recruitment to the Group 'A' (Non-Gazetted, Non-Ministerial) post of "Assistant Professor" in the Puducherry Society for Higher Education (PONSHE), Puducherry (Arts and Science Colleges) under the Directorate of Higher and Technical Education, Government of Puducherry, namely:-

1. *Short title and commencement.-*

(i) These rules may be called the Group 'A' (Non-Gazetted, Non-Ministerial) post of "Assistant Professor" in the Pondicherry Society for Higher Education, Puducherry (PONSHE) (Arts and Science Colleges), Recruitment Rules, 2020.

(ii) These rules shall come into force on and from the date of their publication in the official gazette.

2. *Number of posts, its classification and Pay in Pay Matrix.-* The number of the said post, its classification and the Pay matrix attached thereto, shall be as specified in columns (2) to (4) of the said Schedule annexed hereto.

3. *Method of recruitment, age-limit and other qualifications.-* The method of recruitment to the said post, age-limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) of the Schedule.

4. *Disqualification.- No person,-*

- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post:

Provided that Governing Body of the Pondicherry Society for Higher Education (PONSHE), Puducherry (Arts and Science Colleges), may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.- Where the Governing Body of the Pondicherry Society for Higher Education (PONSHE), Puducherry (Arts and Science Colleges), is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.*

6. *Savings. - Nothing in these rules shall affect the reservations, relaxations in upper age-limit and other concessions required to be provided for the scheduled castes and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.*

SCHEDULE

Recruitment Rules for the posts of Assistant Professor in the constituent Arts and Science
Colleges of Pondicherry Society for Higher Education, Puducherry.

01	Name of the Post	Assistant Professor																																																																		
02	Number of Post(s)	111* (One hundred and eleven only)[2020]. Subject to variation dependent on work-load. <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td>1</td><td>Biological Science</td><td>1</td></tr> <tr><td>2</td><td>Bio-Technology</td><td>5</td></tr> <tr><td>3</td><td>Business Administration</td><td>4</td></tr> <tr><td>4</td><td>Chemistry</td><td>1</td></tr> <tr><td>5</td><td>Commerce</td><td>18</td></tr> <tr><td>6</td><td>Computer Science</td><td>5</td></tr> <tr><td>7</td><td>Computer Application</td><td>15</td></tr> <tr><td>8</td><td>Coop. Management</td><td>3</td></tr> <tr><td>9</td><td>Economics</td><td>2</td></tr> <tr><td>10</td><td>English</td><td>10</td></tr> <tr><td>11</td><td>Foreign Trade</td><td>2</td></tr> <tr><td>12</td><td>French</td><td>2</td></tr> <tr><td>13</td><td>Hindi</td><td>1</td></tr> <tr><td>14</td><td>History</td><td>5</td></tr> <tr><td>15</td><td>Mathematics</td><td>8</td></tr> <tr><td>16</td><td>Microbiology</td><td>4</td></tr> <tr><td>17</td><td>Psychology</td><td>1</td></tr> <tr><td>18</td><td>Statistics</td><td>5</td></tr> <tr><td>19</td><td>Social Work</td><td>3</td></tr> <tr><td>20</td><td>Tamil</td><td>11</td></tr> <tr><td>21</td><td>Tourism</td><td>5</td></tr> <tr><td></td><td>Total</td><td>111</td></tr> </table>	1	Biological Science	1	2	Bio-Technology	5	3	Business Administration	4	4	Chemistry	1	5	Commerce	18	6	Computer Science	5	7	Computer Application	15	8	Coop. Management	3	9	Economics	2	10	English	10	11	Foreign Trade	2	12	French	2	13	Hindi	1	14	History	5	15	Mathematics	8	16	Microbiology	4	17	Psychology	1	18	Statistics	5	19	Social Work	3	20	Tamil	11	21	Tourism	5		Total	111
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07	Educational and other qualifications required for direct recruits	<p>Eligibility (A or B) :</p> <p>A.</p> <p>i. A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign University.</p> <p>ii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET:</p> <p><i>Provided</i>, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Colleges subject to the fulfilment of the following conditions :-</p> <ol style="list-style-type: none"> The Ph.D. degree of the candidate has been awarded in a regular mode; The Ph.D. thesis has been evaluated by at least two external examiners; An open Ph.D. viva voce of the candidate has been conducted; The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency. <p><i>The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</i></p> <p>Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.</p> <p style="text-align: center;">OR</p> <p>B. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).</p> <p>Note 1: Qualifications are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.</p> <p>Note 2: A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent</p>
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		<p>grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.</p> <p>Note 3: A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.</p> <p>Note 4: A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.</p> <p>Note 5: The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment</p> <p>Note 6: The Academic score as specified in Appendix II (Table 3B) for Colleges, (as per UGC Regulations, 2018), shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.</p>
08	Whether age / education qualifications prescribed for direct recruits will apply in the case of promotees.	Not applicable.
09	Period of probation	One year
10	Method of Recruitment	By Direct Recruitment/On Deputation basis
11	In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption to be made	Deputation from the cadre of Assistant Professors in the concerned discipline working on regular basis in the colleges run by Govt. of Puducherry.
12	If a Recruitment Committee / Selection Committee / Departmental Promotion Committee exists, what is the composition	Recruitment Committee / Selection Committee: Governing Body of the Pondicherry Society for Higher Education, Puducherry.
13	Circumstances in which Union Public Service Commission to be consulted in making Recruitment	Not applicable

// By order of the Lieutenant Governor //

M.V. HIRAN
UNDER SECRETARY TO GOVERNMENT(H & T Edn.)

GOVERNMENT OF PUDUCHERRY
CHIEF SECRETARIAT (HIGHER AND TECHNICAL EDUCATION)

G.O.Ms. No.

Puducherry, dated, the

2020

NOTIFICATION

In exercise of the powers conferred by rule 11(2)(n) of the Rules and Regulations of the Pondicherry Society for Higher Education (PONSHE), Puducherry, the Governing Body of the Pondicherry Society for Higher Education (PONSHE), Puducherry hereby makes the following rules regulating the method of recruitment to the Group 'A' (Non-Gazetted, Non-Ministerial) post of "Assistant Professor (Perspectives in Education or Foundation Courses)" in the Puducherry Society for Higher Education (PONSHE), Puducherry (Teacher Education College) under the Directorate of Higher and Technical Education, Government of Puducherry, namely:-

1. *Short title and commencement.*-

(i) These rules may be called the Group 'A' (Non-Gazetted, Non-Ministerial) post of "Assistant Professor(Perspectives in Education or Foundation Courses)" in the Pondicherry Society for Higher Education, Puducherry (PONSHE) (Teacher Education College), Recruitment Rules, 2020.

(ii) These rules shall come into force on and from the date of their publication in the official gazette.

2. *Number of posts, its classification and Pay in Pay Matrix.*- The number of the said post, its classification and the Pay matrix attached thereto, shall be as specified in columns (2) to (4) of the said Schedule annexed hereto.

3. *Method of recruitment, age-limit and other qualifications.*- The method of recruitment to the said post, age-limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) of the Schedule.

4. *Disqualification.*- No person,-

- (a) who has entered into or contracted a marriage with a person having a spouse living; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post:

Provided that Governing Body of the Pondicherry Society for Higher Education (PONSHE), Puducherry (Teacher Education College), may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*- Where the Governing Body of the Pondicherry Society for Higher Education (PONSHE), Puducherry (Teacher Education College), is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Savings.* - Nothing in these rules shall affect the reservations, relaxations in upper age-limit and other concessions required to be provided for the scheduled castes and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.

SCHEDULE

Recruitment Rules for the posts of Assistant Professor (Perspectives in Education or Foundation Courses) in the constituent Teacher Education College of Pondicherry Society for Higher Education, Puducherry.

01	Name of the Post	Assistant Professor (Perspectives in Education or Foundation Courses)
02	Number of Post(s)	4*(Four) (2020) *Subject to variation dependent on workload
03	Classification	Group 'A': Non-Gazetted- Non-Ministerial.
04	Level in the Pay Matrix	Academic Level 10 in the Pay Matrix-Entry Pay Rs. 57,700/- p.m.
05	Whether Selection post or Non - Selection post	Not applicable.
06	Age for direct recruits	Not exceeding 35 years. (Relaxable for Govt. servants upto 5 years in accordance with the instructions or orders issued by the Central Government) Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Union Territory of Ladakh, Lahaul & Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman & Nicobar Islands and Lakshadweep)
07	Educational and other qualifications required for direct recruits	Eligibility (A with B or C) A. i. Postgraduate degree in Social Science with minimum 55% marks; and ii. M.Ed. degree from a recognised University with minimum 55% marks. or i. Postgraduate (MA) degree in Education with minimum 55% marks; and ii. B.Ed./ B.El.Ed. degree with minimum 55% marks. B. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test(NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET: <i>Provided</i> , the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Colleges subject to the fulfillment of the following conditions :- a) The Ph.D. degree of the candidate has been awarded in a regular mode; b) The Ph.D. thesis has been evaluated by at least two external examiners; c) An open Ph.D. viva voce of the candidate has been conducted;

- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

C. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note 1: Qualifications are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 2: A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

Note 3: A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

Note 4: A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

Note 5: The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment

Note 6: The Academic score as specified in Appendix II (Table 3B) for Colleges, (as per UGC Regulations, 2018), shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

08	Whether age / education qualifications prescribed for direct recruits will apply in the case of promotees.	Not applicable.
09	Period of probation	One year
10	Method of Recruitment	<p>By Direct Recruitment.</p> <p>Note: Vacancies caused by the incumbents being away on deputation or long illness or study leave or under other circumstance for a duration of one year or more may be filled on deputation basis from officers of Central / State Government / Union Territory Administration:-</p> <p>(a) Holding analogous posts on regular basis in the parent cadre / department; and</p> <p>(b) Possessing the qualifications prescribed for direct recruits under column (7).</p> <p>[Period of deputation (ISTC) including the period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organization or departments of the Central / State / Union Territory Government shall ordinarily not exceed 3 years. The maximum age limit for appointment by deputation shall be not exceeding 56 years as on the closing date of receipt of applications].</p>
11	In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption to be made	Not Applicable
12	If a Recruitment Committee / Selection Committee / Departmental Promotion Committee exists, what is the composition	<p>Recruitment Committee / Selection Committee:</p> <p>Governing Body of the Pondicherry Society for Higher Education, Puducherry.</p>
13	Circumstances in which Union Public Service Commission to be consulted in making Recruitment	Not applicable

// By order of the Lieutenant Governor //

M.V. HIRAN
 UNDER SECRETARY TO GOVERNMENT(H & T Edn.)

GOVERNMENT OF PUDUCHERRY
CHIEF SECRETARIAT (HIGHER AND TECHNICAL EDUCATION)

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1. *Short title and commencement.-*

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SCHEDULE

Recruitment Rules for the posts of Assistant Professor (Curriculum and Pedagogic Courses)
in the constituent Teacher Education College of Pondicherry Society for Higher Education,
Puducherry.

01	Name of the Post	Assistant Professor(Curriculum and Pedagogic Courses)																					
02	Number of Post(s)	8*(Eight) (2020) *Subject to variation dependent on workload <table border="1" style="margin-left: 20px;"> <tr> <td>1</td> <td>Tamil</td> <td>1</td> </tr> <tr> <td>2</td> <td>English</td> <td>2</td> </tr> <tr> <td>3</td> <td>Mathematics</td> <td>1</td> </tr> <tr> <td>4</td> <td>Physical Science</td> <td>1</td> </tr> <tr> <td>5</td> <td>Biological Science</td> <td>1</td> </tr> <tr> <td>6</td> <td>Social Studies</td> <td>1</td> </tr> <tr> <td>7</td> <td>Commerce</td> <td>1</td> </tr> </table>	1	Tamil	1	2	English	2	3	Mathematics	1	4	Physical Science	1	5	Biological Science	1	6	Social Studies	1	7	Commerce	1
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05	Whether Selection post or Non - Selection post	Not applicable.																					
06	Age for direct recruits	Not exceeding 35 years. (Relaxable for Govt. servants upto 5 years in accordance with the instructions or orders issued by the Central Government) Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Union Territory of Ladakh, Lahaul & Spiti District and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman & Nicobar Islands and Lakshadweep)																					
07	Educational and other qualifications required for direct recruits	Eligibility (A with B or C): A. i. Postgraduate degree in relevant subject with minimum 55% marks, and ii. M.Ed. degree with minimum 55% marks Desirable : Ph.D. degree in Education with subject specialisations. B. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test(NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET: <i>Provided</i> , the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Colleges subject to the fulfillment of the following conditions :-																					

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

C. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note 1: Qualifications are relaxable at the discretion of the Competent Authority, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 2: A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)/(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

Note 3: A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

Note 4: A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

Note 5: The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment.

		Note 6: The Academic score as specified in Appendix II (Table 3B) for Colleges, (as per UGC Regulations, 2018), shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.
08	Whether age / education qualifications prescribed for direct recruits will apply in the case of promotees.	Not applicable.
09	Period of probation	One year.
10	Method of Recruitment	By Direct Recruitment. Note: Vacancies caused by the incumbents being away on deputation or long illness or study leave or under other circumstance for a duration of one year or more may be filled on deputation basis from officers of Central / State Government / Union Territory Administration:- (a) Holding analogous posts on regular basis in the parent cadre / department; and (b) Possessing the qualifications prescribed for direct recruits under column (7). [Period of deputation (ISTC) including the period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organization or departments of the Central / State / Union Territory Government shall ordinarily not exceed 3 years. The maximum age limit for appointment by deputation shall be not exceeding 56 years as on the closing date of receipt of applications].
11	In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption to be made	Not Applicable
12	If a Recruitment Committee / Selection Committee / Departmental Promotion Committee exists, what is the composition	Recruitment Committee / Selection Committee: Governing Body of the Pondicherry Society for Higher Education, Puducherry.
13	Circumstances in which Union Public Service Commission to be consulted in making Recruitment	Not applicable

// By order of the Lieutenant Governor //

M.V. HIRAN
UNDER SECRETARY TO GOVERNMENT(H & T Edn.)