

Government of Andhra Pradesh  
Tribal Welfare Department

CTW Memo Rc.No.K2/3514/2013,

dt.10-05-2013.

Sub:- TWD – Estt - G.O.Ms.No.53, SW(TW.Ser.III) dept.dt.28-6- 2005.  
Certain amendments in respect of teachers transfers – Req – Reg.

Ref:- 1.Rep. of TW.Ash.School Head Masters Association  
dt.18-4-2013.  
2. Lr.Rc.No.D5/343/2011 dt.24-4-2013 of DD(TW) ITDA  
Utnoor.  
3. A.P. TW. Teachers Union dt.26-4-2013.

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Attention of the DD(TW) ITDA, Utnoor is invited to the references cited. In the reference 1<sup>st</sup> , 2<sup>nd</sup> and 3<sup>rd</sup> cited the TW Ashram Schools Head Masters Association, the Deputy Director, Tribal Welfare, Utnoor, Adilabad District and AP Tribal Welfare Teachers Union represented to modify or change certain conditions mentioned in the G.O.Ms.No.53, Dt:28-06-2005 to avoid certain difficulties in transfers counseling of teachers during the year 20013-14. The suggestions and clarifications for suggestions are as follows:

| S.No | Clarification sought for   | Clarification issued   |
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| 1    | <p><u>20% ceiling on transfers</u><br/>As per GO Ms. No. 93 Fin (DCM-III) Dept., Dt: 14-5-2011 item 2 vii the ceiling of 20% is restricted to employees only but not for teachers. Mostly employees are in limited number and related to particular office / department.<br/>Where as the teachers are concerned all cadres are related to district / zone and who have completed 2 years of service at a station are eligible for transfer and 8 years completed teachers must the transferred. Since the transfers are effecting on counseling system no financial burden lies on the Govt. hence 20% ceiling of transfers shall not be imposed on teacher transfers and relax to last candidates applied who completed at</p> | <p>As per GO Ms. No. 100 Fin (DCM-III) Dept., Dt: 22.04.2013 item 2 vii the ceiling of 20% is restricted to employees and the condition has to be strictly adhered to.</p> |

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|    | (2) years of service in category III & IV<br>(3) years in category I & II.  |   |
| 2  | <p><u>Cut off date for counting of completed years of service at a station:</u></p> <p>As per GO Ms. No.53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 9 (i) the date for counting of completed service at a school is 1<sup>st</sup> may of that particular year.</p> <p>Generally the transfers are taking place in last week of May and 1<sup>st</sup> &amp; 2<sup>nd</sup> weeks of June of the year. Since the schools reopen on 12<sup>th</sup> June most of the transferred teachers join at new school after 12<sup>th</sup> June. So most of the teachers are coming under who have not completed 8 years list and continuing for 9<sup>th</sup> year also.</p> <p>Hence the cut off date may be changed to 30<sup>th</sup> June / 31<sup>st</sup> July.</p> | As per GO Ms. No.53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 9 (ii) minimum service period is reduced from 3 years to 2 years in a particular place as on 1 <sup>st</sup> June. Vide memo no. 7402/TW/Ser.III/A1/2011-1 Dated: 27.05.2011. SW (TW SER.III) Dept., and since It is always desirable to complete the transfers before reopening, so that academic activities does not get disturbed, the existing guidelines holds good. |
| 3. | <p><u>Minimum Service of eligibility for transfer:</u></p> <p>As per GO Ms. No. 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 9 (ii) minimum service at a school is 3 years to got eligibility to apply for transfer. But the State Govt. has changed the minimum service to 2 years to apply for transfer. Hence the same may be substituted in the revised GO.</p>   | As per GO Ms. No.53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 9 (ii) minimum service period is reduced from 3 years to 2 years in a particular place as on 1 <sup>st</sup> June. Vide memo no. 7402/TW/Ser.III/A1/2011-1 Dated: 27.05.2011. SW (TW SER.III) Dept., and hence no further action required.  |
| 4. | <p><u>(a) Calculation of entitlement points and service:</u></p> <p>As per GO 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 11.A(i) maximum points are 40 for 10 years service if continuously worked in category-IV area school.</p> <p>But in the application form at item 3.1 it was noted as "Places worked for the</p>  | <p>a) As per GO 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 11.A(i) maximum points are 40 for 10 years service if continuously worked in category-IV area school.</p> <p>As per GO 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 9.(i) who have completed more than (8) years of service in a particular place shall get</p>  |

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|    | <p>last 8 years” with this some teachers are noting 8 years of stay only instead of 10 years if worked in category-IV area school and loosing 8 points. So the individuals and teacher unions representatives raising objections on the merit lists and doubting the staff. Hence the period of 8 years may be substituted with 10 years in the application form at item No. 3.1.</p> <p><u>(b) Calculation of entitlement points for service:</u></p> <p>While calculating the entitlement points for service there is a confusion as follows.</p> <p>Since we are counting the last 10 years period for awarding points in every year and giving eligibility for every 2 years most of the teachers are applying for transfer and getting points equally or more than that of the teachers who are staying more years at a particular school.</p> <p>To avoid this confusion and inconvenience of long staying teachers the consideration of awarding entitlement points for stay period may be restricted to the period of stay of that school from which he/she is applying for transfer. If agreed this may be substituted at para 11.a (i) in the revised GO and 3.1 in the application form.</p> | <p>transfer. If any individual stays beyond 8 years in a particular place the total service should be calculated to 8 years only.</p> <p>b) As per GO 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 9.(i) who have completed more than (8) years of service in a particular place shall get transfer. If any individual stays beyond 8 years in a particular place the total service should be calculated to 8 years only. The suggestion of substituting (10) years instead of (8) years is agreed to.</p> |
| 5. | <p><u>Points for High Schools &amp; UP Schools:</u></p> <p>As per para 11. C (i) and (ii) of the GO Ms. No. 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 entitlement points are awarding to teachers basing on the 7<sup>th</sup> class and 10<sup>th</sup> class results.</p> <p>Since the State Govt. have abolished the 7<sup>th</sup> class Common Board Exam the students are promoting to next class basing on the attendance and unit &amp; term examinations like 6<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> classes. Hence there will be a unjust</p>  | <p>Since the State Govt. have abolished the 7<sup>th</sup> class Common Board Exam no entitlement points are awarded to teachers teaching other than 10<sup>th</sup> class. The suggestions of non entitlement of points for 7<sup>th</sup> class common Board Exam to the teachers teaching other than 10<sup>th</sup> class is <b>Agreed to.</b></p>   |

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|    | <p>in awarding points to the teachers of 10<sup>th</sup> class having and non having teachers of same cadre.</p> <p>If agreed a maximum of 20 points may be awarded to the teachers where 10<sup>th</sup> class is not functioning and the same may be substituted at 11.C (i) to the GO Ms. No. 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005.</p>  |   |
| 6. | <p><u>Consideration of Spouse Case:</u></p> <p>Some teachers are availing spouse facility on each occasion and getting more benefits and choosing better places as per their convenience and the remaining teachers are complaining every time.</p> <p>Hence the convenience of availing "Spouse facility" may be restricted to once in 8 years of service only and the same may be noted in the GO as to be recorded in the Service Register of the individual.</p>   | <p>As per GO 53 SW (TW.Ser.III) Dept.,Dt: 28-6-2005 para 15 (iii) spouse having non – transferable post or where both cannot get posted at same place ( Only in central, State Govt. / Local bodies ) in order of inter-state merit based on entitlement points.</p> <p>As per GOMS No. 38 Edn (SE-SER.III) Department Dt: 16.06.2012 para 8 preferential categories Note: 2 The benefit of preference shall be given once in 8 years to the preferential categories and an entry be made in SR.</p> <p><b>The existing procedure shall be followed for the current year. The Government is being addressed to modify the condition from next year onwards.</b></p> |
| 7. | <p><u>Points for Games &amp; Sports, Science fair:</u></p> <p>As per para 11.C (iv) and (v) points are awarded for non-academic participation and achievement towards games and sports participation and achievement.</p> <p>Most of the school have no PET / PD-II posts and schools are with posts vacant. A limited No.of PETs / PDs-II are participating in games &amp; sports due to lack of facilities. With this the teachers along with PET / PD-II where participation is active they are getting more points, the rest are falling</p> | <p>As per GO 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 11 C ( iv &amp; v).</p> <p>For Game &amp; Sports:<br/>Only PD-II/PET or one of the teacher (where there is no PD/PET teachers) shall be given entitlement points on the certified proof from the Head of the institution.</p> <p>For science fair:<br/>One on the science teacher from the SGT or SA (Bio/Phy) from the school shall be given entitlement points on the certified proof from the Head of the institution</p> <p>The request is not clear.</p>   |

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|    | <p>behind in merit list. The same is in the case of science fair also. Hence the points of Sports &amp; Games may be awarded to PET / PD-II and Science fair marks to SA Science only but not to all teachers of that school. The same may be noted in the modified GO.</p>   | <p>However, certificate from H.Ms. is not a proof. Certificate by the organization of Sports meets and Science Fairs shall only be taken into account.</p>  |
| 8. | <p><u>Preference to the candidates:</u><br/>As per para 15 of the GO Ms. No. 53 Dt: 28-6-2005 certain categories (i) to (v) are given preference for calling to counseling. They are misusing the facility by applying after every (2) years of period or frequently and becoming problematic to others. Hence this facility may be given once in 8 years of service and noted in the Service Register of the individual or Special points may be awarded and called for counseling in general order. Necessary amendment may be noted in the modified GO.</p>  | <p>As per GO 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 15<br/>As per GOMS No. 38 Edn (SE-SER.III) Department Dt: 16.06.2012 para 8 preferential categories Note: 2 The benefit of preference shall be given once in 8 years to the preferential categories and an entry be made in SR. The benefit of preference once in 8 years for preferential categories, the Government will be requested to modify the provisions duly restricting this preferences (2) times during the service of a teacher.</p> |
| 9. | <p><u>Submission and Uploading of application forms:</u><br/>Most of the teachers are submitting their transfer applications on one day before or on the last day of the scheduled date and it is becoming a problem in uploading in time and verification and displaying of cadre wise draft merit lists.<br/>Some teachers are not furnishing the data in full shape and standing behind in the merit list. But ignoring their mistake they are raising unnecessary objections on the merit lists, providing the union representatives and they are creating nuisance and hurdles at the time of counseling. More ever they are creating roomers on office and PMRC staff.<br/>To over come this misunderstandings the process of uploading transfer applications in ZP and Govt.</p> | <p>Agreed to update the software to upload the applications form.</p>   |

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|     | <p>managements may be adopted. That is</p> <ol style="list-style-type: none"> <li>1)Software is to be kept open to all.</li> <li>2)Individuals have to upload their details in the prescribed format, download the copy and submitted to DD (TW) / DTWO duly attested by the HM with this the individual shall know his status and points.</li> <li>3)The individual and HM are responsible for any lapses.</li> <li>4)This will helpful to avoid misunderstandings.</li> <li>5)The HM has to verify all the entries carefully before signing the down loaded forms of his staff.</li> <li>6)PG HMs forms must be attested by DD (TW) / DTWOs</li> </ol> |   |
| 10. | <p><u>Maximum period of stay for teachers and HMs:</u><br/>The maximum period of stay of teachers and HMs at a particular school may be reduced to 5 years.</p>  | . As per GO 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 14 (vii) 8 years stay is the maximum period of all the teachers including Headmasters. The existing norms shall be followed. |
| 11. | <p><u>Shifting of Male PET / PD-II from Girls High Schools:</u><br/>In all ITDAs among all the Ashram High Schools half number are functioning as Ashram Girls High Schools. In these school where PET/PD-II posts are in sanction mostly male PET / PD-II are posted and working.<br/>There are some adverse incidents happened in girls institutions like misbehavior and sexual harassment by teachers towards grown up girl students. Since the post of PET /PD-II is related with physical activities and there is no provision of Special dress to grown up girls they are not participating in games and sports freely and willfully.</p>         | As per GO 53 SW (TW.Ser.III) Dept., Dt: 28-6-2005 para 10 (ii) the same clause is also applicable to PD-II/PETs. The existing norms shall be followed.                                |

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|     | Hence the male PET/ Pd-II who are working in girls AHS and below 50 years of age may be shifted to boys schools and eligible lady CRT PETs may be allotted to that schools. If agreed the same may be included in the revised GO / Guidelines.   |   |
| 12. | It is submitted that there are institutions like Post Matric Hostels, KGBVs, Mini Gurukulams, Schools upgraded from AUPS to High Schools, conversion of Hostels into Ashram Schools, and in some school due to Addl. Sections. Addl. subjects are required in such situation the POs / DDs may be authorized to depute teachers.           | Deputations cannot be clubbed with transfers.   |
| 13. | Similarly, due to opening / starting of IIIrd, IVth and Vth classes lot of ST students joined in Ashram Schools resulting teachers in GPS (TW) become surplus and requirement arise in Ashram Schools. Hence PO / DDs may be authorized to utilize the services of surplus teachers in Ashram Schools specific & clear order may be given. | There are existing guidelines on rationalization and those guidelines can not be confused with transfers. |

In view of the above DD(TW), Utnoor is requested to take necessary action in the matter accordingly.

( This has got the approval of the Commissioner of Tribal Welfare AP.Hyd)

Sd/- V.Ch.Veerabhadru,  
Additional Director (TW)

(G.Mohan Naik)  
Deputy Director (Admn.)

To

The DD(TW) ITDA, Utnoor.

Copy to all the DDs(TW) of ITDA and DTWOs for taking necessary action in conducting the counseling of transfers to the teachers during the year 2013-14 without any deviation.