

Terms and Conditions

The Empanelment shall be subject to the terms and condition given as below:

- A) The empaneled guest faculty shall serve the college on absolutely temporary basis upto 30.06.2025. The Empanelment of empaneled guest faculty shall stand terminated by efflux of time on stipulated date (as decided by the university) and/ or shall be co-terminus on appointment of regular faculty whichever occurs first. The empanelment shall be deemed terminated accordingly w.e.f 01.07.2025. No separate order would be needed to terminate the empanelment.
- B) Notwithstanding what is stated as above, in the event, the institute, University for any reason whatsoever, fails to obtain accreditation and/ or grant under any government aided programme, your services would be liable to be terminated.
- C) The empanelment of Guest faculty by the university is a purely temporary arrangement and does not constitute any kind of employment or creation of teaching posts and/or engagement on any post, existing or otherwise, by the University.
- D) The empanelment/ engagement as Additional Guest Faculty is on purely temporary basis and such guest faculty shall not be entitled for any other benefits of regular/ permanent employees. The guest faculty hereby undertakes not to make any such claim of permanency or regularization or extension of his empanelment and / or a claim to treat him/ her for being a regular employee consequent to this engagement.
- E) The candidate shall have to submit an Undertaking and an Affidavit as per the prescribed format each on Rs. 500/- stamp paper duly notarized for the period as decided by University from his/ her date of joining.
- F) The selected candidates empaneled as guest faculty shall be engaged on purely temporary basis subject to his/ her satisfactory performance in whole period of academic and administrative assignments given during the empaneled period and does not constitute any employment with the University.
- G) In case performance of nay empanelled guest faculty is found unsatisfactory, the contractual Empanelment shall be discontinued immediately without giving any notice.

- H) The Guest faculty shall be entitled for Rs. 28850/- (Rupees Twenty-Eight thousand eight hundred fifty only) per month towards remuneration for the period. The said remuneration does not attract any dearness allowances or any other allowances or perks over and above such specified remuneration.
- I) The guest faculty shall be entitled towards reimbursement of pre-approved expenses incurred in the performance of his/her duties, upon submission and approval of written statement and receipts to University.
- J) The services of Guest faculty are not transferable to any other institute.
- K) In addition to academic assignment, the guest faculty has to perform other duties and activities without and additional remuneration) assigned by Head of the Departments and Dean Faculty Affairs from time to time, as the case may be.
- L) The Guest faculty shall devote his whole-time to the service of the University Department (UD)/University, engage, directly or indirectly, in any trade or business whatsoever, or in any private tuition or other work to which any emolument or honorarium is attached, but this prohibition shall not apply to work undertaken in connection with the examination of UD/University or learned bodies or public service commission, or to any literary work or publication or radio talk or extension lectures, or with the permission of the Dean Faculty Affairs, to any other academic work.
- M) The rules and condition governing number of teaching days and work load shall be, as prescribed by the UD/University from time to time. Guest faculty shall attend the University on all working days as notified by UD to accomplish the task assigned.
- N) In case of exigencies of work of UD/University, the Guest faculty will have to attend office on weekly off/holidays also which may be compensated by availing leave of absence by Guest faculty subject to the condition that the Guest faculty has rendered his services for minimum college hours on each such weekly off / holidays with approval of Dean (FA) of the University in which such extra working day has been served for in weekly off / holiday.
- O) Guest faculty may avail leave of absence of and limited up as per norms decided by UD / University during the Academic year. However, the Temporary faculty is obligated to take prior approval of HOD to whom the Guest Faculty is rendering his/ her services for availing such leave of

absence for each day of absence the 1/30th monthly remuneration will be deducted from his/ her remuneration.

- P) The Guest faculty shall be bound to act in conformity with Statutes, Ordinances, Regulations and rules of the University as well as a code of professional ethics as may be formulated by the AICTE/ University.
- Q) If any information/ document furnished or declaration/ undertaking given is found false/ incorrect including breach of undertaking so given as terms agreed hereto, the same shall be rendered him/her liable towards criminal/ civil liability for such incorrect/ false/ perverse statement/ document including termination of his/ her empanelment with immediate effect.
- R) All services of guest faculty rendered by him/ her by virtue of empanelment does not create an Employer-Employee relationship between the guest faculty and UD / University. The Guest faculty shall have no right to receive any employee benefits including but not limited to, health and accident insurance, life insurance, sick leave and / or vacation etc. Guest faculty shall have to pay all taxes due in respect of the Remuneration and to indemnify the UD/ University in the event, the UD/ University is required to pay any such taxes on behalf of the guest faculty.
- S) The Empanelled guest faculty warrants ensuring that there will be no infringement of any patent or design/ copy rights while being engaged for UD/ University project and he shall be fully responsible for consequence/ any actions due to any such infringement.
- T) The payment of taxes including the income tax will be the Sole responsibility of the guest faculty him / herself. However Tax deduction at source will be effected against the payable remuneration at applicable rates as per the prevailing laws, rules and regulations.
- U) The Guest faculty has to join his/her duties on or before as decided by University failing which his/her empanelment stands cancelled.
- V) In case of any dispute the place of posting of the Guest faculty will be the jurisdiction.
- W) It is needless to point out that the terms & conditions of the Service Agreement shall form part and parcel of Empanelment/ engagement Letter.

X) The Guest faculty shall not be entitled for any kind of leave except University /Gazzeted Holidays.

I have read and understood all the terms and conditions given above and I agree to abide by the same.

Signature of Applicant.

Name :(.....)

Date:

Place:

AFFIDAVIT AND UNDERTAKING

(To be submitted by the candidate on Rs. 500/- stamp paper duly notarized for the period of empanelment)

I

s/o, d/o,w/oage.....

resident of

hereby, undertakes:

1. that the information given by me in my application form is true and correct.
2. that I have read and understood all the terms and conditions as applicable for the Guest Faculty purely on temporary basis which I have been empanelled and I will abide by the same.
3. that I understood that my empanelment as Guest faculty is absolutely on temporary basis and on remuneration basis as per the requirement of the concern department and does not constitute any kind of employment or creation teaching posts and/ or engagement of any post existing or otherwise by the University.
4. that I will not make any such claim of permanency or regularization of extension of this empanelment and/ or a claim to treat me for being a regular employee consequent to this engagement.
5. that I will not produce/ request any kind of document for the legal purpose against the said assignment.
6. that there is no vigilance case/ disciplinary proceeding/ or any other case/ critical case/ proceeding is/ her pending or contemplated against me as on date.

Place

Signature.....

Date:.....

Name:(.....)