Est. 1994 2(f) & 12 (B): March 2006

Hanuman Shikshan Prasarak Mandal, Sonpeth’s

**LATE RAMESH WARPUDKAR ARTS, COMMERCE & SCIENCE COLLEGE, SONPETH. DIST. PARBHANI 431516 (MS)**

**NAAC Accredited with Grade- B**

(Affiliated to: Swami Ramanand Teerth Marathwada University, Nanded)

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**Shri. P.R. Kadam** **Dr. V.D. Satpute**

 President Principal

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**DVV 2.4.1**

**Policy Document for Recruitment**

The joint director of higher education, government of Maharashtra has the sole authority to sanction the workload of the college and decide the number of posts to be sanctioned to a particular college. In each academic year the workload camp is organized in the month of October. The student strength enrolled till 30th September is being taken into consideration for sanctioning the workload of the particular subject of the institute. As per the rules, First teaching post needs minimum 18 periods and subsequent posts need 20 periods per week for getting sanctioned the full time teaching post for that particular subject. The procedure for recruitment is as below:

After getting the sanctioned letter for teaching posts from regional director of higher education, college applies to university for getting sanctioned the reservation roaster. The special cell of the university certifies the roaster and informs the institute to act accordingly. The sanctioned roaster has to be submitted to state special cell department for getting endorsed again. As per the government policy, the joint director office, issues no objection certificate for recruitment. Then as per the sanctioned roaster and NOC issued by Regional Joint Director Office, college submits the proposal for advertisement to University. After getting sanctioned the draft for advertisement, the institute publishes the advertisement for vacant posts and the application are being invited from eligible candidates. The university forms the selection committee to select the candidates and accordingly interviews being taken and eligible candidates selected. The institute issues an appointment order to the candidate who in turn joins the post before 15 days from the issue of the order. The proposal of selection procedure is submitted to university for getting approval to the selected candidates. After getting the approval from university, the proposal is being submitted to joint director office for including the name of the teacher on pay roll.

****Since 2018-19, Government of Maharashtra hasn’t given sanction to the workload for the subsequent years and also not given permission to fill up the vacant posts as per the workload sanctioned in 2018-19. Instead the government has adopted the policy to fill up the teaching posts on clock hour basis. The institute is recruiting the vacant posts on CHB base since 2016 which helped us to have at least temporary teachers for teaching leaning purpose.