

1. Objectives of the Transfer Act'2010

- ▶ To streamline transfer of teachers in schools.
- ▶ To bring transparency and accountability.
- ▶ To ensure availability of teachers in rural areas by classifying areas on basis of distance.
- ▶ To ensure objectivity by transferring teachers through counseling based on seniority.
- ▶ To cover teachers from Class 1 to 12.

Steps in transfer process.

- ▶ Grouping - Hard, Middle and soft belt.
- ▶ Issue of official memorandum.
- ▶ Issue of formats for normal and mutual transfer-(To develop format).
- ▶ Publish calendar of events for transfers.
- ▶ Publication of updated vacancy list.
- ▶ Preparation, verification and publication of priority list.

2. Counseling soft ware.

I Capture subject wise.

II Cadre wise, vacancy details.

- ▶ Capture applicant details including their working experience, district wise.
- ▶ Based on District wise experience it calculates weightage automatically.
- ▶ Generate priority list - provincial is amendable to modification in teachers detailed based on the objections of teachers.
- ▶ Generate priority list final.

III NOTIFICATION OF VACANCIES TO BE CONTENT IN SOFTWARE.

- ▶ List of vacancies notified, subject wise.
- ▶ Consequential vacancies.
- ▶ displayed in computer screen.

Application of transfers:

- ▶ Application, requesting for transfer are sent through heads (DDO of institution).
- ▶ The head of institution after due verification forward application to DDSE of (Elementary & Secondary (HSS) or through ADEO of blocks.
- ▶ Correctness of particulars furnished in the application form.
- ▶ After verification of the application for transfer data are computerized.

Preparation of priority list.

- ▶ Verified applications are arranged in order of priority:-
 - I Cases of terminally ill cases.
 - II Physically handicapped with more than 40% disability as certified by District Surgeon/Medical Board.
 - III Female teachers (widows).
 - IV Married teachers (joint posting).

Identification of excess teachers.

Maximum attendance		Required teachers	
Primary	Secondary	Primary	Secondary
1-15	1-40	01	02
16-60	41-90	02	03
61-90	91-120	03	04
91-120	121-150	04	05
121-200	151-180	06	06
201	181-220	08	08
	221-320		10

Criteria for preparation of seniority list.

- ▶ Specify pupils teachers ratio in Primary, Middle, Secondary & Higher Secondary.
- ▶ Shift teachers as required to comply with the required ratio.
- ▶ Excess post by shifting-if still exist excess teachers in a district, the details of those post are reported to Director of School Education for re-deployment outside the district.

Publication of seniority list.

- ▶ Display/ Seniority list in DDSE/ADEOs office.
- ▶ Weightage be given to teachers who have served in **Hard Belt**.
- ▶ 5 -10 days will be given to file objectives to seniority list.
- ▶ Thus after final list will be prepared.

Re-deployment of excess teachers.

- ▶ To be done through counseling.
- ▶ Shift vacant excess posts.
- ▶ Display excess post at circle level.
- ▶ Notify date of counseling in local news or through circular notice.
- ▶ Re-deploy within block of excess teachers on seniority.

School support and quality monitoring

- ▶ Record keeping in schools/cluster-block level.
- ▶ Regularity of school visits to be able to propose and follow up.
- ▶ Use of quality monitoring instruments (NCERT).
- ▶ Resources at cluster level.

- ▶ School list of different belt location of districts.
- ▶ Format for counseling.
- ▶ Format for mutual transfer.
- ▶ Inspection.
- ▶ Seniority list-subject wise, station seniority (period).
- ▶ Format prepared long back be furnished.

Of late it has been reported that unprecedented incident took place on whereby a group of students from Government Higher Secondary School, Doimukh have gharrowed the Directorate of School Education hampering smooth functioning of the Directorate of School Education including office of the Hon'ble Minister Education, Commissioner (Education) and Directorate of Higher & Technical Education.

Secondly, today the 23rd September'2010 Managing Committee of Ganga Secondary School along with a group of students gharro the undersigned for retention of Shri J.Paul, PET who has been transferred and posted to Govt. Higher Secondary School, Palin vide Government order No. dated and against him Shri G. Jini, PET has already been joined at Govt. Secondary School, Ganga.

The repetition of this process of hampering smooth functioning of office by a group of students have become a habit of the days are unbecoming to meet the grievances.

Therefore, the matter is brought to the knowledge of Commissioner (Education) for necessary advice and order please.