



## ABSTRACT

Higher Education Department – Tamil Nadu Collegiate Educational Services – Filling up the posts of Assistant Professor in Government Arts and Science Colleges and Colleges of Education – Direct Recruitment – Dispensation of the earlier method of awarding weightage of marks – Introduction of Competitive Written Examination and Interview procedure for Direct Recruitment – Orders – Amendment - Issued.

## HIGHER EDUCATION (F2) DEPARTMENT

G.O.(Ms) No.230

Date 06.10.2025

ஸ்ரீவிகாவை வருடம், புரட்டாசி-20  
திருவாரூபம்-ஆண்டு - 2056

Read :-

1. G.O.(Ms) No.412, Higher Education (F2) Department, dated 07.12.2009
2. G.O.(Ms) No.32, Higher Education (F2) Department, dated 08.03.2013.
3. Government Letter No.12258A/F2/2013-3, dated 31.07.2013.
4. G.O.(Ms) No.56, Higher Education (F2) Department, dated 21.03.2020.
5. Orders of the Hon'ble Supreme Court of India, dated 07.04.2022 in SLP (C) No.4351 of 2016
6. Minutes of the Review Meeting under the Chairmanship of the Hon'ble Chief Minister held on 07.07.2022.
7. G.O.(Ms) No.246, Higher Education (F2) Department, dated 08.11.2022.
8. G.O.(Ms) No.247, Higher Education (F2) Department, dated 08.11.2022.
9. Orders of the Hon'ble Madurai Bench of Madras High Court dated 15.04.2024 in W.P. (MD) No.8127 of 2024.
10. Minutes of the Review Meeting under the Chairmanship of the Chief Secretary to Government held on 08.08.2025.
11. From the Commissioner of Collegiate Education letter Na.Ka.No.TNDCE/3572/2025-D5, dated 20.05.2025 and 14.08.2025.

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## ORDER:

In the Government Order first read above, orders were issued awarding totally 34 marks covering teaching experience (15 marks), higher qualification (9 marks) and interview (10 marks) for the selection of Assistant Professors in Government Arts and Science Colleges and Colleges of Education through direct recruitment by Teachers Recruitment Board.

2. In the Government Order second read above, orders were issued prescribing the criteria for 10 marks to be awarded in the Interview under various components for the selection of Assistant Professors in Government Arts and

Science Colleges and Colleges of Education through Teachers Recruitment Board apart from awarding marks for teaching experience and higher qualifications. In the Government letter third read above, the Government have issued clarification for the qualification prescribed by the University Grants Commission from time to time for appointment of Lecturers in Colleges / Universities.

3. In the Government Order fourth read above, orders were issued, prescribing certain terms and conditions for regularising the services of 1146 Guest Lecturers in Government Arts and Science Colleges and Colleges of Education, against the approved estimate of vacancies for the years 2017-18 and 2018-19, in the posts of Assistant Professors.

4. In the order fifth read above, the Supreme Court of India in SLP (C) No.4351 of 2016, has ordered that the Special Recruitment shall not be conducted for 10 (a) (i) appointees and shall be allowed to participate in General Recruitment conducted by the Tamil Nadu Public Service Commission and the Tamil Nadu Public Service Commission shall in turn specifically indicate that 10 (a) (i) appointees will be granted the benefit of relaxation from age and also weightage of marks towards their experience.

5. The teachers who are appointed in the Government Arts Colleges will be the guides for the students who aspire to become Research Scholars. Selection of right candidates with in-depth knowledge in their respective subjects is essential to motivate the students either to pursue higher studies or do to research. The faculties of Government Polytechnic Colleges, who are taking classes for diploma students who are studying subjects that are of lesser intensity and depth are recruited by direct recruitment through Teachers Recruitment Board through Written Competitive Examinations. Likewise, the college teachers for Government Engineering Colleges are also recruited by direct recruitment through Teachers Recruitment Board following the Written Competitive Examinations.

6. In the Review meeting sixth read above held under the Chairmanship of the Hon'ble Chief Minister on 07.07.2022, among other things, the following decisions were taken: -

- a. The prevailing weightage method for the Direct Recruitment of Assistant Professors i.e. 34 marks may be dispensed with and the erstwhile Competitive Written Examinations may again be adopted. However, the marks for written examination shall be fixed as 200 and 15 percent of the marks may be fixed for the interview (30 marks for interview). Hence, 230 marks in toto.
- b. It was decided that 4000 posts of Assistant Professor vacancies out of 7198 shall be filled up during this year through Teachers Recruitment Board, adopting the above method.

c. The qualified Guest Lecturers working in Government Arts and Science Colleges and Colleges of Education shall also be permitted to take part in the Open Competitive Written Examinations and they may be awarded suitable weightage, for the years of service rendered in Government Colleges.

7. In the Government order seventh read above, among other things, orders were issued for dispensation of awarding marks under weightage system for teaching experience, qualification and Interview and resort to Written Competitive Examination method for 200 marks and weightage marks for teaching experience and interview as detailed below :-

10 (iii) The marks for written examination shall be fixed as 200 and 15 percent of the marks shall be for interview as detailed below.

S. No.	Description	Hours of Examination	Number of Questions	Each Question carries	Maximum Marks
1.	<b>Written Examination (Post Graduate Standard)</b>				200
	<b>Paper -I</b>	3 Hours (forenoon)			100
	<b>Section – A</b> (Multiple choice with objective type – including Tamil Language as a component) (All the questions are compulsory)	1 Hour	50 (Five Questions from each section)	1 mark	50
	<b>Section – B</b> (Descriptive type reflecting all units from respective subjects with adequate choice)	2 Hours	5 (Out of 8 questions)	10 marks	50
	<b>Paper -II</b>	3 Hours (afternoon)			100

	<b>Section – A</b> (Multiple choice with objective type in respective subjects) (All the questions are compulsory)	1 Hour	50 (Five Questions from each section)	1 mark	50
	<b>Section – B</b> (Descriptive type reflecting all units with adequate choice)	2 Hours	5 (Out of 8 questions)	10 marks	50
2.	<b>Interview</b>				<b>30</b>
	If vacancy is more than 5 then <b>Two times</b> of the number of vacancies shall be called for Interview				
	If vacancy is less than 5 then <b>Three times</b> of the number of vacancies shall be called for Interview				
	<b>Grand Total</b>				<b>230</b>

10 (iv) The 30 marks for the Interview component (Viva-voce) shall be apportioned as detailed below:

Sl. No.	Particulars		Marks (Maximum)
1.	Content	- Whether the candidate presents relevant and well organised subject material	9 Marks 30%
2.	Delivery	- Whether the candidate is clear, understandable and audible while presenting	9 Marks 30%
3.	Language	- Whether the candidate is proficient in English / Tamil language and articulates concepts well	6 Marks 20%
4.	Personal characteristics	- Whether the candidate is confident and possesses a calm disposition	6 Marks 20%
		<b>Total</b>	<b>30 Marks</b> <b>100%</b>

8. In the Government Order eighth read above, orders were issued in supersession of the orders issued in the Government Order fourth read above granting permission to the UGC qualified Guest Lecturers working in Government Colleges to take part in the Open Competitive Written Examinations, following the procedures issued in the Government Order seventh read above and such Guest Lecturers who have cleared the Written Competitive Examinations, shall be awarded a weightage of 2 marks for each academic year of teaching experience (i.e. 11 months), subject to a maximum of 15 marks for the years of service rendered in Government Colleges, as a onetime measure.

9. In the order ninth read above, the Hon'ble Madurai Bench of Madras High Court in W.P. (MD) No.8127 of 2024 filed by Dr.Christina Ruby Stella and others with a prayer to award 15 weightage marks to Assistant Professors in Private Colleges has ordered as follows :-

XXX                   XXX                   XXX

\* 28 (iv) Consequently, the first respondent is directed to consider awarding of weightage marks to both the categories of Teachers from Government and Private Colleges by giving consideration to their experience and pass orders accordingly and thereafter, the third respondent is directed to issue suitable addendum to its Notification No.02/2024 dated 14.03.2024".

10. Accordingly, in the review meeting tenth read above held under the Chairmanship of the Chief Secretary to Government on 08.08.2025, among other things, a decision was taken to award weightage marks (Interview – 15 marks and Experience – 15 marks) for the Guest Lecturers working in Government Colleges, Assistant Professors working in the Aided / Private Colleges for their teaching experience. The Experience Certificates submitted by the candidates must be verified and counter signed by concerned Regional Joint Directors, before appointment of the individual.

11. in the letters eleventh read above, the Commissioner of Collegiate Education has sent a proposal for the revised Scheme of Examination as follows :-

S.No.	Details of Written Examination / Interview	Maximum Marks
1.	Descriptive type (Essay type)	50
2.	Multiple Choice Question (MCQ) (Objective type)	150
3	Weightage marks for teaching experience in Interview to the Guest Lecturers / teachers working in	15

	Government / Aided / Private Colleges (2 marks for each academic year – subject to a maximum of 15 marks)	
4.	Interview	15
	Total Marks	230

12. The Government after careful examination of the proposal of the Commissioner of Collegiate Education, hereby issue an amendment to G.O.(Ms) No.246, Higher Education (F2) Department, dated 08.11.2022.

Amendment

The following shall be substituted to Para 10 (iii) and (iv) of G.O.(Ms) No.246, Higher Education (F2) Department, dated 08.11.2022 :-

10 (iii) There will be a compulsory tamil paper for 50 marks (as qualifying paper) which will not be included for ranking. The marks for written examination and Multiple Choice Question (MCQ) shall be fixed as 200 and 30 marks shall be for the weightage for experience and interview as detailed below :

S. No	Description	Hours of Examination	Number of Questions	Each Question carries	Maximum Marks
1.	<b>Written Examination and Multiple Choice Question (MCQ) (Post Graduate Standard)</b>				200
	<b>Paper – I</b>				150
	Multiple choice questions <u>Part-A</u> Compulsory Tamil	3 hours (Forenoon)	30	( $20 \times 2 = 40$ marks $10 \times 1 = 10$ marks)  <b>Total-50* marks</b>	
	<u>Part-B</u> On the selected subject (All the questions are compulsory)		100 (NET Model)	1.5 marks	150

	<b>Paper -II</b>				<b>50</b>
	Descriptive type (on general topics)**	1 hour (Afternoon)	One essay type question out of 5 questions (maximum 300 words)	-	50
2	<b>Experience</b> Teaching experience with UGC approved Educational Qualifications from time to time for Guest Lecturers / Assistant Professors who have taught in Government / Aided / Private Colleges.  (2 Marks for each Academic Year of teaching experience, subject to a maximum of 15 marks)			15	
3.	<b>Interview</b> If the number of vacant posts are more than 5, Twice the number of persons will be called for Interview  If the number of vacant posts are less than 5, Thrice the number of persons will be called for Interview			15	
	<b>Grand Total</b>			230	

\*The Part-B of paper-I and paper-II will be evaluated only when the candidates scores a minimum of 40% marks in the Part-A of paper-I (Qualifying paper).

\*\*The questions under General Topic would cover broadly on Indian Constitution, Indian Economy, Modern Indian History, History and Economy of Tamil Nadu, Environment and ecology, Science and Technology and Current Affairs.

10 (iv) The 15 marks for the Interview component (Viva-voce) shall be apportioned as detailed below:

<b>Viva Voce</b>					<b>15 marks</b>
1	Content	-	Whether the candidate presents relevant and well organised subject material	5 marks	
2	Delivery	-	Whether the candidate is clear, understandable and audible while presenting	5 marks	

3	Language	- Whether the candidate is proficient in English / Tamil language and articulates concepts well	5 marks	
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13. The Government also decided to cancel the orders issued in the Government Order eighth read above and to award a weightage of 2 marks for each academic year of teaching experience, subject to a maximum of 15 marks for the service rendered by the UGC qualified Guest Lecturers working in Government Colleges, Assistant Professors working in Aided / Private Colleges, subject to the outcome of the Writ Appeal (MD) No.507 of 2025 filed by the Government against the orders passed in W.P.(MD) No.8127 of 2024 filed by Dr.Christina Ruby Stella and others.

14. The candidates will be called for personal interview based on the marks scored in the written examination and weightage marks given for the teaching experience.

15. The qualifications prescribed by the University Grants Commission from time to time, as per Government letter third read above, shall be reckoned, for counting of teaching experience.

Sl. No.	Date of Notifications	Qualification Prescribed by the University Grants Commission for appointment of Lecturers in Colleges / Universities.
1.	Before 1991	PG with 50% minimum marks
2.	19.9.1991	P.G with 55% minimum marks with Pass NET / SLET
3.	1993	PG with 55% minimum marks with NET / SLET. Exemption for those who completed M.Phil before 31.12.1993 (or) submitted Ph.D, dissertation before 31.12.1993.
4.	31.7.2002	NET shall remain the compulsory requirement for appointment as Lecturer even for candidates having Ph.D. degree. However, the candidate who have completed M.Phil. degree by 31 <sup>st</sup> December, 1993 or have submitted Ph.D. thesis to the University in the concerned subject on or before 31 <sup>st</sup> December 2002 are exempted from appearing in the NET examination. In case such candidates fail to obtain Ph.D. degree, they shall have to pass the NET examination.

5.	14.6.2006	NET shall remain the compulsory requirement for appointment as Lecturer for those with post-graduate degree. However, the candidates having Ph.D. degree in the concerned subject are exempted from NET for PG level and UG level teaching. The candidates having M.Phil. degree in the concerned subject are exempted from NET for UG level teaching only.
6.	30.6.2010	<p>(i) The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test – SLET / SET), shall remain for the appointment of Assistant Professors.</p> <p>(ii) NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities / Colleges / Institutions.</p> <p><i>Provided</i> however, that candidates, who are or have been awarded a Ph.D. degree in accordance with the University Grants Commission (Minimum Standards and Procedure for award of Ph.D. degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.</p>

(BY ORDER OF THE GOVERNOR)

P.SANKAR  
SECRETARY TO GOVERNMENT

To

The Commissioner of Collegiate Education, Chennai – 15,

The Chairperson, Teachers Recruitment Board, Chennai-6.

All Regional Joint Directors (through Commissioner of Collegiate Education)

The Accountant General, Chennai-18.

The Pay and Accounts Officer, Chennai and Madurai.

The Treasury / Sub-Treasury Officers concerned.

The Residential Audit Officer, O/o Principal Accountant General, Secretariat, Chennai-9.

Copy to:

The Secretary-II to Hon'ble Chief Minister, Secretariat, Chennai-9.

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The Special Personal Assistant to Hon'ble Minister(Higher Education), Chennai – 9.  
The Private Secretary to Chief Secretary to Government, Chennai – 9.  
The Private Secretary to Secretary to Government, Higher Education Department,  
Chennai – 9.  
The Private Secretary to Principal Secretary to Government, Finance Department,  
Chennai – 9.  
The Private Secretary to Secretary to Government, Human Resources Management  
Department, Chennai – 9.  
The Private Secretary to Secretary to Government, Law Department, Chennai – 9.  
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//FORWARDED / BY ORDER//

*K. Lakshmi* 06/10/2025  
SECTION OFFICER  
*AV*  
*6/10/25*