

File No: 3/53/2018-SD/AM  
Indira Gandhi National Centre for the Arts  
Sutradhara Division


Dated: 22<sup>nd</sup> September, 2021

**Sub: Terms and conditions for recruitment/appointment of academic/technical personnel engaged on contract basis against regular vacancies.**

Recruitment Rules of the Indira Gandhi National Centre for the arts (IGNCA) provide for recruitment/appointment of academic/technical personnel on contract basis against regular vacancies. In order to ensure uniformity of conditions of service of personnel engaged on contract basis it has been decided to lay down the following terms and conditions:-

**1. Tenure:**

- (i) The initial engagement will be for a period of two years, at the end of which a review/assessment of the performance of the personnel concerned shall be undertaken by a duly constituted Committee headed by the Member Secretary, IGNCA, which shall include a domain expert (as defined in the Recruitment Rules) and depending upon the result of such a review/assessment of the overall performance, the term of the personnel concerned may be extended upto another three years. (The review/assessment of the Committee, as aforesaid, shall be final. Thereafter, further extensions will be for five-year periods at a time based each time on the same process of review mentioned above).
- (ii) Applications for regularisation of Professional/Personnel on Contract basis may however be considered by a High Powered Committee presided by Member Secretary, IGNCA in which the President, IGNCA could nominate a member from EC and a senior subject Specialist. The application will be considered strictly on the basis of performance and the merit of the applicants.
- (iii) Notwithstanding anything contained in sub-clauses (i) to (ii) above, the contract of appointment shall automatically come to end at the expiry of the period of engagement as prescribed in clause (i) above unless specifically and expressly extended further.

  
22.9.21

