

राष्ट्रीय आदिवासी छात्र शिक्षा समिति  
(जनजातीय कार्य मंत्रालय के अंतर्गत  
एक स्वायत्त संस्थान, भारत सरकार)  
भू-तल, गेट नंबर-3ए, जीवन तारा बिल्डिंग,  
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**National Education Society for Tribal Students**

(An Autonomous Organization under  
Ministry of Tribal Affairs, Govt. of India)  
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**NESTS/H-1/47/HR Misc./2024-25**

**Date:20.06.2025**

To,

The Nodal Officer,  
All State EMRS Societies

Subject: Guidelines for engaging guest teachers against vacancies – reg.

Sir / Madam,

NESTS is in the process of notifying for the second phase of recruitment. Appointing regular teachers may need additional time. However, by considering the re-opening of EMRSs after summer vacation, it is approved by the Competent Authority to engage guest teachers against the vacant posts to ensure that academic activities are not affected in all EMRSs. In order to improve the quality of teaching learning process, it is very essential to engage guest teachers, only up to 31<sup>st</sup> March 2026 or till the appointment of regular teachers whichever is earlier. Hence, the need for circulating guidelines to engage guest teachers is felt. It is requested to follow the guidelines given below to engage qualitative and experienced candidates as guest teachers.

- Full time guest teachers may be engaged instead of engaging only for selected periods per week.
- Guest teachers have to perform academic activities like remedial, assessment, supervised study etc. in addition to regular classroom teaching.
- Consolidated remuneration may be fixed according to the post (PGT / TGT).
- As far as possible, candidates with qualification as per RRs of NESTS are to be considered for engagement. If the candidates with desired qualification like B. Ed, CTET etc. are not available, their case may be considered in exceptional and emergency situations.
- Workload of the teachers (number of periods per week) is to be assessed before engaging guest teachers.

- Guest teachers with full time engagement may be paid remuneration as under: -

Name of post	With qualification as per RR of NESTS	Without qualification as per RR of NESTS
PGT	Rs.35,000/-	Rs.31,000/-
TGT	Rs.33,000/-	Rs.29,000/-

- Guest teachers are also to be made accountable for academic performance of students.
- If CTET qualified candidates are not available for the post of TGTs, STET may also be considered.
- While selecting guest teachers, their past performance should be given top priority. The services of candidates with poor academic performance in the past may be dispensed with.
- As far as possible, efforts may be made to accommodate guest teachers in the campus itself in the interest of the students.
- If Guest Teachers could not be arranged by the State Society / EMRS, panel available with other EMRSs or JNV / KV may be used for engaging guest teachers.
- If Guest Teachers could not be arranged by the State Society, Principals may be empowered to arrange.
- The guest staff should be engaged, only if they commit not to seek regularization of service on this account. The engagement order of the guest teachers to be engaged shall include the clause that:

*"The engagement is purely on adhoc basis, and the guest staff shall not claim any right to regularization of their services on account of this engagement."*

All the efforts are to be made to ensure that guest teachers are engaged on priority on or before 05.07.2025 without fail.

Compliance should be reported to NESTS HQ latest by 07.07.2025.

This issues with the approval of the competent authority.

  
(Kumud Kushwaha)  
Deputy Commissioner

Copy to:

1. DC Finance, NESTS for information
2. The Principal, All EMRSs- for information and necessary action.