



# M. KRISHNA LAW COLLEGE, HASSAN.

(under the Auspices of the Malnad Technical Education Society @. Hassan)  
(Affiliated to the Karnataka State Law University, Hubballi )  
Accredited by the NAAC with B+ Grade.

Salagame Road, Behind All India Radio, HASSAN - 573 202. (Karnataka)

Phone.: (O) : 08172-245406, Fax (P) : 245414, (R) : 231924

e-mail: principalmkchsn@yahoo.co.in

Ref. No. : MKLC

## APPOINTMENT ORDER

Date : .....

The applicant Smt.Amba Bavani D/O S.R.Narsimhaiah, Fort Bramins Street, Periyapatna, Mysore Dist01. (full address)is appointed as full/part- time/guest lecturer at M. Krishna Law College. Hassan from 24/11/2022. Purely on Temporary basis subject to the terms and conditions detailed below and also those which may be changed from time to time, until further orders.

### TERMS AND CONDITIONS

- 1) This appointment is outside the purview of grant-in aid and other rules, Regulations orders standing instructions, circulars. guidelines, norms or practices. if any, in this regard, of the govt. state or central This appointment does not in any way confer on the applicant any claim or legal rights either to the post or to the scales of pay recommended by any such authority this is also outside the purview of the labour laws and minimum wages act, gratuity act.
- 2) The appointment of the employee as lecturer his/her holding that post and continuing us such are all solely and fully subject to his /her completely satisfying the requirements of the rules, regulations, orders, standing instructions, norms guidelines or practices if any of the govt. central or state with regard to his/her academic qualifications, period of service seniority etc.
- 3) The appointee should note that the consolidated remuneration indicated in the order is neither negotiable nor disputable. the applicant should join/continue only if he/she is agreeable to work under the terms and conditions stipulated herein, with immediate effect, otherwise the appointment order gets automatically cancelled.
- 4) The relationship between management of M. Krishna law college, Hassan and applicant/employee is that the master & servant and is absolutely governed by the terms and conditions of this contract of appointment and not by service jurisprudence.
- 5) This appointment is exigent and purely temporary and is made
  - a) Not in pursuance of any order or statutory notification issued by the govt. or any statutory authorities but purely in response to the application voluntarily submitted by the applicant and on humanitarian grounds
  - b) Not against any regular vacancy in any sanctioned post nor as a stop-gap arrangement But whenever the govt or any other statutory authority proceeds to fill up regular vacancies if any the applicant/employee can also apply ,subject to eligibility criteria under Law (such as reservation, NET/SLET, M. Phil, P.h.D etd )



  
Principal  
M. Krishna Law College  
Hassan

c) Notwithstanding his/ her earlier service, if any, the conditions of service would be reckoned with and traced to this appointment order alone

6) It is made very clear that the appointee is not a "permanent Employee" Hence he/she would not attain permanency or be entitled to regularization of his services or fixation of pay scale, on any of the following among other grounds

a) Being termed as a "full-time or permanent employee" by usage or for convenience instead of Temporary employee

B) continuity in service with or without intermittent break/s

7) The services of the employee will get automatically terminated on the last day of the financial year or the end of the current academic year.

Notwithstanding this, the services of the employee may be terminate at any time

a) If the services are found to be not satisfactory

b) If his/her character and Conduct are found to be not up to the mark

C) if the result in his/her subjects are not up to the expectation or the standard of teaching/performance is not satisfactory in the assessment of the students/principal Management.

d) if there is no requisite work load for the employee concerned or account of any change in the curriculum, fall in the students strength etc. including the appointment of any New/existing employee in the place of such employee.

8) Termination can be effected

a) Without any notice

b) Without assigning any reason

c) Without change sheeting and enquiring

All such terminations would be "Terminations simplicitor" without attaching any stigma and absolutely binding on the employee. The employee shall not question or examine the validity thereof.

9) Likewise the employee can also leave the services at any time Provided two months clear notice of such intention is given to the Management/Principal in writing and under valid

Acknowledgment or by forfeiting to the management one month salary in lieu of such notice, irrespective of the part of the academic year when the employee entertains such intention.

10) The employee shall work with

a) implicit obedience of the management

b) The employee shall be ever ready & willing to teach any subject/s that may be allotted to him/her by the principal/Management.

c) Exemplary punctuality & regularity in attendance, total availability during working hours, committed participation and honest involvement in building and improving this institution.

d) The employee shall give his utmost co-operation to the management head of the institution, teaching & non teaching staff of the college and serve with devotion and zeal.

e) The employee shall whole heartedly attend & completely in all academic cultural extra curricular activities with out fail

11) The applicant should report for duty only if the above terms & conditions are acceptable to him/her Before joining duty the applicant shall give in writing a declaration that he /she has Noted and fully

understood the terms & condition stated in this order and agreed to serve accepting them in full without and reservation what so ever.

12) This appointment order is subject to the approval by the management.

VICE CHAIRMAN  
*Chandroshekarappa*  
Vice Chairman  
M. Krishna Law College  
HASSAN

*[Signature]*  
PRINCIPAL



*[Signature]*  
Principal  
M. Krishna Law College  
Hassan