

No EDN-H-DSE-(E-IV)(B)6-Vol-III-PTF-1/2025
Directorate of School Education,
Himachal Pradesh, Shimla-171001.

Directorate of School Education

31 MAY 2025

Himachal Pradesh, Shimla-171001

Dated, Shimla-171001

May, 2025

ORDERS

It has been brought in the notice of undersigned that today only 6% of the Primary Teachers in the State have marked their attendance through VSK Portal which is blatant and open disobedience of Government orders issued vide instructions dated 27.03.2025. Further, only 28 % of the total schools have sent the daily MDM message through AMS. These figures have abruptly shown a decline from 21st May onwards which clearly shows the effect of abetment of disobedience among these teachers by the Primary Teachers Federation office bearers. The PTF had given a notice on dated 28/04/2025 to boycott the online work in Schools which is totally against the law and violates all the prescribed norms for School Education.

It is worth mentioning that the absenteeism among the teachers is one of the major obstacles for improvement in quality of school education at Primary level. Annual status of Education Report 2024 data reveals that during the survey only 81.2% of teachers in Himachal Pradesh were found present whereas the national average stood at 87.3%. This clearly indicates that the absenteeism among teachers in HP is comparatively very high.

The Section 24(1)(a) of RTE Act provides: **"24.(1) A teacher appointed under sub-section (1) of section 23 shall perform the following duties, namely:- (a) maintain regularity and punctuality in attending school"**. Section 27 of the Act further provides that no teacher shall be deployed for any non educational purposes other than the specified tasks mentioned under the said section. The State Government vide order dated 13th February 2024 has categorically exempted teachers from unnecessary non teaching work load. Despite all these statutory provisions the absenteeism among school teacher is still a challenging task.

In order to check the absenteeism among the teachers, the State Government vide order dated 27.03.2025 made digital attendance through VSK portal mandatory for all teachers w.e.f. 1st of May 2025. In some other States where this online attendance system is in existence it was found that teachers and students attendance are mutually reinforcing. Improvement in teacher's attendance increases the student's attendance and vice-versa. The online system captures real time data on teacher's attendance and can be monitored from any level Block Level /District Level/State Level. It helps in identification of irregular teachers across the State. It also helps in tracking teachers training, deputation, leave, duties other than education.

The Government vide instructions dated 27.03.2025 has specifically ordered that there shall be no attendance registers in physical form in any school of the State w.e.f. 1st May, 2025 and the teachers shall mark their attendance through VSK portal system. These orders are binding upon all school teachers of the state. Earlier also, when there was some resistance against such technological solutions on punctuality, the State Govt. vide instructions dated 7th February 2023 issued in compliance to the Hon'ble High Court of Himachal Pradesh order in Rajneesh Paul V/s State of HP has clearly mentioned that emerging technology is necessary part of good governance. Under Para 3 the said instructions it has been specifically ordered that:

"The Instructions as contained in the office manual, CCS (Leave) Rules_ 1972 and any other Rules/instructions issued from time to time from the Government or procedure notified regarding punctuality in attendance, marking of attendance through Biometric and leaves etc. shall continue to be enforced in addition to these instructions".

It is also important to note that the PTF has crossed all limits of indiscipline and disobedience. An employee cannot refuse to mark his attendance as per the procedure prescribed by the Employer. There is no provision in the office manual or any other regulation which provides that an employee can adopt his own method of marking attendance and ignore/avoid the procedure prescribed by the employer/Govt. It is a well settled position of law that until or unless a government order/direction has been set aside by any other competent authority/court of law; it is binding upon all the concerned persons. The very salary of a govt official is released on the basis of his attendance record and if the evidence of his presence in the institution as per the prescribed norms is not available, then necessary action as per the provisions contained in service rules can be initiated.

Therefore, in view the reasons mentioned above and in pursuance of section 24 (1) (a) of RTE Act, 2009 read with the Government instructions dated 27.03.2025 and instructions dated 7th February 2023 issued in compliance to the Hon'ble High Court of Himachal Pradesh order in Rajneesh Paul V/s State of HP regarding necessity of technology for good governance and other enabling provisions contained in Office Manual, Education Code and other Govt. instructions regarding daily online/messaging tasks; It is hereby ordered that the notice given by the PTF federation for boycotting of online work is totally illegal and against the law and prescribed norms. The office bearers of the PTF federation are directed to withdraw the said notice immediately and the teachers are directed to ensure marking of their attendance through VSK digital portal and also ensure compliance of instructions regarding other daily online tasks". If the teachers do not comply with these directions, then necessary action as per the provision of CCA (CCS) Rules-1965 shall be taken against them. Let a copy of this order be sent to the President and General Secretary of PTF

Federation and all the Deputy Directors, BEEOs & CHTs for further compliance. Let a copy of this order be uploaded on the official website of this Directorate for information and compliance thereof by all the Primary Teachers across the State.

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Director, Schools Education
Himachal Pradesh
Shimla-171001

Endst. No Even Shimla

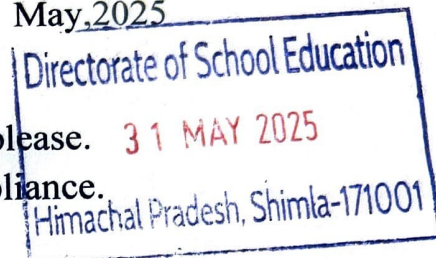
Dated

the

May, 2025

Copy to:

1. The Secretary (Education) to the Govt. of HP for information please.
2. All the Deputy Directors Elementary Education for strict compliance.
3. All the BEEOs for strict compliance.
4. All the CHTs for strict compliance.
5. Sh. Jagdish Sharma, President, HPPTF, BRCC Theog (Shimla) Village- Sihalu, P.O. & Teh. Theog, Distt. Shimla-171201 for immediate compliance. E-mail Id- **jagdishsharmak1971@gmail.com**
6. Sh. Sanjay P.C., HT, GPS Hangloh (Palampur), Ward No. 12, Municipal Corporation, Palampur, Distt. Kangra-176061 for immediate compliance. E-mail Id- **doharsanjaypc@gmail.com**
- ✓ 7. The In-charge, IT Cell (Internal), is directed to upload the orders on the official site for information and compliance by all the teachers.
8. Guard File.



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Director, Schools Education
Himachal Pradesh
Shimla-171001