

**THE ASSAM TEACHERS (EQUITABLE TRANSFER AND POSTING POLICY)  
BILL, 2025**

By

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BILL

*to establish an equitable, transparent and efficient teacher transfer policy in Assam aimed at ensuring adequate deployment of teachers in remote and underserved areas such as chars ( river Islands), riverine areas, hills and tea gardens; address the issues of high pupil-teacher ratio and unwillingness of teachers to serve in such areas and for matters connected therewith.*

BE it enacted by the Legislature of the State of Assam in the Seventy-sixth Year of the Republic of India as follows: –

Short title, extent and commencement.

- 1. (1) This Act may be called the Assam Teachers (Equitable Transfer and Posting Policy) Act, 2025.
- (2) It extends to the whole of the State of Assam.
- (3) It shall come into force on such date as the State Government may, by notification in the Gazette, appoint.

Definitions.

- 2. In this Act, unless the context otherwise requires: –
  - (a) “Committee” means the block level committee constituted under section 4;
  - (b) “District Authority” means the District Education Officer or any other officer designated by the State Government;
  - (c) “non-remote area school” means a school not categorised as remote area school by the Committee under section 5;
  - (d) “PTR” means the Pupil-Teacher ratio as per norms prescribed in the Schedule to the Right of Children to Free and Compulsory Education Act, 2009;
  - (e) “prescribed” means prescribed by rules made under this Act;
  - (f) “remote area school” means a school situated in *Char* (river Island), riverine area, hilly region or tea garden area and categorised as such by the Committee under section 5; and
  - (g) “State Government” means the Government of the State of Assam.

Central Act  
No.35 of  
2009

Implementation of the policy.

- 3. (1) The State Government shall, within six months of the coming into force of this Act, frame and implement a policy aimed at –
  - (i) ensuring equitable distribution of teachers across the State of Assam;
  - (ii) improving the PTR in underserved schools; and



(iii) institutionalising mechanism for regular assessment of issues faced by schools in remote areas.

Constitution of the Committee.

4. (1) The State Government shall constitute in every education block in every district a Committee to be Known as the "(here name of the Education Block) Education Block Committee.

(2) The Committee shall consist of –

(i) local MLA- Advisor;

**(ii) a prominent educationist from the concerned block-Chair person;**

(iii) Block-Education Officer- Member Secretary

(iv) two senior head teachers to be nominated by the district authority-Members;

(v) one local representative from the Panchayati Raj Institution-Member; and

(vi) a representative from the district administration-Member.

Secretarial staff.

5. The Committee shall be provided with such secretarial staff as may be necessary for its efficient functioning.

Meetings of the Committee.

6. The Committee shall conduct its meetings and deliberations from such office in the Education Block as may be allotted by the Directorate of Elementary/ Secondary Education.

Functions of the Committee.

7. (1) Without prejudice to the generality of provisions of section 3, the Committee shall perform the following functions: –

(i) identify and categorise schools into remote areas and non-remote areas on the basis of geographical, infrastructural, assessability and such other criteria as the Committee may deem appropriate;

(ii) analyse the PTR of all schools within the education block and recommend transfers from or postings in schools on the basis of PTR analysis so as to ensure balanced deployment of teachers; and

(iii) examine school level issues including staff shortage, infrastructure challenges and teachers' performance.

(2) The Committee shall prepare a quarterly report on its findings and the issues examined by it for submission to the District Authority.

Role of District Authority

8. (1) The District Authority on receipt of a quarterly report from the Committee shall resolve the reported issues.



(2) Where the District Authority is not in a position to resolve the reported issue, it shall escalate the unresolved issue to the Directorate of Elementary/Secondary Education.

(3) The Directorate of Elementary/Secondary Education shall also resolve matters related to inter-district transfers to maintain the PTR.

Mandatory posting in remote area.

9. The Directorate of Elementary/Secondary Education shall ensure that all teachers mandatorily serves in remote area schools for at least three years during their service tenure:

Provided that teachers superannuating within three years may be exempted from posting in remote area schools.

10. Every teacher posted in remote area school, after completion of period of mandatory posting in remote area school, shall be entitled to the following benefits, namely: –

- (i) preference in promotion and professional development opportunities;
- (ii) priority for posting in served areas or urban posting.

Appeal.

11. (1) A teacher may file an appeal against the order of transfer or posting in a remote area school with the District Authority.

(2) The District Authority shall dispose of the appeal within fifteen days of the receipt of the appeal.

(3) A teacher may file a revision appeal against the decision of the District Authority to the Directorate of Elementary/Secondary Education within one week of decision by the District Authority.

Digital platform.

12. (1) **The State Government shall establish a digital platform displaying data on teacher deployment and PTR for all schools to ensure easy public accessibility of such data and transparency in transfers and postings.**

(2) The data shall be maintained and regularly updated on the platform by such authority of the State Government, as may be prescribed.

Disciplinary action

13. (1) Any teacher who fails to join remote posting shall be liable to withholding of increments, promotions and other benefits for such duration and in such manner, as may be prescribed.

(2) Any officer of the District Authority or the Directorate of Elementary/Secondary Education, who intentionally delays the resolution of the matters reported by the Committee in its quarterly report or keeps such matters unduly unresolved shall be subject to such departmental disciplinary action, as may be prescribed.



Report

14. (1) The Directorate of Elementary/Secondary Education shall prepare every year a report on the implementation of this Act and containing such other information or recommendations, as are necessary for efficient implementation of this Act in such form and manner, as may be prescribed and copies of the report shall be forwarded to the State Government.
- (2) The State Government on receipt of the report under subsection (1) shall cause the report, as soon as may be, to be laid before the Assam Legislative Assembly.

Power to make Rule

15. (1) The State Government may, by notification in the official Gazette, make rules for carrying out the purposes of this Act.
- (2) Every rule made under this Act shall be laid, as soon as may be after it is made, before the Assam Legislative Assembly.





## Statement of Objects and Reasons

This Bill seeks to address the long-standing issues of teacher shortages, high PTR and inequitable deployment of teachers and reluctance to serve in remote and underserved areas of Assam. It establishes mechanisms for identifying challenges, ensures equitable transfers and provides incentives to encourage service in difficult areas.



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Member,  
Assam Legislative Assembly.



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## FINANCIAL MEMORANDUM

Clause 3 of the Bill seeks to ensure equitable distribution of teachers across the State. Clause 4 seeks to make a prominent educationist from the concerned block as Chairperson of the Committee. The provision will require appointment of more teachers and administrative expenditure for functioning of the committee. Clause 12 proposes to establish a digital platform displaying data on teacher deployment and PTR for all schools to ensure easy public accessibility of such data and transparency in transfers and posting.

The Bill, therefore, if enacted, would involve expenditure from the Consolidated Fund of the State of Assam. At this stage, it is not possible to give the estimate of recurring/non recurring expenditure that would be involved out of the Consolidated Fund of the State of Assam, if the Bill is enacted and brought into operation.

## MEMORANDUM REGARDING DELEGATED LEGISLATION

Clause 15 of the Bill empowers the State Government to make rules for carrying out the purposes of the Bill. As the rules will relate to matters of detail only, the delegation of legislative power is of a normal character.

