

PUNJAB GOVERNMENT
EDUCATION DEPARTMENT

Notification

The 11th August, 1978

No. G.S.R. 81/Const./Art.309/78.—In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Punjab is pleased to make the following rules regulating the recruitment, and the conditions of service of persons appointed, to the Punjab State Education Class-III (School Cadre) Service, namely : —

1. (1) These rules may be called the Punjab State Education Class III (School Cadre) Service Rules, 1978;
- (2) They shall come into force on the date of their publication in the official Gazette;
- (3) They shall apply to all posts specified in Appendix 'A' to these rules;

Short title
commence-
ment and
application.

2. In these rules, unless the context otherwise requires,—

Definitions

- (a) 'Board' means the Punjab Subordinate Services Selection Board ;
- (b) 'Commission' means the Punjab Public Service Commission ;
- (c) 'direct appointment' means an appointment made otherwise than by promotion within the cadre of the Service or by transfer of an official already in the Service of the Government of India or of a State Government ;
- (d) 'Director' means the Director of Public Instruction, (Schools), Punjab ;
- (e) 'Government' means the Government of the State of Punjab in the Education Department ;
- (f) 'recognised University' means —
 - (i) any university incorporated by law in any of the States of India ;
 - (ii) In the case of degree, diplomas or certificates obtained as a result of examination held before the 15th August, 1947, the Punjab, Sind or Dacca Universities ;

Number
and char-
acter of
posts.

3. The Service shall have two branches, namely, Men Branch and Women Branch and shall comprise the posts shown in-Appendix 'A' to these rules :

Provided that nothing in these rules shall affect the inherent right of Government to add to or reduce the number of such posts or to create new posts with different designation and scales of pay whether permanently or temporarily.

Nationality
Domicile
and Chara-
cter of
Candidates.

4. (1) No person shall be appointed to the Service, unless he is —

- (a) a citizen of India ; or
- (b) a citizen of Nepal ; or
- (c) a subject of Bhutan ; or
- (d) a Tibetan refugee who came over to India before the 1st January, 1962, with the intention of permanently settling in India ; or
- (e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka, East African Countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar) Zambia Malawi, Zaire, and Ethiopia, with the intention of permanently settling in India :

Provided that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India.

(2) A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or Board or other recruiting authority and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government of India.

(3) No person shall be recruited to the Service by direct appointment, unless he produces a certificate of character from the Principal academic officer of the University college, school or institution last attended, if any, and similar certificates of character from two responsible persons not being his relatives, who are well acquainted with him in his private life and are unconnected with his university, college, school or institution.

Qualifica-
tion.

5. (1) No person shall be appointed to any post in the Service, unless he possesses necessary qualifications and experience as laid down in column 2 of the Appendix 'B' to these rules.

(2) No person shall be recruited to any post in the Service by direct appointment unless he possesses knowledge of Punjabi language of matriculation or passes the test of Punjabi language of Matriculation

6. No person,—

Disquali-
fication.

- (1) who has entered into or contracted a marriage with a person having a spouse living, or
- (2) who having a spouse living, has entered into or contracted marriage with any person shall be eligible for appointment to the Service :

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

7. (1) No person shall be recruited to the Service by direct appointment if he is less than seventeen years or more than twenty-seven years of age on the date of such appointment or unless he is within such range of minimum and maximum age as may be specifically fixed by Government from time to time :

Age.

Provided that the condition of upper age limit may be relaxed up to 45 years in the case of a person already in the service of the Punjab Government, other State Government, or the Government of India :

Provided further that the Government may for reasons to be recorded in writing, relax the upper age limit for a category or class of persons :

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Classes the upper age limit shall be such as may be fixed by the Government from time to time.

(2) In the case of Demobilized Armed Forces person his age at the time of joining military service or training prior to the commission, as the case may be, should not exceed the upper age limit prescribed for direct appointment to such posts.

8. Appointments to the posts in the service shall be made by the Director.

Appointing
authority.

9. (1) Appointments to the posts in the Service shall be made in the manner indicated against each post in Appendix 'B' to these rules.

Method of
appoint-
ment.

(2) As soon as a vacancy occurs the appointing authority shall having regard to the percentage fixed in these rules for each method of recruitment, determine the manner in which the same shall be filled.

(3) All promotions within the Service shall be made by Selection based on merit and taking into consideration seniority but seniority alone shall

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master or mistress shall be fixed on the basis of their seniority as a teacher in that district cadre

Probation.

10. (1) Persons appointed to the Service shall remain on probation for a period of two years if recruited by direct appointment and one year if recruited otherwise :

Provided that—

- (a) any period, after such appointment, spent on deputation on a corresponding or a higher post shall count towards the period of probation ;
 - (b) in the case of appointment by transfer, any period of work in equivalent or higher rank, prior to appointment to the Service may, in the discretion of the appointing authority, be allowed to count towards the period of probation ; and
 - (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation, but no person who has so officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent vacancy.
- (2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory, it may,—
- (a) if such person is recruited by direct appointment, dispense with his service, and
 - (b) if such person is recruited otherwise—
 - (i) revert him to his former post, or
 - (ii) deal with him in such other manner as the terms and conditions of his previous appointment permit.
- (3) On the completion of the period of probation of a person, the appointing authority may,—
- (a) if his work and conduct has, in its opinion, been satisfactory—
 - (i) confirm such person from the date of his appointment, if appointed against a permanent vacancy, or
 - (ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy or

- (ii) extend his period of probation and thereafter pass such orders as it could have passed on the expiry of the first period of probation :

Provided that the total period of probation, including extension, if any, shall not exceed three years.

11. The seniority in each cadre of the Service shall be determined on the basis of continuous length of service on a post in that cadre of the service : Seniority of members of Service.

Provided that—

- (i) in the case of members recruited by direct appointment the order of merit determined by the Commission, the Board or any other recruiting authority, as the case may be, shall not be disturbed.
- (ii) in the case of two or more members appointed on the same date their seniority shall be determined in the following manner :—
- (a) a member recruited by direct appointment shall be senior to a member recruited otherwise ;
- (b) a member appointed by promotion shall be senior to a member appointed by transfer ;
- (c) in the case of members appointed by promotion or transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred ; and
- (d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member who was drawing a higher rate of pay in his previous appointment ; and if the rates of pay drawn are also the same, then by their length of service in those appointments ; and if, the length of such service is also the same, an older member shall be senior to a younger member.

Note.—Seniority of members appointed on purely provisional basis, shall be determined as and when they are regularly appointed keeping in view the date of such regular appointment.

12. Members of the Service shall be entitled to such scales of pay as may be authorised by Government from time to time. The scales of pay present in force are specified in Appendix 'A' to these rules against each Service. Pay of members of Service.

GOVERNMENT OF PUNJAB
DEPARTMENT OF EDUCATION
(EDUCATION, II BRANCH)

Notification

The 8th July, 1995

No. G.S.R.35/Const/Art.309/Amd.(9)/95.—In exercise of the powers conferred by the proviso to article 309 of the constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab State Education Class III (School Cadre) Service Rules, 1978, namely :—

1. These rules may be called the Punjab State Education Class III (School Cadre), Service (First Amendment) Rules, 1995.
2. In the Punjab State Education Class III (School Cadre) Service Rules, 1978, for APPENDICES 'A' and 'B',

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ਮੁਦਰਾ

the following Appendices shall be sub-stituted, namely:—

AEPPNDIX-A

(See rule 3)

Serial No.	Designation of post	Grade	No. of posts		
			Permanent	Temporary	Total
1	2	3	4	5	6
1	Headmaster	<p>Rs.</p> <p>(i) 2000—50—2400—60—2700— 75—3000—100—3500</p> <p>2100—50—2400—60—2700— Senior scale after 75—3000—100—3700 eight years service as Headmaster</p> <p>2200—50—2400—60—2700— Selection scale after 75—3000—100—4000 eighteen years service, as Headmaster</p> <p>(ii) Special pay of Rs. 100/- p.a. prospectively.</p>	1742	..	1742
2	Lecturer	<p>1800—40—2000—50—2400—60— 2700—75—3000—100—3200</p>	5943	..	5943

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	2000—50—2400—60—2700— 75—3000—100—3500	Senior scale after eight years service as lecturer		
	2100—50—2400—60—2700— 75—3000—100—3700	Selection scale after eighteen years ser- vice as lecturer		
3 Master/Mistress ..	1640—40—2000—50—2400— 60—2700—75—2925		27213	.. 27213
	1800—40—2000—50—2400— 60—2700—75—3000—100— 3200	Senior scale after eight years service		
	2000—50—2400—60—2700— 75—3000—100—3500	Selection scale after eighteen years service		
4 Block Primary Education Officer	1640—40—2000—50—2400— 60—2700—75—2925		228	.. 228
5 Classical and Vernacular Teacher	1500—30—1560—40—2000— 50—2400—60—2640		14975	.. 14975
	1660—40—2000—50—2400— 60—2700—75—2925	Senior scale after eight years service		
	1800—40—2000—50—2400— 60—2700—75—3000—100— 3200	Selection scale after eighteen years service		
6 Junior Scale Teacher (School-side)	1200—30—1560—40—2000— 50—2100		164	.. 164

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1	2	3	4	5
		Rs. 1410—30—1560—40—2000— 50—2400—60—2460	Senior Scale after eight years services	
		1640—40—2000—50—2400— 60—2700—75—2925	Selection scale after eighteen years service	
7	Vocational Lecturer ..	1800—40—2000—50—2400— 60—2700—75—3000—100— 3200		1225 1225
	Vocational Master	2000—50—2400—60—2700— 75—3000—100—3700	Senior Scale after eight years service	
		2100—50—2400—60—2700— 75—3000—100—3500	Selection scale after eighteen years service	
8	District Co-ordinator (Vocational Education)	1640—40—2000—50—2400— 60—2700—75—2925		6 6
9	Senior Inspector ..	1800—40—2000—50—2400— 60—2700—75—3000—100— 3200		1 1
10	Master Craftsman Grade-I	1800—40—2000—50—2400— 60—2700—75—3000—100— 3200		2 2
11	Master Technician Grade-I	1800—40—2000—50—2400— 60—2700—75—3000—100— 3200		2 2

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12	Technical Instructor ..	1500—30—1560—40—2000— 50—2400—60—2640	..	8	8
13	Master Craftsman Grade-II	1500—30—1560—40—2000— 50—2400—60—2640	..	5	5
14	Master Technician Grade-II	1500—30—1560—40—2000— 50—2400—60—2640	..	2	2
15	Draftsman (Mechanical)	1500—30—1560—40—2000— 50—2400—60—2640	..	1	1
16	Junior Inspector ..	1500—30—1560—40—2000— 50—2400—60—2640	..	1	1
17	Tailoring Teacher ..	1200—30—1560—40—2000—50— 2100	..	76	76
		1410—30—1560—40—2000— 50—2400—60—2500			Senior Scale after eight years service
		1640—40—2000—50—2400— 60—2700—75—2925			Selection scale after eighteen years service
18	Work Experience Teacher	1200—30—1560—40—2000— 50—2100	48	12	60
		1410—30—1560—40—2000— 50—2400—60—2460			Senior Scale after eight years service

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1	2	3	4	5
		Rs.		
		1640—40—2000—50—2400— 60—2700—75—2925	Selection scale after eighteen years service	
19	Vocational Teacher ..	1200—30—1560—40—2000— 50—2100	..	300 600
		1410—30—1560—40—2000— 50—2400—60—2460	Senior scale after eight years service	
		1640—40—2000—50—2400— 60—2700—75—2925	Selection scale after eighteen years service	
20	Crafts Instructor ..	1200—30—1560—40—2000— 50—2100	..	1 1
21	Workshop Superintendent	1200—30—1560—40—2000— 50—2100	..	1 1
22	Multi-Instructor ..	950—25—1200—30—1500— 40—1800	..	4 4

APPENDIX ' B '

(See rule 5)

Serial No.	Designation of posts	Minimum qualifications and teaching experience	Method of recruitment	
			Direct Appointment	Promotion
1	2	3	4	5
1	(1) Head Master or Headmistress	<p>Degree of a recognised University with B. T. or B. Ed. or Senior Basic Training with the following experience :—</p> <p>(i) In case of M. A. or M. Sc. with M. Ed.—Six years.</p> <p>(ii) In case of M. A. or M. Sc. with B. T./B. Ed.—Seven years.</p> <p>(iii) In case of B. A. or B. Sc. or B. Com. with B. T. or B. Ed. — Eight years.</p> <p>(iv) In case of D. P. Ed. or B. P. Ed. — Eight years from the date physical Education was introduced compulsory in the Schools.</p>	Twenty-five per cent	Seventy-five per cent from Masters and Mistresses

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1	2	3	4	5
		(v) In case of B.A. or B. Sc. or B. Com. with M. Ed. — Seven years.		
2	(i) Lecturer for General Education	M. A. or M. Sc. or M. Com. with B. T. or B. Ed.	Twenty-five per cent	Seventy-five per cent from amongst the Masters and Mistresses.
	(ii) Lecturer for Training Institution	M. A. or M. Sc. or M. Com. with M. Ed.	Twenty-five per cent	Seventy-five per cent from Masters and Mistresses.
	(iii) Lecturer for Physical Education	Master of Physical Education	Twenty-five per cent	Seventy-five per cent from Masters and Mistresses.
	(iv) Lecturer for Vocational Education,—			
	(a) Vocational Lecturer (Electrical, Civil, Electronics and Mechanical)	Degree in Engineering from a recognised University in concerned branch or its equivalent.		
	(b) Vocational Lecturer (Agriculture Engineering)	Degree in Agriculture Engineering from a recognised University or its equivalent		
	(c) Vocational Lecturer (Automobile Engineering)	Degree in automobile Engineering or degree in Mechanical Engineering with Automobile Engineering as one of the subject from a recognised University or its equivalent.		

(d) Vocational Lecturer (Computer Science) Master of Computer Applications (MCA) from a recognised University or M. A. Statistics or M. A. Mathematic or Economics

OR

M. Sc. Physics followed by Post-Graduate Diploma in Computer Application from a recognised University ;

OR

B. Sc. in Engineering in electronics or B. Sc. Computer Science from a recognised University or its equivalent.

(e) Vocational Lecturer (Agriculture) M. Sc. in Agriculture or M. Sc. Agriculture Economics from a recognised University or its equivalent.

(f) Vocational Lecturer (Horticulture) M. Sc. in Agriculture from a recognised University or its equivalent.

(g) Vocational Lecturer (Commercial or Secretarial Practice) Essential (i) M. A. in Punjabi or Public Administration or Economics or M. Com. from a recognised University (ii) Diploma in Commercial and Secretarial Practice from a State Board of Technical Education.

OR

+2 Vocational pass in Stenography or Secretariat or Commercial Practice from a State Board of Education.

1

2

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5

OR

One year course in Punjabi Stenography from an Industrial Training Institute or from the State Language Department.

OR

Five years experience in Stenography and typing in a Government Department or a Government recognised Institute.

Preferential—
Diploma in Office Organisation and Procedure from a recognised university.

(h) Vocational Lecturer *Essential—*
(Commerce)

M. Com. from a recognised university.

Preferential—

(i) Diploma in Office Organisation and procedure ; and

(ii) Type knowing.

(i) Vocational Lecturer M.A. in Fine Arts;
(Commercial Art) OR

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Five years diploma in commercial
Art or Painting.

OR

Four years Bachelor of Commercial
Art or Painting after passing 10+2
from a recognised Board or Institute.

(i) Vocational Lecturer
(Food Preservations)

M.Sc. in Food Nutrition or Food
Technology.

Note.—The existing Vocational Masters
having post Graduate Degree in
any subject or having a Degree in
Engineering shall be deemed
to have been appointed as
Lecturer for Vocational Education.

A—I Vocational Master

Seventy five
Per cent

Twenty five per cent amongst
the post of Technical
Instructor, master crafts
man grade-II, Master Techni-
cian grade-II, craftsman
Junior Inspector, works
experience teacher, voca-
tional teacher, crafts ins-
tructor, workshop super-
intendent, multi instructor
Commerce Assistant
departmental stenographer
who fulfil the requisite

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4

5

(a) Vocational Master
(Electrical, Civil,
Mechanical or
Electronics)

Three years diploma in engineering in the concerned branch from the State Board of Technical Education alongwith three years' experience in teaching or practical work in a Government or Government recognised institute or registered concern of repute.

(b) Vocational Master
(Automobile Engg.)

Three years diploma in Automobile Engineering, three years diploma in Mechanical Engineering followed by post diploma in Automobile and Tractor Engineering from State Board of Technical Education alongwith three years experience in teaching or practical work after attaining the Diploma or Post Diploma in Automobile and Tractor Engineering in a Government or Government recognised institute or registered concern of the repute.

qualifications, failing which by direct recruitment; provided they fulfill the requisite qualifications prescribed for direct appointment.

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(c) Vocational Master
(Knitting or Garmet
or Weaving or
Textile Chemistry)

Three years diploma in concerned
branch from State Board of Technical
Education alongwith three years
experience in teaching practical work
in a Government or government
recognised or registered repute.

(d) Vocational Master/
Mistress (Nursing)

B.Sc. Nursing from a recognised
University;

OR

Three years course in general nursing
from nursing council with three
years experience in a Government/
Government recognised institution
for registered concern of repute.

(e) Vocational Master
(Furniture Making)

Matric with 3 years diploma from
Government wood-working institute
along with three years experience in
Government or semi-Government or
any other recognised institution/
organisation;

OR

Matric with one year course in
carpentry alongwith Central Training
Institute (CTI) or one year apprentice-
ship. Minimum experience of eight
years in teaching/manufacturing
furniture in a Government/Semi-
Government or any other recognised
institution or organisation.

(i) Vocational Master
(Horticulture)

8 years experience in teaching/
practical work in a Government/
Government recognised or registered
concern of repute.

B.Sc. in Horticulture or in Agri-
culture alongwith three years
experience in teaching or practical
work in a Government/Government
recognised or a registered concern
of repute in the concerned trade.

(j) Vocational Master
(Food Preservation)

B.Sc. in Home Science or food
technology with three years experience
in a concerned field in a Government/
Government recognised institute
of repute in the concerned trade.

(k) Vocational Master
(Secretarial or
commercial
Practices)

Essential :—

(i) B.A. or B.Com with Punjabi
as a Compulsory subject; and

(ii) Diploma in Commercial and
Secretarial Practice from State
Board of Technical Education ;

or +2 Vocational Pass in
Stenography/Secretarial/Com-
mercial Practice

or one year Course in Punjabi
Stenography from I.T.I./Language
Department;

1	2	3	4	5
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of Five years Experience in Stenography and Typing in a Government/Government recognised Institute.

Preferential :—

Diploma in Office Organisation and Procedure from recognised University;

or Hons. in Punjabi

or Public Administration/ Economics as a subject in B.A.

A—2 District Coordinator (Vocational Education)

Degree in Engineering from the recognised University

Hundred per cent from amongst Vocational Lecturer.

OR its Equivalent;

OR M.Sc. (Agriculture);

OR M.Sc. (Home-Science Field)

OR M.A;

OR M.Com.

A-3 Senior Inspector

A-4 Master Craftsman
Grade-I*

By promotion from amongst the technical instructor, master craftsman grade-II, master technician grade-II, draftsman, junior inspector, work experience teacher, vocational teacher crafts instructor, workshop superintendent, multi-instructor who possess a Degree in Engineering in the concerned branch or three years Diploma in the concerned branch and who have an experience of working as such for a minimum period of three years.

By promotion from amongst the technical instructor, master draftsman grade-II, master technician, grade-II, draftsman, Junior inspector, work experience teacher, vocational teacher crafts instructor, workshop superintendent, multi-instructor who possess a Degree in Engineering in the concerned branch or three years Diploma in the concerned branch and

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1
2
3
4
5
A-5 Master Technician
Grade-I

3 (i) (a) Masters/
Mistresses

Graduate of recognised University with
B. T. or B. Ed. ;

OR

B. Sc. with B. T. or B. Ed. Senior Basic
Trained with any two of the four
subjects in B.Sc. namely, Physics,
Chemistry, Botany and Zoology

Seventy-five
per cent

who have an experience of
working as such for a
minimum period of three
years.

By promotion from amongst
the technical instructor,
master craftsman grade-II,
master technician grade-II,
draftsman, Junior inspector,
work experience teacher,
vocational teacher crafts
instructor, workshop, su-
perintendent, multi-instructor
who possess a Degree in
Engineering in the concern-
ed branch or three years
Diploma in the concerned
branch and who have an
experience of working as
such for a minimum period
of three years.

Twenty five per cent

(i) Fifteen per cent from
trained graduate amongst
J. B. T. or E. T. T. ; and

Or
B. A. with Mathematics, A. con. and
Physics or Geography or B. T. or
B. Ed. or Senior basic trained.

(ii) Ten per cent from
trained graduate from
amongst the classical and
vernacular teachers.

- (b) Punjabi Master/
Mistress
- (i) Graduate from a recognised uni-
versity with Punjabi as a subject ;
- (ii) B. Ed. with teaching of Punjabi
in B. Ed.
- (c) Hindi Master/
Mistress
- (i) Graduate with Hindi as a subject ;
- (ii) B. Ed. with teaching of Hindi in
B. Ed.
- (d) Sanskrit Master/
Mistress
- (i) Graduate from a recognised Uni-
versity with Sanskrit as one of the
subject in Graduation ; and ;
- (ii) B. Ed. with teaching of Sanskrit in
B. Ed.
- (e) Urdu Master/
Mistress
- (i) Graduate from a recognised Uni-
versity with Urdu as one of the
subject in Graduation ; and
- (ii) B. Ed. with teaching of Urdu in
B. Ed.
- (f) Mathematics Master/
Mistress
- Graduate with Mathematics as one of the
elective subject in Graduation.

1	2	3	4	5
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OR

- | | | | |
|--|-----|---|--|
| | | B. A. with Physics and Mathematics A Course with B. T. or B. Ed. or Senior Basic trained. | |
| (g) Social Studies Master/Mistress | | B. A. with subject Combination as approved by Government from time to time with B. T. or B. Ed. | |
| | | OR | |
| | | Senior Basic Trained (including service of D. P. Ed. and B. P. Ed. as Master/Mistress with at least three years actual teaching experience) | |
| (h) Agriculture Master | | B. Sc. (Agriculture) from a recognised University. | |
| (i) Commerce Master/Mistress | | B. Com. from a recognised University | |
| (j) Physical Training Master/Mistress (D. P. E.) | | Graduate from a recognised University with training in advance physical training course degree or diploma. | |
| (ii) Block Primary Education Officer | (i) | Matriculation with knowledge of Punjabi language of such standard as may be laid down by the Government from time to time. | By promotion from amongst Junior Basic Teacher or Elementary Teacher Training. |

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- (ii) Junior Basic Teacher/Elementary Teacher Training or Junior Examination of the Government or any other equivalent qualification recognised by the Government or special certificate issued by the Government for teaching all subjects in the Primary classes of schools recognised by the Government.
- (iii) Experience of teaching primary classes in Government school in Punjab for a minimum period of fifteen years.
- (iii) (a) Technical Instructor Three years diploma in Engineering in the concerned branch from the State Board of Technical Education or its equivalent. Hundred per cent
- (b) Master Craftsman Grade-II Three years diploma in Engineering in the concerned branch from the State Board of Technical Education or its equivalent. Hundred per cent
- (c) Master Technician Grade-II Three years diploma in Engineering in the concerned branch from the State Board of Technical Education or its equivalent. Hundred per cent.

1	2	3	4	5
	(d) Draftsman (Mechanical/ Electrical/ Civil)	Two years certificate course or Diploma in Draftsman from IIT/National Council of Vocational Training or State Board of Technical Education.	Hundred per cent.	
3	Junior Inspector	Three years diploma in engineering in the concerned branch from the State Board of Technical Education.	Hundred per cent.	
4	Assistant Education Officer for Physical Training.	Graduate from a recognised University with training in Advanced Physical Training Course of degree or Diploma in Physical Education from the Y.M.C.A. Madras.	Hundred per cent.	
5	Drawing Master or Art and Craft Master.	Matriculates who have been passed three years Intermediate Diploma Course in any of the Art and Craft from the Government Schools of Arts, Punjab and further course of one year teacher training.	Hundred per cent.	
6	Home Science Mistresses	Diploma in Home Science from a recognised institution or recognised university with B.T. or B.Ed.	Hundred per cent.	
7	Fine Art Mistresses	B.A. with instrumental or Vocal Music as one of the elective subjects in B.A. with B.T. or B.Ed.	Hundred per cent.	

8 (i) Tailoring Teacheresses	Matric or Middle or Rattan or Budhmani with three years Teachers Training Diploma from the Industries Department or Industrial Training	Hundred per cent.	
(ii) Work Experience Teachers.	Essential—(i) Matric (ii) Two years certificate course from I.F.I. or National Council of Vocational Training (NCVT) or National Apprenticeship Course (NAC) in Radio and T.V. Mechanic. or +2 Vocational pass in R.&M. of Radio and T.V. Mechanical Electrical Furniture Making trade Course from recognised State Board of Education. Preferential—Three years Teaching/ Practical working experience in the concerned trade.	Seventy-five per cent.	Twenty five per cent of posts from amongst workshop attendants who fulfill the requisite qualification.
(iii) Vocational Teacher (Carpentry)	Essential—(i) Matric, (ii) Certificate course from I.T.I. National Council of Vocational Training (NCVT)/National Apprenticeship Course (NAC) in carpentry trade or +2 vocational pass in furniture making and designing from any recognised State Board. Preferential—(iii) Three year teaching/ practical working experience in the concerned trade.	Seventy-five per cent.	Twenty-five per cent of posts from amongst workshop attendants who fulfill the requisite qualification.
(iv) Vocational Teacher (Motor Mechanical)	Essential : (i) Matric (ii) Certificate course in motor mechanic from I.T.I. National Council of Vocational Training (NCVT)/National apprentice-	Seventy-five per cent.	Twenty-five per cent of posts from amongst workshop attendants who fulfill the requisite qualification.

1	2	3	4	5
(v) Vocational Teacher (Radio Mech.)	<p>ship course (NAC) or +2 vocational pass in auto engg. tech. trade from State Board of education..</p> <p>Preferential: Three years teaching/practical experience in the concerned trade.</p>	<p>Essential: (i) Matric (ii) Certificate course in Radio & T.V. Mechanic from I.T.I./National Council of Vocational Training (NCVT)/National apprenticeship course (NAC) or +2 vocational pass in R&M Radio and T.V. trade from State Board of Education.</p>	Seventy five per cent.	Twenty-five per cent. of pots from amongst workshop attendants who fulfil the requisite qualification.
(vi) Craft-Instructor	<p>Preferential: Three years teaching/practical experience in the concerned trade.</p>	<p>Essential: Matric, (ii) Certificate course from I.T.I./National Council of Vocational Training (NCVT)/National apprenticeship course in the concerned trade;</p>	Hundred per cent.	
	<p>OR</p> <p>+2 vocational pass in concerned trade from any recognised state Board.</p> <p>Preferential-Three years teaching/practical working experience in the concerned trade.</p>			

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(vi) Workshop
Superintendent.

Essential-(i) Matric.

(ii) Certificate course from I.T.I./National Council of Vocational Training (NCVT) National apprenticeship course in the concerned trade.

Hundred
per cent.

OR

+2 vocational pass in concerned trade from any recognised State Board.
Preferential: Three Years teaching/practical working experience in the concerned trade.

(viii) Multi-Instructor

Essential-(i) Matric

(ii) Certificate course from I.T.I./National Council of Vocational Training (NCVT) /National apprenticeship course in the concerned trade.

Hundred
Per cent.

OR

+2 vocational pass in concerned trade from any recognised State Board.
Preferential: Three years teaching/practical experience in the concerned trade.

S. S. DAWRA,

Secretary to Government, Punjab,
Department of Education.