

PART III.
GOVERNMENT OF PUNJAB
DEPARTMENT OF SCHOOL EDUCATION
(EDUCATION - V BRANCH)

NOTIFICATION

The 21st May, 2018

No. G.S.R. 35/Const/Art.309/2018.- 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, regulating the recruitment and conditions of service of the persons appointed to the Punjab Educational (Teaching Cadre) Group C Service, namely:-

1. Short title, commencement and application. –

- (1) These rules may be called the Punjab Educational (Teaching Cadre) Group C Service Rules, 2018.
- (2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
- (3) They shall apply to posts specified in Appendix 'A'.
- (4) Members of the existing cadre whose services are governed under 'the Punjab State Education Class III (School Cadre) Service Rules, 1978' shall have the right to exercise the option to retain their present cadre or become members of newly created Border Area Cadre within three months from date of publication of these rules:

Provided that while exercising option, principle of seniority will be the deciding factor keeping in view the number of posts in the service:

Provided further that in case any employee does not exercise his option within specified period, he shall be deemed to have opted for the existing cadre.

Provided further that the option once exercised shall be final.

2. Definitions. – (1) In these rules, unless the context otherwise requires,-

- (a) 'Appendix' means an Appendix appended to these rules;
- (b) 'Border Area' means all cities, towns and villages falling in Districts Amritsar, Gurdaspur, Ferozepur, Fazilka, Tarntaran and Pathankot;

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- (c) 'Director' means the Director of Public Instructions (Secondary Education), Punjab;
- (d) 'Government' means the Government of the State of Punjab in the Department of School Education;
- (e) 'Other Categories of Teachers' means a teacher working as Art and Craft Teacher, Punjabi Teacher, Hindi Teacher, Physical Training Instructor, Tailoring Teacher/Sewing Teacher, Music Teacher, Home/Domestic Science Teacher, Agriculture Teacher, Vocational Teacher and Work Experience Teacher;
- (f) 'Primary Teachers' means Elementary Teachers Training Teachers (ETT), Junior Basic Training Teachers (JBT), Head Teacher (HT) and Center Head Teacher (CHT); and
- (g) 'Service' means the Punjab Educational (Teaching Cadre) Group C Service;
- (2) The words and expressions used, but not defined in these rules, shall have the same meaning as assigned to them in the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.
- 3. Number and character of posts.**— The Service shall comprise the posts specified in Appendix 'A':
- Provided that nothing in these rules shall affect the inherent right of the Government to add to or reduce the number of such posts or to create new posts with different designations and scales of pay whether permanently or temporarily.
- 4. Appointing Authority.**— Appointment to the Service shall be made by the Director.
- 5. Pay of members of the Service.**— The members of the Service shall be entitled to such scales of pay as may be authorized by the Department of Finance from time to time. The scales of pay, at present in force, in respect of the members of the Service, are given in Appendix 'A'.
- 6. Method of appointment, qualifications and experience.**— (1) All Appointments to the Service shall be made in the manner specified in Appendix 'B':

Where the Government is of the opinion that it is expedient to do so, the Government may, in exceptional circumstances, fill the vacancy by making appointment of the person by transfer from any other State

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Government or Government of India against direct quota if the person holds similar post.

(2) No person shall be appointed to a post in the Service, unless he possesses the qualifications and experience, as specified against the post in Appendix 'B'.

(3) Appointment to the Service by promotion shall be made on seniority-cum-merit basis, and no person shall have any right to claim promotion on the basis of seniority alone.

7. **Teachers' Eligibility Test.** – Wherever applicable in direct recruitment as per guidelines framed by the National Council of Teachers Education, Government of India, the Teachers' Eligibility Test shall also be one of the essential qualifications for the recruitment in the Service.

8. **Departmental examination.** – A person appointed to the Service either by way of direct recruitment or otherwise shall have to pass the departmental examination and proficiency in computer skills within a period of two years from the date of his initial appointment in accordance with the syllabi and guidelines as specified from time to time by the Government and to be conducted by the Director or any other authority empowered by the Government in this behalf in addition to fulfillment of the requisite qualifications and experience as specified in Appendix 'B'. However, till a member of Service passes the departmental examination, he shall not be entitled to his annual increments.

9. **Discipline, punishment and appeal.**– (1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970 and the appellate authority there under in respect of the members of the Service, shall be Director and the Government, respectively.

10. **Application of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.** – (1) In respect of the matters, which are not specifically provided in these rules, the members of the Service shall be governed by the provisions of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time.

(2) The Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, at present in force, are contained in Appendix 'C'.

11. Assigning of additional duties/responsibilities.— Notwithstanding anything contained in these rules, the appointing authority, in addition to Class room Teaching, may assign the members of Service any kind of special duties like entrustment of Mid-day Meal work, duties relating to examination work, On Job Trainings or any duties/responsibilities in furtherance to enhance the quality of education.

12. Repeal and saving.— The Punjab Educational Service, Class III, School Cadre Rules, 1955 and the Punjab State Education Class III (School Cadre) Service Rules, 1978, in so far as they are applicable to the members of the Service, are hereby repealed:

Provided that any order issued or any action taken under the rules, so repealed, shall be deemed to have been issued or taken under the corresponding provisions of these rules.

13. Interpretation.— If any question arises as to the interpretation of these rules, the Government in consultation with the Department of Personnel shall decide the same.

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APPENDIX 'A'

(See rule 1 (3) 3 and 5)

Serial Number	Designation of the Post	Number of Posts			Scale of Pay + Grade Pay (in Rupees)
		Perma- nent	Tempo- rary	Total	
1	Punjabi Masters/ Mistress	4762	0	4762	10300-34800+5000
2	Hindi Masters/ Mistress	3869	0	3869	10300-34800+5000
3	English Masters/ Mistresses	2415	0	2415	10300-34800+5000
4	Sanskrit Master/ Mistress	53	0	53	10300-34800+5000
5	Urdu Master/ Mistress	7	0	7	10300-34800+5000
6	Science Master/ Mistress (Medical and Non Medical)	7922	0	7922	10300-34800+5000
7	Social Science Master/ Mistress	9846	0	9846	10300-34800+5000
8	Mathematics Master/Mistress	6294	0	6294	10300-34800+5000
9	Physical Education Masters/Mistresses	1735	0	1735	10300-34800+5000
10	Music Masters/ Mistress	68	0	68	10300-34800+5000
11	Home Science Masters/ Mistress	81	0	81	10300-34800+5000
12	Art and Craft Teacher	2953	0	2953	10300-34800+4400

APPENDIX 'B'

(See rule 6)

Serial Number	Designation of the Post	Percentage for appointment by		Qualifications and experience for appointment by	
		Direct Appointment	Promotion	Direct Appointment	Promotion
1	2	3	4	5	6
1	Punjabi Master/ Mistress	75%	25% by way of promotion out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever nomenclature they are conferred); and (ii) 1% from Other Category of teachers.	(i) Should have passed Graduation atleast with 55% marks from a recognized university or institution and should have passed Punjabi as an elective subject for three years of Graduation; and (ii) Should have passed B.Ed from a recognized university or institution with Punjabi as one of the teaching subjects as per guidelines of the University Grants Commission.	(i) Should have passed Graduation from a recognized university or institution and should have passed Punjabi as an elective subject for three years of Graduation; (ii) Should have passed B.Ed. from a recognized university or institution with Punjabi as one of the teaching subjects as per guidelines of the University Grants Commission and who have an experience of working as a teacher on regular basis for a minimum period of five years.
2	Hindi Master/ Mistress	75%	25% by way of promotion	(i) Should have passed Graduation	(i) Should have passed Graduation from a

			<p>out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever non-enclature they are conferred); and (ii) 1% from Other Category of teachers.</p>	<p>atleast with 55% marks from a recognized university or institution and should have studied Hindi as an elective subject for three years of Graduation; and (ii) Should have passed B.Ed. from a recognized university or institution with Hindi as one of the teaching subjects as per guide-lines of the University Grants Commission.</p>	<p>recognized university or institution and should have studied Hindi as an elective subject for three years of Graduation; and (ii) Should have passed B.Ed. from a recognized university or institution with Hindi as one of the teaching subject as per guidelines of the University Grants Commission and who have an experience of working as a teacher on regular basis for a minimum period of five years.</p>
3	English Master/ Mistress	75%	<p>25% by way of promotion out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever non-enclature they are conferred); and (ii) 1% from Other Category of teachers.</p>	<p>(i) Should have passed Graduation atleast with 55% marks from a recognized university or institution and should have studied English as an elective subject for three years of Graduation; and (ii) Should have passed B.Ed. from a recognized</p>	<p>(i) Should have passed Graduation from a recognized university or institution and should have studied English as an elective subject for three years of Graduation and (ii) Should have passed B.Ed. from a recognized university or institution with English as one of the teaching subject as per guidelines of the</p>

				university or institution with English as one of the teaching subjects as per guidelines of the University Grants Commission.	University Grants Commission and who have an experience of working as a teacher on regular basis for a minimum period of five years.
4	Sanskrit Master/ Mistress	75%	25% by way of promotion out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever nomenclature they are conferred); and (ii) 1% from Other Category of teachers.	(i) Should have passed Graduation atleast with 55% marks from a recognized university or institution and should have studied Sanskrit as a subject for three years of Graduation; and (ii) Should have passed B.Ed. from a recognized university or institution with Sanskrit as one of the teaching subjects as per guidelines of the University Grants Commission.	(i) Should have passed Graduation from a recognized university or institution and should have studied Sanskrit as a subject for three years of Graduation and (ii) Should have passed B.Ed. from a recognized university or institution with Sanskrit as one of the teaching subject as per guidelines of the University Grants Commission and who have an experience of working as a teacher on regular basis for a minimum period of five years.
5	Urdu Master/ Mistress	75%	25% by way of promotion out of which (i) 24% from amongst eligible	(i) Should have passed Graduation atleast with 55% marks from a recognized	(i) Should have passed Graduation from a recognized university or institution and should have studied

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			Primary Teachers (Irrespective of whatever nomenclature they are conferred); and (ii) 1% from Other Category of teachers.	university or institution and should have studied Urdu as an elective subject for three years of Graduation; and (ii) Should have passed B.Ed. from a recognized university or institution with Urdu as one of the teaching subjects as per guidelines of the University Grants Commission.	Urdu as a subject for three years of Graduation and (ii) Should have passed B.Ed. from a recognized university or institution with Urdu as one of the teaching subject as per guidelines of the University Grants Commission and who have an experience of working as a teacher on regular basis for a minimum period of five years.
6 (a)	Science Master/ Mistress (Non Medical)	75%	25% by way of promotion out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever nomenclature they are conferred); and (ii) 1% from Other Category of teachers.	(i) Should have passed B.Sc. atleast with 55% marks from a recognized university or institution with any of the two subjects i.e. Physics, Chemistry and Mathematics or Should have passed B.Sc. in Physics and Mathematics or any other equivalent	(i) Should have passed B.Sc. from a recognized university or institution with any of the two subjects i.e. Physics, Chemistry and Mathematics or should have passed B.Sc. in Physics and Mathematics or any other equivalent qualification, but certificate of equivalency should be given by the concerned

				<p>qualification, but certificate of equivalency should be given by the concerned University as per guidelines of the University Grants Commission; and (ii) Should have passed B.Ed. from a recognized university or institution with Science as one of the teaching subject as per guidelines of the University Grants Commission and who have an experience of working as a teacher on regular basis for a minimum period of five years.</p>	
6 (b)	Science Master/ Mistress (Medical)	75%	<p>25% by way of promotion out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever nomenclature they are conferred); and (ii) 1% from Other Category of teachers.</p>	<p>(i) Should have passed B.Sc. atleast with 55% marks from a recognized university or institution with any of the two subjects i.e. Biology, Physics and Chemistry or B.Sc. (Honours) in either of these subjects or B.Sc. Life Science or B.Sc. Physical</p>	<p>(i) Should have passed B.Sc. from a recognized university or institution with any of the two subjects i.e. Biology, Physics and Chemistry or B.Sc. (Honours) in either of these subjects of B.Sc. Life Science or B.Sc. Physical Science or B.Sc. Bio-technology or B.Sc. (Honours) or B.Sc. Industrial Micro-biology or</p>

Science or B.Sc Bio-technology or B.Sc. (Honours) or B.Sc. Industrial Micro-biology or B.Sc. Micro- biology or B.Sc. Bio-Physics or B.Sc. Bio- Chemistry or B.Sc. Microbial, Food Technology, Chemistry or B.Sc. Industrial Chemistry or B.Sc. Food Science and Quality Control or B.Sc. Microbial Food Technology or any other equivalent qualification, but certificate of equivalency should be given by the concerned University as per guidelines of the University Grants Commission; and (ii) Should have passed B.Ed. from a recognized university or institution with Science as one of teaching	B.Sc. Micro-biology or B.Sc. Bio-Physics or B.Sc. Bio- Chemistry or B.Sc. Microbial, Food Technology, Chemistry of B.Sc. Industrial Chemistry or B.Sc. Food Science and Quality Control or B.Sc. Microbial Food Technology or any other equivalent qualification, but certificate of equivalency should be given by the concerned University as per guidelines of the University Grants Commission; and (ii) Should have passed B.Ed. from a recognized university or institution with Science as one of teaching subject as per guidelines of the University Grants Commission and who have and experience of working as a teacher on regular basis for a minimum period of five years.
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			subject as per guidelines of the University Grants Commission.		
7	Social Science Master/Mistress	75%	25% by way of promotion out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever nom- enclature they are conferred); and (ii) 1% from Other Category of teachers.	(i) Should have passed Graduation atleast with 55% marks from a recognized university or institution and should have studied any of the two subjects i.e. History, Political Science, Public Administration, Psychology, Sociology, Economics, Geogrpahy, Philosophy and Environmental Studies atleast for three years of Graducation as per guidelines of the University Grants Commission; and (ii) Should have passed B.Ed. from a recognized university or institution with Social Science as one of the	(i) Should have passed Graduation from a recognized university or institution and should have studied any of the two subjects i.e. History, Political Science, Public Administration, Psychology, Sociology, Economics, Geography, Philosophy and Environmental studies atleast for three years of Graduation as per guidelines of the University Grants Commission; and (ii) Should have passed B.Ed. from a recognized university or institution with Social Science as one of the teaching subject as per guidelines of the University Grants Commission and who have an

				teaching subject as per guidelines of the University Grants Commission.	experience of working as a teacher on regular basis for a minimum period of five years.
8	Mathematics Master/Mistress	75%	25% by way of promotion out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever nom- enclature they are conferred); and (ii) 1% from Other Category of teachers.	(i) Should have passed Graduation atleast with 55% marks from a recognized university or institution and should have studied Mathematics as a subject atleast for three years of graduation as per guidelines of the University Grants Commission; and (ii) Should have passed B.Ed. from a recognized university or institution with Mathematics as one of the teaching subjects as per guide-lines of the University Grants Commission.	(i) Should have passed Graduation from a recognized University or institution and should have studied Mathematics as a subject atleast for three years of graduation; and (ii) Should have passed B.Ed. from a recognized university or institution with Mathematics as one of the teaching subject as per guidelines of the University Grants Commission and who have an experience of working as a teacher on regular basis for a minimum period of five years.
9	Physical Education Master/Mistress	75%	25% by way of promotion out of which (i) 24% from	Should have passed Four years integrated course of	Should have passed Four years integrated course of Bachelor of

<p>amongst eligible Primary Teachers (Irrespective of whatever non-enclature they are conferred); and (ii) 1% from Other Category of teachers.</p>	<p>Bachelor of Physical Education from a recognized university or institution after 10+2 atleast with 55% marks OR Bachelor's degree atleast with 55% marks with Physical Education as a subject in three years Graduation Course from a recognized University or institution and should have acquired one year course of B.P.Ed/D.P.Ed from a recognized university or institution as per guidelines of the University Grants Commission OR Bachelor's Degree from a recognized University or institution atleast with 55% marks</p>	<p>Physical Education from a recognized university or institution after 10+2 OR Bachelor's Degree with Physical Education as a subject in three years Graduation Course from a recognized University or institution and should have acquired one year course of B.P.Ed/D.P.Ed. from a recognized University or institution as per guidelines of the University Grants Commission OR Bachelor's Degree from a recognized university or institution and having participated in National or State Games or Athletics which are being organized by the Indian/Punjab Olympic Association/State</p>
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				and having participated in National or State Games or Athletics or Cricket which are being organized by the Indian/ Punjab Olympic Association/State Sports Association and in addition should have acquired one year course of B.P.Ed/ D.P.Ed from a recognized University or institution after Graduation as per guidelines of the University Grants Commission.	Sports Association and Education Department and should have acquired one year course of B.P.Ed/ D.P.Ed from a recognized university or institution after Graduation as per of the University Grants Commission and who have an experience of working as a teacher on regular basis for a minimum period of five years.
10	Music Master/ Mistress	75%	25% by way of promotion out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever non-enclature they are conferred); and (ii) 1% from Other Category of teachers.	(i) Should have passed Graduation in Music (Instrumental or Vocal) atleast with 55% marks from a recognized university or institution as per guidelines of the University of Grants Commission, and	(i) Should have passed Graduation in Music (Instrumental or Vocal) from a recognized university or institution; and (ii) Should have passed B.Ed. from a recognized university or institution with Music as one of the teaching subject as per guidelines of the

				(ii) Should have passed B.Ed. from a recognized university or institution with Music as one of the teaching subjects as per guidelines of the University of Grants Commission.	University Grants Commission; and who have an experience of working as a teacher on regular basis for a minimum period of five years.
11	Home Science Master/Mistress	75%	25% by way of promotion out of which (i) 24% from amongst eligible Primary Teachers (Irrespective of whatever nomenclature they are conferred); and (ii) 1% from Other Category of teachers.	(i) Should have passed B.Sc. (Home Science) atleast with 55% marks from a recognized university or institution as per guidelines of the University of Grants Commission; and (ii) Should have passed B.Ed. from a recognized university or institution with Home Science as one of the teaching subjects as per guidelines of the University Grants Commission.	(i) Should have passed B.Sc. (Home Science) from a recognized university or institution; and (ii) Should have passed B.Ed. from a recognized university or institution with Home Science as one of the teaching subject as per guidelines of the University Grants Commission and who have an experience of working as a teacher on regular basis for a minimum period of five years.
12	Art and Craft Teacher	100%	-----	(i) Should have passed Graduation	

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atleast with 55%
marks from a
recognized
university or
institution with
Fine Arts as a
subject having
studied atleast
for three years
in Graduation as
per guidelines of
the University
Grants
Commission; and
(ii) Should have
passed B.Ed. from
a recognized
university or
institution with
Fine Arts as one
of the teaching
subjects as per
guidelines of the
University Grants
Commission.

APPENDIX 'C'

(See rule 10)

GOVERNMENT OF PUNJABDEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(PERSONNEL POLICIES BRANCH-1)**NOTIFICATION**

The 4th May, 1994

No. G.S.R. 33/Const./Art. 309/94. – In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and general and common conditions of service of persons appointed to Group 'A', Group 'B' and Group 'C' services in connection with the affairs of the State of Punjab, namely:-

1. **Short title, commencement and application.**— (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Services) Rules, 1994 as amended from time to time.
 - (2) They shall come into force at once.
 - (3) They shall apply to all the posts in Group 'A', Group 'B' and Group 'C' services in connection with the affairs of the State of Punjab.
2. **Definitions.**— In these rules, unless the context otherwise requires,-
 - (a) "appointing authority" means an appointing authority specified as such in the Service Rules made under Article 309 of the Constitution of Indian in respect of any service or post in connection with the affairs of the State of Punjab;
 - (b) "Board" means the Subordinate Services Selection Board, Punjab or any other authority constituted to perform its functions;
 - (c) "Commission" means the Punjab Public Service Commission;
 - (d) "direct appointment" means an appointment made otherwise than by promotion or by transfer of a person already in the service of Government of India or of a State Government;
 - (e) "Government" means the Government of the State of Punjab in the Department of Personnel and Administrative Reforms;

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- (f) "recognised university or institution" means,-
- (i) any university or institution incorporated by law in any of the State of India; or
 - (ii) any other university or institution, which is declared by the Government to be recognised university or institution for the purposes of these rules;
- (g) "Services" means any Group 'A' Service, Group 'B' Service and Group 'C' Service constituted in connection with the affairs of the State of Punjab as per scales given in the Appendix;
- (h) "Service Rules" means the service rules made under Article 309 of the Constitution of India regulating the recruitment and conditions of service other than the general and common conditions of service of persons appointed to any service or post in connection with the affairs of the State of Punjab; and
- (i) (i) "War Hero" means a defence services personnel or a para-military forces personnel, who is a *bona fide* resident of Punjab State and has been killed or discharged from service on account of disability suffered by him on or after 1st January, 1999 while fighting in a war declared so by Government of India, in operations in Kargil or any other Sector in J and K in the on going conflict with Pakistan other operations which may be notified by the State Government to have been undertaken for preserving the unity and integrity of the Country; or
- (ii) a defence services personnel or a para-military forces personnel who was a *bona fide* resident of Punjab State and was posthumously decorated with Paramvir Chakra, Mahavir or Vir Chakra : provided that,-
- (a) In exceptional instances, the cases of such War Heroes may also be covered, with the prior approval of the Department of Personnel who though, not *bona fide* residents of Punjab State are yet closely connected to the State of Punjab:

- (b) In the case of War Heroes, falling in the category (ii) above, the benefits to be given by the State Government will be restricted only to first generation dependent members/next of the kin.

*Note:-*The Government reserves the right to include any other category of Awardees for the purpose of providing employment to the category of War Heroes, as may be notified.

3. Nationality, domicile and character of person appointed to the Service. – (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 day of January, 1962 with the intention of permanently settling in India ; or
- (e) a person of India origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India:

Provided that a person belonging to any of the categories (b), (c), (d) and (e) shall be person in whose favour a certificate of eligibility has been given by the Government of Punjab in the Department of Home Affairs and Justice.

- (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or the Board, as the case may be, on his furnishing proof that he has applied for the certificate but he shall not be appointed to the service unless the necessary certificate is given to him by the Government of Punjab in the Department of Home Affairs and Justice.
- (3) No person shall be recruited to the service by direct appointment, unless he produces,-

- (a) a certificate of character from the principal academic officer of the university, college, school or institution last attended, if any, and similar certificates 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; and
- (b) an affidavit to the effect that he was never convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from service of any State Government or of Government of India, or of any Public Sector Undertakings.

4. Disqualifications, - (1) No person,-

- (a) who has entered into or contracted a marriage with a person having spouse living; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the Service: Provided that the Government, 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.

5. Age. - (1) No person shall be recruited to the Service by direct appointment, if he is less than eighteen years or is more than thirty years of age in the case of non-technical posts and thirty three years in the case of technical posts on the 1st day of January of the year immediately preceding the last date fixed for submission of applications by the Commission or the Board, as the case may be or unless he is within such range of minimum and maximum age limits as may be specifically fixed by the Government from time to time :

Provided that where different lower and upper age limits have been specifically prescribed for posts in the Service Rules, these limits shall be made applicable for appointment to such posts:

Provided further that the upper age limit may be relaxed up to forty-five years in the case of persons already in the employment of the Punjab Government, other State Government or the Government of India.