

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

20

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',

ਦਿਖਾਇਆ ਗਿਆ
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

194 PUNJAB GOVT. GAZ. (EXTRA), JULY 8, 1995
(ASADHA 17, 1917 SAKA)

	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

PUNJAB GOVT. GAZ. (EXTRA.), JULY 8, 1995
 (ASADHA 17, 1917 SAKA) 195

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

196
 PUNJAB GOVT. GAZ. (EXTN), JULY 8, 1995
 (ASADHA 17, 1917 SAKA)

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

PUNJAB GOVT. GAZ. (EXTRA.), JULY 8, 1995
 (ASADHA 17, 1917 SAKA) 197

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

PUNJAB GOVT GAZ (EXTRA), JULY 8, 1995
(ASADHA 17, 1917 SAKA)