

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF SCHOOL EDUCATION
(Education-7 Branch)

NOTIFICATION

The 21st May, 2018

No. G.S.R. 33/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 State Elementary Education (Teaching Cadre) Group C Service, namely:-

RULES

1. Short title, commencement and application. – (1) These rules may be called the Punjab State Elementary Education (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 the posts specified in Appendix 'A'.

(4) Members of the existing cadre whose services are governed under the Punjab State Education Class-III (Primary Schools Cadre) Service Rules, 1997 shall have the right to exercise option to retain their present cadre or become members of newly created Border Area Cadre within three months from the 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;

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- (b) 'Board' means the Education Recruitment Board, Punjab;
- (c) 'Border Area Cadre' means a separate cadre created for the members of Service of the Punjab State Elementary Education (Teaching Cadre) Group C Service to be posted in Districts Amritsar, Gurdaspur, Ferozepur, Fazilka, Tarntaran and Pathankot;
- (d) 'Director' means the Director of Public Instructions (Elementary Education), Punjab;
- (e) 'District Education Officer' means the District Education Officer (Elementary Education) concerned to which the member of Service belong to;
- (f) 'District Cadre' means the posts in the Service specified District-wise in Appendix 'A';
- (g) 'Government' means the Government of the State of Punjab in the Department of School Education; and
- (h) 'Service' means Punjab State Elementary Education (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.** – Appointments to the Service shall be made by the District Education Officer concerned or any other authority empowered by the Government in this behalf. However, all appointments to the Service by way of direct recruitment shall be made on the recommendations of the Board.
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 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 that 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. 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 framed by the Government from time to time 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.
- 8. 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 the Director and the Government, respectively.
- 9. 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'.

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

11. Seniority of members of Service.— Seniority of members of the Service shall be maintained at the district level.

12. 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 to be specified in furtherance to enhance the quality of education.

13. Repeal and saving.— The Punjab State Education Class-III (Primary Schools Cadre) Service Rules, 1997, 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.

14. 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.

APPENDIX 'A'
(See rules 1 (3), 3 and 5)

Serial Number	Designation of the Post	Number of Posts			Scale of the Pay + Grade pay (in Rupees)
		Perma- nent	Tempo- rary	Total	
	Centre Head Teacher				10300-34800+4600
1	Bathinda	41	00	41	
2	Barnala	21	00	21	
3	Faridkot	27	00	27	
4	Fatehgarh Sahib	47	00	47	
5	Hoshiarpur	148	00	148	
6	Jalandhar	113	00	113	
7	Kapurthla	63	00	63	
8	Ludhiana	112	00	112	
9	Moga	40	00	40	
10	Muktsar	38	00	38	
11	Mansa	34	00	34	
12	Patiala	111	00	111	
13	Ropar	60	00	60	
14	SAS Nagar	62	00	62	
15	SBS Nagar	51	00	51	
16	Sangrur	77	00	77	
	Total	1045	00	1045	

Serial Number	Designation of the Posts	Number of Posts			Scale of the Pay + Grade pay (in Rupees)
		Perma- nent	Tempo- rary	Total	
	Head Teacher				10300-34800+4400
1	Bathinda	310	00	310	
2	Barnala	131	00	131	
3	Faridkot	162	00	162	
4	Fatehgarh Sahib	159	00	159	
5	Hoshiarpur	504	00	504	
6	Jalandhar	362	00	362	
7	Kapurthla	163	00	163	
8	Ludhiana	520	00	520	

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9	Moga	234	00	234
10	Muktsar	252	00	252
11	Mansa	222	00	222
12	Patiala	378	00	378
13	Ropar	192	00	192
14	SAS Nagar	196	00	196
15	SBS Nagar	198	00	198
16	Sangrur	348	00	348
	Total	4331	00	4331

Note:- The post of Head Teacher will be given in those schools where the strength of students exceeds 60.

Serial Number	Designation of the Posts	Number of Posts			Scale of the Pay + Grade pay (in Rupees)
		Perma- nent	Tempo- rary	Total	
	Junior Basic Trained Teacher/ Elementary Trained Teacher				10300-34800+4200
1	Bathinda	1550	00	1550	
2	Barnala	824	00	824	
3	Faridkot	931	00	931	
4	Fatehgarh Sahib	1002	00	1002	
5	Hoshiarpur	3173	00	3173	
6	Jalandhar	3023	00	3023	
7	Kapurthla	1418	00	1418	
8	Ludhiana	3799	00	3799	
9	Moga	1705	00	1705	
10	Muktsar	1217	00	1217	
11	Mansa	988	00	988	
12	Patiala	2462	00	2462	
13	Ropar	1196	00	1196	
14	SAS Nagar	1210	00	1210	
15	SBS Nagar	1073	00	1073	
16	Sangrur	1870	00	1870	
	Total	27441	00	27441	

APPENDIX 'B'
(See rule 6)

S.No.	Name of the Post	Percentage of appointment by		Qualifications and experience appointment by	
		Direct appointment	Promotion	Direct appointment	Promotion
1	2	3	4	5	6
1	Centre Head Teacher	25%	75%	(1) Should possess Bachelor's Degree from a recognized university or institution with atleast 50% marks as per guidelines of the University Grants Commission; (2) Should possess two years Elementary Teachers' Training course from a recognized university or institution or two years Diploma in Elementary Education (D. EL Ed.) as per guidelines of the National Council for Teachers' Education or Bachelor Degree in Education (B.Ed.) from a recognized university or institution as per guidelines of the University Grants Commission; and	From amongst the Head Teachers working in the same district in which promotions are to be made with five years experience as Head Teacher on seniority cum merit basis.

(3) Should possess teaching experience of working as Primary School Teacher for a minimum period of four years in a Central /State Government School. However, a prospective candidate must have acquired such experience after acquiring the minimum educational and professional qualifications specified for the posts under these rules.

2	Head Teacher	25%	75%	<p>(1) Should possess Bachelor's Degree from a recognized university or institution with atleast 50% marks as per guidelines of the University Grants Commission;</p> <p>2) should possess two years Elementary Teachers' Training</p>	<p>From amongst the Elementary Trained Teachers working in the same district in which the promotions are to be made and having an experience of seven years as such on seniority-cum-merit basis.</p>
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course from a
recognized
university or
institution or
two years Diploma
in Elementary
Education (D.El. Ed.)
as per guidelines of
the National Council
for Teachers'
Education or
Bachelor Degree in
Education (B.Ed.)
from a recognized
university or
institution as per
guidelines of the
University Grant
Commission; and
3) Should possess
teaching experience
of working as
Primary School
Teacher for a
minimum period
of three years in a
Central/State
Government School.
However, a
prospective candidate
must have acquired
such experience
after acquiring the
minimum educational
and professional
qualifications specified
for the posts under
these rules.

3	Elementary Trained Teacher	100%	-	(1) Should possess Bachelor's Degree from a recognized university or institution with atleast 50% marks as per guidelines of the University Grants Commission; (2) Should possess two years Elementary Teachers' Training course from a recognized university or institution or two years Diploma in Elementary Education (D.El. Ed.) or qualifications as per guidelines of the National Council for Teachers' Education.
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