

**TEXT**

**THE PUNJAB EDUCATION DEPARTMENT (SCHOOL EDUCATION) SERVICE/RECRUITMENT RULES 1987  
[UPDATED ON 24-12-2008]**

Name of the Post	Appointing Authority	Minimum qualifications for Appointment		Method of Recruitment	Age for initial recruitment	
		Initial Recruitment/ Transfer	Promotion		Min. years	Max. years
1. Director Public Instruction (S) or other equivalent posts as may be declared by the Govt. from time to time.	Chief Minister	-	-	By promotion on selection on merit basis from amongst Directors / Additional Directors Public Instruction of the Functional Unit with 17 years of service in post carrying BS-17 and above provided that where initial appointment was made in post carrying BS-18, the length of service shall be 12 years in posts carrying BS-18. <sup>i</sup>	-	-
2. Director of Education (S) / Additional Director Public Instruction or other equivalent posts as may be declared by the Govt. from time to time.	-do-	-	-	By promotion on selection on merit basis form amongst the holders of the posts of Deputy Directors / Deputy Directress / District Education Officers (M&F) / Principal in-service pre-service Teachers Training College (M&F) Principal Subject Specialists Elementary College (M&F) Principal Comprehensive School / Principal Higher Secondary Schools (M&F) Headmaster / Headmistress of High School (BS-18) with at least 12 years service in BS-17 or above provided that in case of incumbent initially appointed in BS-18, the length of service for promotion shall be 7 years. <sup>ii</sup>	-	-

3. Deputy Director / District Education officer / Principal and Subject Specialists of Elementary Teachers Training Colleges / Principals of Pre- service in-service Teacher Training Colleges/ Principal Higher Secondary School / Senior Headmaster of High Schools (BS-18) Men's (Institutions) or other equivalent posts as may be declared by the Govt. time to time.

Administrative Secretary

- i) Master's degree not below 2<sup>nd</sup> Division Arts or Science form a recognized University or equivalent qualification
- ii) And M.Ed (at least 2<sup>nd</sup> Division) from a recognized University OR equivalent qualification.
- iii) At least seven years teaching cum administration experience in an institute recognized by Education Department before or after acquiring the prescribed qualification

- i Only for Principal Higher Secondary School / Elementary Colleges / Institutions in-service / pre-service teachers training colleges.
- ii. MA / M.Sc 2<sup>nd</sup> Division in the relevant subject with B.Ed 2<sup>nd</sup> Division or equivalent qualification.

- i. 25% by initial recruitment.
- ii. 75% by promotion on the basis of seniority cum-fitness from amongst Headmaster BS-17 High Schools / Deputy District Education Officer / Subject Specialist of Elementary Colleges and Higher Secondary schools with 5 years service as such. (ONLY MEN SHALL BE ELGIBLE FOR APPOINTMENT) <sup>iii</sup>

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4. Deputy Directress /

Administrative

- i) Master's degree not below 2<sup>nd</sup>

- i. Only for

- i. 25% by initial recruitment.

District Education Officer (W) / Principal and Subject Specialists of Elementary Teachers Training Colleges / Principals of Pre-service in-service Teacher Training Colleges / Principals Higher Secondary School / Senior Headmistress of High School ( / District Education officer / Principal and Subject Specialists of Elementary Teachers Training Colleges / Principals of Pre- service in-service Teacher Training Colleges/ Principal Higher Secondary School / Senior Headmaster of High Schools (BS-18) Men's (Institutions) or other equivalent posts as may be declared by the Govt time to time.

Secretary

Division Arts or Science form a recognized University or equivalent qualification  
 ii) And M.Ed (at least 2<sup>nd</sup> Division) from a recognized University OR equivalent qualification.  
 iii) At least seven years teaching cum administration experience in an institute recognized by Education Department before or after acquiring the prescribed qualification

Principal Higher Secondary School / Elementary Colleges / Institutions in-service / pre-service teachers training colleges.  
 ii. MA / M.Sc 2<sup>nd</sup> Division in the relevant subject with B.Ed 2<sup>nd</sup> Division or equivalent qualification.

ii. 75% by promotion on the basis of seniority cum-fitness from amongst Headmaster BS-17 High Schools / Deputy District Education Officer / Subject Specialist of Elementary Colleges and Higher Secondary schools with 5 years service as such. <sup>iv</sup>  
 (ONLY MEN SHALL BE ELGIBLE FOR APPOINTMENT)

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5. Headmaster / Headmistress H/S with

Administrative

M.A M.Sc (2<sup>nd</sup> Div) or M.A. (Edu) or

I. 33% by initial recruitment

<p>enrollment less than 1500 Dy. Headmaster / Deputy Headmistress High School with Enrollment 1500 or above.</p> <p>Dy. Headmistress High School with enrollment 1500 or above.</p> <p>Deputy District Education officer / Subject Specialist of Elementary College and Higher Secondary Schools (BS-17)</p>	<p>Secretary</p>	<p>M.Ed 2<sup>nd</sup> Div.) with B.Ed 2<sup>nd</sup> provided that the candidates who are M.A. Eng (3<sup>rd</sup> Div may be provisionally appointed on specific condition that they shall acquire requisitions qualification within three year after their appointment or will qualify the special diploma course in English arranged by AIOU Islamabad in any of tow consecutive session of the course staring immediately next to the date of their appointment. On the failure to acquire the requisite qualification within the aforesaid period their service shall stand terminated automatically</p> <p style="text-align: center;">OR</p> <p>MA / M.Ed 2<sup>nd</sup> Division from a recognized University</p> <p style="text-align: center;">OR</p> <p>Equivalent qualification.</p>	<p>1. MA / M.Sc 2<sup>nd</sup> Div. Provided that for those who are M.A. (English)3<sup>rd</sup> Division the same condition shall apply as mentioned in column-5.</p> <p>II. B.Ed 2<sup>nd</sup> Division</p> <p>III. For promotion to the post of Subject Specialist the above mentioned qualifications in the relevant subject.</p>	<p>II. 67% by promotion from amongst SSTs.</p>	<p>18</p>	<p>35</p>
<p>6.Headmaster Middle School / Assistant Education Officer (BS-15)</p>	<p>Executive District Officer (Edu) concerned.</p>	<p>-</p>	<p>-</p>	<p>I. 33% by initial recruitment II. 67% by promotion from amongst</p>	<p>18</p>	<p>35</p>

**NOTE. 1** SST on the strength of the Education Department immediately before enforcement of these rules, will be eligible for promotion as Headmaster / Headmistress / Deputy District Education officer without having M.A / M.Sc degree but shall not be eligible for posting as Subject Specialist OR for promotion to the posts in BS-18 without possessing M.A / M.Sc / M.Ed / M.A. (Education)

**Note: II Subject Specialist shall not be eligible for posting as Headmaster / Headmistress / Deputy District Education Officer unless they have served as Subject Specialist for a period of 10 years. Similarly Headmaster / Headmistress / Deputy District Education Officer shall not be eligible for posting as Subject Specialist unless they have served as such for a period of 10 years. v**

SSTs.

**NOTE. 1** SST on the strength of the Education Department immediately before enforcement of these rules, will be eligible for promotion as Headmaster / Headmistress / Deputy District Education officer without having M.A / M.Sc degree but shall not be eligible for posting as Subject Specialist OR for promotion to the posts in BS-18 without possessing M.A / M.Sc / M.Ed / M.A. (Education)

Note: II **Subject Specialist shall not be eligible for posting as Headmaster / Headmistress / Deputy District Education Officer unless they have served as Subject Specialist for a period of 10 years. Similarly Headmaster / Headmistress / Deputy District Education Officer shall not be eligible for posting as Subject Specialist unless they have served as such for a period of 10 years.**<sup>vi</sup>

6. A. A.E.O. Physical Education.	Executive District Officer (Edu) concerned.	B.A. / B.Sc. (2 <sup>nd</sup> Div) with Senior Diploma in Physical Education from a recognized institute.	-	By transfer from amongst SSTs (Regular) having minimum 5- Years service as such. <sup>vii</sup>	-	-
11. SST (Tech) (BS-16)	Director of Education (Schools) concerned	i) B.Tech pass or equivalent qualification Or	-	100% by initial recruitment provided that 50% through award of in-service	21	35

			<p>M.Ed (Tech) Industrial Arts) OR M.A. (Tech Edu) Industrial Arts)</p> <p>ii) Matric with Diploma in industrial Arts Edu from Govt. Technical Teachers Training College F/Abad with 2 years teaching exp. From a Govt. Institution after acquiring the Diploma or equivalent qualification</p>		<p>grade from amongst the PETs working on regular basis on the basis of merit list prepared from the date of appointment or the date of acquiring prescribed qualification of the post which ever is later.<sup>viii</sup></p>		
1 (a) .SST (H.Eco). (BS-16)	Director of Education (Schools) concerned	BA / B.Sc and B.Ed / M.Ed or M.A in Education from a recognized University or equivalent qualifications preferably with degree in the relevant subject.	-		By initial recruitment, provided that 50% posts shall be filled from amongst in service teachers possessing the qualification for prescribed initial recruitment in Column 5	18	35
					Note: only those candidates will eligible for recruitment who are bonafide residents of the districts where the vacancies exist. x		
7-A Graduate English Teacher	DEO (M&F-EE) concerned	B.A / B.Sc (2 <sup>nd</sup> Div.) with CT / B.Ed (2 <sup>nd</sup> Div) from a recognized	-		By initial Recruitment <sup>xi</sup>	18	35

10- Audio Visual Technician (BS-13)	Additional DPI (S)	University / Board. Three years diploma in electronic / electricity technology from a recognized Board Technical Education..	-	By initial Recruitment <sup>xii</sup>	18	25
2- (a) E.S.T. .	DEO (M&F-EE) concerned	Matric, J.A.V OR F.A/F.Sc and C.T or equivalent qualification from a recognized University or Board.	-	I- 50% by initial recruitment.  II- 50% through award of in-service grade from amongst the PTC Teachers, having prescribed qualification as mentioned in Col. 5. <sup>xiii</sup>	18	35
3- (a) Senior Vernacular Teachers	DEO (M&F-EE) concerned	S.V. from a recognized University	-	I- 50% by initial recruitment.  II- 50% through award of in-service grade from amongst the PTC Teachers, having prescribed qualification as mentioned in Col. 5. <sup>xiv</sup>	18	35
(a) EST (Industrial Art)	DEO	i) Industrial Arts Teacher Training from Technical	-	By Initial Recruitment <sup>xv</sup>	18	30

		Teachers Training College and other such recognized institution.				
		OR				
		ii) Three years Diploma from Poly technical Institute.				
		OR				
		iii) Skilled Draftsman from Technical Training Centers, Industrial Training Centers and Vocational Institute with Matriculation as basic qualification plus 9 months training in pedagogy.				
b) EST (Agri.)	DEO	i) S.V G.T. (Agriculture).	-	By initial recruitment. <sup>xvi</sup>	18	30
		OR				
		ii) Matric with Science and at least one year training in Agricultural Education.				
		OR				
		iii) High School Certified with Science and at least one year training.				
c) E.S.T (Home Economics).	DEO	i) CT (Home Economics).	-	By initial recruitment. <sup>xvii</sup>	18	30
		OR				
		ii) Vocational Teachers. Training Diploma holders.				
		OR				
		iii) S.V. Home Economics Teachers.				
		OR				
		iv) Ordinary OT with in-service Re-orientation course of at least 2 month duration				
		OR				
		F.Sc Home Economics with 3 months courses in pedagogy.				
7-B P.E.T.	DEO (M & F-EE)	BA / B.Sc (2 <sup>nd</sup> Div) with junior Diploma in Physical Education from	-	By initial recruitment <sup>xviii</sup>	21	35



	concerned	a recognized institute.				
12- Arabic Teacher (Male) (BS 09).	DEO (M) Concerned.	F.A (2nd Div) with Arabic as an elective subject and Arabic Teachers Training Course from Allama Iqbal Open University / Agri University OR Honour in Arabic with Teacher Training Course from Allama Iqbal Open University / Agri. University. OR Honour in Arabic from recognized University / Board and O.T.	-	By initial recruitment provided that 50% posts shall be filled from amongst in-service teacher possessing qualifications prescribed for initial recruitment in column in 5. <sup>xix</sup>	18	35
3-F Language Teacher/ Oriental Teachers	DEO (M&F-EE) concerned	Honours in the relevant subject from a recognized University or Board.	-	By initial recruitment <sup>xx</sup>	18	35
3-C Drawing Mistress	DEO (M&F-EE) concerned	Matric from a recognized University or Board with a certificate in Drawing OR Intermediate drawing grade examination certificate.	-	By initial recruitment <sup>xxi</sup>	18	35
8. Primary School Teacher (PTC)	Dy. DEO (M&F-EE) concerned	FA/ F.Sc (2 <sup>nd</sup> Div) with primary teacher course from a recognized institute.	-	By initial recruitment.  Note:- Only those candidates will be eligible for recruitment who are benefited residents of the Markaz concerned where the vacancy exists. <sup>xxii</sup>	18	50

<sup>i</sup> Punjab Education Department (School Education) Recruitment Rules 1987 amended on 5.4.1989

<sup>ii</sup> Punjab Education Department (School Education) Recruitment Rules 1987 amended on 5.4.1989

<sup>iii</sup> Punjab Education Department (School Education) Recruitment Rules 1987 amended on 5.4.1989

<sup>iv</sup> Punjab Education Department (School Education) Recruitment Rules 1987 amended on 5.4.1989

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- v Punjab Education Department (School Education) Recruitment Rules 1987 amended on 5.4.1989
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- vii Punjab Education Department (School Edu Deptt: Recruitment Rules 1987 amended on 05-04-1989 & 08-08-2002.
- viii Punjab Education Department (School Edu Deptt: Recruitment Rules 1987 amended on 05.04.1989 & 23-05-2005.
- ix Punjab Education Department (School Edu Deptt: Recruitment Rules 1987 amended on 30.07.1992
- x The West Pakistan Education Department subordinate Regional Service (teaching and Administrative Branch) (Women's Section) Rule 1965 & 08-08-2002
- xi Punjab Education Department (School Edu Deptt: Recruitment Rules 1987 amended on 28.07.2004 and Govt. of the Punjab Education Department Notification No. SO (S-III) -2-16/2007 dated 24.9.2007.
- xii Punjab Education Department (School Edu Dept: Recruitment Rules 1987 amended on 25-04-1990.
- xiii The West Pakistan Education Department subordinate Regional Service (teaching and Administrative Branch) (Women's Section ) Rule 1965 and Govt. of the Punjab Education Department Notification No. SO (NG) 10-41/76 dated 20.08.1977
- xiv The West Pakistan Education Department subordinate Regional Service (teaching and Administrative Branch) (Women's Section) Rule 1965 and Govt. of the Punjab Education Department Notification No. SO (S-III) 2-16/2007 dated 24.09.2007
- xv Government of the Punjab S & GAD Notification No. SO R III-2-10-77 dated 6.11.1977 and Govt. of the Punjab Education Department Notification No. SO (NG)10-41/76 dated 20.8.1977
- xvi Government of the Punjab S & GAD Notification No. SO R III-2-10-77 dated 6.11.1977.and Govt. of the Punjab Education Department Notification No. SO (NG)10-41/76 dated 20.8.1977
- xvii Government of the Punjab S & GAD Notification No. SO R III-2-10-77 dated 6.11.1977.and Govt. of the Punjab Education Department Notification No. SO (NG)10-41/76 dated 20.8.1977
- xviii Punjab Education Department (School Education) Recruitment Rules 1987 amended on 23.5.2005.and Notification No. SO (S-III) 2-16/2007 dated 24.09.2007.
- xix Punjab Education Department (School Edu Deptt. Recruitment Rules 1987 amended on 30.07.1992. and Notification No. SO (S-III) 2-16/2007 dated 24.09.2007.
- xx The West Pakistan Education Department subordinate Regional Service (teaching and Administrative Branch) (Women's Section) Rule 1965 and Govt. of the Punjab Education Department Notification No. SO (S-III)2-16/2007 dated 24.09.07
- xxi The West Pakistan Education Department subordinate Regional Service (teaching and Administrative Branch) (Women's Section) Rule 1965 and Govt. of the Punjab Education Department Notification No. SO (S-III)2-16/2007 dated 24.09.07
- xxii Punjab Education Department (School Edu Deptt: Recruitment Rules 1987 amended on 27.7.1991, 01-02-1997 and Notification No. SO (S-III) 2-16/2007 dated 24.09.2007.