



No. SO (SE-IV) 2-50/2015

**GOVERNMENT OF THE PUNJAB
SCHOOL EDUCATION DEPARTMENT**

Dated Lahore, September 09, 2016

To

1. All the District Coordination Officers, in Punjab.
2. All the Executive District Officers (Edu), in Punjab.

**SUBJECT: RECRUITMENT POLICY (2016-17) FOR SCHOOL SPECIFIC
EDUCATORS AND SSE (ASSISTANT EDUCATION OFFICERS)**

The Chief Minister Punjab has desired to achieve 100% enrolment of school going children of age three years and above, their 100% retention or zero dropout, ensuring quality education and meet requirements of Article 25-A of the Constitution of Islamic Republic of Pakistan and Sustainable Development Goal (SDG-4).

2. The 2018 targets of Parho Punjab, Barho Punjab could be achieved by filling of all teaching posts, reducing overcrowding and multi grade teaching, ensuring high quality teaching, **reducing span of control of AEOs**, improving leadership and accountability at all levels and enabling a conducive learning environment for students.

3. The competent authority is pleased to approve SNE for **46374** posts of Elementary School Educator (**Annex-A**) for provision of at least four teachers in standalone Primary Schools. Further the competent authority is also pleased to allow recruitment against above mentioned SNE posts and all existing vacant teaching posts including vacancies will be available due to retirement, in-service promotion, recruitment of existing Educators on higher posts and SNE for newly upgraded / established schools (if any) and all existing vacant posts of Assistant Education Officers (AEO). After

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completion of recruitment of Educators overcrowding and multi grading in schools will be redressed to a large extend.

4. TERMS & CONDITIONS OF RECRUITMENT

(1) Post-wise Recommending & Appointing Authorities

Name of post	BS	Recommending Authority	Appointing Authority
Elementary School Educator For Boys schools	9	District Recruitment Committee	District Education Officer (EE-M)
Elementary School Educator For Girls schools	9	District Recruitment Committee	District Education Officer (EE-W)
Senior Elementary School Educator For Boys schools.	14	District Recruitment Committee	District Education Officer (EE-M)
Senior Elementary School Educator For Girls schools	14	District Recruitment Committee	District Education Officer (EE-W)
Secondary School Educator For Boys & Girls schools	16	District Recruitment Committee	District Education Officer (SE)
Assistant Education Officer (Male & Female)	16	District Selection Committee	Executive District Officer (Edu)

(2) Age Limit for fresh, in-service and disabled candidates for Educators and AEOs

- i. Lower age limit 20 years.
- ii. Upper age limit 30years.
- iii. Age relaxation in upper age limit is as under:

(A) For fresh candidates (Male & Female)

- a) Five years general age relaxation in upper age limit across the board.
- b) Three years special age relaxation across the board for female only, over and above the five years general age relaxation in upper age limit.

(B) For fresh disabled candidates (Male & Female)

Ten years age relaxation in upper age limit (30years) across the board for disabled fresh candidates for the post of Educators.

(C) For In-service candidates (Male & Female)

In case of working Government servant, the period of his/her continuous service shall be excluded from his/her age; for the purpose of upper age limit (30 years).

Note: In-service candidates shall submit **SERVICE CERTIFICATE** issued by his/her appointing authority, for availing age relaxation in upper age limit (30 years).

(D) No further age relaxation will be allowed in any case.

(E) Age shall be determined on the basis of date of birth reflected in Secondary School Certificate and shall also be calculated on the last date of submission of applications in the office of the respective appointing authority.

(3) Bonafide residents of District will be considered for recruitment against the posts of Educators. **Married female candidate can apply either on the basis of her husband's domicile or her own domicile.** In case married female wants to apply on the basis of domicile of her husband then she must produce an attested copy of her husband's domicile and Nikah Nama duly verified by the Secretary Union Council.

NOTE: In case a married female candidate applies on the basis of both the domiciles (her husband as well as her own domicile) then her candidature shall be considered against her own domicile for school specific recruitment of Educators.



