



**GOVERNMENT OF THE PUNJAB  
SCHOOL EDUCATION DEPARTMENT**

Dated Lahore the 05<sup>th</sup> December, 2014

**ORDER**

**SO(SE-I)1-255/2014.** Consequent upon the recommendations of Sr. Headmaster / Dy. District Education Officer (BS-18) by Punjab Public Service Commission **vide letter No. PSC-RD-II-2014/95 dated 09.06.2014**, the following candidates are hereby appointed Sr. Headmaster / Dy. District Education Officer (BS-18), **on contract basis** for a period of five years, against the vacant posts mentioned against their names:-

MERIT/ APP. NO.	NAME WITH PARENTAGE	POSTED AS
1/39708808	AMIR SHAHZAD CHAUDHRY S/O CHAUDHRY MUHAMMAD AMIN	Deputy District Education Officer (EE-M), Ferozwala, District Sheikhupura vice Mr. Zafar Shahazad, who is directed to report to School Education Department for further orders.
2/39708324	ZULFIQAR ALI S/O ABDUL-RASHID	Deputy District Education Officer (EE-M), Tehsil Sharaqpur, District Sheikhupura.
3/39703894	DR. MUHAMMAD NADEEM ANWAR S/O MUHAMMAD ANWAR	Deputy District Education Officer (EE-M), Ravi Town, Lahore.
4/39705845	TAHIR NADEEM S/O CH. SHABBIR AHMAD	Deputy District Education Officer Headquarter (SE), Nankana Sahib against a vacant post
5/39700318	MUHAMMAD ZUBAIR KHAN S/O HAFIZ RAHMAT KHAN	Deputy District Education Officer (EE-M), Allama Iqbal Town, Lahore against a vacant post.
7/39704067	AZHAR MAHMOOD KHAN S/O MUHAMMAD AKRAM KHAN	Deputy District Education Officer Headquarter (SE), District Sheikhupura
8/39707614	MUKHTAR AHMAD S/O ZAHOOR AHMAD	Deputy District Education Officer (EE-M) Chak Jhumra, Faisalabad.
9/39707413	SHAHID FIAZ S/O MANZOOR HUSSAIN	Deputy District Education Officer Headquarter (SE), District Sialkot.
10/39705503	CHOUDHRY SHAHID SALEEM S/O CH. MUHAMMAD RAMZAN	Deputy District Education Officer (EE-M), Tehsil Kot Chutta against a vacant post.
11/39708501	ZAFAR-UL-ISLAM MEHMOOD S/O AULIA KHAN	Deputy District Education Officer (EE-M), Tehsil Rawalpindi vice Mr. Muhammad Sarfraz who is directed to report to school education department for further orders
12/39700618	MUHAMMAD JAFFAR WASEER S/O MUHAMMAD DIN WASEER	Deputy District Education Officer (EE-M), Aziz Bhatti Town vice Rana Muhammad Ajmal Khan who is directed to report to School Education Department for further orders.

*Amir Shahzad*

13/39707352	LIAQAT ALI S/O SAKHI MUHAMMAD	Deputy District Education Officer Headquarter (EE), Sahiwal.
14/39701862	SHAHINSHAH BABAR KHAN S/O MUHAMMAD ASHRAF	Deputy District Education Officer (EE-M), Tehsil Gujar Khan, District Rawalpindi vice Mr. Amjad Ali Malik who is directed to report to School Education Department for further orders
15/39704031	TARIQ MANZOOR S/O MANZOOR AHMAD	Deputy District Education Officer Headquarter (SE), Gujranwala.
16/39708473	SHAH ABDUL RAUF S/O NAEEM UL DIN SHAH	Deputy District Education Officer (EE-M), Tehsil Sargodha, District Sargodha.
17/39704775	MUHAMMAD NAEEM S/O MUHAMMAD RASHID	Deputy District Education Officer (EE-M), Saddar, Gujranwala
18/39707052	NASIR MAHMOOD GHUMAN S/O GHULAM QADIR	Deputy District Education Officer Headquarter (SE), District Narowal.
19/39703750	NISAR AHMAD S/O KHALIL AHMAD	Deputy District Education Officer Headquarter (SE-), District Bahawalnagar.
20/39706003	KHALID MAHMOOD KHAN S/O AHMAD HASSAN KHAN	Deputy District Education Officer Headquarter (SE), Khanewal.
21/39700180	HABIB ULLAH S/O KHAN MUHAMMAD	Deputy District Education Officer (EE-M), Tehsil Sohawa, District Jhelum
22/39701522	MUHAMMAD ASLAM S/O MUBARAK ALI KHAN	Deputy District Education Officer Headquarter (SE) District Lodhran
23/39709078	MUHAMMAD ARIF S/O MUHAMMAD AYUB	Deputy District Education Officer (EE-M), Tehsil Jaranwala vice Mr. Iqbal Hussain who is directed to report to School Education Department.
24/39701036	TARIQ JAVAID S/O MUHAMMAD SHARIF	Deputy District Education Officer (EE-M), Tehsil Sialkot, District Sialkot.
25/39702738	MUHAMMAD ILYAS BAJWA S/O MUHAMMAD TUFAIL BAJWA	Deputy District Education Officer Headquarter (SE-), Khushab.
26/39704459	MUHAMMAD ZUBAIR S/O CHIRAGH DIN	Deputy District Education Officer Headquarter (SE), District Pakpattan
27/39704980	EJAZ AHMAD S/O ABDUL HAMEED	Deputy District Education Officer (EE-M), Tehsil Kharian, District Gujrat.
28/39701579	KHURSHID AHMAD S/O ABDUR RASHID	Deputy District Education Officer Headquarter (SE), District Gujrat.
29/39702661	ASLAM HAYAT NASEEM S/O MUHAMMAD ASGHAR	Deputy District Education Officer Headquarter (SE), District M.B.Din
30/39708699	KHALIQ NAVEED S/O SULTAN AHMAD	Deputy District Education officer (EE-M) Tehsil Khanpur, District R.Y.Khan vice Mr. Ghulam Rasool who is directed to report to School Education Department for further orders.

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<b>31/39708450</b>	FAYYAZ AHMAD S/O MUHAMMAD SHARIF	Deputy District Education Officer, Headquarter (SE) District Chiniot.
<b>33/39708666</b>	ASHFAQ AHMED S/O MUHAMMAD SIDDIQUE	Deputy District Education Officer (EE-M), Hazru, District Attock
<b>34/39705159</b>	MUHAMMAD ZAHID IQBAL S/O MUHAMMAD KHURSHID	Deputy District Education Officer (EE-M), Tehsil Bhawana, District Chinniot.
<b>35/39706512</b>	MAQSOOD AHMAD S/O MUREED AHMAD	Deputy District Education officer (EE-M) Tehsil Chishtian, district Bahawalnagar vice Muhammad Yaseen Tahir Chatha, who is directed to report to School Education Department for further orders..
<b>36/39700407</b>	SAFDAR ALI S/O SANA ULLAH	Deputy District Education officer (EE-M) Tehsil Jhelum, District Jhelum.
<b>37/39702538</b>	MUHAMMAD SHOAB ANJUM S/O ROSHAN DIN	Deputy District Education Officer Headquarter (SE), District Faisalabad
<b>38/39708689</b>	MUHAMMAD AZHAR S/O MUHAMMAD HASSAN	Deputy District Education Officer Headquarter (SE), Jhelum
<b>39/39700815</b>	KHIZAR HAYAT S/O AHMED YAR	Deputy District Education Officer Headquarter (SE), District Jhang.
<b>41/39700448</b>	ABAD ALI S/O GHULAM MUHAMMAD	Deputy District Education Officer (EE-M), Tehsil Renala District Okara
<b>42/39700780</b>	MUHAMMAD MUNIR-UL-HASSAN SHAH S/O SYED HASAN SHAH	Deputy District Education Officer Headquarter (SE), District T.T.Singh
<b>43/39705053</b>	SHAHID SABEEL AHMAD S/O MUHAMMAD ASLAM	Deputy District Education Officer (EE-M), Tehsil Kallar Kahar, District Chakwal.
<b>44/39705871</b>	MUHAMMAD IFTIKHAR S/O MUHAMMAD RAFIQ	Deputy District Education Officer (EE-M). Tehsil T.T.Singh, District T.T.Singh
<b>45/39703066</b>	GHULAM ULLAH S/O NOOR AHMAD	Deputy District Education Officer (EE-M). Tehsil Hasilpur District Bahawalpur District.
<b>46/39703101</b>	MUHAMMAD ZAHID S/O MUHAMMAD SADIQ	Deputy District Education Officer (EE-M), Tehsil Athara Hazari, District Jhang.
<b>47/39701874</b>	SHAFIQUE AHMAD S/O FARZAND ALI	Deputy District Education (EE-M), Tehsil Phalia, District, M.B.Din.
<b>49/39702649</b>	MUHAMMAD HAFEEZ S/O MUHAMMAD ASHRAF	Deputy District Education Officer (EE-M), Tehsil Minchinabad vice Muhammad Aslam Sanpal who is directed to report to School Education.
<b>51/39707258</b>	MUHAMMAD AAMIR ASLAM S/O MUHAMMAD ASLAM	Deputy District Education Officer (EE-M), Tehsil Taunsa Sharif, District D.G.Khan against a vacant post
<b>52/39707473</b>	MANZOOR AHMAD S/O BARKAT ALI	Deputy District Education Officer (EE-M), Tehsil Pasrur, District Sialkot.

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<b>53/39700077</b>	M. ABDUR REHMAN KHAN S/O RANA BASHIR AHMAD KHAN	Deputy District Education Officer (EE-M), Tehsil Haroon Burewala, District Vehari
<b>54/39700309</b>	ZAHID MMAHMOOD S/O MUHAMMAD KHALID	Deputy District Education officer (EE-M) Sambrial, vice Mr. Arif Hussain Bhutta who is directed to report to School Education Department for further orders
<b>55/39706606</b>	GHULAM JILANI S/O SARDAR ALI	Deputy District Education Officer (EE-M) Tehsil Mandi Bahauddin vice Mr. Saqib Shoaib, who is directed to report to School Education Department for further orders.
<b>56/39701080</b>	FAIAZ AHMAD S/O GHULAM RASOOL	Deputy District Education Officer (EE-M) Tehsil Mandi Yazman, District Bahawalpur.
<b>57/39708183</b>	MUHAMMAD FAROOQ ZAHID S/O MUHAMMAD SHARIF	Deputy District Education Officer (EE-M), Tehsil Pirmahal, District T.T.Singh.
<b>58/39707728</b>	MUNIR SUBHANI S/O ABDUL AZIZ	Deputy District Education Officer (EE-M), Tehsil Quaidabad, District Khushab.
<b>59/39704308</b>	ABDUL SATTAR SHAH S/O GHULAM MUHAMMAD	Deputy District Education Officer Headquarter (SE), District Faisalabad.
<b>60/39701183</b>	MUMTAZ NAEEM S/O MALIK KHAN BAHADUR	Deputy District Education Officer (EE-M), Tehsil Talagang, District Chakwal.
<b>62/39700483</b>	MUHAMMAD ZAKIR S/O MUHAMMAD SADIQ	Deputy District Education Officer (EE-M), Tehsil Samundri, District Faisalabad.
<b>63/39702927</b>	ALLAH WADHAYA SABIR S/O BAHAWAL KHAN	Deputy District Education Officer (EE-M), Tehsil Ahmad Pur Sial District Jhang.
<b>64/39702542</b>	MUHAMMAD MADNI S/O BASHIR AHMED CHEEMA	Deputy District Education Officer (EE-M), Tehsil Mianwali, District Mianwali
<b>65/39700314</b>	NAEEM RIZWAN S/O MIAN MUHAMMAD SALEH	Deputy District Education Officer (EE-M), Tehsil Fortabbas, District Bahawalnagar
<b>66/39703058</b>	KHALID UMER S/O ABDULLAH SHAH	Deputy District Education Officer (EE-M), Tehsil Safdarabad District Sheikhpura.
<b>67/39707989</b>	ABDUL MAJEED S/O GHULAM NABI	Deputy District Education Officer Headquarter (SE), District Hafizabad.
<b>68/39702522</b>	IJAZ AHMAD S/O KHUSHI MUHAMMAD	Deputy District Education Officer (EE-M), Tehsil Shakargarh, District Narowal
<b>69/39703632</b>	ALLAH RAKHA S/O MUHAMMAD TUFAIL	Deputy District Education Officer Headquarter (SE) Gujrat.
<b>70/39707491</b>	AKHTAR HUSSAIN S/O MUHAMMAD HUSSAIN SHAIDA	Deputy District Education Officer Headquarter (SE), Chakwal.
<b>71/39705121</b>	TANWEER-UL-HASSAN S/O TAJ MUHAMMAD	Deputy District Education Officer (EE-M) Tehsil Tandlianwala.

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72/39701340	MAJOR ZULFIQAR ALI S/O MUHAMMAD HUSSAIN	Deputy District Education Officer (EE-M) Tehsil Narowl, District Narowal.
74/39703609	NASIR ABBAS S/O RIAZ HUSSAIN	Deputy District Education Officer Headquarter (SE), Muzaffar Garh
75/39705001	MUHAMMAD IQBAL HUSSAIN SHAH S/O SYED SHAH JAHAN	Deputy District Education Officer (EE-M) Tehsil Sillanwali, District Sargodha
76/39702660	MUHAMMAD IFTIKHAR AHMAD ALVI S/O RAHAT MAJEED ALVI	Deputy District Education Officer (EE-M), Tehsil Haroonabd, District Bahawalnagar.

### **TERMS & CONDITION.**

1. The appointment is subject to passing such medical test of the candidates as may be required under the Rules.
2. The appointment is subject to the condition that the candidates are not married to a foreign national.
3. The appointments are further subject to the condition that Executive District Officer (Education)/employer should get compulsory verification of credential/degrees/certificates of the Commission's selectee from the Board of Intermediate and Secondary Education and the university which issued the certificates/degree in favour of the selectee. The Punjab Public Service Commission should be informed of the result of this verification within 90 days of the date of this recommendation, failing which it shall be presumed that the testimonials are genuine and in case any testimonial is found to be bogus subsequently, responsibility for the lapse shall lie on the concerned Executive District Officer (Education)/Employer.
4. If the degrees/certificates of academic qualifications/any other particular / documents or information submitted by the candidate are subsequently found to be bogus/forged/incorrect etc, the Punjab Public Service Commission shall exercise its legal right to withdraw the recommendations in respect of the candidate (apart from any other action on grounds of criminal offence\_ in terms of Regulation Nos.32 & 71 of the PPSC Regulation, 2000.
5. The appointment is subject to the condition that in case of disabled candidate, he should reappear before special medical board who should re-verify his/her disability and determine suitability to perform his/her job related duties/functions.

### **THIS APPOINTMENT IS SUBJECT TO FOLLOWING TERMS AND CONDITIONS**

1.	Pay Package	i) Package of pay and allowances as per pay scale of the post. ii) 30% of the minimum of pay scale as social security benefit in lieu of pension. Provided that persons who are already retired and getting pension shall not be eligible for this benefit when re-employed on contract. i) Any ad-hoc/special relief etc., given to regular government servants shall also be admissible to the contract employees. ii) Annual increment as per pay scale of the post.
2.	Contribution towards GPF etc.	The employee will not contribute towards G.P. Fund etc. Group insurance and Benevolent Fund.
3.	Pension Period of contract	The appointment/service of employee on contract basis shall be non-pensionable. The contract shall be initially for a period of five years from the date of

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		joining subject to satisfactory performance. The term of contract may be extended after over all performance is judged to be satisfactory.
4.	Leave	1. Leave on the following scale shall be permissible: - (i) Casual leaves not exceeding 24 days per year shall be admissible. More than 10 days leave at one time shall not be allowed; (ii) 90 days Maternity leave with pay (in case of female employees only), once in the tenure of five years, shall be admissible. (iii) Leave on medical grounds without pay shall be admissible on production of Medical Certificate by the Competent Authority as per Punjab Medical Attendance Rules, 1959. However, if medical leave continues beyond 3 months, his contract shall liable to be terminated. (iv) Study leave will not be allowed during the contract period of five years. (v) Haj leave for 45 days with full pay once during term is admissible.
5.	Medical Facilities	Medical facilities as admissible to the regular employees of his scale under the rules.
6.	Traveling/Daily Allowance.	TA/DA on journeys performed for official duty shall be the same as admissible to BS-18 officers of Government of the Punjab.
7.	Transfer	The contract appointment shall be post specific and non-transferable. The contract shall stand automatically terminated if he at any stage makes any kind of move for his transfer.
8.	Training	Employee will undertake and participate in training when and where required by the Head of Institution, District Government, Directorate of Staff Development and Department of School Education, Government of the Punjab. Successful completion of such training shall be one of the pre-requisite for continuation in contract appointment.
9.	Performance	The employee's performance shall be assessed evaluated on the basis of i. 100% enrollment of all children aged 5 – 16; ii. 100% retention of all enrolled students aged 5-16; iii. Quality of education (determined on the basis of student results in PEC, BISE Examinations and results of students in monthly and term tests conducted by DTEs); iv. Functionality of facilities and condition of schools in the district i.e; science & computer labs, drinking water, M&R of school buildings and furniture, school premises; v. Rationalization of staff and schools; vi. Ranking of district on the indicators given in the School Reforms Roadmap; and vii. Disposal of promotion, upward mobility, pension and disciplinary cases.
10.	Medical Fitness Certificate	The selected candidate will appear before the competent medical authority/board, for medical examination and on having been declared medically fit he will be able to join service.
11.	Appointment though fake/bogus documents.	If at any stage, it is discovered that any contract appointee obtained this appointment on the basis of forged bogus documents or through deceit by any means, the appointment shall be considered void ab-initio and the appointee shall be liable to refund all amounts received from the govt. as a consequence of his appointment in addition to such other actions as may be taken against him under the law/rules.
12.	Recovery of loss	The employee will be liable to recovery of any pecuniary loss caused to the employer.
13.	Performance of other	The employee will be liable to perform all/any duties in public interest as may be entrusted by competent authority from time to time.

	duties.	
14.	Joining period.	The employee will be liable to join duty within 15 days after the issuance of offer of appointment otherwise the offer shall stand cancelled automatically.
15.	No right of regular appointment	The contract appointment service of employee shall not confer any right of regular appointment.
16.	Termination of contract.	Contract of appointment shall be liable to termination on one months notice or payment of one months salary in lieu there of by either side without assigning any reason. A contract employee of Federal or Provincial Government, who has applied through proper channel for this appointment, shall not be required to deposit one month pay in lieu of one month notice to quit the job. The appointing authority has a right to terminate contract at any time by giving a notice / personal hearing in case of poor performance or misconduct.

**ADDITIONAL TERMS FOR REGULAR GOVERNMENT SERVANTS WHO ARE APPOINTED ON CONTRACT BASIS IN GOVERNMENT SECTOR.**

17.	Pay and allowances	A confirmed civil servant shall draw pay and allowances as per terms and conditions of the contract. However, he shall be entitled to claim any protection of the basic pay scale, increments and allowances last drawn by his against his substantive posts; and an existing contract appointee of the Federal or Provincial Government shall be entitled to get his pay and allowances fixed after adding the increments which he may have earned during the preceding contract appointment, provided there is no gap between previous contract appointment and fresh contract appointment.
18.	Terms and conditions of contract	i) Contract appointment of a civil servant shall be governed by the terms and conditions as provided in the contract, including issues of leave, TA/DA, medical facilities etc. ii) A civil servant when appointed on contract against any post shall not be entitled to claim any benefit as allowed to the civil servants, under any rules, unless such rules are specifically applicable to his under the terms and conditions of his contract.
19.	Retention of lien	A confirmed civil servant when appointed on contract basis against any Government post in connection with the affairs of the province shall retain his lien against his original substantive post as per the rules in vogue.
20.	Pension for the period spent on contract	Period spent on contract basis shall not be counted towards pension.
21.	Contribution towards General Provident Fund.	A civil servant, when appointed on contract basis, shall not contribute towards G.P. Fund.
22.	Contribution towards Benevolent Fund	A civil servant when appointed on contract basis shall contribute towards Benevolent Fund and Group Insurance as per prevailing rules. The rate of contribution of Benevolent Fund/Group Insurance will be the same as was applicable to his against his substantive post just before appointment on contract basis. He will also be entitled to the benefits admissible under the Benevolent Fund and Group Insurance rules, applicable to his.

If above mentioned terms and conditions of contract appointment is acceptable to selectee then he is hereby directed to report to the Executive District Officer (Education) concerned who shall verify all the credentials and particulars above within **15 days**. On receipt of medical fitness certificate issued by the concerned Medical Superintendent,

Executive District Officer (Edu) concerned shall allow the selectee to assume the charge of the post mentioned against his name. However, pay will be released on submission of verified credentials/ degrees/ documents by the concerned Board of Intermediate & Secondary Education and University. The Executive District Officer (Edu) is also requested forward/send your charge assumption/joining report duly countersigned, to this department and Director Public Instruction (SE) Punjab, Lahore.

**Note.**

1. *The appointment of candidate is subject to condition that they shall have to qualify B.Ed within three years, if he has not qualified earlier.*
2. *The existing incumbents posted/adjusted against erratic positions reflected above are hereby directed to report their concerned District Coordination Officer for further posting/adjustment.*
3. *The selectees who have not previously participated the Pre-service Training arranged by the Directorate of Staff Development will be trained.*
4. *Dy. District Education Officers are appointed on stop gap arrangement. They have to appear before the search committee as per policy.*

**SECRETARY SCHOOL EDUCATION**

**NO. & DATE EVEN.**

A copy is forwarded for information and necessary action to:-

1. The Director Public Instruction (SE/EE) Punjab, Lahore.
2. The Accountant General Punjab Lahore.
3. The Secretary, PPSC, Lahore, w/r to his letter referred above.
4. The District Coordination Officers, Concerned.
5. The Executive District Officers (Education), concerned.
6. The District Education Officers (SE), Concerned.
7. The District Accounts Officers, Concerned.
8. The Deputy Director (Monitoring), School Education Department with the request to upload the same on School Education Department's website.
9. P.S to Secretary School Education.
10. PA to Additional Secretary (Schools), School Education Department.
11. PA to Deputy Secretary (SE), School Education Department.
12. The Officers Concerned.
13. Order file.

*Muhammad Siddique*  
5/12/14  
**(MUHAMMAD SIDDIQUE)**  
**SECTION OFFICER (SE-I)**