



**GOVERNMENT OF THE PUNJAB  
SCHOOL EDUCATION DEPARTMENT**

**ORDER.**

**SO(SE-1)15-11/2010:** Consequent upon the recommendations by Punjab Public Service Commission, the following candidates are posted as Senior Subject Specialist (Biology) Male (BS-18) on contract basis for a period of Five years, against the posts mentioned against their names:-

Sr. No	PPSC Merit NO.	NAME FATHERS NAME	DOMICILED District	PLACE OF POSTING
1	1	IFTIKHAR AHMAD (DISABLED) S/O MUKHTAR AHMAD	LAHORE	Govt. Higher Secondary School, Farooqabad, District Sheikhpura
2	2	MAHMOOD UL HASSAN S/O AMEER KHAN	JHANG	Govt. Higher Secondary School, 74/JB, Thikrianwala, District Faisalabad.

**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-pension able. The contract shall be initially for a period of five years from the date of 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) 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. (iii) Study leave will not be allowed during the contract period of five years. (iv) 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	<table><tr><td colspan="2">The employee's performance shall be assessed evaluated on the basis of</td></tr><tr><td>i)</td><td>Quality of learning of students on the basis of satisfactory results viz a viz overall result of the relevant board/examining body for classes especially of secondary level (ix – xii).</td></tr><tr><td>ii)</td><td>Punctuality.</td></tr><tr><td>iii)</td><td>Discipline</td></tr><tr><td>iv)</td><td>Efficiency</td></tr><tr><td>v)</td><td>Conduct.</td></tr></table>	The employee's performance shall be assessed evaluated on the basis of		i)	Quality of learning of students on the basis of satisfactory results viz a viz overall result of the relevant board/examining body for classes especially of secondary level (ix – xii).	ii)	Punctuality.	iii)	Discipline	iv)	Efficiency	v)	Conduct.
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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 duties.	The employee will be liable to perform all/any duties in public interest as may be entrusted by competent authority from time to time.												
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.												

**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 him against him 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 him 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 him 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 him.

If above mentioned terms and conditions of contract appointment are acceptable to you then assume the charge of the post mentioned against your name and particulars above, after provision of medical fitness certificate issued by the concerned Medical Superintendent. Also, forward/send your charge assumption/joining report duly countersigned by the Executive District Officer (Education) concerned, to this department and Director Public Instruction (SE) Punjab, Lahore.

**Note.**

1. The appointment of candidates is subject to the condition that they shall have to qualify B.Ed within three years.
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 have to undergo training afterwards.

**Dated Lahore, the  
26<sup>th</sup> February, 2011.**

**SECRETARY SCHOOL EDUCATION**

**NO. & DATE EVEN.**

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

1. The Director Public Instruction (SE) Punjab, Lahore.
2. The District Coordination Officer, Concerned.
3. The Executive District Officer (Education), Concerned.
4. The District Education Officer (SE), Concerned.
5. The District Accounts Officer, Concerned.
6. The Medical Superintendent DHQ Hospital Concerned.
7. The Principal concerned.
8. PS to Secretary School Education, Lahore.
9. PA to Additional Secretary School Education, Lahore.
10. The Officer Concerned.
11. Order file.

  
**SECTION OFFICER (SE-I)**