

**[Extract from the Punjab Government Gazette (extra), dated
The 27th May, 1976]**

**THE PUNJAB EDUCATIONAL SERVICE
(SCHOOL AND INSPECTION CADRE)
(CLASS-I) RULES, 1976**

**PUNJAB GOVERNMENT
EDUCATION DEPARTMENT**

**Notification
The 21st May, 1976**

No. G.S.R.58/Const/Art/309/76- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other power enabling him in this behalf, and in consultation with the Government of India where such a consultation is necessary in terms of section 115 of the states Reorganization Act 1956 and section 82 of the Punjab Reorganization Act, 1966, the Governor of Punjab is pleased to make the following rules and regulating the recruitment and conditions of service of persons appointed to the Punjab Educational Service (School and inspection cadre) (Class I), namely :-

PART-I GENERAL

1. (1) These rules may be called the Punjab Educational Service (School and Inspection Cadre) C (Class-I) Rules, 1976 (2) They shall be deemed to have come into force on the first day of April, 1975. (3) They shall apply to all posts specified in Appendix 'A' to these rules.	Short Title commencement and application
2. In these rules, unless the context otherwise requires :- (a) "Commission: means the Punjab Public Service Commission. (b) "Direct recruitment" means an appointment made otherwise than by promotion or by transfer of persons already in the service of Government of India or of a State Government: (c) "Government" means the Punjab Government in the Education Department. (d) "Recognized" university means :- (i) any university incorporated by law in India or (ii) The Punjab, Sind or Dacca University in the case of a degree, diploma or certificate obtained as a result of examination held by these universities before the	Definitions

<p>15th August, 1947 or</p> <p>(iii) Any other University which is declared by the Government to be recognized university for the purpose of these rules.</p> <p>(e) “Service” means the Punjab Educational Service (School and inspection Cadre) C (Class- I)</p>	
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PART- II

Conditions of Recruitment

<p>3. The Service shall comprise the posts shown in Appendix “A” to these rules: Provided that nothing in these rules shall affect the inherent right of Government to make additions to or reduction in the number of such posts or create new posts with different designations and scales of pay, whether permanently or temporarily.</p>	Number and Character of Posts
<p>4. Members of the Service shall be entitled to such scales of pay including special pay, if any, as may be authorized by Government from time to time. The Scales of pay for various posts in the Service at present in force are given in Appendix “A” to these rules.</p>	Pay
<p>5. All Appointments to the service shall be made by Government</p>	Appointing Authority
<p>6. (1) No person shall be appointed to the service unless he is</p> <ul style="list-style-type: none"> (a) A citizen of India or (b) A subject of Nepal or (c) Subject to Bhutan or (d) A Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India or (e) A person on Indian origin who has migrated from Pakistan, Burma, Sri lanka and East African countries of Kenya, Uganda, and the United republic of Tanzania(Formely Tanganaika and Zanzibar) with the intention of permanently settling in India : <p>Provided that a candidate belonging to categories (b), (c),</p>	Nationality domicile and character of candidates appointed to service

PART III
CONDITIONS OF SERVICE

<p>11. (1) Persons appointed to a post in the Service shall remain on probation for a period of two years, if appointed by direct recruitment, and one year, if appointed otherwise :- Provided that –</p> <ul style="list-style-type: none">(i) the period of probation of a person shall start from the date of his joining the appointment ;(ii) any period spent on deputation on a corresponding or a higher post after appointment to the service shall count towards the period of probation fixed under this rule;(iii) in the case of an appointment by transfer, any period of work on equivalent or higher rank, prior to appointment to the service may, in the discretion of the appointing authority be allowed to count towards the period of probation fixed under this rule; and(iv) any period of officiating appointment to a post in the service shall be reckoned as a period spent on probation for that post but no person who has so officiated shall, on the completion of the period of probation, be entitled to be confirmed unless he is appointed against a permanent vacancy. <p>(2) If in the opinion of the Government, the work or conduct of a person appointed to the Service during the period of probation is not satisfactory, it may –</p> <ul style="list-style-type: none">(a) if such person is recruited by direct appointment, dispense with his services, and(b) if such person is recruited otherwise –<ul style="list-style-type: none">(i) revert him to his former post; or(ii) deal with him in such other manner as the terms and conditions of his previous appointment permit. <p>(3) On the completion of the period of probation of a person, the appointing authority may --</p> <ul style="list-style-type: none">(a) If his work and conduct have in its opinion, been satisfactory –<ul style="list-style-type: none">(i) confirm such person from the date of his appointment, if appointed against a permanent vacancy.(ii) confirm such person from the date from which a permanent vacancy occurs, if appointed against a temporary vacancy, or(iii) declare that he has completed his probation satisfactorily, if there is no permanent vacancy; or(b) If his work or conduct has not been, in his opinion,	
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<p>satisfactory;</p> <p>(i) dispense with his services, if appointed by direct recruitment, or if appointed otherwise, revert him to his former post or deal with him in such other manner as the terms and conditions of his previous appointment permit; or</p> <p>(ii) Extend his period of probation and thereafter pass such orders as it could have passed on the expiry of the first period of probation; provided that the period of extension shall not exceed one year in any case.</p> <p>12. (1) The inter se- seniority of the members of the service holding the same class of posts or posts in the same or identical scales of pay shall be determined by the length of continuous service on such posts which shall be counted from the date of appointment as specified in the appointment or promotion order or if no such date is specified in the said order, from the date of the order:</p> <p>Provided that in the case of members appointed by direct recruitment, the order of merit determined by the Commission shall not be disturbed in fixing the seniority and where no order of merit is laid down, an elder member shall be senior to a younger one:</p> <p>Provided further that in the case of two members having the same rate of appointment, the seniority shall be determined as follows :-</p> <p>(a) a member appointed by direct recruitment shall be senior to the member appointed otherwise;</p> <p>(b) in the case of members appointed by promotion, the seniority shall be determined according to the seniority of such members in the service from which they are promoted.</p> <p>(2) On amalgamation of the men and women branches the seniority of the members of the Service holding the same class of posts and in the same or identical grades of pay shall be determined by the length of their continuous appointment in the post.</p> <p>Provided that their interse seniority in their respective branches shall not be disturbed;</p> <p>Provided further that in age two or more members have the same length of continuous service as aforesaid an elder</p>	<p>Seniority of Members of service</p>
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<p>member shall be senior to a younger member and if their age is also the same, the member who was drawing a higher rate of pay shall be senior to the other.</p>	
<p>13. In respect of pay, leave, pension and other cognate matters, not expressly provided for in these rules, the members of the service shall be governed by such rules and regulations, as may have been, or may hereafter be adopted or framed by the competent authority under Article 309 of the Constitution of India or under any law for the time being in force made by the State Legislature and the rules made there under.</p>	<p>Leave, Pension and other matters</p>
<p>14. In matters relating to discipline, penalties and appeals, members of the service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time; Provided that the authority competent to impose penalties shall be the Government.</p>	<p>Discipline, Penalties and appeals.</p>
<p>15. Every member of the service shall get himself vaccinated or revaccinated when the government so directs by a special or general order.</p>	<p>Liability for vaccination and revaccination</p>
<p>16. Every member of the service unless he has already done so, shall take the oath of allegiance to India and to the Constitution of India as by law established.</p>	<p>Oath of allegiance</p>
<p>17. Every member of the service shall be liable to transfer under the orders of government to any post whether included in any other service or not on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Services Rules, Volume I, Part I.</p>	<p>Liability to transfer</p>
<p>18. A member of the service shall be liable to serve at any place whether within or outside the state of Punjab on being ordered so to do by the Government.</p>	<p>Liability to serve</p>
<p>19. Where the government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules in respect of any class or category of persons.</p>	<p>Power to relax</p>
<p>20. The Punjab Educational Service (Class I) Rules, 1931, in so far as they apply to the posts included in the service are hereby repealed;</p>	<p>Repeal and saving</p>

Provided that any other made or action taken under the rules so repealed shall be deemed to have been made or taken under the corresponding provisions of these rules.	
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APPENDIX 'A'
[Rule 1(3)]

Particulars of the post	Pay scale	<u>Number of posts</u>		
		Temporary	Permanent	Total
(i) Director of Public Instruction, Punjab (Schools)	Rs. 1,800-100-2,000/125-2,250	1	--	1
(ii) Additional Director of Public Instruction (Primary Education)	1,600-100-1,800	1	--	1
(iii) Circle Education Officers	400-30-550/40-750/50-1,250	--	2	2
(iv) Deputy Directors	400-30-550/40-750/50-1,250	1	2	3
(v) District Education Officers	400-30-550/40-750/50-1,250	--	2	2
(vi) Assistant Director, Examination, Books and Evaluation	400-30-550/40-750/50-1,250	--	3	3
(vii) Director, State Guidance Bureau Director, State Institute of Science Education, Chandigarh	400-30-550/40-750/50-1,250	2	--	2
(viii) Principals, In-Service Training Centres	400-30-550/40-750/50-1,250	3	--	3
	Total	8	9	17

Note:- There shall be posts in the selection grade of Rs. 1,100-50-1,600.

APPENDIX 'B'

(Rule 9)

Qualifications for recruitment to Punjab Educational Service (School and Inspection Cadre (Class1)

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|-----------------|----|---|
| 1. Academic | -- | M.A./ M.Sc./ M.Com. 2nd Division. |
| 2. Professional | -- | B.T./B.Ed. or Equivalent qualifications. |
| 3. Experience | -- | Teaching and inspection experience for a minimum period of ten years including administrative experience of Educational Institutions or offices in non-Gazetted capacity for three years. |

SADA NAND,
Secretary to Government, Punjab,
Education Department.

No. 7455-ED (1)-76/16767, dated Chandigarh the 21st May, 1976.

A copy together within five spare copies is forwarded to the Accountant General, Punjab, Chandigarh, for information.

D.K. PODAR,
Deputy Secretary to Government, Punjab,
Education Department.

No. 7455-ED (1)-76/16768, dated Chandigarh the 21st May, 1976.

A copy is forwarded to the Secretary Punjab Public Service Commission, Patiala with reference to his letter No. S.R. 238/71/26033, dated the 29th November, 1971.

NIRMAL SINGH,
Secretary Officer Education-I,
For Secretary to Government, Punjab,
Education Department.

No. 7455-ED (1)-76/16769, dated Chandigarh the 21st May, 1976.

A copy together with a spare copy, is forwarded to the Secretary to the Government of India, Department of personnel Administrative Reforms, Cabinet Secretariat, New Delhi, with reference to his letter No. 5/20/73-SR(S), dated the 25th June, 1975.

D.K. PODAR,
Deputy Secretary to Government, Punjab,
Education Department.

No. 7455-1 ED (1)-76/16770, dated Chandigarh the 21st May, 1976.

A copy with ten spare copies is forwarded to the:-

- (1) Director of Public Instruction (Colleges), Punjab.
- (2) Director of Public Instruction (Schools), Punjab.

NIRMAL SINGH,
Section Officer Education-I,
For Secretary to Government, Punjab,
Education Department.

A copy each is forwarded to the:-

1. Chief Secretary to Government, Punjab, Services II Branch, with reference to his U.O. No. 6810-S11 (3)-71, dated the 13th December, 1971.
2. Secretary to Government, Punjab, Finance Department with reference to his U.O. No. 5109-IFD11-71, dated the 4th November, 1971.
3. Legal Remembrancer and Secretary to Government, Punjab, Law and Legislative Department, with reference to his U.O. No. 595/Leg.257/16 dated the 18th March, 1976.

NIRMAL SINGH,
Section Officer Education-I,
For Secretary to Government, Punjab,
Education Department.

To

- (1) The Chief Secretary to Government, Punjab,
Services II Branch.
- (2) The Secretary to Government, Punjab, Finance Department.
(F.D. II Branch)
- (3) The Legal Remembrancer to Government, Punjab.

U.O. No. 7455-IED (1)-76/ dated Chandigarh the 21st May, 1976