

Education Department
Notification
The 19th October, 1937

No. 21223-E . In exercise of the powers conferred by section 241 (2) (b) of the Government of India Act, 1935, the Governor of Punjab is pleased to make the following rules for the Punjab Subordinate Education Service:-

Rules:-

Short Title. I (1) These rules may be called the Punjab Subordinate Educational Service Rules, 1937.

Definitions . 2 In these rules, unless there is any thing repugnant in the subject or context:-

- a) " the Director means the Director of Public Instruction, Punjab.
- b) "Recognized University" means any University which may be declared by the Director to be a recognized by University for the purpose of these rules;
- c) " the Service" means the Punjab Subordinate Educational Service.
- 3) The service shall comprise the posts shown in appendix as A,B and C:

Number and Authorise 4. Appointments to posts in the service shall be made by
As by where Appointments to be made:
to be made:

Provided that nothing in this rules shall effect the Character of inherent right of Government to make additions to or Post. reductions or reductions or alterations in the cadre of the Service either permanently or temporally.

- a) principals of colleges in the case lecture assistants;
- b) the principal , Lawrence College, Ghorali, in the case of dispensers of compoundars.
- c) The Director of Public Instruction, Punjab, in the case of all other posts:

Provided that, in all cases where the Director is appointee authority, divisional inspectors circle inspectresses, and principals of Government colleges may make a temporary or officiating appointment other than that of a head of an instruction, if the period of the appointment does not exceed four months in duration.

4) No person shall be appointment to the service unless:-

Nationality,

- a) He is a British subject as defined in section I of the British Nationality and status of Aliens Act, 1914, or a subject of one of the Indian States Specified in the schedule appended to Punjab Government (Political Department) notification No. 1375-PGG-37/17668, dated 23rd April, 1937.
- b) He is domiciled in the Punjab or the Delhi province.
- c) He is not more than 25 years of age; provided that the appointing authority referred to in rule 4 may, in special circumstances, appoint a person exceeding 25 years of age to any post in the service; provided also that in the case of members recruited to the service on the provincialisation of schools maintained by local bodies be person exceeding fifty years of age may be sc appointed;
- d) He procedure a certificate or certificates of character from the principal academic officer of his university, colleges or school, if any, and also from two responsible persons, not being his relatives, who are well acquainted with him in private to life and unconnected with his university, college, or school, if any ; and.
- e) He procedure the certificate required by rule 4.1 and note 4 to rule 4.3 of chapter 4 of the Punjab Principal Handbook No.2, Volume II (Subsidiary Rules) and has been vacuolated or revaccinated not earlier than 1 year prior to the first day of January of the year in which he is appointed to the service, or has had small pox and shows obvious scared thereof.

11. In the case of appointment to a post specified in column 2 of appendix D possesses the qualifications Specified against such post in column 4 of the appendix; provident that

- a) In Special circumstances to recorded in writing , any person who does not posses the qualifications therein prescribed may be appointed to any post in the service.

- b) the provisions of clauses 5 (i) (b) shall not apply to candidates for posts in the Colleges of school, Ghoragali, or for the post of Hostel Superintendent , Lahore College for Women for which Men of known non Asiatic domicile shall also be eligible.
- c) If candidates of the domicile prescribed by clause 5 (i) (b) possessing the requisite qualifications are not forthcoming, persons domicile in any other province in British India may be appointed.

Ladies from other provinces recruited to the Services shall be required to acquire a certain prescribed proficiency in a vernacular of the Punjab as condition present to the their confirmation.

(iii) The condition mention at 5 (i) (b) may be waived in the case of a European or Anglo-Indian candidate if it is satisfactory prayed that such candidate was born of parents habitually resident in India and not residing the before temporary purposes only.

6. (i) to the service shall be (a) by direct appointment Method of or (b) by transfers from departments of Government other than recruitment the Education Department.

In accordance with the rules prescribed in this

In the service, the appointing authority specified in rule 4 shall deterring the manner in which such vacancy shall be filled.

ii) Promotions to the higher grades of the service shall be by-Seniority and record and/or (b) by selecting from amongst such members who not only improve their educational qualifications beyond the level of their seniors but whose work is difinttaly considered to been consistently outstanding character. Provided that no more than one third of the total number of vacancies available for promotion shall be given by selection (Punjab Government Education Department Notification No. 17412-E, dated the 20th June, 1950).

Promotion of permanent vacancies shall be on probation in the first the service. 7(i) Members of the Service who are recruited direct against members of instance for one year.

- (ii) Improved officiating service shall be reckoned as period spent on probation, but no member who has officiated in any appointment for one year may claim to be confirmed until he is appointed against a permanent vacancy.
- (iii) On the completion of the period of probation of any member, the appointing authority may confirm such member in his appointment or if his work or conduct during the period of probation has been in the opinion of the appointing authority, unsatisfactory, such appointing authority may dispense with his services, or may extend his period of probation by such period as it may think fit, convert him to his former post if he has been recruited otherwise than by direct appointment.

Seniority of 8 The seniority of members in the various grades of the the members of service shall be determined by the date of confirmation. the services. Which for the purpose of this rule shall be the day

following the expiry of the period/probations:

Provided that if two or more members are confirmed in the same class of posts on the same date their seniority shall be determined by the Director, whose decision shall be final.

Pay. 9. A member of the service shall from the data of joining his appointment be entitled to pay as shown in appendices, B or C. Nothing in these rules, however, shall affect the inhhrent right of Government to increase or reduce the scales of pay now prescribed in appendices A,B and C neither permanently or temporarily, for future entrants to the service.

Authorities 10. Subject o the provisions of the Punjab Subordinate empowered to Services (Punishment and Appeal) Rules, 1830, the impose penalties. authorities specified in column 3 of appendix E shall be

empowered to impose upon the members of the service mentioned in column I the penalties specified in column 2.

Authorities 11. Members of the Service upon any penalties empowered to specified in column 2 of
appendix have been imposed by any authority specified in column 3 of the that appendix shall be entitled to appeal to
Entertain the superior authority specified in each case in column 4 of that appendix and the submit an
application for revision of such application is allowed by the Punjab Subordinate services
(Punishment and Appeal) Rules, 1930:-

Imposes by a subordinate authority the member of the service upon whom the increased penalty is imposed may submit a
further appeal to the authority specified in each case in column 5 of the appendix.

High or 12. After an appeal or the second appeal provided in rule 11 revision has been rejected , members of
the Service man appeal for revision to the authority specified in column of appendix if such an
applications is allowed by rule 8 of the Punjab Subordinate Service (Punishment and Appeal) Rules, 1930.

12. Members of the service shall be governed by the leave rules in leaving force from time to time.
13. Members of the service shall be governed by the pension rules in leaving force from time to time.
14. Every member of the service shall get himself vaccinated and re- vaccinated when the Government so directed
by a special or general order. The rule shall not however, be applicable to members of the Service who were in
Govt. service on the 8th day of March, 1926, except with their.

W.H.F. ARMSTRON

Under Secretary to Government, Punjab

PASSI

3/10/1962.

EST Branch

APPENDIX A

Subordinate Educational Service – Men's Branch

Section	No. of sanctioned posts	Class	Old rates of pay	Revised rates of pay for those recruited after 31 st December, 1930	Designation of post
Angle vernacular	101	I	Rs. 200-10-250	Rs. 150-8-190	District Inspector of Schools ; Assistant District Inspector of Schools; Assistant District Inspector of Schools for Physical Training; Lecturer and Teacher (in colleges); Headmaster second master English master science master commercial teacher vericultural teacher; physical training

					supervisor.
	233	II	Rs. 140-10-250	Rs.105-7-140	District Inspector of Schools ; Assistant District Inspector of Schools; Assistant District Inspector of Schools for Physical Training; Lecturer and Teacher second master; English Master; Science Master; Commercial Teacher Aericultural Teahcer; Physical Training Supervisor ; Demonstrator Govt. College Lahore.
	317	III	110-5-135	80-40-190	As above expecting District Inspector of Schools and Demonstrator Govt. College Lahore.
	263	IV	80-40-100	65-3-80	Ditto. Ditto.
	141	V	55-3-70	45-2-55	Ditto. Ditto.
Classical & Vernacular	10	I	140-10-190	105-7-140	Oriental Teacher; Drawing master Manual Training Inspector; Vernacular Teacher; Aericultural Teacher; Physical Training Instructor; Assistant Distt. Inspector of Schools; Assistant Distt. Inspector of Schools for Physical Training; Clay Modeller.
	40	II	110-5-135	80-4-100	Ditto. Ditto.
	126	III	80-4-100	65-3-80	Ditto. Ditto.
	406	IV	55-3-70	45-5-55	Ditto. Ditto.
	352*	V	35-3-50	30-2-40	Ditto. Ditto.

* Including one temporary post.

APPENDIX B**Subordinate Educational Service – Women’s Branch**

Section	Class	Old rates of pay	No. of sanctioned posts	Designation of post
Angle vernacular	I	Rs. 200-10-250	20	Headmistress; Assistant Mistress; Teacher (in colleges for women) and Assitant Inspectors; of schools.
	II	Rs. 140-10-190	50* (Excludes three temporary posts)	Headmistress; Assistant Mistress; Teacher (in colleges for women) and Assistant Inspectors of schools; and physical Training and Art Mistress.
	III	Rs. 110-5-135	53	Headmistress; Assistant Mistress; Teacher (in colleges for women) and Assitant Inspectors of schools. Domestic Science mistress.
	IV	Rs. 80-4-100	51	Assistant Mistress; Teacher (in colleges for Women) and Hostel Superintendent
	V	Rs. 55-3-70	2	Assistant Mistress
	II	Rs. 110-5-135	2	Teacher (in colleges for women)
	III	Rs. 80-4-100	7	Head Mistress; Assistant Mistress ; Vernacular Teacher; Hindi and Sanskrit Teacher ; and Punjabi Teacher in colleges for Women)
	IV	Rs. 55-3-70/5480	30	Vernacular Teacher
	V	Rs. 55-3-70	144	Assistant Mistress; Vernacular Teacher; Lecturer in Punjabi; and Nurse (in schools and colleges for women)
	VI	Rs. 35-3-50	141	Vernacular Teacher

APPENDIX C

Subordinate Educational Service – Miscellaneous posts

Institution	Designation of post	No. of posts	Grade of pay		Remarks
			Old Rs.	New Rs.	
Govt. College Lahore	Junior Hostel Supdt.	1	100	80	Temporary post upto 1 st Oct. 1938.
	Cutator, Natural History Museum	1	177	...	
	Librarian	1	75-5-125	60-4-80/4-100	
	Senior Lecture Assistant	4	60-4-100	50-3-80	
	Junior Lecture Assistant	3	30-3-60	25-2 ^{1/2} -50	
	Instrument Maker	3	60-2-120	50-1 ^{1/2} -95	
	Library Assistant	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Central Trg. College, Lahore	Library Clerk	1	80-4-100	65.3-80	
	Senior Lecturer Assistant	1	60-4-10	50-3-80	
Lahore College for Women, Lahore	Warden	1	250	200	
	Lecturer Assistant	1	30-3-60	30-3-60	
Govt. College Lyallpur	Lecture Assistant	2	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
	-do-	2	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Emerson College Multan	-do-	2	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Dementmerency College, Shahpur	Lecture Assistant	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Govt. Intermediate College, Gujrat	-do-	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Govt. Intermediate College, Dharamsala	-do-	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Govt. Intermediate College,	-do-	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	

Pasur					
Govt. Intermediate College, Hoshiarpur	-do-	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Govt. Intermediate College, Rohtak	-do-	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Govt. Intermediate College, Jhang	-do-	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Govt. Intermediate College, Jamballpur	-do-	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Govt. Intermediate College, Layallpur (for women)	-do-	1	30-1 ^{1/2} -60	25-1-35/1 ^{1/2} -50	
Lawrence College Gheragali (Women Branch)	Head Mistress Domestic Science Mistress Mistress Assistant Mistress Head Kindergarten mistress Assistant –do- Music Mistress First Hospital Matron Hospital Matron Catering Matron Matron	1 1 1 6 1 1 3 1 1 1 1 7	300-15-375 220-10-300 225-10-275 135-10-185 200-10-250 135-10-185 135-10-185 135-10-185 110-6-140 110-4-130 110-4-130	300-15-375 220-10-300 225-10-275 135-10-185 200-10-250 135-10-185 135-10-185 135-10-185 110-6-140 110-4-130 110-4-130	
Lawrence College, Gharagali (Men's Branch)	Assistant Master Lecturer in Biology, and Urdu Munshi Dispenser or Compounder Sargeant	2 4 1 1 1 1	300-20-500 200-20-300 200-10-300 80-4-100 35	225-15-375 150-10-250 150-10-250 35-3-80 30 27	

APPENDIX D

Description of Section	Designation of post	Class	Minimum educational qualifications
Angle- Vernacular (Women's Branch)	Teacher (in Govt. Colleges)	I to III	Degree of a recognized University
	Head Mistress; Assistant; Mistress; and Assistant Inspectress of Schools	I to III	Degree of a recognized University with B.T. or S.A.V. Training. Certificate or St. Bede's, St. Deny's or equivalent training
	Assistant Mistress	IV	B.A. Examination of a recognized University or Intermediate examination of a recognized University with JAV training or matriculate with JAV training
	Hostel Superintendent	IV	Nursing or other suitable qualification
	Assistant Mistress	V	J.A.V. training
	Hostel Superintendent	V	
	Hostel Superintendent	II& III	Nursing or other suitable qualifications
	Physical Training	II & III	A diploma in physical training from a recognized institute
Art Mistress	II & III	A diploma or certificate in Art from a recognized institution.	
Domestic Science Mistress		A diploma in Domestic Sc. From a recognized Institution	

Classical & Vernacular (Women's Branch)	Teacher (in colleges)	I,II & III	B.A. or M.A. or honours in a classical or Vernacular language or B.A. and J.A.V. training
	Vernacular Teacher and Assistant Mistress	V*	Matriculation examination JAV or SV. Training with pass in the Mech. Proficiency in a classical or vernacular language
	Vernacular Teacher	VI	S.V. Training
	Nurse	V	Diploma in Nursing from a recognized institution.
Miscellaneous posts	Junior Superintendent of Hostel, Govt. College Lahore		Degree of a recognized University

* Vernacular Teacher in class V will be eligible for promotion to class IV subject to the condition that they pass the High Proficiency Examination in a classical or Vern. Language and are in receipt of the maximum pay.

Angle- Vernacular (Men's Branch)	Lecturer or Teacher (in Govt. Colleges)	I to IV	M.A. or M.Sc. of a recognized University with or without training
	Head Master (of Govt. Schools)	I to III	B.A. , S.A.V. (B.T.)
	Second and Senior English Master	I to IV	Ditto
	Demonstrator, Govt. College, Lahore	I	M.Sc. of a recognized University
	Junior English Master	V	F.A., J.A.V.,

	Commercial Teacher	I to IV	B.Com. or S.A.V. trained in commercial subject
	Agricultural Teacher	I to IV	B.Sc. (Agri.) or trained at the Punjab Agricultural College, Lyallpur
	Physical Training Supervisor	I to V	Graduate with training in the Advanced Physical Training Course
	District Inspector of Schools	I to II	B.A., B.T. (or S.A.V.) Agriculturists preferred
	Assistant District Inspector of Schools	I to IV	Ditto Ditto
	Assistant District Inspector of Schools for Physical Training	I to V	Graduates with training in the Advanced Physical Training Course or Diploma in Physical Education from the Y.M.C., Madras
Classical & Vernacular (Men's Branch)	Oriental Teacher (Persjan)	-do-	Munshi Fazil, S.V. or with O.T. certificate
	Arabic Teacher	-do-	Maulvi Fazil, S.V. or with O.T. certificate
	Sanskrit Teacher	-do-	Shastri, S.V. or with O.T. certificate
	Hindi Teacher	-do-	-do- ditto
	Punjabi Teacher	-do-	Honours in Punjabi with training (S.V. or O.T.)

	Physical Training Instructor	I to V	S.V. with training in Physical Education or with a certificate in Physical Education from the Y.M.C.A., Madras, if considered suitable by the Adviser in Physical Education to the Education Department, preference in the form case being eleven to candidates with 2 years training in the S.V. course.
	Agricultural Teacher	I to V	S.V. with training in Agriculture at the teachers Training class at the Punjab Agricultural College, Lyallpur
	Assistant Distt. Inspector	-do-	S.V. certificate examination Preference being given to candidates who have done the 2 year S.V. course .
	Vernacular Teacher	-do-	-do-
	Clay Modeller	-do-	Final Clay-Modelling certificate, preferable from the Maya School of Arts, Lahore
	Drawing Master	-do-	Drawing Master's Certificate, preferably for the Maya School of Arts, Lahore
	Manual Training Instructor	-do-	Craftsman's Certificate preferably from the Maya School of Arts, Lahore

APPENDIX D

Designation of official	Nature of Penalty	Punishing Authority	Appellate Authority	Authority empowered to entertain revision applications or second appeals
All officials in the service except those mentioned at (2) & (3)	<ul style="list-style-type: none"> a) Censure; or b) With holding of increments or promotion including stoopage at an efficiency bar, or c) Reduction to a lower post or to a lower stage in a time scale or by some places in a grade, or d) Recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or broach of order, or e) Suspension or f) Removal, or 	Director Govt. of Public Instruction, Punjab		

	g) Dismissal			
2) Lecture Assistants in colleges	<ul style="list-style-type: none"> a) Censure or b) With holding of increments or promotion including stoppage at an efficiency bar, or c) Reduction to lower post or to a lower staff in a time scale or by some places in a grade, or d) Recovery from pay of the whole or part of any peunjary loss caused to Government by negligence or breach or orders, or e) Suspension, or f) Removal , or g) Dismissal 	Principals of colleges	Director of Public Instruction, Punjab	Government
Computers in the Lawrence College, Gherali	<ul style="list-style-type: none"> a) Censure, or b) With-holding of increments or promotion including stoppage at an efficiency bar, or c) Reduction to a lower post or to a 	Principal, Lawrence College, Gherali	Director of Public Instruction, Punjab	Government

	<p>lower stage on a time & scale or by some places in a grade, or</p> <p>d) Recovery from pay of the whole or part of any pecuniary loss caused to Govt. by negligence or branch or orders, or</p> <p>e) Suspension, or</p> <p>f) Removal, or</p> <p>g) Dismissal</p>			
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