

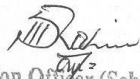
RECRUITMENT POLICY – 2014 FOR APPOINTMENT OF TEACHING
STAFFS OF SED BPS-5-15 (other than Drivers)



GOVERNMENT OF BALOCHISTAN
SECONDARY EDUCATION DEPARTMENT

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SECONDARY EDUCATION DEPARTMENT**




Section Officer (Schools)-III
Government of Balochistan
Education Department

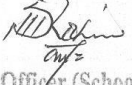
**SUBJECT: RECRUITMENT POLICY – 2014 FOR APPOINTMENT OF
TEACHING AND STAFF OF SED BPS-5-15 (other than Drivers)**

The Government of Balochistan has decided to ensure internationally competitive education in all subjects of school education. Accordingly, all the human resources and systems in Secondary Education will be aligned with this vision.

2. The major milestones of education include 100% enrollment, 100% retention and quality education. For this purpose recruitment will be made against vacant posts.
3. The policy aims to provide an equal opportunity for quality education to all sections of the society irrespective of income and gender. The policy is guided by the principles of merit, transparency, foolproof selection process, fair competition and uniform recruitment procedure.
4. The Chief Minister Balochistan has been pleased to approve the recruitment of all teaching staff in BPS-5-15 in Secondary Education through a screening test to be conducted by National Testing Service, followed by weightage policy on the basis of proximity of candidates to the school of duty,

marks obtained in academic and professional examinations. The recruitment shall be made against the existing teaching posts of BS-5-15 which are lying vacant or created through SNE. The district-wise and post-wise break up of all categories of teachers is attached at **Annex-A**. The appointments would be non-transferable.

5. DISTRICT RECRUITMENT COMMITTEE (DRC)

- | | | |
|------|--------------------------------|----------|
| i. | Deputy Commissioner | Chairman |
| ii. | District Education Officer | Member |
| iii. | District Account Officer | Member |
| iv. | District Officer Education (F) | Member |
| v. | District Officer Education (M) | Member |
- 
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TORs OF COMMITTEE

- i) All the committee members will be responsible for smooth and transparent conduct of recruitment process by facilitating the NTS and application of weightage formula.

ii) **ADVERTISEMENT**

(a) Advertisement will be issued by the NTS clearly indicating category-wise, gender-wise and School-wise vacancies to be published in leading local and national newspapers. The advertisement shall also be displayed on the Websites of Government of Balochistan as well NTS.

(b) However, double copy of advertisement will be got vetted from the Department prior to publishing.

- iii) Challan Form will be attached with Application Form by submitting fee of Rs.1000 rupees for each category of post, under the account head of NTS Account No (given in the issued Challan on account of application for Teaching/non-teaching staff in the prescribed format and to be announced in the public advertisement in all major Banks of Pakistan or National Bank of Pakistan.

- iv) **Absent candidates** in the NTS test or subsequently for personal appearance to get the documents checked before the District Recruitment Committee on the schedule date, time and venue, will stand disqualified for recruitment, altogether irrespective of their marks in Pre-interview Merit List.

v) **MERIT LIST**

- a) The interested candidates will compete at village, Union, Tehsil and District level as per weightage formula. However, the District Recruitment Committee will generate a merit list by indicating Minority & Disable quota and complete address of the candidates for each category of posts, for girls and boys schools separately.
- b) In case of non-availability of eligible candidates from the concerned village then the candidates belonging to UC and tehsils in ascending order of the district will be eligible to compete in order of merit.
- c) The merit list will be arranged in descending order of the highest marks and in case two or more candidates have the same marks then, the elder will be given preference.
- d) Final Merit List will be signed by all the members of District Recruitment Committee and will be placed on the website <http://www.nts.org.pk/> and Notice Boards of respective District Offices of Education.
- e) The Merit Lists shall remain valid for a period of 60 days from the date of approval of District Recruitment Committee and the Appointing Authority shall complete the process of appointment with the approval of Chairman District Recruitment Committee, within the said period.

vi) **ALLOCATION OF POSTS**

vii) Following **criteria for allocation of posts** will be observed:

- a. SNE posts of newly established schools or created for a particular school shall remain intact in the concerned schools.

viii) **PLACEMENT OF SELECTED CANDIDATES**


- a. The selected candidates will be placed according to the inter-se merit and in the school for which they are selected by the recruitment committee where the vacancy due to new creation or otherwise rendered vacant accrues.

- b. In case of dispute between two or more candidates for a seat the senior who scores more marks in NTS will take precedence.

ix) **LETTER OF AGREEMENT**

- a. The names of selectees will be declared provisionally by the Recruitment Committee.
- b. If a person fails to join the post within fifteen days or where a written refusal is received from a selectee, his/her selection shall stand cancelled and next person on the merit list will be offered the Letter of Agreement (**Annex-B**)

x) **DEGREES AND CERTIFICATES**


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- a. Degrees and Certificates will be considered, issued by the Public Sector Universities, Balochistan Board of Intermediate and Secondary Education (BBISE) or any other legally recognized Board or recognized Universities which are recognized / affiliated by the Higher Education Commission, Islamabad as well as Chartered by Balochistan Assembly.
- b. Verification of certificates/degrees from BISEs / Universities will be done by the Appointing Authority within ninety days
- c. Verification fee will be borne by the candidates.

6. STEPS OF RECRUITMENT

- i) The candidates will obtain prescribed Application Forms for each post from the office of the respective Appointing Authority or down load from website <http://www.nts.org.pk> and Government of Balochistan official website.
- ii) Submission of Application Forms
 - a. For all the posts in male section, the applicants will apply to DOE(M);
 - B .For the posts in girls section the applicants will apply to DOE (F);
 - iii) The candidates would down load the application form and submit a copy of their application along with copy of challan of Deposit on line, and the original copy shall be submitted in the office of DEO/Appointing Authority.
- i) Category wise computer generated NTS result Merit Lists will be displayed on the notice board in the office of EDO (Edu) and on the above website.

- ii) The District Recruitment Committee after receiving the results of NTS shall prepare and approve category wise merit lists duly signed by DRC and shall provide to the Appointing Authority along with its recommendations.

7. TERMS & CONDITIONS OF RECRUITMENT


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A) Post-wise Recommending & Appointing Authorities

S. No	Name of post	BPS	Recommending Authority	Appointing Authority
1	EST	15	District Recruitment Committee	District Education Officer
2	JET	14	Do	Do
3	JAT	14	Do	Do
4	PTI	14	Do	Do
5	JDM	14	Do	Do
6	JVT	09	Do	Do
7	M/ Quran	09	Do	Do
8	JET (Tech)	14	Do	Do


B) Age Limit

For fresh & in-service candidates, minimum age limit has been fixed 20 years and maximum age limit 30 years across the board in addition to that of general ten years upper age relaxation currently granted by Chief Minister Balochistan, already admissible, as on the closing date of receipt of applications and will appear as a part of the advertisement. No further age relaxation will be allowed in any case. Age limit shall be determined from the Matric certificate.

B) Academic & Professional qualifications for teaching vacancies

S. No	Nomenclature of Posts	Academic Qualification	Professional Qualification
1	EST (B-15)	Graduation Second division	(holding Associate Degree in Education)
2	JET (B-14)	Graduation (Sc & A) Second Division	Second Division with CT. The candidates with ADE shall be entitled for 10 additional marks
3	JAT (B- 14)	Graduation (Sc & A)	ATTC

		Second Division	The candidates with ADE shall be entitled for 10 additional marks
4	PTI (B-14)	Graduation (Sc & A) second division	diploma in Physical Education The candidates with ADE shall be entitled for 10 additional marks
5	JDM (-14)	Graduation (Sc & A) second division	The candidates with ADE shall be entitled for 10 additional marks
6	JVT (B-9)	Intermediate (Sc & A) Second Division PTC	PTC The candidates with ADE shall be entitled for 10 additional marks
7	M/ Quran (B-9)	Wafaq-ulMadaris degree equivalent to Intermediate (M&F) Age 20 to 30	-- The candidates with ADE shall be entitled for 10 additional marks
8	JET (Tech) (B-14)	Graduation (Sc & A) second division	One year training in respective trade from recognized institution/ organization. The candidates with ADE shall be entitled for 10 additional marks



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 DMC Government of Balochistan
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Note: The candidates having prescribed academic qualification will be considered. However, such candidates without prescribed professional qualification appearing in the merit list may be considered as per ranking criteria. Such selected candidates will have to acquire the prescribed professional qualification within three years otherwise; their services will not be regularized which may be terminated on selection of a qualified candidate against the post.

D) Bonafide residents of the district will be considered for the recruitment. Married female candidates may use domicile of their husbands. Domicile

certificate and NikahNama (in case of such female candidates only) will be produced for claiming the candidature.

E) The selected candidates will have no right to demand or claim any change in terms and conditions of the agreement or contract of appointment.


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8. Female Candidates

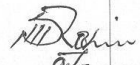
Female candidates otherwise qualified will be eligible to apply for all categories of posts in Girls Schools and offices of Secondary education department at Tehsil, District, Divisional and Provincial level.

9. Reserved Quota

- a) 2% statutory quota for **disabled persons**, of the total allocated posts of each category, will be reserved on district basis. Their disability certificates will be issued by Director General, Social Welfare department. Under disabled persons' quota, blind, deaf & dumb candidates will not be eligible to apply. Disability should not hinder mobility and effective use of blackboard. Disabled candidates fit for teaching profession and able to read, speak, write and use blackboard will be eligible to apply for appointment against this quota.
- b) 5% of the total number of advertised posts of each category of teachers for **Minorities (Non-Muslims)** may be given and vacancies reserved for Minorities against which qualified candidates are not available, these vacancies may be treated as open and filled on merit.

10. RANKING CRITERIA or WEIGHTAGE FORMULA FOR THE POSTS (ONLY CANDIDATES WITH 45% OR ABOVE MARKS IN THE NTS SHALL BE CONSIDERED)

Merit Marks	Marks
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Proposed waiegtage formula devised by the honorable Balochistan High Court is given below; Note: No candidate with less than 45% marks in the academic and professional qualification shall be considered for appointment against a teaching position.	 Section Officer (Schools)-III Government of Balochistan Education Department
Weightage for academic/ prescribed qualification	80 %
Weightage for Professional Qualification	10 %
Weightage for Higher Qualification.	10 %
For all the positions in or under BPS-14 ADE with 45% marks or above shall be considered as a Higher Qualification.	
Total Merit Marks	
Note:-i) Merit marks to be calculated on the basis of Percentage obtained in each examination.	

11. Complaints Redressal Cell at Divisional Level

a) A Complaints Redressal Cell at Divisional Level for redressal of complaints will be constituted by the Government comprising the followings:

- | | |
|---|----------|
| ▪ Commissioner | Chairman |
| ▪ Divisional Director Education | Member |
| ▪ Principals of the College for male and female at Div HQ | Member |

- b) The Chairman may forward decisions of the CRC to the concerned Chairman Recruitment Committee for further course of action regarding redressal of complaints.

12. Timelines for Recruitment

The recruitment process, so far as practicable, shall be completed according to the timelines stated at **Annexure-C**.

SECRETARY
SECONDARY EDUCATION DEPARTMENT

SECTION OFFICER (SE-IV)

NO. & DATE EVEN.

A copy is forwarded for information and necessary action to:

- 1.
2. Accountant General Balochistan, Quetta.
3. All the Divisional Commissioners, in Balochistan.
4. Director Education (Schools) Balochistan;
5. All Divisional Directors Education, Balochistan;
6. All Deputy Commissioners, Balochistan;
7. The Director, Govt. Printing Press, Quetta with the request to print in Gazette.


SECTION OFFICER (S-III)

Section Officer (Schools)-III
Government of Balochistan
Education Department

CC:

1. Principal Secretary to Chief Minister Balochistan.
2. The Secretary to Government of Balochistan, Services and General Administration department;
3. The Secretary to Government of Balochistan, Finance department;
4. Additional Secretary (staff) to Chief Secretary Balochistan.
5. All Addl. / Dy. Secretaries School Education Deptt.
6. Dy. Director (M) of School Education Deptt with the request to upload the policy, application form and advertisement on the website.
7. PS to Advisor to Chief Minister on Education Balochistan.
8. PS to Secretary School Education Department.
9. The Director General Public Relation.