



**NOTIFICATION**

**NO.SO(B&F)E&L/RE-DESIG-POSTS/2014-15(DISTRICT)/2014:** In pursuance of sub-rule (2) of rule 3 of the Sindh Civil Servants (Appointment, Promotion and Transfer) Rules, 1974 and in consultation with Services, General Administration and Coordination Department, and in supersession of all notifications issued in this behalf, the method, qualification and other conditions for appointment in respect of the posts in Education Management Cadre (School Executive Service, School Management Service and School Finance Service), Education and Literacy Department, Government of Sindh, mentioned in column-2 of the table below shall be as laid down in column 3,4 and 5 thereof :-

**i) School Executive Service (SES)**

S.#	Name of posts with BPS	Method of appointment	Minimum Academic Qualification/ Necessary experience for initial appointment	Age Limit Min. Max
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1.	(i) Director of School Education (Primary) BPS-20.  (ii) Director of School Education (Elementary, Secondary & Higher Secondary) BPS-20.  (iii) Additional Director (Primary) BPS-20.  (iv) Additional Director (Elementary, Secondary & Higher Secondary) BPS-20.	(i) 50% by promotion from amongst District Education Officers (BPS-19) / Deputy Director (BPS-19) belonging to School Executive Service cadre having at least 17 years service in School Administration in BPS-17 and above and have completed mandatory Training through PITE, University or any Institution on the approved panel list.  (ii) 50% by transfer from amongst cadre officers of PAS / Secretariat/ PCS (ex-PCS/ PSS).	-	-
2.	i) District Education Officer Primary (BPS-19)  ii) District Education Officer (Elementary, Secondary & Higher Secondary) (BPS-19)  iii) Deputy Director (BPS-19), Directorates of School Education (Primary / Elementary, Secondary & Higher Secondary) Admn./ Co-curricular Activities/ Quality Assurance/ Planning & Development.	(i) 50% by promotion from amongst Deputy District Education Officers (BPS-18) / Assistant Directors (BPS-18), having at least 12 years service in School Administration in BPS-17 and above and have completed mandatory training through PITE or any Institution on the approved panel list.  (ii) 50% by transfer from amongst cadre officers of PAS / Secretariat/ PCS (ex-PCS/PSS).	-	-

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3.	Deputy District Education Officer (BPS-18) Primary / Elementary, Secondary & Higher Secondary/ Admn/ Co-curricular Activities/ Quality Assurance / Planning & Development.	(i) 20% by initial appointment through Sindh Public Service Commission.  (ii) 80% by Promotion from amongst Taluka Education Officers / Assistant Education Officers (BPS-17) having at least 5 years service as such and have completed mandatory training through PITE or any other Institution on the approved panel list on seniority-cum-fitness basis.	Master & M.Ed, B.S, (Computer Science)/ MSc (Computer Science), 5 years experience in BPS-17.	25-35
4.	(i) Taluka Education Officer (male/female) (BPS-17), Primary / Elementary, Secondary & Higher Secondary.  (ii) Assistant Education Officer (BPS-17) Admn/ Co-curricular Activities (male/ female) / Quality Assurance (male/ female) / Planning & Development (male/ female)	(i) 50% By initial appointment through competitive examination by Sindh Public Service Commission.  (ii) 50% by transfer from amongst cadre officers of PAS / PCS (ex-PCS/ PSS).	M.A & M.Ed. both at least in 2 <sup>nd</sup> Division from a recognized University.	25-30

ii) School Management Service (SMS)

S.#	Name of posts with BPS	Method of appointment	Minimum Academic Qualification/ Necessary experience for initial appointment	Age Limit Min. Max
1.	Senior Principal (BPS-20) Comprehensive / Higher Secondary Schools.	By promotion from amongst Principals (BPS-19) Secondary / Comprehensive / Higher Secondary Schools having at least 17 years service in BPS-17 and above or as prescribed by the Government from time to time and have completed mandatory training through PITE or any institution on the approved panel lists, and on seniority-cum-fitness basis.		
2.	Principal (BPS-19) Secondary Schools / Comprehensive /Higher Secondary Schools.	i) 80% by promotion from amongst Senior Headmaster / Headmistress (BPS-18) Elementary / Secondary Schools.  ii) 20% by promotion from amongst Senior Subject Specialist (BPS-18).		



		iii) All having at least 12 years service in BPS-17 and above or as prescribed by the Government from time to time & have completed mandatory training through PITE or any institution on the approved panel list and on seniority-cum-fitness basis.		
3.	Senior Headmaster / Headmistress (BPS-18) Elementary / Secondary Schools.	<p>i) 50% by promotion from amongst Headmasters / Headmistress (BPS-17) Campus/ Cluster/ Primary Schools.</p> <p>ii) 35% by promotion from amongst Senior Elementary School Teachers (BPS-17).</p> <p>iii) 15% by promotion from amongst Senior Secondary School Teachers (BPS-17).</p> <p>iv) All having 5 years of service as HM/SEST/SSST &amp; have completed mandatory training through PITE or any Institution on the approved panel list, and on seniority-cum-fitness basis.</p>		
4.	Headmaster / Headmistress (BPS-17) Campus /Cluster/ Primary Schools.	<p>i) 80% by initial appointment through Sindh Public Service Commission (except contract employees).</p> <p>ii) 20% By promotion from amongst the various categories of teachers having 7 years service in BPS-16, and have completed mandatory training through PITE or any Institution on the approved panel list and on combined seniority-cum-fitness basis.</p>	<p>M.A. and M.Ed. preferably with specialization in Management at least in 2nd Division from a recognized University and having basic knowledge of computer.</p> <p><b>OR</b></p> <p>Masters Degree and B.Ed both at least in 2<sup>nd</sup> Division having five years Govt. service as HST (BPS-16) (except contract employees) with computer literacy (up to 2018 only)</p> <p><b>OR</b></p> <p>ii) Masters at least in 2<sup>nd</sup> Division and Associate Degree in Education (ADE) at least in 2<sup>nd</sup> Division from a recognized University having three (3) years service as teacher in any registered school with computer literacy (up to 2018).</p>	22-30



**iii) School Finance Service (SFS)**

S.#	Name of posts with BPS	Method of appointment	Minimum Academic Qualification/ Necessary experience for initial appointment	Age Limit Min. Max
1.	Director (Finance) BPS-19, Primary/ Elementary, Secondary & Higher Secondary	By promotion from amongst Deputy Directors (Finance/Audit) BPS-18 on seniority-cum-fitness basis having at least 12 years service in BPS-17 and above in relevant field and have completed mandatory training at National Institute of Management.	-	-
2.	Deputy Director (Finance Audit) BPS-18, Primary / Elementary, Secondary & Higher Secondary	By promotion from amongst Assistant Directors (Finance/Audit) BPS-17 having at least 5 years service as such and have completed mandatory training, and on seniority-cum-fitness basis.	-	-
3.	Assistant Director (Finance) / (Audit) BPS-17 Primary / Elementary, Secondary & Higher Secondary	i) 75% by initial recruitment through Sindh Public Service Commission.  ii) 25% by promotion from amongst Superintendents (BPS-16) having at least 5 years service as such and have completed Subordinate Accounts Service (SAS) and on seniority-cum-fitness basis.	MBA (Finance), ACCA or C.A. at least in 2 <sup>nd</sup> Division from a recognized University/ Institute.	21-35

**iv) Other Category Teachers**

S.#	Name of posts with BPS	Method of appointment	Minimum Academic Qualification/ Necessary experience for initial appointment	Age Limit Min. Max
1.	Senior Subject Specialist (BPS-18).	By promotion from amongst Subject Specialists (BPS-17) having at least 07 years service as such and have completed mandatory training at PITE or any other University or Institute on approved panel list, on seniority-cum-fitness basis.	--	--
2.	Subject Specialist (BPS-17)	By Initial appointment through competitive examination by Sindh Public Service Commission.	M.A. / M.Sc. in relevant subject with M.Ed. (02 Years) both at least in 2 <sup>nd</sup> Division from a recognized University.	21-30



3.	Senior Elementary School Teacher (SEST) (BPS-17)	By promotion from amongst the Elementary School Teachers (ESTs) having 7 years service as such and have completed mandatory training in PITE or any other University or Institute on approved panel list, on seniority-cum-fitness basis.	-	-
4.	Senior Secondary School Teacher (SSST) ( BPS-17)	By promotion from amongst the Secondary School Teachers (SSTs) having minimum 7 years service as such and have completed mandatory training in PITE or any other University or institute on approved panel list, on seniority-cum-fitness basis.	-	-
5.	Elementary School Teacher (EST) (BPS-16)	<p>i) 25% by initial appointment through Sindh Public Service Commission.</p> <p>ii) 50% by promotion from amongst Junior Elementary School Teachers (JESTs) having B.Ed (Hon.) Elementary at least in 2<sup>nd</sup> Division and minimum 7 years service as JEST on seniority-cum-fitness basis.</p> <p>iii) 25% by promotions from Primary School Teachers (PSTs) having B.Ed. (Hon) Elementary at least in 2<sup>nd</sup> Division and minimum 10 years service as PST on seniority-cum-fitness basis.</p>	B.A and B.Ed. (Hon) Elementary at least in 2 <sup>nd</sup> Division from a recognized University/ College/ Institute <b>OR</b> Masters with B.Ed. at least in 2 <sup>nd</sup> Division from a recognized University/ College/ Institute (up to 2018)	22-30
6.	Secondary School Teacher (SST) BPS-16	By initial recruitment through Sindh Public Service Commission.	Graduate with B.Ed. (Hons) Secondary at least in 2 <sup>nd</sup> Division from a recognized University/ College/ Institute <b>OR</b> Masters with B.Ed. both at least in 2 <sup>nd</sup> Division from a recognized University/ College/ Institute (up to 2018)	22-30
7.	Senior Early Childhood Teacher (BPS-16)	By promotion from amongst Early Childhood Teachers (BPS-15) having at least 7 years service and have completed mandatory training through PITE or any institute on the approved panel list, on seniority-cum-fitness basis.	-	-
8.	Early Childhood Teacher (BPS-15) (Female)	By initial appointment through competitive examination by Sindh Public Service Commission and other Testing	Graduate and Diploma in Early Childhood Education / KG/ Montessori at least in	22-30



		Services to be procured by Education & Literacy Department.	2 <sup>nd</sup> Division from a recognized University / College / Institute.	
9.	Junior Elementary School Teacher (JEST) BPS-14	i) 75% by initial appointment through competitive examination / test.  ii) 25% by promotion from amongst PSTs (BPS-09) having ADE at least in 2 <sup>nd</sup> Division from a recognized University/ College/ Institute and 7 years of service as PST (BPS-09) on seniority-cum-fitness basis.	Associate Degree in Education (ADE) at least in 2 <sup>nd</sup> Division from a recognized University/ College / Institute <b>OR</b> Graduate with B.Ed. both at least in 2 <sup>nd</sup> Division from a recognized University/ College / Institute (up to 2018)	20-30

(DR. FAZLULLAH PECHUHO)  
SECRETARY TO GOVT. OF SINDH

NO.SO (B&F)E&L/RE-DESIG-POSTS/2014-15(DISTRICT)/2014 KARACHI DATED 14<sup>th</sup> OCTOBER,2014

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

1. The Principal Secretary to Chief Minister Sindh, Karachi.
2. The Secretary to Government of Sindh, Law Department.
3. The Secretary to Government of Sindh, Finance Department.
4. The Secretary (Services), SGA&CD, Govt. of Sindh, Karachi.
5. The Secretary (I&C) SGA&CD, Govt. of Sindh, Karachi.
6. The Secretary, Sindh Public Service Commission, Thandi Sarak, Hyderabad.
7. The Accountant General Sindh, Karachi.
8. The Additional Secretary (Regulation), I&C Wing of SGA&CD.
9. The Additional Secretary (GA), Education & Literacy Department.
10. The Deputy Secretary (Staff) to Chief Secretary, Sindh, Karachi.
11. The Controller, Sindh Government Printing Press, Karachi for publication in next issue of Gazette. It is requested that twenty five copies of the Gazette notification may be sent to this department, immediately for record.
12. The Directors of School Education (Primary) / Elementary, Secondary & Higher Secondary Education (all), Sindh.
13. The District Education Officers (Primary) / Elementary, Secondary & Higher Secondary Education (all), Sindh.
14. The Section Officers (B&E-XIV), (B&E-XVII), (B&E-XVIII) Finance Department.
15. The Section Officer (SR-IV), Finance Department with reference to his U.O. No.FD (SR-IV) 9/2014 dated 26.6.2014.
16. The Sr. Programmer, PIFRA/Budget Cell-I, Finance Department, Karachi.
17. The District Accounts Officers (all), Sindh.
18. Chief Programme Manager, Reform Support Unit, E&L Department, Karachi.
19. Official Website of Education & Literacy Department.



(DADLO ZUHRANI)  
DEPUTY SECRETARY (SCHOOLS)