




SUMMARY FOR THE CHIEF MINISTER


Sub: UP-GRADATION OF PRIMARY SCHOOL TEACHERS (BS-09),
ELEMENTARY TEACHERS (BS-14) AND SECONDARY
SCHOOL TEACHERS (BS-16).

Teachers unions and teachers community have been agitating that highly qualified teachers are working in very low pay scale (i.e. BS-9, 14 & 16) as compared to other professions in the Punjab. The selection process of teachers is highly competitive, merit-based and tough. The candidates with MPhil / MSc / MA / BSc and BEd / MEd / MA Education are being recruited against BS-9, 14 & 16 posts. They are already facing discrimination vis-à-vis University Teachers and Clerical Staff whose posts have already been upgraded and are enjoying better perks & privileges along with better working environment in big cities; whereas, teachers have to serve in far flung areas.

2. Taking cognizance of this demand, the matter was placed before the Standing Committee of Cabinet on Finance and Development with multiple options for up-gradation of school teachers. The standing Committee discussed the issue in its meeting dated 28th April 2017 and decided that a Committee under the convenership of Chief Secretary may deliberate different options and come up with one proposal.
3. The Committee (Annex-A) after detailed discussion recommended the following up-gradation proposal (Annex-B) for different categories of teachers:
 - i. Primary School Teachers (BS-09) may be up-graded in BS-14.
 - ii. Elementary School Teachers (BS-14) may be up-graded in BS-15. Those already working in BS-15 may be up-graded in BS-16. While those working in BS-16 may be granted two annual increments.

- iii. Secondary School Teachers may be awarded two annual increments.
4. The Minister for Finance, Govt. of the Punjab while unveiling the budget for the financial year 2017-18 (**Annex-C**) accordingly announced up-gradation of different categories of teachers / annual increments to the teachers.
5. It is therefore, proposed that:
- i. Primary School Teachers may be up-graded from BS-09 to BS-14.
 - ii. Elementary School Teachers may be up-graded from BS-14 to BS-15. Those already working in BS-15 may be up-graded to BS-16. While those working in BS-16 may be granted two annual increments.
 - iii. Secondary School Teachers may be awarded two annual increments.
 - iv. The uplift & upward mobility package already awarded vide notifications No.SO(SE-III)2-16/2007 dated 24.09.2007, 06.11.2009 and 15.02.2013 will stand discontinued w.e.f 01.01.2018.
6. The financial implication for this up-gradation / grant of increments is Rs. 6.562 Billion and it will be effective from 1st January, 2018.
7. Proposals contained at para 5 & 6 /ante are submitted for approval of the Chief Minister, please.


DR. ALLAH BAKHSH MALIK, PhD, PAS
SECRETARY SCHOOL EDUCATION


MINISTER FOR SCHOOL EDUCATION

FINANCE SECRETARY

CHIEF SECRETARY

CHIEF MINISTER

Subject - UP-GRADATION OF PRIMARY SCHOOL TEACHERS (BS-09)
ELEMENTARY TEACHERS (BS-14) AND SECONDARY SCHOOL
TEACHERS (BS-16).

11. Chief Minister has seen, and is pleased to approve the proposal at para 5 ante read with paras 6, 8, 9 & 10 ante.

12. Further necessary action may please be taken accordingly.



(IMDAD ULLAH BOSALI)
Secretary to Chief Minister
Punjab

CHIEF SECRETARY


23.08.17


SECRETARY FINANCE


24.8.2017


SECRETARY SCHOOL EDUCATION


25/8

AS(S)


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25/8/17

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(From pre-page)

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09 Summary has been examined. Proposal at para 5/ante is in line with announcement made in the budget for financial year 2017-18. Regarding financial implication stated at para 6/ante, it is pointed out that the same would be met from within the budgetary allocation of District Education Authorities


(HAMED YAQOOB SHEIKH)
FINANCE SECRETARY

3/5 July 2017

NO FD/PC-15-1/29/F13/(1153/09)

CHIEF SECRETARY


15.08.17

CHIEF MINISTER

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