



## 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 28<sup>th</sup> 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 1<sup>st</sup> January, 2018.
- 7. Proposals contained at para 5 & 6 /ante are submitted for approval of the Chief Minister, please.

Punjab  
 Minister,  
 Education

S/SSE  
 2645  
 07-17

Special Secy.  
 (B&R)  
 ★ 17 JUL 2017 ★  
 393-1  
 Finance

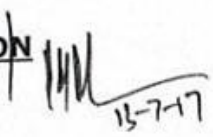
  
 DR. ALLAH BAKHSH MALIK, PhD, PAS  
 SECRETARY SCHOOL EDUCATION

PA / DS (i)  
 Dy. No. 134  
 Dated... 18/...

IF  
 137  
 7-17

**MINISTER FOR SCHOOL EDUCATION**

**FINANCE SECRETARY**

  
 15-7-17

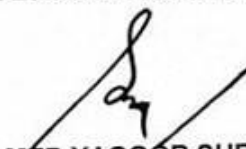


24

(From pre-page)

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

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

31<sup>st</sup> July, 2017

NO.FD.PC.19-1/89(Pt.II)(1153/09)

CHIEF SECRETARY

  
18.08.17

CHIEF MINISTER

  
to CM  
2386  
18.8.17  
Minister's Office

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.



~~CHIEF SECRETARY~~

*[Signature]*  
23.08.17

*Imdad*  
23.8.17  
(IMDAD ULLAH BOSAL)  
Secretary to Chief Minister  
Punjab

~~SECRETARY FINANCE~~

*[Signature]*  
24/8

Original Summary has been  
Sent to..... *Secy SED* .....  
P/C is placed below.

~~SECRETARY SCHOOL EDUCATION~~

*Toku*  
24/8/17