

REGISTERED No. M - 302  
L.-7646

**The Gazette**  **of Pakistan**

**EXTRAORDINARY  
PUBLISHED BY AUTHORITY**

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**ISLAMABAD, MONDAY, JULY 31, 2023**

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PART II

**Statutory Notifications (S. R. O.)**

GOVERNMENT OF GILGIT-BALTISTAN  
**GILGIT-BALTISTAN SECRETARIAT**  
**(S&GAD and Cabinet Department)**

NOTIFICATION

*Gilgit, the 24th July, 2023*

**S. R. O. 979(I)/2023.**— In pursuance of sub-rule (2) of Rule-3 of the Civil Servants (Appointment, Promotion & Transfer) Rules, 1973 and Section 7(1) (b) (i) and (ii) of Federal Public Service Commission Ordinance, 1977 (XLV of 1977), and in exercise of powers conferred upon Governor, Gilgit Baltistan, *vide* Article-117 of Gilgit-Baltistan Order, 2018; the following methods, qualifications and other conditions are laid down for appointment to the posts existing in Teaching Cadre (Schools) of Education Department, Gilgit-Baltistan, namely:-

(2309)

*Price : Rs. 10.00*

[1497(2023)/Ex. Gaz.]

<b>S. No.</b>	<b>Designation of the Post</b>	<b>BS</b>
(1)	(2)	(3)
1.	Principal	20
2.	Principal/Vice Principal/Headmaster/Headmistress	19
3.	Principal /Vice Principal /Headmaster/ Headmistress/Assistant Headmaster/ Assistant Headmistress / Instructor	18
4.	Headmaster/Headmistress/Assistant Headmaster/Assistant Headmistress/ Secondary School Teachers/Trained Graduate Teacher	17
5.	Subject Specialist/ Lecturer	17
6.	IT Teacher/IT Instructor	17
7.	Librarian	17
8.	Director/Directress Physical Education (DPE)	17
9.	IT Teacher/IT Instructor	16
10.	Headmaster/Headmistress/Trained Graduate Teacher/ Trained Under Graduate Teacher / Trained Graduate Science Teacher/Technical Instructor	16
11.	Librarian	16
12.	Senior Physical Training Instructor/Physical Education Teacher	16
13.	Oriental Teacher (OT)	16
14.	Drawing Master/Drawing Mistress	16

## METHOD OF APPOINTMENT

2. The method of appointment to the posts shall be as under :-

<b>S. No.</b>	<b>Designation and BS of the post</b>	<b>Method of Appointment</b>	
		<b>By promotion</b>	<b>By initial appointment</b>
(1)	(2)	(3)	(4)
1.	Principal (BS-20)	100%	--
2.	Principal/Vice Principal /Headmaster/ Headmistress (BS-19)	70%	30%
3.	Principal /Vice Principal/ Headmaster/ Headmistress/ Assistant Headmaster/ Assistant Headmistress/ Instructor (BS-18)	60%	40%
4.	Headmaster /Headmistress/ Assistant Headmaster/ Assistant Headmistress/ Secondary School Teacher/Trained Graduate Teacher (BS-17)	80%	20%
5.	Subject Specialist/ Lecturer (BS-17)	--	100%

6.	IT Teacher/IT Instructor (BS-17)	50%	50%
7.	Librarian (BS-17)	50%	50%
8.	DPE (BS-17)	--	100%
9.	IT Teacher/IT Instructor (BS-16)	--	100%
10.	Headmaster / Headmistress/ Trained Graduate Teacher/ Trained Under Graduate Teacher / Trained Graduate Science Teacher /Technical Instructor (BS-16)	60%	40%
11.	Librarian (BS-16)	--	100%
12.	Senior Physical Training Instructor/ Physical Education Teacher (BS-16)	--	100%
13.	Oriental Teacher (OT) (BS-16)	--	100%
14.	Drawing Master/ Drawing Mistress (BS-16)	--	100%

Provided that if no suitable person is available for promotion, the post or posts reserved for promotion shall be filled in by initial appointment and failing that by transfer.

#### CONDITIONS FOR PROMOTION

3. Promotion to the post in column (2) of the Table below shall be made by selection from amongst the persons who hold the post specified in column (3) thereof on regular basis and fulfill the conditions of eligibility as prescribed in column (4):-

S. No	Designation & BS of the Post	Person (s) eligible	Conditions of eligibility
(1)	(2)	(3)	(4)
1.	Principal (BS-20)	Principal/Vice Headmaster/ (BS-19) Principal/ Headmistress	(a) Master's or Bachelor's (4 years duration) degree with B.Ed. or Master's degree in Education; and (b) 17 years service in BS-17 and above. OR 12 years service in BS-18 in case of initial appointment in BS-18. OR 05 years in BS-19 in case of initial appointment in BS-19.
2.	Principal/Vice Principal /Headmaster/Headmistress (BS-19)	Principal /Vice Principal / Headmaster/ Headmistress/ Assistant Headmaster/ Headmistress/ Instructor (BS-18)	(a) Master's or Bachelor's (4 years duration) degree with B.Ed. or Master's degree in Education; and (b) 12 years service in BS-17 and above. OR 07 years service in BS-18 in case of initial appointment in BS-18.
3.	Principal /Vice Principal / Headmaster/ Headmistress/ Assistant Headmaster/ Headmistress / Instructor (BS-18)	Headmaster/ Headmistress/ Assistant Headmaster/ Headmistress/ Instructor/ IT Teacher (BS-17)	(a) Master's or Bachelor's (4 years duration) degree with B.Ed. or Master's degree in Education; and (b) 05 years service in BS-17.
4.	Headmaster/Headmistress/ Assistant Headmaster/ Assistant Headmistress/ Secondary School Teachers/ Trained Graduate Teacher/ Subject Specialist/	<b>80% by Promotion</b> (a) 70% of 80% from amongst Headmaster/ Headmistress/Trained Graduate Teacher/ Trained Under Graduate Teacher/ Trained Graduate Science Teacher/ Technical Instructor	(a) Master's or Bachelor's (4 years duration) degree with B.Ed. or Master's degree in Education; and (b) 03 years service in BS-16.

	Lecturer (BS-17)	(BS-16). (b) 11% of 80% from amongst Oriental Teachers (BS-16). (c) 10% of 80% from amongst Senior Physical Training Instructor/ Physical Education Teacher (BS-16). (d) 09% of 80% from amongst Drawing Masters (BS-16).	
5.	IT Teacher/IT Instructor (BS-17)	IT Teacher/IT Instructor (BS-16)	(a) Master's or Bachelor's (4 years duration) degree in Computer Science/ Information Technology or equivalent qualification with B.Ed.; and (b) 03 years service in BS-16.
6.	Librarian (BS-17)	Librarian (BS-16)	(a) Master's or Bachelor's (4 years duration) degree in Library Science/ Library & Information Science; and (b) 03 years service in BS-16.
	Headmaster /Headmistress/ Trained Graduate Teacher /Trained Under Graduate Teacher/Trained Graduate Science Teacher/ Technical Instructor (BS-16)	Elementary School Teacher (EST) (BS-14)	(a) Bachelor's degree or equivalent with B.Ed. or Master's degree in Education; and (b) 05 years service in BS-14.

#### QUALIFICATIONS, EXPERIENCE AND AGE LIMITS FOR INITIAL APPOINTMENT

4. A candidate for initial appointment must possess the educational qualifications and experience and must be within the age limits as mentioned against the posts concerned in the Schedule to this Notification, provided that:-

- (i) "experience" means, post-qualification experience gained in a regular full-time paid job after obtaining the required qualification;
- (ii) the period spent by a candidate in obtaining degree of M.Phil. or Ph.D. in the relevant field shall be treated as practical experience up to a maximum period of two and four years respectively for the purpose of initial appointment, provided that:-
  - (a) a candidate who has obtained the degree of M.Phil. or Ph.D. during service shall not be entitled to a double benefit of counting the said period as service towards experience prescribed for the post; and

- (b) this concession shall not be available for the posts for which the prescribed qualification is M.Phil. or Ph.D. as the case maybe.
- (iii) the maximum age limit shall be relaxed in respect of the candidates specified and to the extent indicated in the Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 1993 as amended from time to time; and
- (iv) eligibility of candidates shall be reckoned as on the closing date fixed for submission of the applications in accordance with this Notification and the instructions issued by the Federal Government and the Federal Public Service Commission from time to time.

### APPOINTMENT BY TRANSFER

5. Appointment by transfer shall be made by selection from amongst the persons holding appointment on regular basis under the Federal Government/ Gilgit-Baltistan Government in the same basic pay scale in which the post to be filled exists, provided that the person concerned possesses the qualification and experience prescribed for initial appointment to the post concerned.

### PROBATION

6. A person appointed by initial appointment or promotion or transfer shall be on probation in accordance with the provisions of Section-6 of Civil Servants Act, 1973 read with Rule -121 of the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973.

7. This notification issues with the approval of Governor, Gilgit-Baltistan *vide* summary bearing No. 2(9)/2022-Reg-Services, dated 07-12-2022 and with the concurrence of the FPSC contained *vide* its letter No. F.12-02/2023-RR, dated 20-7-2023 and supersedes the S.R.O. 538(I)/2014 dated 06-6-2014.

### Schedule (see Rule-4)

S. No.	Designation and BS of the posts	Qualification and Experience	Age Limit	
			MM.	Max.
(1)	(2)	(3)	(4)	(5)
1	Principal (BS-20)	(a) At least 2nd class or grade "C" Master's or Bachelor's (04 years duration) degree with B.Ed/ B.Ed. (Hons)/ M.Ed. or equivalent qualification from a university recognized by the HEC. Requirement of B.Ed./ B.Ed. (Hons)/ M.Ed. is exempted for a Master or M.Phil. or Ph.D Degree holder in Education; and  (b) 17 years experience in teaching and administration in a	37 years	45 years

		recognized Educational Institution.		
2	Principal/ Vice-Principal/ Headmaster/ Headmistress (BS-19)	(a) At least 2nd class or grade "C" Master's or Bachelor's (04 years duration) degree with B.Ed./ B.Ed. (Hons)/ M.Ed. or equivalent qualification from a university recognized by the HEC. Requirement of B.Ed./ B.Ed. (Hons)/ M.Ed. is exempted for a Master or M.Phil. or Ph.D. Degree holder in Education; and  (b) 12 years experience in teaching and administration in a recognized Educational Institute.	32 years	40 years
3	Principal /Vice-Principal/ Headmaster/ Headmistress/ Assistant Headmaster/ Assistant Headmistress/ Instructor (BS-18)	(a) At least 2nd class or grade "C" Master's or Bachelor's (04 years duration) degree with B.Ed./ B.Ed. (Hons)/ M.Ed. or equivalent qualification from a university recognized by the HEC. Requirement of B.Ed./ B.Ed. (Hons)/ M.Ed. is exempted for a Master or M.Phil. or Ph.D. Degree holder in Education; and  (b) 05 years experience in teaching and administration in a recognized Educational Institution.	25 years	35 years
4	Headmaster Headmistress/ Assistant Headmaster/ Assistant Headmistress (BS-17)	(a) 2nd class or grade "C" Master's or Bachelor's (04 years duration) degree with B.Ed. or equivalent qualification from a university recognized by the HEC. Requirement of B.Ed. is exempted for a Master or M.Phil. or Ph.D. Degree holder in Education; and  (b) 02 years experience in teaching and administration in a recognized Educational Institution.	22 years	30 years
5	Secondary School Teacher/ Trained Graduate Teacher (BS-17)	2nd class or grade "C" Master's or Bachelor's (04 years duration) degree in the relevant subject/ discipline with B.Ed. or equivalent qualification from a university recognized by the HEC.	22 years	30 years
6	Subject Specialist (BS-17)	2nd class or grade "C" Master's or Bachelor's (04 years duration) degree in the relevant subject/ discipline with B.Ed. from a university recognized by the HEC.	22 years	30 years
7	Lecturer (BS-17)	2nd class or grade "C" Master's or Bachelor's (04 years duration) degree in the relevant subject/ discipline from a university recognized by the HEC.	22 years	30 years
8	IT Teacher/ IT Instructor (BS-17)	Second class or grade "C" Master's or Bachelor's (4 years duration) degree in Computer Science/ Information Technology/ Software Engineering or equivalent qualification from a university recognized by the HEC.	22 years	30 years
9	Librarian (BS-17)	2nd class or grade "C" Master's or Bachelor's (4 years duration) degree in Library Science/ Library and Information Sciences or equivalent qualification from a university recognized by the HEC.	22 years	30 years
10	Director/ Directress of Physical Education (DPE) (BS-17)	Second class or grade "C" Master's or Bachelor's (4 years duration) degree in Physical Education/ Health and Physical Education or equivalent qualification from a university recognized by the HEC.	22 years	30 years
11	IT Teacher/ IT Instructor (BS-16)	Second class or grade "C" Master's or Bachelor's (4 years duration) degree in Computer Science/ Information Technology/ Software Engineering or equivalent qualification from a university recognized by the HEC.	20 years	28 years

12	Trained Graduate Science Teacher (BS-16)	2nd class or grade "C" Master's or Bachelor's (04 years duration) degree in the relevant subject with B.Ed. from a university recognized by the HEC.	20 years	28 years
13	Headmaster/ Headmistress (BS-16)	(a) Second class or grade "C" Master's or Bachelor's (4 years duration) degree with B.Ed. or Master's degree in Education or equivalent qualification from a university recognized by the HEC. (b) 01 year experience in teaching in a recognized Educational Institution.	20 years	28 years
14	Trained Graduate Teacher/ Trained Under Graduate Teacher/ Technical Instructor (BS-16)	2nd class or grade "C" Master's or Bachelor's (4 years duration) degree in the relevant subject/ discipline with B.Ed. or equivalent qualification from a university recognized by the HEC.	20 years	28 years
15	Librarian (BS-16)	Second class or grade "C" Master's or Bachelor's (4 years duration) degree in Library Science/ Library and Information Sciences or equivalent qualification from a university recognized by the HEC. OR Second class or Grade "C" Bachelor's degree with Diploma in Library Science/ Library and Information Sciences or equivalent qualification from university recognized by the HEC	20 years	28 years
16	Oriental Teacher (OT) (BS-16)	Second class or grade "C" Master's or Bachelor's (4 years duration) degree in Arabic/Islamiat/Urdu or equivalent qualification with B.Ed. from a university recognized by the HEC.	20 years	28 years
17	Senior Physical Training Instructor (SPTI) /Physical Education Teacher (BS-16)	Second class or Grade "C" Master's or Bachelor's (4 years duration) degree in Physical Education/ Health & Physical Education or equivalent qualification from a university recognized by the HEC.	20 years	28 years
18	Drawing Master / Drawing Mistress (BS-16)	Second class or Grade "C" Master's or Bachelor's (4 years duration) degree in Fine Arts / Painting / Art & design/Art & Craft or equivalent qualification from a university recognized by the HEC.	20 years	28 years

[No. 2(04)/2022-Estt-IV-Services/540.]

**FURMAN ALI.**  
*Deputy Secretary (Regulation).*