

TO BE PUBLISHED IN THE EXTRAORDINARY GOVERNMENT OF BALOCHISTAN  
ISSUE OF BALOCHISTAN GAZETTE.

SERVICES AND GENERAL ADMINISTRATION  
DEPARTMENT  
(Regulations Section-II)

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Dated Quetta, the } 7 December, 2020

#### NOTIFICATION

No.SOR-II(4)21/2020-S&GAD/ 3373-344. In exercise of the powers conferred by  
Section 25 of the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974), the Government  
of Balochistan is pleased to make the following rules regulating the recruitment to the

Balochistan Secondary Education Department (School Branch) (Men's Section) (BPS-16 and  
above) Service, and prescribing conditions of service for the persons appointed thereto,  
namely:-

#### THE BALOCHISTAN SECONDARY EDUCATION DEPARTMENT

(SCHOOL BRANCH) (MEN'S SECTION) (BPS-16 AND ABOVE)  
SERVICE RULES, 2020

Service Rules No. XII of 2020

#### PART-I-GENERAL

1, Short title and commencement.— (1) These rules may be called "the Balochistan  
Secondary Education Department (School Bran,  
Service Rules, 2020".

(2) They shall come into force at once.

2: Definitions.—(1) In these rules, unless  
or context,-

(a) "Act" means the Balochistan Civil Servants Act, 1974 (Act No.IX of 1974);

(b) "Appendix" means the Appendix annexed to these rules;

(c) "Appointing Authority" means the appointing authority as specified in rule 4;

(d) "Board" means a Board of Intermediate and Secondary Education established  
by law in Pakistan or any other educational authority or institution declared  
by Government in consultation with Commission to be a Board for the  
purpose of these rules;

(e) "Basic Pay Scale (BPS)" means the Basic Pay Scale of a post as specified in  
column 2 of the Appendix and such other post in the Service as may be  
specified by the Government from time to time for the purpose of these rules;

(f) "Commission" means the Balochistan Public Service Commission;

(g) "Department" means the Balochistan Secondary Education Department;

(h) "Government" means the Government of Balochistan;

(i) "Initial recruitment" means appointment made otherwise than by promotion or transfer from another Service/Department/ Post;

() "Post" means a post as specified in column 2 of the Appendix and such other post in the Service as may be specified by the Government from time to time for the purpose of these rules;

(k) "Provincial Selection Board" means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009;

() "Recognized Institute" means any institute established by law in Pakistan or any other Institute declared by the Government in consultation with the Commission to be a recognized Institute for the purpose of these rules;

{(m)"Recognized University". means any University established by law in Pakistan or any other University declared by the Government in consultation with the Commission to be a recognized University for the purpose of these rules;

(n) "Rules" means the Balochistan Secondary Education Department (School Branch) (Men's Section) (BPS-16 and above) Service Rules, 2020;

(0) "Service" means the Balochistan Secondary Education Department (School Branch) (Men's Section) (BPS-16 and above) Service; and

(p) "Subordinate Service" means the Balochistan Secondary Education Department (Schools Branch) (Men's Section) (BPS-1 to 15) Service.

(2) Words and expressions used but not defined herein above sub-rule (1), unless

the context otherwise requires, shall have the same meaning as is assigned to them in the  
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Act.

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Si Eligibility and Composition of the Service.— (1) Who is married to a

foreign national shall be eligible for appointment to the Service.

(2) The restriction imposed hereinabove sub-rule {1), may be relaxed by Government in case of a person who is married or proposed to marry a foreign national of

any country recognized by the Government of Pakistan,

(3) The Service shall comprise of the posts as specified in column 2 of the

Appendix and such other posts as may be determined by Government from time to time.

4. Appointing Authority.—Appointment to the posts in the Service shall be made by the appointing authority as specified in rule 4 of the Balochistan Civil Servants

(Appointment, Promotion and Transfer) Rules, 2009.

3. Method of Recruitment.—(1) |The appointment to the posts and Basic Pay Scales of the post in the Service shall be as specified in column 4 of the Appendix.

(2) All the posts for initial recruitment shall be filled from amongst the candidates domiciled/local of Balochistan.

6. Age.— No person shall be appointed to the Service by initial recruitment who is:-

(a) less than 25 years and more than 35 years of age for the post in BPS-18; and

(b) less than 18 years and more than 28 years for all other posts:

Provided that only the upper age limit may be relaxed in terms of rules 3 and 4 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit), Rules, 2012.

**Te Qualification.** (1) No person shall be appointed to a post and Basic Pay Scale in Service by Initial recruitment, unless he possesses the qualifications prescribed for the post in column 3 of the Appendix.

(2) No person, not already in Government Service, shall be appointed to the Service unless he produces a certificate of character from the Principal / Academic Officer of the academic institution last attended and also certificates of character from two other responsible persons/ gazetted officers, not being his relatives and who are well acquainted with his character and antecedents.

(3) No person shall be appointed by initial recruitment to the Service unless he is declared Ape ha fit by the Medical Board constituted by the Government for the purposed: Of,

remain on probation for a period as prescribed in rule 2-A of the Balochistan Civil Servants (Confirmation) Rules, 2012.

**9. Confirmation.**— After satisfactory completion of the probationary period, a civil servant appointed on probation under rule 8; provided that he holds a substantive post, shall be eligible for confirmation in service or a post or a Basic Pay Scale as prescribed in rule 20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 20 12,

**10. Seniority.** (1) The inter se seniority of the members of the Service appointed to the posts in the same Basic Pay Scale shall be determined as prescribed in rule 21 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 and in the Balochistan Civil Servants (Seniority) Rules, 2008.

**11. Liability to Transfer and Serve.**— The members of the Service shall be liable

to—

(a) transfer anywhere in Balochistan; and

(b) to serve in any department of Government or any local authority or statutory body setup or established by Government:

Provided that where a member of the Service is required to serve in a post outside his Service or cadre, his terms and conditions of service as to his pay shall not be less favourable than those to which he would have been entitled, if he has not been so required to serve.

**12. General Rules.**— In all matters not expressly provided for in these rules, members of the Service shall be governed by such rules as have been or may hereafter be prescribed by the Government and made applicable to them.



13. Relaxation.— Any provision of these rules, for reasons to be recorded in writing, may be relaxed in individual cases, if Government is satisfied that a strict application of the rules would cause undue hardship to the individual concerned:

Provided that wherever such relaxation involves a question on which consultation with the Commission is mandatory, the Commission shall be consulted before the relaxation is made.

14. Delegation.— The Government may delegate all or any of its powers under these rules, to any officer subordinate to it.

15. Repeal.— The Balochistan Education Department (School Branch) (Men's Section) (Grade-16 and above) Service Rules, 1983 are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
BALOCHISTAN

The Chief Controller,

Printing and Stationery Department,  
Balochistan, Quetta for publication

and provision of 20 copies of the Gazette.

No. Even. Dated. Even,

A copy is forwarded for information to:-

The Senior Member, Board of Revenue Balochistan, Quetta.

The Additional Chief Secretary (Dev:), GoB, P&D Department, Quetta.

The Chairman, Chief Minister's Inspection Team, Quetta.

The Principal Secretary to Governor Balochistan, Quetta.

The Principal Secretary to Chief Minister Balochistan, Quetta.

The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis:4-224/Law/2020/9888 dated 1st December, 2020.  
The Secretary, GoB, Secondary Education Department, Quetta with reference to his letter No.SO(S-1)1-168/2016/Edn/31084-85 dated 17t November, 2020.

8. The Accountant General Balochistan, Quetta.

9. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.

10. The Secretary, Balochistan Public Service Commission, Quetta.

11. The Deputy Secretary (Services-III) S&GAD, Quetta.
12. All the Under Secretaries/Section Officers in S&GAD, Quetta.
13. The Private Secretary to Secretary S&GAD, Quetta.
14. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.
15. The P.A to Deputy Secretary (Regulations) S&GAD, Quetta.
16. Master File.

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Page 4 of 13

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## APPENDIX

{See Rules 2 (1) (b) 3 (3), 5 & 7 (1)}

Serial

No.

Nomenclature and  
basic pay scale  
(BPS) of the post

Minimum qualification for  
initial recruitment

Director of  
Education  
(Schools),  
(BPS-20);

(b) Director Admin,  
(BPS-20);

(ce) Director  
Finance,  
(BPS-20);

(d) Director  
Development,  
Monitoring and  
Evaluation,  
(BPS-20);

(e) Director BEMIS,

(f)

Method of recruitment

By promotion from amongst  
the members of the Service  
holding the posts of Additional  
Director (Schools) (BPS-19),  
Additional Director  
(Monitoring and Evaluation)  
(BPS-19), Additional Director  
(Judicial and Enquiry) (BPS-  
19), Additional Director Co-  
Curricula & Book Distribution  
(BPS-19), Additional Director  
(Audit & Account) (BPS-19),  
Additional Director

(Development) (BPS-19),  
Additional Director (BEMIS)

(BPS- 19), Additional

Divisional Directors (BPS-19),  
District Education Officer  
(BPS-19), District Officer  
Education (Male) (BPS-19),  
Principal Higher Secondary  
Schools (BPS-19), Principal  
Model High Schools (BPS-19),  
Principal Technical Model  
High School (BPS-19),  
Principal Pilot Secondary  
Schools (BPS-19), Principal  
Comprehensive High Schools  
(BPS-19) and Principal High  
Schools {BPS-19} having at  
least seventeen (17) years'  
service in BPS-17 and above  
or twelve (12) years' of service  
in BPS-18 and above; on  
seniority cum fitness basis.

Additional  
Director  
{Schools},  
(BPS-19);

(b) Additional  
Director  
(Monitoring and  
Evaluation),  
(BPS-19);

(c) Additional  
Director  
(Judicial and  
Enquiry),

(BPS- 19);

Additional  
Director Co-

By promotion from amongst  
the members of the Service  
holding of the posts of Deputy  
Directors Education  
Directorate of Education  
(BPS-18), Deputy Director  
(Judicial) (BPS- 18),  
Deputy Director (Promotion)  
(BPS-18), Deputy Director  
(Co-curricula & Book  
Distribution) (BPS- 18),  
Deputy Director (Planning)

(BPS-18), Deputy Director  
(Finance) (BPS-18), Deputy  
Director (Monitoring and  
Evaluation) (BPS-18), Deputy  
Director (Audit and Account)  
(BPS-18), Deputy Divisional

Directors (BPS-18), Deputy

Curricula &  
Book  
Distribution,  
(BPS- 19);

(e) Additional  
Director (Audit  
& Account),  
(BPS-19);

(f) Additional  
Director  
(Development),  
(BPS- 19);

(g) Additional  
Director  
(BEMIS),  
(BPS-19);

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SPs

(h) Addition

Director,  
(BPS-19);

(i) Déstrict  
Education  
Officer,  
(BPS-19);

G) District Officer  
Education  
(Male),

(BPS- 19);

(k) Principal Higher  
Secondary  
Schools,

(BPS- 19);

(l) Principal Model  
High Schools,

(BPS-19);

(m) Principal  
Technical Model  
High Schools,  
(BPS-19);

(n) Principal Pilot  
Secondary  
Schools,  
(BPS-19);

(oc) Principal  
Comprehensive  
High Schools,  
(BPS-19); and

(p) Principal High  
Schools,

(BPS-19).

Page 6 of 13

District Officer Education  
(Male) (BPS-18), Vice Principal  
Model High Schools (BPS- 18),  
Vice Principal Technical Model  
High Schools (BPS-18), Vice  
Principal Comprehensive High  
Schools (BPS-18), Vice  
Principal Killi Ismail High  
Schools (BPS-18) and Senior  
Headmasters (BPS-18) having  
at least twelve (12) years'  
service in BPS-17 and above  
or seven (7) years' service in  
BPS-18; on — seniority-cum  
fitness basis.

See

| 3. Senior  
Analyst,

| (BPS-19).

Deputy Director  
BEMIS,  
(BPS-18);

(a)

(b) System Analyst,  
(BPS-18); and

(c) Data Analyst,  
(BPS-18).

3. (a) Deputy Director  
Education  
Directorate of  
Education,  
(BPS- 18);

(b) Deputy Director  
(Judicial),  
(BPS-18);

(c) Deputy Director  
(Promotion),  
(BPS- 18);

(d) Deputy Director  
(Co-curricula &  
Book  
Distribution),  
(BPS-18);

(e) Deputy Director  
(Planning),

By promotion from amongst  
the members of the Service  
holding the posts of System  
Analyst (BPS-18), Deputy  
Director (BEMIS) (BPS-18),

and Data Analyst (BPS-18)  
having at least twelve (12)  
years' service in BPS-17 and  
above on \_\_ seniority-cum-  
fitness basis.

(a) Bachelor's Degree at | (a) 50% by promotion from least in Second amongst the members of Division in Computer the Service holding the Science (BCS) posts of Assistant (4 years) from a Director (BEMIS) recognized University; (BPS-17}, Assistant or Director GIS (BPS-17),

Hardware Engineer

(b) Master's Degree at (BPS-17), Computer least in Second Programmers (BPS-17) Division in Computer and |.T Teacher (BPS-Science or IT or 17), having at least (05)

aN equivalent five years' service as

“Se qualification in the such on seniority-cum-

Sedlepent subject from fitness basis; and fa recognized

University; or

(b) 50% by initial recruitment

(c)(i) Master's Degree at least in Second Division in Computer Software Enginecring from a\_ recognized University; and

(ii) having registration with Pakistan Engineering Council.

(a) Master Degree at least 80% by promotion in Second Division from amongst the from a \_ recognized members of the University; and Service holding the

posts of Headmasters

(b) Master of Education (BPS-17), Subject (M.Ed.)/M.A Specialists (BPS-17), (Education) at least in Assistant Directors Second Division from a (BPS-17) having five {5) recognized University years' service in with at least five (5) BPS-17; on seniority-years' teaching cum-fitness cum experience in BPS-17 fitness basis; and as SST; or

(b)} 20% by \_ initial

(c) Bachelor of Education recruitment.

(Honors) (4 years)}/ BS

in Education (4 Years)  
at least in Second  
Division from a  
recognized University  
with at least five (5)

|\_| (BPS-18)) | years' \_iteaching|



(f) Deputy Director  
(Finance),  
(BPS-18);

(g) Deputy Director  
(Monitoring and  
Evaluation),  
(BPS- 18);

(h) Deputy Director  
Audit and  
Account,  
(BPS-18);

(i) Deputy  
Divisional  
Directors,  
(BPS-18);

() Deputy District  
Officers  
Education  
(Male),  
(BPS-18);

(k) Vice  
Model  
Schools,  
(BPS-18);

() Vice Principals  
Technical Model  
High Schools,  
(BPS- 18);

(m) Vice Principals  
Comprehensive  
High Schools,  
(BPS- 18);

(n) Vice Principal  
Killi Ismail High  
Schools,  
(BPS-18); and

(o) Senior  
Headmasters,  
(BPS- 18).

(d)

experience in BPS-17

as SST; or

1st or 254 Class Master  
degree from a foreign  
recognized University,  
provided that Indian  
University shall not be  
deemed to be foreign  
recognized University  
for the purposes of

these qualifications  
with at least five (3)  
years' teaching

experience in BPS-17  
as SST; or

M.Phil; and

with at least five (5)  
years' teaching  
experience in BPS-17  
as SST.

(a) Assistant  
Director  
(BEMIS),  
(BPS-17);

(b) Computer  
Programmer,  
(BPS-17); and

(c) Assistant  
Director GIS,  
(BPS-17).

(b)

Bachelor's Degree at  
least in Second  
Division in Computer  
Science (BCS)  
(4 years) from a  
recognized University;  
or

Master's Degree at  
least in Second  
Division in Computer  
Science or IT or  
equivalent

qualification in the

50% by promotion from amongst the member of the Service holding the

posts of Computer Operators (BPS-16), Information Specialist (BPS- 16), Computer Projectionist (BPS-16), Data Entry Officer (BPS-16) and \_ Statistician

(BPS-16) having at least three (3) years' service as such on \_ seniority-cum-fitness basis;

| a  
University; or

relevant subject from

| recognized  
(c)(i) Master's Degree at  
least in Second  
Division in Computer  
Software Engineering  
from a recognized  
University; and  
(ii) having registration  
with Pakistan  
Engineering Council.

Y, Hardware  
(BEMIS),  
(BPS-17).

8. Assistant  
(Monitor  
Evaluation),  
(BPS-17).

—L

9. (a)

Headmaster,  
(BPS-17);

(b) Subject  
Specialist,

(c) Assistant  
Director;  
(BPS-17}.

Engineer

Director

and

(BPS-17); and

p |

(a) Bachelor Engineering  
Degree at least in  
Second Division in  
Computer

Systems /Computer  
Information System/  
Information and  
Communication System  
from a \_ recognized  
University;

(b) having  
registration wii  
Pakistan Engineerin  
Council; and

(c) having at least two {2}  
years' experience in  
trouble shouting  
Computer Hardware.  
A+ Certified candidates  
will be preferred.

Master's Degree in

Mathematics or Statistics/  
BS Statistics or Mathematics  
at least in Second Division  
from a recognized University.

(a) Master's Degree with  
B.Ed. at least in Second

Division from a  
recognized University;  
or

(b) BS in Science (4-years)  
from a \_ recognized  
University; or

(c) Bachelor's Degree in  
Information Technology  
(4-years) from a  
recognized University.

provided that for  
the purpose of  
promotion a combined  
seniority list shall be  
maintained from the  
date of their regular  
promotion or  
appointment in that  
cadre, post and Basic  
Pay Scale; and

(b) 50% by initial  
recruitment

By initial recruitment.

By initial recruitment.

(a) 69% by promotion with at least three (3) years' Service in BPS-17 on seniority-cum-fitness basis, from amongst the members of the Service holding of the posts of:-

(i) Secondary School Teachers (Science) (BPS-17);

(ii) Secondary School Teachers (General) (BPS-17); and

(iii) Secondary School

Teachers

(Tech)  
(BPS-17); and “|

Secondary School  
Teacher (General);  
(BPS- 17).

“BS~in Education at | (a)

(b)

(c)

(a)

(e)

least in Second Division  
from a \_ recognized  
University; or

Bachelor’s Degree at  
least in Second Division  
in Arts with B.Ed. from  
a recognized University.

(b)

\_t

2% by promotion som  
amongst the members of  
the Service holding the  
posts of Senior Physical  
Education Teacher  
(BPS-17) with at least  
three (3) years’ Service  
in BPS-17 on seniority-  
cum-fitness basis,  
against the post of  
Headmaster only;

2% by promotion from  
amongst the members of  
the Service holding the  
posts of Senior Drawing  
Master (BPS-17) with at  
least three (3) years’  
Service in BPS-17 on  
seniority-cum-fitness

basis, against the post  
of Headmaster only;

2% by promotion from  
amongst the members of

the Service holding the posts of Senior Arabic Teacher (BPS-17) with at least three (3) years' Service in BPS-17 on seniority-cum-fitness

basis, against the post of Headmaster only; and

25% by initial recruitment.

5% by promotion from amongst the members of the Service holding the post of Elementary School Teacher (BPS-15) possessing Arts subjects as academic qualification with at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis;

45% by promotion from amongst the members of the Service holding the post of Junior English

Teacher (BPS- 14) possessing Arts subjects as academic

qualification with at



+

11. | Secondary  
Teacher

School  
(Science);

=

Bachelor Degree at least in

Second Division in Science (4  
years) with B.Ed. from a  
recognized University.

(c)

recruitment.

(a)

(b)

(c)

least five (5) years'  
service as such along  
with successful

completion of promotion  
linked training of two (2)

months duration, on  
seniority cum fitness  
basis; and

50% by initial

5% by promotion from  
amongst the members of  
the Service holding the  
post of Elementary  
School Teacher (BPS-15)  
possessing Science  
subjects as academic  
qualification with at  
least five (5) years'  
service as such along)  
with successful  
completion of promotion  
linked training of two (2)  
months duration, on

seniority cum fitness basis;

45% by promotion from amongst the members of the Service holding the post of Junior English Teacher {BPS- 14} possessing Science subjects as academic qualification with at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis; and 50% by initial recruitment.

12; Secondary Teacher (BPS-17).

School (Tech),

(a) Bachelor of Computer Science (4 years) at least in Second Division from a \_ recognized University; or

(b) Bachelor's of Engineering (4-years) at least in Second Division from a recognized University.

(a)

(b)

25% by promotion from amongst the members of the Service holding the post of Junior English Teacher (Tech) {BPS-14} having at least five (5) years' service as such along with successful completion of promotion linked training of two (2)

months duration, on  
seniority cum fitness  
basis; and

75% by initial  
recruitment.

13.

Senior Arabic I(a) Master Degree in Arabic (a)  
Teacher, at least in Second  
(BPS-17), Division from a  
recognized University;  
or

Senior Physical  
Education Teacher  
(SPET),

(BPS-17).

I.T Teacher;

(BPS-17).

(b) Shahadat-ul-Almia at  
least in Second Division  
awarded by Wafaq-ul-  
Madaris/Tanzeem-ul-  
Madaris.

Masters' Degree in  
Drawing/Fine Arts at  
least in Second Division  
from a\_\_ recognized  
University; or

(b) Bachelor's Degree in  
Fine Arts (4-  
years) /Drawing at least  
in Second Division from  
a recognized University,

50% by promotion from  
amongst the members of  
the Service holding the  
post of Junior Arabic  
Teacher (BPS-14) having  
at least five (5) years'  
service as such along  
with successful  
completion of promotion  
linked training of two (2)

months duration, on  
seniority cum fitness  
basis; and

(b) 50% by initial  
recruitment.

(a) 50% by promotion from amongst the members of the Service holding the post of Drawing Master (BPS-14) having at least five (5) years' service as

such along with successful completion of promotion linked

training of two (2) months duration, on seniority cum fitness basis; and

(b) 50% by recruitment.

initial

(a) Master Degree at least in Second Division in Physical Education from a recognized University; or

(b) BS at least in Second Division in Physical Education from a recognized University.

Bachelor's Computer Science years)/BS (IT) at least in Second Division from HEC recognized University.

Degree

Page 12 of 13

(a) 50% by promotion from amongst the members of the Service holding the post of Physical Education Teacher (BPS-14) having at least five (5) years' service as

such along with successful completion of promotion linked

training of two (2)  
months duration, on  
seniority cum fitness  
basis; and

50% by  
recruitment.

initial

By initial recruitment.

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Librarian, Master's Degree at least in | (a) 20% by promotion from (BPS-17). Second Division in Library amongst the members of and Information Science from the Service holding the a recognized University. post of Library Assistant (BPS-8) having at least five (5) years' service as such, on seniority cum

fitness basis; and

(b) 80% by initial

recruitment.

18. | (a) Computer Bachelor's Degree in | (a) 20% by promotion from Operator, Computer Science or in IT at amongst the members of (BPS- 16); least in Second Division or the Subordinate Service

equivalent qualification in holding the posts of

(b) Data Entry | the relevant subjects from a Computer Assistant Officer, recognized University, (BPS-11), Key Punch

(BPS- 16); Operator (BPS-11) and

Desktop Operator

(c) Information (BPS-11) with three (3)

Specialist, years' service as such,

(BPS- 16); on seniority-cum-fitness

basis;

(d) Computer

Projectionist, provided that for

(BPS- 16); the purpose of

promotion a combined

(ce) Statistician, seniority list shall be

(BPS- 16); and maintained from the

date of their regular

(i) Audio Visual, promotion or

(BPS- 16), appointment in \_ that

cadre, post and Basic

Pay Scale; and

(b) 80% by initial

recruitment.

| 19. | Assistant District --- By transfer from amongst the

Education Officer, members of the Service

(BPS-16). holding the posts of

Secondary School Teacher

(General).

Se |