

## **NOTIFICATION**

**No.TEVTA/HRM/TSR/2016-17/557** Technical Education & Vocational Training Authority in its 58<sup>th</sup> meeting held on 21-12-2016 is pleased to approve the following Promotion Framework prepared in accordance with TEVTA Promotion Policy notified on 08-03-2013:-

1. Method of Promotion for TEVTA employees who are eligible to be considered for promotion subject to vacancy, qualification, experience & required length of service will be as under:-
  - a. Selection on Merit for posts in PS-19 & above
  - b. Seniority-cum-Fitness for posts up-to PS-18
  - c. Promotion will be made on recommendation of appropriate promotion / Selection Committee
2. **Cadres**
  - a. **Management**

This cadre will be divided in following sub-cadres;

    - i. General Management (Annex-A1)
    - ii. MIS (Annex-A2)
    - iii. Legal (Annex-A3)
    - iv. C&C (Coordination & Communication) (Annex-A4)
    - v. Finance (Annex-A5)
    - vi. Development & Service Centers. (Annex-A6)
  - b. Teaching Male (Annex-B)
  - c. Teaching Female (Annex-C)

3. Required Length of Service for Promotion will be at least 5-years TEVTA Service in previous scale

### 4. **Salient Features**

#### **A- Management Cadre**

- i. Separate seniorities at 03 Zones & Secretariat Level for staff in (PS-05) to (PS-16) will be maintained
- ii. Separate seniorities for field & Secretariat for staff in PS-17 will be maintained
- iii. Combined Seniority will be maintained for staff in PS-18 & Above
- iv. Time Scale promotion will be granted as per Govt. Notifications

#### **B- Teaching Cadre (Male)**

##### • **PS-17 to PS-20**

- i. Promotion from PS-17 to PS-20 will be considered jointly (All Streams will be combined) i.e. GTTCs, GTTIs, ATCs, GSTCs & GCTs etc. (Male Institution Only)
- ii. For each scale Technology wise separate seniorities will be maintained

- **PS-14 to PS-17**

- i. Promotion from PS-14 to PS-17 other than GCTs will be considered jointly i.e. (GTTCs, GTTIs, ATCs & GSTCs) (Male Institution Only)
- ii. For each scale Technology / Trade wise separate seniorities will be maintained
  - The post indicated in Framework which is not mentioned in the Bench Mark, the promotion on those posts will only be granted after the approval of competent authority
  - Related Studies teacher will not be promoted as Principal
  - Time Scale promotion will be granted as per Govt. Notifications

**C- Teaching Cadre (Female)**

- **PS-17 to PS-20**

- iii. Promotion from PS-17 to PS-20 will be considered jointly (All Streams will be combined) i.e. GTTCs, GTTIs, GVTIs, GSTCs & GCTs etc. (Female Institution Only)
- iv. For each scale Technology wise separate seniorities will be maintained

- **PS-14 to PS-17**

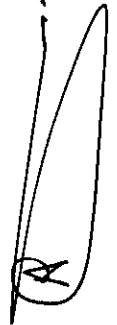
- iii. Promotion from PS-14 to PS-17 other than GCTs will be considered jointly i.e. (GTTCs, GTTIs, GVTIs & GSTCs) (Female Institution Only)
- iv. For each scale Technology / Trade wise separate seniorities will be maintained
  - The post indicated in Framework which is not mentioned in the Bench Mark, the promotion on those posts will only be granted after the approval of competent authority
  - Related Studies teacher will not be promoted as Principal

Time Scale promotion will be granted as per Govt. Notifications

**5. TEVTA Promotion/Selection Committees**

**For PS-19 and above**

Chairman / COO / Member Board	<b>(Chairman)</b>
Board Member-I	<b>(Member)</b>
Secretary or Nominee (IC&I Deptt. Punjab LHR)	<b>(Member)</b>
Chief Operating Officer	<b>(Member)</b>
General Manager (Concerned)	<b>(Member)</b>
General Manager (HRM)	<b>(Member/Secretary)</b>



**For PS-17 & PS-18**

COO *	(Chairman)
General Manager (HRM)	(Member)
General Manager (Concerned)	(Member)
Dy. General Manager (Admn)	(Member)
Manager (HRM)	(Member/Secretary)

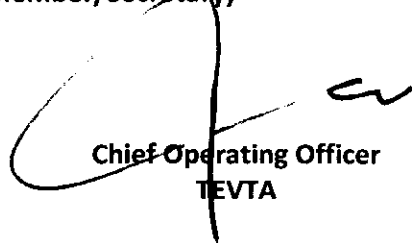
\* In absence of COO, General Manager (HR) will chair the meeting

**For PS-05 & PS-16**

	(TEVTA Secretariat)
General Manager (HRM)	(Chairman)
Dy. General Manager (Admn)	(Member)
DGM /Manger (Concerned)	(Member)
Manager (HRM)	(Member)
Dy. Manager / Asstt: Manager (HRM)	(Member/Secretary)

**For PS-05 & PS-16**

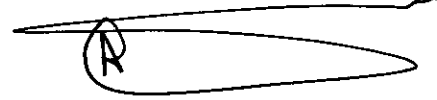
	(Field)
GM (Concerned)	(Chairman)
ZM / Manager (Concerned)	(Member)
District Manager (Concerned)	(Member)
Senior Principal	(Member)
Representative (HRM)	(Member/Secretary)

  
**Chief Operating Officer**  
**TEVTA**

**No. Even & dated: 16 -01-2017**

A copy is forwarded for information & furtherance to:-

1. All General Managers TEVTA
2. DGM (Admn) TEVTA
3. All Zonal Managers TEVTA
4. Manager (MIS, Finance, Accounts, Training & Service Centres)
5. All District Managers TEVTA
6. S.A. to Chairperson TEVTA
7. P.S. to C.O.O. TEVTA



**(Akhtar Abbas Bharwana)**  
**General Manager (HRM)**



**GOVERNMENT OF THE PUNJAB**  
**TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY**

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[www.tevta.gop.pk](http://www.tevta.gop.pk)



**PROMOTION FRAME WORK**

**ANNEXURE- A1**

**A. MANAGEMENT CADRE**

- This unit will consist of following sub-Cadre
  - I. General Management (Operations, Human Recourses, Academics, Administration, Corporate Affairs, Procurement, Monitoring & Evaluation, Zonal and District Office).
  - II. MIS
  - III. Legal
  - IV. Co-ordination & Communication
  - V. Finance (Accounts & Audit, Budget)
  - VI. Development & Service Centers
- Each unit will have separate seniority lists and have their own line of promotion.

**i. GENERAL MANAGEMENT SUB- CADRE**

1. Time scale promotion will be granted to those incumbents of posts who do not have a further channel of promotion.
2. Separate seniorities in 03 Zones and Secretariat level will be maintained from PS-05 to PS-16.
3. Separate seniorities will be maintained for PS-17 Secretariat and Field level.
4. Combined seniorities will be maintained from PS-18 and above.

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	General Manager/Advisor	21	30% by initial recruitment. 70% by promotion selection on merit	Deputy General Manager (PS-20) TEVTA Head Quarter / Zonal Manager (PS-20).	Master/ Graduate Engineer in relevant field
2	Deputy General Manager / Zonal Managers	20	30% by initial recruitment. 70% by promotion selection on merit	Manager (PS-19) TEVTA Head Quarter / District Manager/SA (PS-19)	Master/ Graduate Engineer in relevant field

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3	Manager /District Managers /SA.	19	30% by initial recruitment. 70% by promotion selection on merit	Deputy Manager/ Deputy Director(RDAT)/ Career Planning Officer (PS-18)	Master/Graduate Engineer in relevant field
4	Deputy Manager/ Deputy Director (RDAT)/ Career Planning Officer, (Acad, Admn, CA, CP, HRM, Procurement, Ops, Monitoring & Evaluation, GSTC Deputy Managers North, Central, South.	18	30% by initial recruitment. 70% by promotion on seniority-cum-fitness.	Assistant Manager / Assistant Director (RDAT) (PS-17)	Master/ Graduate Engineer in relevant field
	Medical Officer	18	100% by initial recruitment.	--	MBBS, Reg. with PMDC
5	<b>(Head Office)</b> Assistant Manager / Superintendent (Acad, Admn, CP, CA, HRM, Ops, Procurement, Monitoring & Evaluation).	17	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Assistant PS-16 (Head Office)	Master/ Graduate Engineer in relevant field
	<b>(Field)</b> Assistant Managers / Superintendent / Zonal & Districts Offices of General Management / Student Affairs Officer / Assistant Director (RDAT) / Registrar / Assistant Manager (GSTC)	17	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Apprenticeship Officer/ Admin Officer / Assistant / Head Clerk PS-16 (Field)	Master/ Graduate Engineer in relevant field
	Librarian (Field)	17	50% by initial recruitment. 50% by promotion on seniority-cum-fitness.	Library Assistant PS-11	Master Degree in Library Science
	Director Physical Education.	17	100% by initial recruitment	--	M.A in Physical Education
6	Admn. Officer/ Apprenticeship Officer (RDAT) / Assistant / Head Clerk or equivalent for non-teaching staff.	16	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Senior Clerk PS-14 / Stenographer PS-14 / Computer Operator PS-14 at the ratio of 1:1.3	M.A / M.Sc. / MBA or equivalent

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	Senior Clerk	14	100% by promotion on seniority-cum-fitness.	Junior Clerk / Care taker (PS-11) Office Clerk (PS-09) (inventory + library + office + hostel) at the ratio 1:1	B.A / B. Com or equivalent with one year computer certificate.
7	Computer Operator / Stenographer	14	100% by initial recruitment.	--	B.A / B. Com with one year diploma in Computer Applications / B.C.S or equivalent B.A / B. Com / B.C.S with typing speed 25 wpm to 35 wpm & shorthand 100 wpm.
	Foreman / Assistant (Transport Section)	14	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Auto-Technician PS-06	DAE in relevant technology OR Matric with 2 years certificate (G-II)
	Security Supervisor	14	100% by initial recruitment.	--	Matric with Ex-Military man as JCO.
8	Photographer	12	100% by initial recruitment.	--	B.A / B Sc. / B. Com / B.C.S with diploma in photography.
	Junior Clerk	11	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Store Keeper PS-06/ 20% promotion quota is only for class IV who fulfills the qualification of Jr. Clerk.	D. Com / F.A / F. Sc. or equivalent with one year computer certificate.
	Office Clerk (inventory + library + office + hostel)	09			
9	Dispenser	11	100% by initial recruitment.	--	Inter with diploma in Medical Dispensary from Punjab Medical Faculty.
	Hostel Warden / Superintendent	11	100% by initial recruitment.	--	B. Com / B.A / B. Sc. or equivalent
	Library Assistant	11	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Library Attendant PS-01	Bachelor in Library Science OR Graduate with one year certificate in Library Science.
	Care Taker (Field / Head Office / GSTC).	11	100% by initial recruitment.	--	B. Com / B.A / B. Sc. or equivalent
10	Hardware Technician	10	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Machine Attendant PS-05 who fulfill the qualification of Hardware Technician	F.A / D. Com / I. Com plus one year diploma in hardware.

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11	Store Keeper	6	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Assistant Store Keeper PS-05 / Telephone Operator PS-05 / Electrician / Carpenter PS-05	D.Com/F.A / F.Sc or equivalent with one year Computer Certificate
	Auto Technician	6	100% by initial recruitment.	--	Matric with 1 year certificate (G-III) in relevant field
12	Machine Attendant	5	100% by initial recruitment.	--	Matric with one year Computer Certificate
	Assistant Store Keeper	5	100% by initial recruitment.	--	Matric with one year Computer Certificate
	Telephone Operator	5	100% by initial recruitment.	--	Matric with one year Computer Certificate
	Electrician / Carpenter	5	100% by initial recruitment.	--	Matric with 1 year certificate (G-III) in relevant field
	Audio Video Technician	5	100% by initial recruitment.	--	Matric with 1 year certificate (G-III) in relevant field
13	Driver	4	100% by initial recruitment.	--	Matric with HTV License for Bus Driver LTV License for others.
14	NaibQasid / Office Boy	1	100% by initial recruitment.	--	Middle
	Sweeper	1	100% by initial recruitment.	--	--
	Mali / Water Carrier / Water Man	1	100% by initial recruitment.	--	Literate should be expert in gardening work.
	Cook / Masalchi	1	100% by initial recruitment.	--	Middle should be expert in cooking work.
	Chowkidar	1	100% by initial recruitment.	--	Middle should be known how to operate of arms.
	Tube well Operator	1	100% by initial recruitment.	--	Middle should be known work of electrician.
	Plumber	1	100% by initial recruitment.	--	Middle should be expert in plumber working.
	Security Guard.	1	100% by initial recruitment.	--	Middle should be known how to operate of arms.
	Library Attendant	1	100% by initial recruitment.	--	Middle should be expert in Library working

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**ANNEXURE- A2**ii. **MIS SUB-CADRE**

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	Chief Technology Officer	20	30% by initial recruitment. 70% by promotion selection on merit	Manager (MIS)	Masters or Graduate Engineering in relevant field.
2	Manager (MIS)	19	30% by initial recruitment. 70% by promotion selection on merit	Senior Computer Programmer / Engr./Webmaster / Data base Administrator PS-18 (MIS)	Masters or Graduate Engineering in relevant field.
3	Deputy Manager Hardware Engineer / Network Engineer (MIS) Senior Computer Programmer / Webmaster / Data base Administrator (MIS)	18	30% by initial recruitment. 70% by promotion on seniority-cum-fitness.	Assistant Hardware Engineer / Assistant Network Engineer PS-17 (MIS) Computer Programmer / Web Developer	Masters or Graduate Engineering in relevant field.
4	Assistant Network Engineer / Assistant Hardware Engineer (MIS) Computer Programmer / Web Developer	17	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Junior Network / Hardware Assistant PS-14 (MIS)  Junior Programmer PS-14 (MIS)	Masters or Graduate Engineering in relevant field.
5	Junior Network / Hardware Assistant / Junior Programmer. (MIS)	14	100% by initial recruitment.	--	B.C.S / B.A with one year diploma in Hardware / information technology / M.C.S.E / A plus will be certification or equivalent.



**iii. LEGAL SUB-CADRE**

<b>Sr. No.</b>	<b>Designation</b>	<b>Basic Pay Scale</b>	<b>Method of Recruitment</b>	<b>Feeding Cadre for promotion</b>	<b>Minimum Relevant Qualification required for promotion</b>
1	Deputy General Manager (Legal)	20	30% by initial recruitment. 70% by promotion selection on merit	Manager (PS-19) Legal	LLM or equivalent
2	Manager (Legal)	19	30% by initial recruitment. 70% by promotion selection on merit	Deputy Manager PS-18 (Legal).	LLM or equivalent
3	Deputy Manager (Legal)	18	30% by initial recruitment. 70% by promotion on seniority-cum-fitness.	Assistant Manager Legal	LLM or equivalent
4	Assistant Manager (Legal)	17	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Superintendent PS-16	LLB or equivalent.

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**iv. CO-ORDINATION & COMMUNICATION SUB-CADRE**

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	Deputy General Manager (C&C)	20	30% by initial recruitment. 70% by promotion selection on merit	Manager (PS-19) (C&C)	Master/ Graduate Engineer in relevant field
2	Manager (C&C)	19	30% by initial recruitment. 70% by promotion selection on merit	Deputy Manager PS-18 (C&C).	Master/ Graduate Engineer in relevant field
3	Deputy Manager (C&C)	18	30% by initial recruitment. 70% by promotion on seniority-cum-fitness.	Assistant Manager PS-17 (C&C)	Master/ Graduate Engineer in relevant field
4	Assistant Manager (C&C)	17	60% by initial recruitment. 40% by promotion on seniority-cum-fitness.	Superintendent PS-16	Master/ Graduate Engineer in relevant field



**v. FINANCE SUB-CADRE**

1. Separate seniorities in field formation and Secretariat level will be maintained from PS-11 to PS-16.
2. Separate seniorities will be maintained for PS-17 Secretariat and Field level (ZM/DM offices).
3. Combined seniorities will be maintained from PS-18 and above.

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	General Manager (Finance)	21	100% promotion (Selection on Merit) if no suitable candidate is available them by initial recruitment	Deputy General Manager (Finance)	ACMA or ACA
2	Deputy General Manager (Finance)	20	100% promotion (Selection on Merit)	Manager (Finance, Accounts, SC Accounts)	ACMA or ACA
3	Manager(Finance, Accounts, SC Accounts)	19	100% promotion (Selection on Merit)	Deputy Manager(Finance, Pension, Budget, Accounts & Audit)	(a)M.Com/MBA(F) with ICMA(Inter) or M.Com/MBA(F) with CA (Inter) OR (b) ACMA or ACA
4	Deputy Manager(Finance, Pension, Budget, Accounts & Audit)	18	30% by initial recruitment. 70% by promotion on seniority-cum-fitness.	Assistant Manager(Finance, Pension, Budget, Accounts & Audit)	M.Com/MBA(F)/ ICMA(Inter)/CA (Inter)
5	Assistant Manager(Finance, Pension Budget, Accounts & Audit)	17	70% by initial recruitment. 30% by promotion on seniority-cum-fitness.	Accounts officer	M.Com/MBA(F)/ ICMA(Inter)/CA (Inter)
6	Accounts officer	16	70% by initial recruitment. 30% by promotion on seniority-cum-fitness.	Accounts Assistant	B.Com/BBA/ Graduation in Accounting or Finance
7	Accounts Assistant	14	80% by initial recruitment 20% by promotion on seniority cum fitness.	Accountant/Accounts Clerk	B.Com/BBA/ Graduation in Accounting or Finance
8	Accountant/Accounts Clerk	11	100% Direct Recruitment	Non- Applicable	B.Com/BBA/ Graduation in Accounting or Finance

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**vi. DEVELOPMENT & SERVICE CENTRES SUB-CADRE (Technical & Higher Management)**

**This Promotion Frame Work for Dev. & SCs Wing consists of two (02) sub-sections:**

**1- Development & Service Centres Wing (Head Quarter)**

- a. Development Section (Projects & Planning, Works)
- b. Service Centres Section

**2- Service Centres Sectors (Field):**

- a. Metal Sector
- b. Wood Sector
- c. Ceramics Sector
- d. Leather Sector
- e. Textile Sector
- f. Agriculture Sector

- Promotion to PS-20 & PS-21 in the Development & Service Centres Wing will be considered as common channel from both sub-sections.
- Promotion to PS-18 & PS-19 in the Wing (Secretariat level) will be considered on the nature/work of the posts within the Wing on first priority.  
If no incumbent is available at the wing, selection will be made from field formation of the Wing on merits.
- For the purpose of promotion at field formation level seniorities for each Technical post up-to PS-20 (Sector Specialist) will be maintained Sector-Wise.
- For the posts indicated in the frame work but not yet approved, the promotion on those posts will only be granted after the approval of the competent authority for creation/re-designation of the post.

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**1) DEVELOPMENT & SERVICE CENTRES WING**

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	General Manager (Dev. & SCs)	21	100% promotion (Selection on Merit) if no suitable candidate is available them by initial recruitment	Deputy General Manager (Dev. & SCs) (PS-20) / Sector Specialist (PS-20).	Master/ Graduate Engineer in relevant field
2	Deputy General Manager (Dev. & SCs)/ Sector Specialist	20	100% by promotion selection on merit	Manager (SCs), P&P, (Works) (PS-19) / Project Manager/ Project Director (PS-19)	Master/ Graduate Engineer in relevant field
3	Manager (SCs)/ Project Director/ Project Manager	19	25% by initial recruitment. 75% by promotion selection on merit	Deputy Manager (Technical/ Admn& Marketing) and other Officers in PS-18 of Service Centres in PS-18	Master/ Graduate Engineer in relevant field
	Manager (P&P)/ (Works)	19	25% by initial recruitment. 75% by promotion selection on merit	Dy. Manager (Projects & Planning)/ (Works) in PS-18	Master/ Graduate Engineer in relevant field
4	Deputy Managers (Technical/ Admn. & Marketing)	18	30% by initial recruitment. 70% by promotion on seniority-cum-fitness.	Assistant Manager (Technical/ Admn. & Marketing/ Admn. & Training) and other related posts in (PS-17)	Master/ Graduate Engineer in relevant field
	Deputy Managers (Project/ Planning/ Works)	18	30% by initial recruitment. 70% by promotion on seniority-cum-fitness.	Assistant Manager (Project/ Planning/ Works) (PS-17)	Master/ Graduate Engineer in relevant field
5	Assistant Manager (Technical/ Admn& Training/ Projects/ Planning)	17	70% by initial recruitment. 30% by promotion Selection on Merit.	Relevant Technical posts in PS-16	Master/ Graduate Engineer in relevant field
	Assistant Manager (Sales & Marketing)	17	70% by initial recruitment. 30% by promotion on seniority-cum-fitness.	Sales & Marketing posts in PS-16	Master/ Graduate Engineer in relevant field
	Assistant Manager (Works)	17	70% by initial recruitment. 30% by promotion on seniority-cum-fitness.	Sub-Engineer in PS-16	Master/ Graduate Engineer in relevant field

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6	Sub-Engineer	16	70% by initial recruitment. 30% by promotion on seniority-cum-fitness.	Sub-Engineer in PS-14	DAE in relevant field
7	Sub-Engineer	14	--	--	DAE in relevant field

## 2) SERVICE CENTRES SECTORS (FIELD):

### a. METAL SECTOR

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	Sector Specialist	20	100% by promotion selection on merit	Project Director/ Project Manager PS-19	Master/ Graduate Engineer with experience in relevant field
2	Project Director/ Project Manager	19	30% by initial recruitment. 50% by promotion selection on merit. 20% B. Tech. quota	Posts in PS-18	Master/ Graduate Engineer/B.Tech with experience in relevant field
3	Sr. Chemist Metallurgist/ Chief Extension Officer/Agri. Engg. Expert/HOD/Chief Project Officer/Principal/ Manager Training	18	30% by initial recruitment. 50% by promotion on seniority-cum-fitness. 20% DAE quota	Workshop Incharge/Training Officer/Sr. Instructor/Chief Instructor/Chief Trade Instructor/Project Officer PS-17	Master/ Graduate Engineer with experience in relevant field/ DAE
4	Workshop Incharge/Training Officer/Sr. Instructor/Chief Instructor/Chief Trade Instructor/Project Officer	17	50% by initial recruitment. 30% by promotion on seniority-cum-fitness. 20% DAE quota	Sr. Instructor/Instructor Training/Instructor(Mech)/ Instructor/Asst. Quality Control Officer/Asst. Project Officer/Sr. Instructor (Mechanical/Metallurgy/Electronics/IT) PS-16	Master/ Graduate Engineer with experience in relevant field/ DAE
5	Sr. Instructor/Instructor Training/Instructor(Mech)/Instructor/Asst. Quality Control Officer/Asst. Project Officer/Sr. Instructor (Mechanical/Metallurgy/Electronics /IT)	16	20% by initial recruitment. 80% by promotion on seniority-cum-fitness.	Jr. Instructor/Instructor (Mech/Metallurgy/Electronics) /Demonstrator (Metallurgy/IT)/CNC Machine Operator/Draftsman PS-14	DAE in relevant field

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6	Jr. Instructor/Instructor (Mech/Metallurgy/Electronics)/ Demonstrator (Metallurgy/IT)/CNC Machine Operator/Draftsman	14	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Wire Erosion Machine Operator/Foreman/Laboratory Assistant PS-11	DAE in relevant field OR Inter with (G-II) level Certificate in relevant field.
7	Wire Erosion Machine Operator/Foreman/Laboratory Assistant	11	100% by promotion on seniority-cum-fitness.	Workshop Assistant PS-10	DAE in relevant Technology OR Matric with 2 years certificate (G-II) in relevant field.
8	Workshop Assistant	10	100% by promotion on seniority-cum-fitness.	Skilled Worker PS-08	DAE in relevant Technology OR Matric with 2 years certificate (G-II) in relevant field.
9	Skilled Worker	08	100% by promotion on seniority-cum-fitness.	Semi-Skilled Worker/Shop Assistant/Tractor Operator PS-06	DAE in relevant Technology OR Matric with 2 years certificate (G-II) in relevant field.
10	Semi-Skilled Worker/Shop Assistant/Tractor Operator	06	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Un-Skilled Worker PS-04	Matric with 1 year certificate (G-III) in relevant trade.
11	Un-Skilled Worker	04	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Shop Attendant PS-01	Middle, should know work of respective workshop / Lab.
12	Shop Attendant	1	100% by initial recruitment.	--	--

### **b. WOOD SECTOR**

<b>Sr. No.</b>	<b>Designation</b>	<b>Basic Pay Scale</b>	<b>Method of Recruitment</b>	<b>Feeding Cadre for promotion</b>	<b>Minimum Relevant Qualification required for promotion</b>
1	Sector Specialist	20	100% by promotion selection on merit	Project Director/ Project Manager PS-19	Master/ Graduate Engineer with experience in relevant field, if none available then DAE with relevant experience
2	Project Director/ Project Manager	19	30% by initial recruitment. 50% by promotion selection on merit. 20% B. Tech. quota	Production Engineer/ Design, Development & Training Officer PS-18	Master/ Graduate Engineer/B.Tech with experience in relevant field, if none available then DAE with relevant experience

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3	Production Engineer/ Design, Development & Training Officer	18	30% by initial recruitment. 50% by promotion on seniority-cum-fitness. 20% DAE quota	Wood Technologist/ Training Incharge (W)/Project Officer/Furniture Designer PS-17	Master/ Graduate Engineer with experience in relevant field/ DAE
4	Wood Technologist/ Training Incharge (W)/Project Officer/Furniture Designer	17	50% by initial recruitment. 30% by promotion on seniority-cum-fitness. 20% DAE quota	Workshop Incharge/Wood Technologist/Training Instructor(W)/Asst. Project Officer PS-16	Master/ Graduate Engineer with experience in relevant field/ DAE
5	Workshop Incharge/Wood Technologist/Training Instructor(W)/Asst. Project Officer	16	20% by initial recruitment. 80% by promotion on seniority-cum-fitness.	Training Coordinator (W)/Production Supervisor/Design Assistant PS-15	DAE in relevant field
6	Training Coordinator (W)/Production Supervisor/Design Assistant	15	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Foreman PS-13	DAE in relevant field OR Inter with (G-II) level Certificate in relevant field.
7	Foreman	13	100% by promotion on seniority-cum-fitness.	Supervisor/Jr. Instructor(Wood)/Electrician PS-11	DAE in relevant Technology OR Matric with 2 years certificate (G-II) in relevant field.
8	Supervisor/Jr. Instructor(Wood)/Electrician	11	100% by promotion on seniority-cum-fitness.	Spray Painter/Sr. Skilled Worker/Mechanic/Electrician PS-10	DAE in relevant Technology OR Matric with 2 years certificate (G-II) in relevant field.
9	Spray Painter/Sr. Skilled Worker/Mechanic/Electrician	10	100% by promotion on seniority-cum-fitness.	Skilled Worker PS-09	DAE in relevant Technology OR Matric with 2 years certificate (G-II) in relevant field.
10	Skilled Worker	9	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Skilled Worker PS-08	DAE in relevant Technology OR Matric with 2 years certificate (G-II) in relevant field.
11	Skilled Worker	8	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Semi-Skilled Worker/Mechanic PS-06	DAE in relevant Technology OR Matric with 2 years certificate (G-II) in relevant field.
12	Semi-Skilled Worker/Mechanic	6	100% by initial recruitment.	Helper PS-05	Matric with 1 year certificate (G-III) in relevant trade.
13	Helper	5	100% by initial recruitment.	Helper PS-04	Middle, should know work of shop/ Lab.
14	Helper	4	100% by initial recruitment.	Workshop Cooli/Helper PS-01	Middle, should know work of shop/ Lab.
15	Workshop Cooli /Helper	1	100% by initial recruitment.	--	--

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### c. CERAMICS SECTOR

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	Sector Specialist	20	100% by promotion selection on merit	Project Director/ Project Manager PS-19	Master/ Graduate Engineer with experience in relevant field
2	Project Director/ Project Manager	19	30% by initial recruitment. 50% by promotion selection on merit. 20% B. Tech. quota	Sr. Instructor/ Dy. Manager (Production)/ Dy. Manager (Design)/Design Engineer/Ceramics Engineer/Dy. Manager Marketing PS-18	Master/ Graduate Engineer/B.Tech with experience in relevant field
3	Sr. Instructor/ Dy. Manager (Production)/ Dy. Manager (Design)/Design Engineer/Ceramics Engineer/Dy. Manager Marketing	18	30% by initial recruitment. 50% by promotion on seniority-cum-fitness. 20% DAE quota	Project Officer/Quality Control Officer/Sr. Instructor/Instructor Computer/Graphic Designer/Production Engineer/Instructor/Ceramics Engineer/Asst. Engineer Kiln PS-17	Master/ Graduate Engineer with experience in relevant field/ DAE
4	Project Officer/Quality Control Officer/Sr. Instructor/Instructor Computer/Graphic Designer/Production Engineer/Instructor/Ceramics Engineer/Asst. Engineer Kiln	17	50% by initial recruitment. 30% by promotion on seniority-cum-fitness. 20% DAE quota	Instructor (Design)/Asst. Production Engineer PS-16	Master/ Graduate Engineer with experience in relevant field/ DAE
5	Instructor (Design)/Asst. Production Engineer	16	20% by initial recruitment. 80% by promotion on seniority-cum-fitness.	Supervisor/Job Supervisor/Research Assistant/Foreman/Designer/ Molder PS-15	DAE in relevant field
6	Supervisor/Job Supervisor/Research Assistant/Foreman/Designer/Molder	15	100% by promotion on seniority-cum-fitness.	Jr. Instructor/Jr. Instructor (Ceramics) PS-14	DAE in relevant field OR Inter with G-II/G-III level Certificate in relevant field.
7	Jr. Instructor/Jr. Instructor (Ceramics)	14	100% by promotion on seniority-cum-fitness.	Supervisor PS-13	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.

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8	Supervisor	13	100% by promotion on seniority-cum-fitness.	Supervisor/Demonstrator/Decorator/Artist PS-12	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
9	Supervisor/Demonstrator/Decorator/Artist	12	100% by promotion on seniority-cum-fitness.	Skilled Worker/ Electrician/Kashigar PS-08	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
10	Skilled Worker/Electrician/Kashigar	8	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Lab/Shop Assistant/Semi Skilled Worker PS-06	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
11	Lab/Shop Assistant/Semi Skilled Worker	6	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Packer/Helper PS-05	Matric G-II/G-III level Certificate in relevant field.
12	Packer/Helper	5	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Lab Attendant/Helper PS-04	Middle, should know work of shop/ Lab.
13	Lab Attendant/Helper	4	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Lab/Shop Attendant/Attendant PS-01	Middle, should know work of shop/ Lab.
14	Lab/Shop Attendant/Attendant/ Workshop Cooli/Helper	1	100% by initial recruitment.	--	--

#### d. LEATHER SECTOR

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	Sector Specialist	20	100% by promotion selection on merit	Project Director/ Project Manager PS-19	Master/ Graduate Engineer with experience in relevant field
2	Project Director/ Project Manager	19	30% by initial recruitment. 50% by promotion selection on merit. 20% B. Tech. quota	Shoe Designer/Chief Project Officer/Chief Leather Technologist/Chief Instructor Leather PS-18	Master/ Graduate Engineer/B.Tech with experience in relevant field
3	Shoe Designer/Chief Project Officer/Chief Leather Technologist/Chief Instructor Leather	18	30% by initial recruitment. 50% by promotion on seniority-cum-fitness. 20% DAE quota	Leather Technologist/ Instructor CAD/Instructor (IT)/Sr. Instructor (Leather) PS-17	Master/ Graduate Engineer with experience in relevant field/ DAE

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4	Leather Technologist/ Instructor CAD/Instructor (IT)/Sr. Instructor (Leather)	17	50% by initial recruitment. 30% by promotion on seniority-cum-fitness. 20% DAE quota	Sr. Instructor/Instructor (Computer/CAD/Shoe Upper Stitcher/Leather Gloves Stitcher/Leather Garments Stitcher) PS-16	Master/ Graduate Engineer with experience in relevant field/ DAE
5	Sr. Instructor/Instructor (Computer/CAD/Shoe Upper Stitcher/Leather Gloves Stitcher/Leather Garments Stitcher)	16	20% by initial recruitment. 80% by promotion on seniority-cum-fitness.	Job Supervisor/Instructor (Leather Tech./Footwear/Chemistry/L. Garments/L. Gloves/L. QC, Dyeing, Finishing/Grading/Pattern Engg./Shoe Component) PS- 15	DAE in relevant field
6	Job Supervisor/Instructor (Leather Tech./Footwear/Chemistry/L. Garments/L. Gloves/L. QC, Dyeing, Finishing/Grading/Pattern Engg./Shoe Component)	15	100% by promotion on seniority-cum-fitness.	Instructor PS-14	DAE in relevant field OR Inter with G-II/G-III level Certificate in relevant field.
7	Instructor	14	100% by promotion on seniority-cum-fitness.	Foreman PS-12	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
8	Foreman	12	100% by promotion on seniority-cum-fitness.	Supervisor/Lab. Assistant (Leather Machinery Lab.)/Foreman/Supervisor (Electrical/Machine Mechanic) PS-11	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
9	Supervisor/Lab. Assistant (Leather Machinery Lab.)/Foreman/Supervisor (Electrical/Machine Mechanic)	11	100% by promotion on seniority-cum-fitness.	Skilled Worker/Electrician cum Mechanic PS-08	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
10	Skilled Worker/Electrician cum Mechanic	8	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Semi-Skilled Worker PS-06	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
11	Semi-Skilled Worker	6	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Workshop Cooli/Workshop Attendant PS-01	Matric G-II/G-III level Certificate in relevant field

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12	Workshop Cooli/Workshop Attendant	1	100% by initial recruitment.	--	--
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**e. TEXTILE SECTOR**

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	Sector Specialist	20	100% by promotion selection on merit	Project Director/ Project Manager PS-19	Master/ Graduate Engineer with experience in relevant field
2	Project Manager	19	30% by initial recruitment. 50% by promotion selection on merit. 20% B. Tech. quota	Sr. Instructor/Vice Principal	Master/ Graduate Engineer/B.Tech with experience in relevant field
3	Sr. Instructor/Vice Principal	18	30% by initial recruitment. 50% by promotion on seniority-cum-fitness. 20% DAE quota	Textile Sector Project Officer/Instructor/Lecturer PS-17	Master/ Graduate Engineer with experience in relevant field/ DAE
4	Project Officer/Instructor/Lecturer	17	50% by initial recruitment. 30% by promotion on seniority-cum-fitness. 20% DAE quota	Stentering Master/Demonstrator/Asst. Weaving Master/Asst. Spinning Master in PS-16	Master/ Graduate Engineer with experience in relevant field/ DAE
5	Stentering Master/Demonstrator/Asst. Weaving Master/Asst. Spinning Master	16	20% by initial recruitment. 80% by promotion on seniority-cum-fitness.	Head Assistant/Asst. St. Master in PS-15	DAE in relevant field
6	Head Assistant/Asst. St. Master	15	100% by promotion on seniority-cum-fitness.	Jr. Instructor/Lab. Technician in PS-14	DAE in relevant field OR Inter with G-II/G-III level Certificate in relevant field.
7	Jr. Instructor/Lab. Technician/Boiler Supervisor	14	100% by promotion on seniority-cum-fitness.	Weaving Demonstrator in PS-09	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
8	Foreman Mechanical Workshop	11	100% by promotion on seniority-cum-fitness.	Skilled Worker/Mechanical Foreman in PS-08 Mechanic in PS-06	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
9	Weaving Demonstrator	9	100% by promotion on seniority-cum-fitness.	Weaving Jobber/Jobber in PS-06	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.

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10	Skilled Worker/Mechanical Foreman	8	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Mechanic in PS-06 (for Mechanical Foremen)Weaving Jobber/Jobber in PS-06 (for Skilled Worker)	DAE in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
11	Weaving Jobber/Mechanic/Jobber/Electrician	6	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Lab. Assistant in PS-05	Matric G-II/G-III level Certificate in relevant field.
12	Lab. Assistant/Electrician	5	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Helper PS-04	Middle, G-III level certificate/knowledge of work
13	Helper	4	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Workshop Cooli/Workshop Attendant PS-01	Middle, should know work of shop/ Lab.
14	Workshop Cooli/Workshop Attendant	1	100% by initial recruitment.	--	--

**f. AGRICULTURE SECTOR**

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	Sector Specialist	20	100% by promotion selection on merit	Project Director/ Project Manager PS-19	Master/ Graduate Engineer with experience in relevant field
2	Project Manager	19	30% by initial recruitment. 50% by promotion selection on merit. 20% B. Tech. quota	Chief Instructor/HOD/Associate Professor	Master/ Graduate Engineer/B.Tech with experience in relevant field
3	Chief Instructor/HOD/Associate Professor	18	30% by initial recruitment. 50% by promotion on seniority-cum-fitness. 20% DAE/DAS quota	Agriculture Sector Chief Trade Instructor/Agri. Development Officer/Agriculture Officer/Instructor/Research Officer PS-17	Master/ Graduate Engineer with experience in relevant field/ DAE/DAS

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4	Chief Trade Instructor/Agri. Development Officer/Agriculture Officer/Instructor/Research Officer	17	50% by initial recruitment. 30% by promotion on seniority-cum-fitness. 20% DAE/DAS quota	Instructor/STI in PS-16	Master/ Graduate Engineer with experience in relevant field/ DAE/DAS
5	Instructor/STI	16	20% by initial recruitment. 80% by promotion on seniority-cum-fitness.	Instructor in PS-14	DAE/DAS in relevant field
6	Instructor	14	100% by promotion on seniority-cum-fitness.	Foreman in PS-11	DAE/DAS in relevant field OR Inter with G-II/G-III level Certificate in relevant field.
7	Foreman	11	100% by promotion on seniority-cum-fitness.	Mechanic in PS-10	DAE/DAS in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
8	Mechanic	10	100% by promotion on seniority-cum-fitness.	Skilled Worker/Senior Electrician in PS-08	DAE/DAS in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
9	Skilled Worker/Senior Electrician	8	100% by promotion on seniority-cum-fitness.	Lab/Shop Assistant/Field Assistant in PS-06	DAE/DAS in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
10	Lab/Shop Assistant/Field Assistant	6	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Fitter cum Store Keeper in PS-05	DAE/DAS in relevant Technology OR Matric G-II/G-III level Certificate in relevant field.
11	Fitter cum Store Keeper	5	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Un-Skilled Worker in PS-04	Matric G-II/G-III level Certificate in relevant field.
12	Un-Skilled Worker	4	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Lab. Attendant in PS-02	Middle, should know work of shop/ Lab.
13	Lab. Attendant	2	100% by initial recruitment.	--	--

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**PROMOTION FRAME WORK**

**ANNEXURE- B**

**b. TEACHING MALE**

**(FOR GCTS, GTTIS, GTTCS, GSTC AND AMTS WORKING UNDER TEVTA)**

Promotion from PS-17 to PS-20 will be considered jointly (All streams will be combined).

For each scale technology wise separate seniorities will be maintained.

The post indicated in frame work which is not mentioned in the bench mark, the promotion on those posts will only be granted after the approval of the competent authority.

Promotion from PS-14 to PS-17 other than GCTs will be considered jointly.

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum Relevant Qualification required for promotion
1	Principal	20	25% by initial recruitment. 75% by promotion selection on merit	Chief Instructor / Associate Professor (Technical Subjects) / Vice Principal PS-19	M. Sc. (Engineering) / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) or equivalent.
	Professor	20	-do-	Associate Professor / Vice Principal (Related plus Technical Subjects) PS-19	M.A / M. Sc. / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) or equivalent.
2	Chief Instructor (GCT & GSTC)	19	30% by initial recruitment. 50% by promotion selection on merit. 20% B. Tech. quota	Senior Instructor / Principal PS-18 (GCT & GSTC)	M.A / M. Sc. / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) / B. Tech. (Hons) or equivalent.
	Associate Professor (GCT & GSTC)	19	-do-	Assistant Professor / Principal PS-18 (GCT & GSTC)	M.A / M. Sc. / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) / B. Tech. (Hons) or equivalent.

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	Principal / Director (GCT & GSTC)	19	-do-	Senior Instructor / Chief Instructor PS-18 (GCT & GSTC) / Principal (GTTI) PS-18	M.A / M. Sc. / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) / B. Tech. (Hons) or equivalent.
3	Senior Instructor (GCT & GSTC)	18	30% by initial recruitment. 50% by promotion on seniority-cum-fitness. 20% DAE quota	Instructor PS-17 (GCT) / Chief Instructor (GSTC)	MBA / M. Com / M.A / M. Sc. / B. Sc. (Engr.) in relevant field / M.C.S / B.C.S. (Hons) / B. Tech. (Hons) or equivalent.
	Assistant Professor (GCT & GSTC)	18	-do-	Lecturer PS-17(GCT & GSTC)	MBA / M. A / M. Sc. / B.Sc. (Hons.) or equivalent in the relevant field.
	Principal (GTT I, GSTC & ATC)	18	-do-	Chief Instructor / Chief Trade Instructor (GTTI, GSTC & ATC) PS-17	B. Sc. (Engr.) in the relevant field. OR B. Sc. (Engr. (Software / Hardware) / B. Tech. (Hons.) OR M.C.S / MIT / M. Sc. (Computer Science) or equivalent.
	Vice Principal (GCT)	18	-do-	Instructor / Lecturer PS-17 (GCT)	MBA / M. Com / M.A / M. Sc. / B. Sc. (Engr.) in relevant field / M.C.S / B.C.S. (Hons) / B. Sc. (Hons.) / B. Tech. (Hons) or equivalent.
4	Instructor / Lecturer (GCT & GSTC)	17	50% by initial recruitment. 30% by promotion on seniority-cum-fitness. 20% DAE quota	Junior Instructor / Lab Technician PS-14 (GCT)	MBA / BBA Honors / M.A / M. Com / B. Sc. (Engr.) / B. Tech. (Hons.) / M.C.S / B.C.S (Hons.) / B. Sc. (Hons.) / B. Tech. (Hons) or equivalent.
	Chief Instructor / Principal (GTTI, GSTC, GTTC & ATC) Assistant Agriculture Engineer / (AMTS) /	17	-do-	Senior Instructor PS-16 (GTTI, GSTC & ATC) / Work Shop Manager / Center Incharge PS-16 (GTTC)	M. Sc. / B.Sc. (Engr.) / B. Sc. (Hons.) / B. Tech. (Hons.) or equivalent in the relevant field.
5	Senior Instructor / Senior Trade Instructor (GTTI, GSTC & ATC) / Work Shop Manager / Center Incharge (GTTC)	16	20% by initial recruitment. 80% by promotion on seniority-cum-fitness.	Instructor / Lab Instructor / Trade Instructor PS-14 (GTTI, GSTC & ATC) / Senior Trade Instructor (GTTC) PS-14.	DAE in relevant filed
6	Junior Instructor / Lab Technician (GCT)	14	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Trade Instructor PS-11. (GTTC)	DAE in relevant filed

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	Instructor / Lab Instructor / Trade Instructor / Senior Trade Instructor (GTTI, ATC & GTTC).	14	50% by initial recruitment. 50% by promotion on seniority-cum-fitness.	Forman / Supervisor PS-11 / Trade Instructor PS-11. (GTTC & AMTS)	DAE in relevant filed OR Inter with (G-II) level Certificate in relevant filed.
7	Foreman / Supervisor / Trade Instructor (GTTC & AMTS)	11	50% by initial recruitment. 50% by promotion on seniority-cum-fitness.	Instructor / Skilled Worker (AMTS & GTTC) PS-08 Shop Assistant / Lab Assistant PS-06 (GTTI, GTTC)	DAE in relevant Technology OR Matric with 2 years certificate (G-II) in relevant field.
8	Instructor / Skilled Worker (AMTS & GTTC)	8	50% by initial recruitment. 50% by promotion on seniority-cum-fitness.	Shop Assistant PS-05 & PS-06 (GTTC, GTTI & GCT)	DAE in relevant filed OR Matric with 2 years certificate (G-II) in relevant filed.
9	Shop Assistant / Lab Assistant ( GCT, GTTI & GTTC)	6	50% by initial recruitment. 50% by promotion on seniority-cum-fitness.	Shop Attendant / Lab Attendant PS-01(GCT, GTTI & GTTC)	Matric with 1 year certificate (G-III) in relevant trade.
10	Shop Attendant / Lab Attendant / Workshop Attendant	1	100% by initial recruitment.	--	Middle, should have lab knowledge

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**PROMOTION FRAME WORK**

**ANNEXURE- C**

**c. TEACHING FEMALE**

**FOR GCTWS, GVTIWS, GTTIWs, GSTCS AND GTTCWS WORKING UNDER TEVTA**

Promotion from PS-17 to PS-20 will be considered jointly (All streams will be combined).

For each scale technology wise separate seniorities will be maintained.

The post indicated in frame work which is not mentioned in the bench mark, the promotion on those posts will only be granted after the approval of the competent authority.

Promotion from PS-14 to PS-17 other than GCTs will be considered jointly.

Sr. No.	Designation	Basic Pay Scale	Method of Recruitment	Feeding Cadre for promotion	Minimum relevant Qualification required for promotion
1	Principal	20	25% by initial recruitment. 75% by promotion selection on merit	Chief Instructor / Associate Professor (Technical Subjects) / Vice Principal PS-19	M. Sc. (Engr.) / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) or equivalent .
	Professor	20	-do-	Associate Professor / Vice Principal (Related plus Technical Subjects) PS-19	M.A / M. Sc. / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) or equivalent .
2	Chief Instructor (GCT)	19	25% by initial recruitment. 75% by promotion selection on merit	Senior Instructor / Principal PS-18 (GCT)	M.A / M. Sc. / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) or equivalent .
	Associate Professor (GCT)	19	-do-	Assistant Professor / Principal / PS-18(GCT)	M.A / M. Sc. / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) or equivalent .

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	Principal / Vice Principal / Director (GSTC)	19	-do-	Chief Instructor / Senior Instructor / Assistant Professor PS-18 (GSTC, GCTW & GTTIW)	M.A / M. Sc. / B. Sc. (Engr.) / M.C.S / MBA / B.C.S (Hons) / B. Sc. (Hons.) or equivalent .
3	Senior Instructor (GCT & GSTC)	18	30% by initial recruitment. 50% by promotion on seniority-cum-fitness. 20% DAE quota	Instructor PS-17(GCT & GSTC)	MBA / M. Com / M.A / M. Sc. / B. Sc. (Engr.) in relevant field / M.C.S / B.C.S. (Hons) / B. Sc. (Hons.) or equivalent .
	Assistant Professor (GCT)	18	-do-	Lecturer PS-17 (GCT)	MBA / M. Com / M.A / M. Sc. / B. Sc. (Engr.) in relevant field / M.C.S / B.C.S. (Hons) / B. Sc. (Hons.) or equivalent .
	Principal / Chief Instructor (GTTIW & GSTCW)	18	-do-	Chief Instructor / Chief Trade Instructor PS-17 (GTTIW, GVTIW & GSTCW)	B. Sc. (Engr.) in the relevant field / M.A Fine Arts / M. Sc. (Home Economics) OR B. Sc. (Engr. (Software / Hardware) OR M.C.S / MIT / M. Sc. (Computer Science) or equivalent for IT post.
4	Instructor / Lecturer (GCT & GSTC)	17	50% by initial recruitment. 30% by promotion on seniority-cum-fitness. 20% quota for 3 Years Diploma	Junior Instructor PS-14 (GCT & GSTC)	MBA / BBA (Hons.) / M.A / M. Com / B. Sc. (Engr.) / B. Tech. (Hons.) / M.C.S / B.C.S (Hons.) / B. Sc. (Hons.) or equivalent.
	Principal / Chief Instructor / Chief Trade Instructor (GTTIW, GVTIW, GTTCW & GSTCW)	17	-do-	Senior Instructor (GTTIW) PS-16 & Instructor (GTTCW) Chief Trade Instructor (GVTIW) / Work Shop Manager / Instructor (GTTCW) PS-16 / Sr. Trade Instructor PS-14 (GSTCW)	M. Sc. (Home Economics) / M.A (Fine Arts) with Graphic Designing OR B. Sc. (Home Economics) / B.A (Fine Arts) with Graphic Designing OR B.A / B. Sc. with DDM / G-II plus one year course in DVTT.
5	Instructor / Chief Trade Instructor / Workshop Manager / Senior Instructor (GTTCW, GVTIW & GTTIW)	16	20 % by initial recruitment. 80% by promotion on seniority-cum-fitness.	Instructor / Junior Instructor / Chief Trade Instructor / Senior Trade Instructor / Senior Instructor PS-14 (GVTIW, GTTCW, GTTIW)	M.A (Fine Arts) with Graphic Designing / Arts / M. Sc. (Home Economics) OR B. Sc. (Home Economics) / DDM with DVTT OR B.A / B. Sc. with G-II / DVG plus DVTT. OR BBA / B. Com / B.A with G-III in Secretarial Trade OR B.A with one year certificate in Beautician trade from recognized Institute.

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6	Instructor / Lab Technician / Senior Trade Instructor (GTTIW, GTTCW, GSTCW).	14	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Trade Instructor / Lab Technician PS-11	DDM from GPI (W) OR Inter with DVG OR Matric with 2 years Certificate (G-II) in the relevant field.
	Junior Instructor / Lab Technician (GCTW)	14	80% by initial recruitment. 20% by promotion on seniority-cum-fitness.	Lab Technician PS-11	DAE in relevant filed
7	Lab Technician / Trade Instructor (GCTW, GTTCW)	11	50% by initial recruitment. 50% by promotion on seniority-cum-fitness.	Shop Assistant / Lab Assistant PS-06 (GCTW, GTTCW)	DAE in relevant filed OR Matric with 2 years Certificate (G-II) in relevant Trade / ICS or for Computer Trade.
8	Trade Instructor (GVTIW & GSTCW)	10	50% by initial recruitment. 50% by promotion on seniority-cum-fitness.	Junior Trade Instructor PS-08 (GVTIW & GSTCW)	Diploma in DDM OR Matric with 2 years Certificate (G-II) / DVG plus 1 year DVTT / ICS and equivalent for Computer Trade.
9	Junior Trade Instructor (GVTIW, GTTCW & GSTCW)	8	50% by initial recruitment. 50% by promotion on seniority-cum-fitness.	Lab Assistant / Shop Assistant PS-06 (GVTIW & GSTCW)	Diploma in DDM OR Matric with 2 years Certificate (G-II) in the relevant trade.
10	Lab Assistant / Shop Assistant (GCTW, GTTIW, GVTIW, GSTCW & GTTCW)	6	50% by initial recruitment. 50% by promotion on seniority-cum-fitness.	Shop Attendant / Shop Attendant / Lab Attendant PS-01 (GCTW, GTTIW, GVTIW, GSTCW & GTTCW)	Matric with 1 year certificate (G-III) in relevant trade.
11	Shop Attendant / Lab Attendant (GCTW, GTTIW, GTTCW, GVTIW & GSTCW) PS- 01	1	100% by initial recruitment.	--	Middle, should have lab knowledge

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