



**GOVERNMENT OF THE PUNJAB  
TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY  
96-GULBERG ROAD, LAHORE.**

## **NOTIFICATION**

No: TEVTA/F&A/1-10. In supersession of this Secretariat's Notification of even number dated 03.03.2004, 24.05.2005, 19.10.2005 and No: TEVTA/Admn. /20-11, dated 24.09.2005, the following revised policy instructions for recruitment of teaching / non-teaching staff in Technical Education & Vocational Training Authority are hereby notified with immediate effect: -

### **1. RECRUITMENT PROCEDURE**

- a) All recruitments will be merit based as per prescribed criteria.
- b) All appointments in TEVTA will be through advertisement in the press. Concerned District Manager / Manager or Head of the concerned Institution will advertise the posts in one English and one Urdu newspaper having circulation in that District.
- c) No person shall be appointed against any post in TEVTA unless he / she possess minimum prescribed qualifications / experience for each post.
- d) All appointments in TEVTA shall be subject to verification of academic / professional qualifications, personal data and antecedents of successful candidates prior to or after the appointment. The concerned Head of Institution / District Manager / Manager (as the case may be), will be solely responsible for such verification.
- e) If at any stage it is found that the information provided by any employee was incorrect, the services of such employee shall be liable for termination without notice. Action shall also be taken against the officer responsible for verification of the said information.
- f) No person shall be eligible for appointment in TEVTA unless he / she fulfils the following conditions: -
  - i) His / her age should not be less than 18 and more than 60 years.
  - ii) In case found fit for recruitment all selected candidates will have to obtain medical fitness certificate from Government Hospital specified for this purpose by Government of the Punjab.
- g) The persons selected for appointment in TEVTA shall have to signify acceptance of the terms and conditions of their appointments by returning the duplicate copy of the letter of appointment duly signed to the concerned appointing authority alongwith attested copies of National Identity Card and other certificates / documents as may be required.
- h) Every person offered employment with TEVTA will submit a joining report at the time of resuming his / her duties.

- i) All persons appointed will be governed by Service Rules & Regulations issued from time to time by the Authority.
- j) All selected candidates for appointment will be offered a contract, initially for a period of three years extendable from time to time up to the age of 60 years.
- k) All such appointments are station / Institution specific, but the Authority has the right to change duties / assignments and the place of duty as and when required. The Authority in its discretion, based on the performance / suitability of the employee, may assign higher responsibility alongwith corresponding benefits.
- l) The employees shall perform their duties efficiently, diligently and to the best of their abilities. They will not engage directly or indirectly in any trade, business or occupation at their own except as may be permitted by the Authority in writing. Further they shall not absent themselves (except in emergency, such as illness, accident etc.) from said duties without obtaining prior leave from the Competent Authority as per rules.
- m) Employees will not divulge directly or indirectly to any person or body any knowledge or information, which employees may acquire concerning the affairs, property, enterprise and under-taking of the Authority including its business and other matters.
- n) To meet an urgent need, Chairman, TEVTA may authorize any Appointing Authority to make an appointment on adhoc basis for a period not exceeding six months provided the person so appointed is otherwise eligible for the post.  
(Note: -The procedure / policy of the Punjab Government for adhoc appointments shall be followed)

## 2. APPOINTING AUTHORITIES

The following are declared as Appointing Authorities for various categories of posts in TEVTA Secretariat, Field Offices and Institutions: -

### A) APPOINTING AUTHORITIES FOR RECRUITMENT AT TEVTA SECRETARIAT

| Sr.No: | Name of the Post   | Appointing Authority  |
|--------|--|-----------------------|
| 1.     | For the posts of Chief Operating Officer / General Managers / Zonal Managers / Managers / District Managers and equivalent                               | Chairman, TEVTA       |
| 2.     | For the posts of Assistant Manager and Deputy Managers (BS-17, BS-18 & equivalent)   | Secretary TEVTA       |
| 3.     | For the post of Office Superintendents / Stenographers / Assistants / Computer Operators / Senior Clerks / Junior Clerks (BS-05 to BS-16 and equivalent) | General Manager (F&A) |
| 4.     | For the posts of Drivers / Naib Qasids / Mali / Chowkidar / Sweepers etc. (BS-01 to BS-04 or equivalent)   | Manager (Admn.)       |

**B) APPOINTING AUTHORITIES FOR RECRUITMENT IN FIELD OFFICES / INSTITUTIONS**

| S. No: | Name of the post   | Appointing Authority  |
|--------|--|---|
| 1.     | For the posts of Senior Chief Instructors / Professors / Chief Instructors / Principals / Vice Principals / Associate Professors and equivalent.                                       | Chairman, TEVTA   |
| 2.     | For the posts of Senior Instructors / Assistant Professors / Principals / Deputy Manager, (BS-18 and equivalent)   | Secretary, TEVTA  |
| 3.     | For the posts of Lecturers / Instructors / Chief Instructors / Vice Principals / Assistant Managers of institutions / offices under Operations / Academics wing (BS-17 and equivalent) | General Manager concerned   |
| 4.     | For posts of Senior Instructors / App. Training Officers / Office Superintendents etc. in BS-15 to BS-16 and equivalent of the Institutions / field offices.                           | Zonal Manager concerned (for Operations Wing) / Manager concerned (for Academics Wing)  |
| 5.     | All posts in BS-01 to BS-16 or equivalent in Zonal Offices of TEVTA.   | Zonal Manager concerned   |
| 6.     | All posts in BS-01 to BS-14 or equivalent in District Offices of TEVTA.  | District Manager concerned  |
| 7.     | All posts of Teaching / non-teaching staff in BS-05 to BS-14 or equivalent of the Institutions / field offices.  | Head of the Institution / field office in BS-18 and above. In case Head of Institution / field office is below BS-18 then the District Manager / Deputy Manager, RDAT / Manager concerned will act as Appointing Authority. |
| 8.     | All posts in BS-01 to BS-04 or equivalent, in the Institutions / field offices.  | Head of the Institution / field office of BS-16 and above. In case Head of Institution / field office is below BS-16 then the District Manager / Deputy Manager, RDAT / Manager concerned will act as Appointing Authority. |

### 3. SELECTION COMMITTEES

The following are the selection committees for appointment to various categories of staff: -

#### TEVTA SECRETARIAT

A) **SELECTION COMMITTEE FOR THE POST OF CHIEF OPERATING OFFICER**

|    |                    |                    |
|----|--------------------|--------------------|
| 1. | Chairman           | Chairman           |
| 2. | Member TEVTA Board | Member             |
| 3. | Member TEVTA Board | Member             |
| 4. | Secretary TEVTA    | Member / Secretary |

B) **SELECTION COMMITTEE FOR THE POSTS OF GENREAL MANAGERS / ZONAL MANAGERS / MANAGERS AND DISTRICT MANAGERS**

|    |  |                    |
|----|--|--------------------|
| 1. | Chairman                                   | Chairman           |
| 2. | Member TEVTA Board                         | Member             |
| 3. | Member TEVTA Board                         | Member             |
| 4. | Chief Operating Officer / Secretary, TEVTA | Member / Secretary |

C) **SELECTION COMMITTEE FOR THE POSTS OF DEPUTY MANAGERS / ASSISTANT MANAGERS / OFFICE SUPERINTENDENTS / ASSISTANTS/ STENOGRAPHERS/ COMPUTER OPERATORS / SENIOR CLERKS / JUNIOR CLERKS (BS-05 TO BS-18 OR EQUIVALENT)**

|    |                           |                    |
|----|---------------------------|--------------------|
| 1. | General Manager (F&A)     | Chairman           |
| 2. | General Manager concerned | Member             |
| 3. | Manager concerned.        | Member             |
| 4. | Manager (Administration)  | Member / Secretary |

D) **SELECTION COMMITTEE FOR THE POSTS OF DRIVER / NAIB QASIDS / CHOWKIDAR / MALI / SWEEPERS ETC. (BS-01 TO BS-04 AND EQUIVALENT)**

|    |                          |                    |
|----|--------------------------|--------------------|
| 1. | Manager (Administration) | Chairman           |
| 2. | Manager concerned        | Member             |
| 3. | Manager (HRM)            | Member             |
| 4. | Deputy Manager (Admn.)   | Member / Secretary |

#### FIELD FORMATION

E) **SELECTION COMMITTEE FOR THE POSTS OF SENIOR CHIEF INSTRUCTORS / PROFESSORS / CHIEF INSTRUCTORS / PRINCIPALS / VICE PRINCIPALS / ASSOCIATE PROFESSORS AND EQUIVALENT**

|    |   |                    |
|----|---|--------------------|
| 1. | Chairman / Secretary or Member Board (to be nominated by Chairman, TEVTA) | Chairman           |
| 2. | General Manager (Operations)  | Member             |
| 3. | General Manager (Academics)   | Member             |
| 4. | Subject Specialist from Industry in the relevant field                    | Member             |
| 5. | Subject Specialist from TEVTA Institutes                                  | Member             |
| 6. | Manager (HRM)   | Member / Secretary |

F) **SELECTION COMMITTEE FOR THE POSTS OF SENIOR INSTRUCTORS / ASSISTANT PROFESSORS (BS-18 AND EQUIVALENT) (OPERATIONS WING)**

|    |  |                    |
|----|--|--------------------|
| 1. | Zonal Manager concerned  | Chairman           |
| 2. | President of District BOM  | Member             |
| 3. | Subject Specialist from the local industry in the relevant field | Member             |
| 4. | Subject Specialist from TEVTA Institutes                         | Member             |
| 5. | District Manager   | Member / Secretary |

G) **SELECTION COMMITTEE FOR THE POSTS OF LECTURERS / INSTRUCTORS / CHIEF INSTRUCTORS / VICE PRINCIPALS / ASSISTANT MANAGERS / SENIOR INSTRUCTORS / OFFICE SUPERINTENDENTS ETC. OF INSTITUTIONS / OFFICES UNDER OPERATIONS WING (BS-15 TO BS-17 AND EQUIVALENT)**

|    |  |                   |
|----|--|-------------------|
| 1. | President of District BOM                                    | Chairman          |
| 2. | Principal concerned  | Member            |
| 3. | Subject Specialist from local industry in the relevant field | Member            |
| 4. | Subject Specialist from TEVTA Institution                    | Member            |
| 5. | District Manager   | Member/ Secretary |

H) **SELECTION COMMITTEE FOR THE POSTS OF PRINCIPALS / DEPUTY MANAGERS, RDAT / SENIOR INSTRUCTORS / ASSISTANT PROFESSORS/ CHIEF INSTRUCTORS / LECTURERS/ ASSISTANT MANAGERS/ OF THE INSTITUTIONS / OFFICE OF ACADEMICS WING (BS-17 TO BS-18 AND EQUIVALENT)**

|    |  |                    |
|----|--|--------------------|
| 1. | General Manager (Academics)                                      | Chairman           |
| 2. | Subject Specialist from the local industry in the relevant field | Member             |
| 3. | Subject Specialist from TEVTA Institutes                         | Member             |
| 4. | Manager concerned  | Member / Secretary |

I) **SELECTION COMMITTEE FOR THE POSTS OF APP. TRAINING OFFICERS / SENIOR INSTRUCTOR/ OFFICE SUPERINTENDENTS ETC. FROM BS-15 TO BS-16 AND EQUIVALENT (FOR INSTITUTIONS / OFFICES UNDER ACADEMICS WING)**

|    |   |                    |
|----|---|--------------------|
| 1. | Manager concerned   | Chairman           |
| 2. | Principal / Dy. Manager concerned   | Member             |
| 3. | Subject Specialist from local industry in the relevant field (for teaching staff) | Member             |
| 4. | Subject Specialist from TEVTA Institution (for teaching staff)                    | Member             |
| 5. | Deputy Manager / Deputy Director RDAT concerned                                   | Member / Secretary |

J) **SELECTION COMMITTEE FOR THE POSTS OF INSTRUCTORS / JUNIOR TRADE INSTRUCTORS / SENIOR TRADE INSTRUCTORS (WOMEN) / ASSISTANTS / HEAD CLERKS / STENOGRAPHERS / ACCOUNTANTS / SENIOR CLERKS / JUNIOR CLERKS / DRIVERS / NAIB QASIDS ETC. IN BS-01 TO BS-14 OR EQUIVALENT (FOR INSTITUTIONS / OFFICES UNDER OPERATIONS / ACAD. WING)**

|    |   |                    |
|----|---|--------------------|
| 1. | Appointing Authority concerned  | Chairman           |
| 2. | Nominee of the President, BOM   | Member             |
| 3. | Subject Specialist from the local Industry in relevant field (for teaching posts only)          | Member             |
| 4. | Subject Specialist from TEVTA Institution (for teaching posts only)                             | Member             |
| 5. | Chief Instructor / Assistant Manager Next senior most staff member of the Institution concerned | Member / Secretary |

4. The recommendations of Selection Committees shall be approved by the respective Appointing Authorities before issuance of offer of appointments.

5. If the Appointing Authority dis-agrees with any of the recommendations of the selection committee, the said Authority will send the case to the next higher authority with reasons to be recorded in writing for appropriate orders.

6. **SELECTION CRITERIA**

The following Selection Criteria shall be followed for recruitment against various categories of posts in TEVTA:-

A) **CRITERIA FOR RECRUITMENT TO THE POSTS IN BS-01 TO BS-04 OR EQUIVALENT**

(i) **EDUCATIONAL QUALIFICATION** Total Marks 100  
Maximum Marks 15

a. Where prescribed minimum qualification is literate

|                   |    |
|-------------------|----|
| Literate          | 10 |
| Primary to Matric | 05 |

b. Where prescribed minimum qualification is Primary

|                 |    |
|-----------------|----|
| Primary         | 10 |
| Middle / Matric | 05 |

c. Where prescribed minimum qualification is Middle

|                       |    |
|-----------------------|----|
| Middle                | 10 |
| Matric / Intermediate | 05 |

d. Where prescribed minimum qualification is Matric

|              |    |
|--------------|----|
| Matric       | 10 |
| Intermediate | 05 |

(ii) **EXPERIENCE IN THE RELEVANT FIELD** Maximum Marks 50

*(Over and above the experience prescribed in the service rules should be supported by authentic evidence. Preference will be given to those having experience in Govt. Departments / Reputed Organizations)*

|    |                    |    |
|----|--------------------|----|
| a) | One year           | 15 |
| b) | Two years          | 25 |
| c) | Three years        | 30 |
| d) | Four years & above | 50 |

(iii) **INTERVIEW** Maximum Marks 35

Note: Subject to availability, recruitments for the above posts would be made from amongst the persons domiciled in the same district as per the location of the Institute / Office

**B. CRITERIA FOR POSTS IN BS-05 TO BS-10 & EQUIVALENT**

Total Marks 100

(i) **EDUCATIONAL QUALIFICATION**

Maximum Marks 40

a. Where prescribed minimum qualification is Matric/ equivalent

|    |        | 1 <sup>st</sup> Div. | 2 <sup>nd</sup> Div. |
|----|--------|----------------------|----------------------|
| 1. | Matric | 40                   | 30                   |

b. Where prescribed minimum qualification is Intermediate/ equivalent

|    |              | 1 <sup>st</sup> Div. | 2 <sup>nd</sup> Div. |
|----|--------------|----------------------|----------------------|
| 1. | Intermediate | 20                   | 15                   |
| 2. | Matric       | 20                   | 15                   |

c. Where prescribed minimum qualification is bachelors degree/ equivalent

|    |              | 1 <sup>st</sup> Div. | 2 <sup>nd</sup> Div. |
|----|--------------|----------------------|----------------------|
| 1. | Bachelor     | 20                   | 15                   |
| 2. | Intermediate | 10                   | 08                   |
| 3. | Matric       | 10                   | 07                   |

d. Where prescribed minimum qualification is Trade Certificate / Diploma Vocational (W) or equivalent

|    |   | 1 <sup>st</sup> Div. | 2 <sup>nd</sup> Div. |
|----|---|----------------------|----------------------|
| 1. | Trade Certificate /Diploma Vocational (W) | 25                   | 20                   |
| 2. | Matric                                    | 15                   | 10                   |

(ii) **HIGHER QUALIFICATION IN THE RELEVANT FIELD**

Maximum Marks 10

Next above the qualification prescribed under the rules:

|    |                   |    |
|----|-------------------|----|
| 1. | One stage higher  | 07 |
| 2. | Two stages higher | 10 |

(iii) **LOCAL DOMICILE** Marks 10

(iv) **MARKS FOR EXPERIENCE** Maximum Marks 20

|            |    |  |
|------------|----|--|
| Experience | 20 | Marks (For over & above the prescribed experience):-<br>One year =10 Marks<br>Two years =15 Marks<br>Three years & above =20 Marks |
|------------|----|--|

(v) **INTERVIEW** Maximum Marks 20  
 C) **CRITERIA FOR POSTS IN BS-11 & ABOVE OR EQUIVALENT** Maximum Marks = 100

i) Distribution of marks will be as under: -

| Sr. No. | Item  | Marks  |
|---------|---|--|
| a.      | Qualification                                       | 40 Marks   |
| b.      | Additional Qualification (i.e. more than requisite) | 15 Marks. (One step higher =10, Further higher=15)   |
| c.      | Domicile  | 10 Marks for persons holding local domicile where post exists.   |
| d.      | Experience  | 15 Marks (For over & above the prescribed experience)<br>One year=10 Marks<br>Two year = 12 Marks<br>Three years & above= 15 Marks |
| e.      | Interview   | 20 Marks   |
| f.      | Total   | 100 Marks  |

ii) The criteria for awarding marks for qualification will be as under: -

| Qualification               | If qualification is "Master's Degree" |                     | If qualification is "Bachelor Degree" |                     | If qualification is, "Intermediate" |                     | If qualification is "Matric" |                     |
|-----------------------------|---------------------------------------|---------------------|---------------------------------------|---------------------|-------------------------------------|---------------------|------------------------------|---------------------|
|                             | 1 <sup>st</sup> Div.                  | 2 <sup>nd</sup> Div | 1 <sup>st</sup> Div.                  | 2 <sup>nd</sup> Div | 1 <sup>st</sup> Div.                | 2 <sup>nd</sup> Div | 1 <sup>st</sup> Div.         | 2 <sup>nd</sup> Div |
| Matriculation or equivalent | 06                                    | 04                  | 08                                    | 06                  | 18                                  | 10                  | 40                           | 30                  |
| Intermediate or equivalent  | 08                                    | 05                  | 14                                    | 11                  | 22                                  | 15                  | -                            | -                   |
| Degree or equivalent        | 10                                    | 08                  | 18                                    | 14                  | -                                   | -                   | -                            | -                   |
| Masters or equivalent       | 16                                    | 10                  | -                                     | -                   | -                                   | -                   | -                            | -                   |

Note: -In all above-mentioned categories, 5 additional marks shall be awarded to **HAFIZ-E-QURAN**.

7. The prescribed minimum qualification / experience and TEVTA Pay Scales are attached as Annexure-I.

(Khalid Mahmood)  
CHAIRMAN

No: Even and dated  
22-04-2006.

A copy is forwarded for information to: -

1. The Accountant General Punjab, Lahore.
2. All District Accounts Officers in the Punjab.
3. The General Managers (Operations) / (F&A) / (Academics) / (Project), TEVTA Secretariat, Lahore.
4. The Zonal Managers, TEVTA (North) / (South) / (Central).
5. All Managers, TEVTA Secretariat, Lahore.
6. All Presidents, District Board of Management, TEVTA in the Punjab.
7. All District Managers, TEVTA in the Punjab for circulating the same to all TEVTA Institutions in the District.
8. The PS to Secretary, TEVTA, Lahore.

(Shahid Jamil)  
Deputy Manager (Estb.)



## Annexure-I

### **TEVTA'S PAY SCALES AND QUALIFICATIONS**

| Designation                         | Range of Pay at the time of induction                            | Govt. Scale equivalence | Qualification and experience  |
|-------------------------------------|--|-------------------------|---|
| Naib Qasid                          | 2500-4000  | BS-01                   | Middle  |
| Driver                              | 3000-4500  | BS-04                   | Middle, Driving License   |
| 1. Telephone Technician             | 3000-5000  | BS-05                   | Matric, Experience  |
| 2. Clerk                            |  | BS-05                   | Matric, Computer Literate   |
| 3. Telephone Operator               |  | BS-05                   | Matric, Experience  |
| 4. Key Punch Operator               |  | BS-05                   | Matric, Date Entry, Experience  |
| 1. Assistant                        | 4500-7000  | BS-11                   | B.A, Experience 2 years, <u>Computer Literate</u>   |
| 2. P. A                             |  | BS-12                   | B.A. Diploma in Shorthand, <u>Typing, Computer Literate</u>                                       |
| 3. Stenographer                     |  | BS-12                   | F.A Diploma in Shorthand, <u>Typing, Computer Literate</u>  |
| 4. Draftsman                        |  | BS-11                   | <b>Matric, 3 Years Diploma</b>  |
| 5. Supervisors                      |  | BS-11                   | <b>Matric, 3 years Diploma</b>  |
| 6. Computer Operator                |  | BS-09                   | <b>F.A., Computer Literate</b>  |
| 7. Accountant/<br>Senior Accountant |  | BS-09                   | B.Com. 3 Years experience<br>Computer Literate.   |
| P.S                                 |  | BS-15                   | B.A Diploma in Shorthand, Typing Computer Literate  |
| Superintendent                      | 5000-7500  | BS-16                   | B.A, Computer Literate, experience.   |
| Assistant Manager                   | 10000-15000  | BS-17                   | Master in the relevant field / Professionally qualified   |
| Deputy Manager                      | 20000-28000  | BS-18                   | Master in the relevant field / Professionally qualified + 4 years experience.                     |
| District Manager                    | 30000-40000<br>1000 cc Car Maintained by Authority<br>125-Litres | BS-19                   | Master in the relevant field / Qualified Engineer, Professionally qualified + 8 years experience. |
| Manager                             | 30000-40000<br>1000 cc Car Maintained by Authority<br>160-Litres | BS-19                   | Master in the relevant field / Qualified Engineer, Professionally qualified + 8 years experience. |
| Zonal Manager                       | 40000-50000<br>1300 cc Car Maintained by Authority<br>160-Litres | BS-20                   | Master in the relevant field / Qualified Engineer, Professionally qualified +8 years experience.  |
| General Manager                     | 50000-60000<br>1300 cc Car Maintained by Authority<br>175-Litres | BS-21                   | Master in the relevant field / qualified Engineer, professionally qualified + 8 years experience. |

|                         |  |       |   |
|-------------------------|--|-------|---|
| Chief Operating Officer | 150000-10000<br>-160000<br>1300 cc Car<br>Maintained by<br>Authority<br>200-Litres | BS-22 | Master in the relevant field /<br>qualified Engineer,<br>professionally qualified + 15<br>years experience. |
| MP-1                    |  |       |   |
| MP-2                    | 50000-7500 -<br>80000<br>1300 cc Car<br>Maintained by<br>Authority<br>200-Litres   |       |   |
| Secretary               | 1300 cc Car<br>Maintained by<br>Authority<br>200 Litres                            | BS-20 | Civil Servant   |

#### **TEACHING STAFF FOR COMMERCE / TECHNICAL INSTITUTIONS**

|                      |             |       |   |
|----------------------|-------------|-------|---|
| Junior Instructor    | 9000-18000  | BS-14 | B.Com / B.A with D.Com from<br>Commerce Institutions<br>DAE from Technical Institutions<br>2 years experience |
| Instructor/Lecturer  | 9000-18000  | BS-17 | M.Com / M.A / M.Sc / B.Sc<br>Engineer<br>2 Years experience   |
| Senior Instructor    | 19000-35000 | BS-18 | M. Com / M.A / M.Sc / B.Sc<br>Engineer<br>5-years experience  |
| Assistant Professor  | 19000-35000 | BS-18 | M. Com/M.A / M.Sc / B.Sc<br>Engineer<br>5-years experience  |
| Chief Instructor     | 22000-45000 | BS-19 | M. Com/M.A/M.Sc / B.Sc<br>Engineer<br>8-years experience/P.hd   |
| Associate Professor  | 22000-45000 | BS-19 | M. Com / M.A/ M.Sc / B.Sc<br>Engineer<br>8-years experience<br>Preferably Ph.d                                |
| Principal Instructor | 28000-50000 | BS-19 | M.Com / M.A/ M.Sc/ B. Sc<br>Engineer<br>15-years experience<br>Preferably Ph.d                                |
| Professor            | 28000-50000 | BS-20 | M. Com / M.A/ B.Sc Engineer +<br>15 years experience<br>Preferably Ph.d                                       |

#### **TEACHING STAFF FOR VOCATIONAL INSTITUTIONS**

| Designation | Range of pay at<br>the time of<br>induction | Govt. scale<br>equivalent | Qualification and experience  |
|-------------|---|---------------------------|---|
| Principal   | 12000-18000                                 | BS-17                     | M.A/M.Sc in a major subject with<br>3 years experience<br>OR<br>M.Sc (Home Economics)/M.(Fine<br>Arts) with Graphic Design / Art<br>with 3 year experience<br>OR<br>B.Sc (Eco) / B.A in Fine Arts with<br>graphic design / Art with 5 years<br>experience<br>OR<br>B.A/B.Sc with DAE (2 <sup>nd</sup> Division) |

|                                    |       |             |       |  |
|------------------------------------|-------|-------------|-------|--|
|                                    |       |             |       | with 5 years experience<br>OR<br>B.A/B.Sc with DAE (2 <sup>nd</sup> Division)<br>with 5 years experience<br>Computer literate will be preferred  |
| Chief Instructor (GVTTIW)          | Trade | 9000-18000  | BS-17 | M.Sc (Home Economics) M.A Fine Arts) with Graphics Design / Art with 3 years experience<br>OR<br>B.Sc(Eco) B.A in Fine Arts with graphic design/Art with 5 years experience.<br>OR<br>B.A /B.Sc with DAE (2 <sup>nd</sup> Division) with 5 years experience.<br>OR<br>B.A/B.Sc with DAE (2 <sup>nd</sup> Division) with 5 years experience<br>Computer literate will be preferred. |
| Chief Instructor (Vocational)      | Trade | 10000-14000 | BS-16 | M.A. Fine Art with Graphic Design/Arts/M.Sc (H. Eco) with 2-years experience<br>B.A/B.Sc with Diploma (DDM) with 4 years experience.<br>OR<br>B.A/B.Sc (2 <sup>nd</sup> Division) with Diploma from GVTTIW with 4 years experience<br>Computer literate will be preferred.   |
| Senior Instructor GVI / GVTTI(W)   | Trade | 8000-12000  | BS-12 | B.Sc (H. Eco) / B.A Fine Arts / Diploma from NCA with Graphic Design with 2-years experience.<br>OR<br>Intermediate (2 <sup>nd</sup> Division) Diploma from GVTTIW with 3 years experience<br>OR<br>Diploma from Government Polytechnic Institute (W) (W) in DDM with 3 years experience.  |
| Trade Instructor GVI (W)           |       | 6000-10000  | BS-10 | Intermediate (2 <sup>nd</sup> Division) with diploma from GVTTIW preferably experience<br>OR<br>Diploma in DDM<br>Computer Literate will be preferred  |
| Junior Instructor GVI (W)          | Trade | 5000-8000   | BS-08 | Matriculation with diploma from GVI (W) and also one year from GVTTI (W) (2 <sup>nd</sup> Division) preferably experience.<br>OR<br>Diploma in DDM<br>Computer literate will be preferred  |
| Shop Assistant GVI (W) / GVTTI (W) |       | 4000-7000   | BS-06 | Intermediate with diploma from GVI (W) preferably experienced  |
| Shop Attendant GVI (W) /GVTTI (W)  |       | 3500-5000   | BS-01 | Matric   |

