

Government of Punjab
Department of School Education

To

1. Director General of School Education, Punjab.
2. Director of Public Instruction(SE) Punjab.
3. Director of Public Instruction(EI) Punjab.
4. Director SCERT Punjab.
5. All the District Education Officers(SE/EE) in the State.

Memo No. Special/SE/2020,

Dated, SAS Nagar: 31. 3.2020

Subject: Fixation of salary of personnel previously working under SSA who had been inducted into the affairs of State of Punjab against the posts of Headmasters, Masters/Mistresses, ETT Teachers etc.

Kindly refer to the subject noted above.

2. You are aware that a number of personnel working under SSA had opted the scheme to take them into the services of the Department against the posts of Headmasters, Masters/Mistresses, ETT Teachers etc. As per previous orders, probation period of such persons stand completed on 31.3.2020. In order to remove any confusion, it is made clear that upon completion of the said probation period, the pay of such personnel shall be fixed at the DDO level itself in the initial pay scale meant for the said posts. Some illustrations are mentioned hereinbelow for guidance for fixation of initial pay in the admissible pay band plus Grade Pay alongwith other admissible allowances, presuming that an incumbent is working in rural areas against the aforesaid posts:

| Name of post | Pay band plus Grade Pay(| Minimum initial pay in the admissible pay band(In Rs.) | IR@ 5%(In Rs.) | DA@ 148% (In Rs.) | HRA+R RA@ 16% (10% HRA+ 6% RRA) (In Rs.) | Fixed Medical Allowance(In Rs.) | Mob.Allowance | Total salary(In Rs.) |
|------------------------------------|--------------------------|---|-----------------|--------------------|---|----------------------------------|---------------|-----------------------|
| Headmasters | 10300-34800+5400 | 20300.00 | 1015.00 | 31546.00 | 3410.00 | 500.00 | 300.00 | 57071.00 |
| Masters/Mistresses | 10300-34800+5000 | 18450.00 | 923.00 | 28672.00 | 3100.00 | 500.00 | 250.00 | 51895.00 |
| ETT | 10300-34800+4200 | 16290.00 | 815.00 | 25315.00 | 2737.00 | 500.00 | 250.00 | 45907.00 |
| C& V (Other Categories of Teachers | 10300-34800+4400 | 17420.00 | 871.00 | 27071.00 | 2927.00 | 500.00 | 250.00 | 49039.00 |

3. The aforesaid calculations of salary of newly appointed persons against the aforesaid posts are based on the existing applicable minimum initial pay sanctioned for the said posts and

applicable existing rates of allowances. The rate of House Rent Allowance may be varied according to posting of an employee. For illustration, in case, any incumbent is working in non rural areas, his/her house rent shall be calculated as per applicable rates which are admissible for a particular Town or city in which such person is posted.

4. It shall be ensured by the DDOs that such persons should get salary for the month of April, 2020 in the admissible pay scale alongwith all other allowances as stated above.. For this purpose, there shall be no requirement for obtaining further orders from the concerned District Education Officers as well.

5. There are certain instances, where out of such persons, some have further been selected to the posts of Principals, Headmasters/Headmistresses/ BPEO in the direct recruitment made through PPSC. In such cases also, they shall also fix their own pay being the DDO of the concerned office as usual and there shall be no requirement for obtaining further orders from the concerned District Education Officers as well.

**Sd/-
Secretary School Education**