

INFORMATION ON APPOINTMENT PROCESS FOR ELIGIBLE CANDIDATES

Purpose: The documents is to provide all eligible candidates (those candidates scoring 60% or higher on the Teacher Recruitment Entrance Examination) information on the procedures and process of posting candidates in needs-based vacancies.

- 1) Only candidates who score 60% or higher on the Teacher Recruitment Entrance Examination are eligible for posting as a teachers in Sindh. Candidates who pass the examination for multiple levels (e.g. PST and JST) will be asked to select only one level to be considered for.
- 2) Postings of new teachers are made on a needs-basis. Therefore, not all test passers will necessarily receive positions. For example, if the number of passers is greater than the need in a given district, only those with the highest merit will be posted until all needs have been filled.
- 3) Each candidate will receive a “merit score” calculated as the sum of the score on the following items (note that test score is only one component of your merit score):

Category		Scoring System	Information provided by:
Test Score		60-100 points: Exact score received on test	Sindh University
Academic Qualification		8 points if candidate is matriculate 10 points if candidate is a FA/F.SC 12 points if candidate is BSc/BA/B.Com 15 points if Candidate is an MSc/MA/M.Com (The result of highest qualification <i>only</i> is counted)	Candidate, verified by physical evidence brought to EDO
Professional Qualification		8 points if candidate is a PTC 10 points if candidate is a CT 12 points if candidate carries a degree of B-Ed 15 points if Candidate carries a degree of M-Ed (The result of highest qualification <i>only</i> is counted)	Candidate, verified by physical evidence brought to EDO
Gender		20 additional points if candidate is female	Observation
Residence Certificate issued by UC	PST	30 points if any vacancy exists in the candidate’s own UC	Candidate, verified by physical evidence brought to EDO
		25 points if any vacancy exists in the candidate’s own Taluka	
		20 points if any vacancy exists in the candidate’s own District	

	JST	25 points if any vacancy exists in the candidate's own Taluka	Candidate, verified by physical evidence brought to EDO
		20 points if any vacancy exists in the candidate's own District	
	HST	20 points if any vacancy exists in the candidate's own District for HST, remaining JST & PST candidates	
Disability (when applicable)		No points awarded but considered against disabled quota	Candidate, verified by evidence brought to EDO

- 4) Candidates will be called into District Recruitment Committee (DRC) meetings in order of their merit score ranking (highest scoring candidate first).
- 5) If candidate is absent on at the time of his/her meeting, candidate's position will be skipped, although the candidate may receive an appointment if need still exists by the time they arrive.
- 6) Candidates will be given a list of needs-based vacancies to select which school they would like to be posted to.
- 7) Candidate's selection will be limited to their own union council (UC) for PST if a vacancy exists in their own UC, and if not then their own taluka and district.
- 8) Candidate's selection will be limited to their own taluka for JST if a vacancy exists in their own Taluka, and if not then their own district.
- 9) **If no needs-based vacancy exists in a candidates own district, the candidate will not be posted.**
- 10) Candidate's posting will be **school specific** and **non-transferable (even on deputation)**.
- 11) Candidate's posting will be on a contract basis for a period of three years.
- 12) Any complaints or grievances should be address to the Reform Support Unit:
NJV Higher Secondary School, Across from Radio Pakistan, Karachi, Sindh