



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ELEMENTARY & SECONDARY EDUCATION DEPARTMENT

Block "A", Opposite MPA's Hostel, Civil Secretariat Peshawar

Dated: Peshawar the March 31, 2026

**NOTIFICATION**

**No. SO(SM)/E&SED/7-1/2020/PT/General:** In supersession of all previous notifications in this regard, the Elementary & Secondary Education (E&SE) Department has been pleased to notify the eTransfer Policy 2026 for:

- A. Teaching Cadre (BPS-12 to BPS-18)
- B. Education Management Cadre (BPS-16 to BPS-18)
- C. Ministerial Cadre (BPS-11 to BPS-17)

2. This policy may be called Khyber Pakhtunkhwa Elementary & Secondary Education Department eTransfer Policy 2026 and shall come into force at once.

3. Each of the concerned competent authority shall regularly visit their respective eTransfer portal / App, check, verify the announced vacant posts and particulars of the applicants as per the eTransfer schedule.

4. Transfers on the following grounds will be exempted from the eTransfer Policy 2026.
- a. Inter district transfers of district cadre posts
  - b. Transfers for operationalization of newly established schools and transfers against newly created posts
  - c. Transfers under Spouse / Wedlock policies
  - d. Transfers of minority teachers, divorced females, PWDS and differently abled teachers
  - e. Transfers on court orders and impending retirements.
  - f. Transfers on complaints / enmities / penalties / criminal & legal proceedings / chronic diseases / injuries
  - g. Transfers / postings of OSDs and corrections of wrong postings

5. There will be a complete ban on manual postings/transfers during the eTransfer process to ensure transparency except for the postings exempted in para-4.

6. There will be a complete ban of transfers of teachers from merged areas to settled areas in the eTransfer Policy 2026 except for cases involving postings to home districts on the grounds of impending retirement, as well as mutual or substitute postings.

7. This policy covers intra-district transfers of provincial and district cadre posts and inter district transfers of Provincial cadre posts except SSTs.

8. Inter district transfer against senior positions (100% District promotion Quota) i.e. SCT, SDM, SPET, SAT, STT, S-Qari/Qaria, SPST and PSHT are not allowed under the eTransfer Policy.

9. Teacher bearing minimum tenure of two years on the present post in the present school will be eligible for eTransfer.

10. Transfers of PSTs will be within their respective UCs in the settled districts while in the merged districts it will be within their respective Sub-Divisions.

11. This policy shall not be applicable on contract/adhoc teachers except those who have completed the required 3-years length of service w.e.f. their dates of appointment.

12. Regularized and fresh appointees under the Act will only be eligible for eTransfer after completing the required length of service as per their regularization / appointment orders.

13. To keep the school functional/operational, the eligibility conditions regarding availability of minimum teachers' requirement shall be as under:

School Level	Availability of teachers
Primary	Minimum teachers remained at the school should be @ 1:40 i.e. at least 2 teachers up to 60 enrollment, for enrollment between 61 to 100 minimum 3 teachers, for enrollment between 101 to 140 minimum 4 teachers, for enrollment between 141 to 180 5 teachers and so on.
Middle	At least 4 teachers must remain including one CT.
High / Higher Secondary	At least 6 teachers up to high level must remain including one SST Science and one SST General.

(The senior most teacher (in terms of holding longest posting tenure on the same post/school) will be eligible for transfers after fulfilling the above minimum availability of teachers in order to maintain the school's functionality).

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14. For overall implementation and supervision of the eTransfer process and redressal of grievances, there will be an oversight committee at the E&SE Department under the chairmanship of Special Secretary and oversight committees at the Directorate of E&SE level under the chairmanship of Additional Directors (Establishment) Male & Female with the following composition and terms of reference (TORs):

Oversight Committee at the E&SE Department level:

i. Special Secretary (Estab), E&SE Department	Chairperson
ii. Additional Secretary (Estab), E&SE Department	Member
iii. Director E&SE Khyber Pakhtunkhwa, Peshawar	Member
iv. Director EMIS, E&SE Department	Member
v. Representative of Education Monitoring Authority (EMA), Peshawar	Member
vi. Section Officer (Schools / Female)	Member
vii. Section Officer (Schools / Male)	Secretary/Member

TORs of the Oversight Committee at E&SE Department level be as under:

- i. Awareness campaign both in electronic/print media with deadlines of the whole eTransfer implementation process.
- ii. Overall supervision of the eTransfer implementation process.
- iii. Collection and examination of genuine grievances applications forwarded by the oversight committees at the Directorate of E&SE level.
- iv. Acceptance / Rejection of the applications / complaints with justifications.
- v. Redressal of the grievances and initiation of disciplinary actions against the fake / wrong data entry / verifications.

Oversight Committees at the Directorate of E&SE Level:

i. Additional Directors (Estab) Male & Female concerned	Chairperson
ii. Deputy Directors (Estab) Male & Female concerned	Member
iii. Representative of EMIS, E&SE Department	Member
iv. Representative of Education Monitoring Authority (EMA), Peshawar	Member
v. Assistant Directors (Estab) Male & Female concerned	Secretary/Member

TORs of the Oversight Committees at the Directorate of E&SE level be as under:

- i. Collection of grievances applications from applicants
- ii. Verification of the grounds of the complaints from the office/school's records as well as from EMA.
- iii. Acceptance / Rejection of the complaints with justifications
- iv. In case of acceptance of complaints:
  - a. Send recommendations pertaining to the DEOs Male/Female for compliance within a week time.
  - b. Forward genuine applications / complaints with recommendations pertaining to the E&SE Department level to the Oversight Committee at E&SE Department.

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**A. eTransfer Policy for Teaching Cadre (BPS-12 to BPS-18)**

15. The eTransfer Policy 2026 for Teaching Cadre (BPS-12 to BPS-18) will be in the following two (02) categories / types:

- a. Mutual eTransfer
- b. eTransfer against vacant posts

16. The eTransfer Policy 2026 for Teaching Cadre (BPS-12 to BPS-18) for eTransfer against vacant posts is based on the following performance and need based parameters / indicators and the categories of teachers for scoring parameters weightage will be as under:

- a. Teachers from BPS-12 to BPS-16 except SSTs
- b. Secondary School Teachers (SSTs) in BPS-16
- c. Subject Specialists (SS) in BPS-17 & BPS-18
- d. Principals / Head Masters (BPS-17 & BPS-18) of High/Higher Secondary Schools

While the scoring parameters / indicators will be as under, whose detail scoring weightage is at **Annex-I:**

- a. Tenure in the Present School
- b. Students Teacher Ratio (STR)
- c. Disability/Widow/Divorced
- d. Domicile
- e. Higher Academic Qualification
- f. SSC / HSSC Annual Results
- g. Overall Students Attendance Rate

17. The Education Monitoring Authority will provide requisite data related to the scoring parameters pertaining to EMA.

18. In case of more than one applicants for a post and same score of two or more candidates, merit will be first on tenure on the present post/school/station, then by maximum length of service in the E&SE Department, then by Age (i.e. Date of Birth) and if there is tie, then on first come first get basis.

**19. Mutual eTransfer of Teaching Cadre:**

- i. Mutual eTransfers can be between two or more teachers having same scale/cadre subject to the condition that the applicants are in the same cadre/subject/scale.
- ii. Mutual eTransfers shall be allowed only for regular teachers after completion of probation period while contract/adhoc teachers shall not be allowed for mutual transfers except those who have completed the required 3-years length of service w.e.f. their dates of appointment.
- iii. The following applicants for mutual eTransfers shall not be considered on the eTransfer Portal and verification of these will be the responsibility of the DEOs concerned.
  - a. Any of the applicants has less than one year of service at his/her credit
  - b. Any of the applicants has applied for a pre-mature retirement
  - c. Any of the applicants has applied for LPR
  - d. Any of the applicants waiting for actualization of promotion in the next scale
  - e. Any of the applicants has been facing disciplinary or criminal proceedings etc.
  - f. Any of the applicants has applied for long leave / study leave.
- iv. The mutual eTransfers will be allowed throughout the year and the following schedule shall be followed strictly by all concerned on the eTransfer Portal:

S#	Activity	Duration / Dates	Responsibility
a	All the applicant teachers who wants mutual eTransfers, shall apply individually for the mutual transfer on the eTransfer Portal	Within 05-days	Applicant teachers
b	Submission of the online mutual eTransfer Portal generated printed Applications Forms after signing and then countersigning from immediate supervisors in the respective DEOs offices	Within 03-days after submission of online applications	Applicant teachers
c	Verification / authentication on the eTransfer Portal, all the mutual transfers Applications (whether district cadre or provincial cadre and whether intra or inter district) which are signed by the applicants and countersigned by their immediate supervisors	Within 03-days after receiving of the printed signed applications	DEOs Male/Female
d	Issuance & uploading of the System generated Mutual eTransfer Orders	Within 02-days after verification of the mutual applications	Section Officers Schools (Male/Female), Director E&SE and DEOs Male/Female

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**20. eTransfer against Vacant Posts of Teaching Cadre**

- i. Transfers will be made only against vacant posts which are uploaded by the District Education Officers (DEOs) Male/Female on the eTransfer Portal.
- ii. The following schedule will be followed for transfers of teaching cadre against the vacant posts:

S#	Activity	Duration / Dates	Responsibility
a	Announcement / display of all available vacant posts of teaching cadre (BPS-12 to BPS-18)	1 <sup>st</sup> to 5 <sup>th</sup> of every month	DEOs Male/Female
b	Applications by the interested eligible teachers to select / opt for any of three prioritized available uploaded vacant posts as per their cadre/scale where they want transfers/postings	6 <sup>th</sup> to 10 <sup>th</sup> of every month	Applicant teachers
c	Submission of the online eTransfer Portal generated printed Applications Forms after signing and then countersigning from immediate supervisors in the respective DEOs offices	On or before 12 <sup>th</sup> of every month	Applicant teachers
d	Verification / authentication on the eTransfer Portal, Applications of those teachers which are signed by the applicants and countersigned by their immediate supervisors	On or before 14 <sup>th</sup> of every month	DEOs Male/Female
e	Recommendations for transfers / postings i.e. Provisional School/Post wise merit/scoring positions based on the scoring parameters at Annex-1.	15 <sup>th</sup> to 16 <sup>th</sup> of every month	Provincial EMIS E&SED
f	Issuance & uploading of the System generated eTransfer Orders	17 <sup>th</sup> to 18 <sup>th</sup> of every month	Section Officers Schools (Male/Female), Director E&SE and DEOs Male/Female

**B. eTransfer Policy for Education Management Cadre (EMC) (BPS-16 to 18)**

21. All those Education Management Cadre (EMC) officers in BPS-16 to BPS-18 having 2-years or more tenure on the current post/station will be liable to be transferred except those who are retiring from service within one year or those who are facing disciplinary or criminal proceedings (if stay of the incumbent(s) is required on administrative grounds of the proceedings).

22. Schedule for transfers / postings of the EMC officers on tenure-basis as well as filling of the remaining EMC vacant posts from the relevant teaching cadre officers on temporary basis as a stop gap arrangements will be as under:

S#	Activity	Duration / Dates	Responsibility
<b>Step-I</b>			
a	Display lists of tenure-based EMC officers liable to be transferred	1 <sup>st</sup> to 3 <sup>rd</sup> of every month	Provincial EMIS E&SED, Section Officers (EMC) E&SED & Director E&SE
b	Announcement / display of all available EMC vacant posts (including the resultant vacancies of the 2-years tenure occupants) and those EMC posts occupied by the teaching cadre	5 <sup>th</sup> to 6 <sup>th</sup> of every month	Provincial EMIS E&SED, Section Officers (EMC) E&SED
c	Applications by the eligible EMC officers, who are liable for transfers, to select / opt any three prioritized available EMC vacant posts (including the resultant vacancies of 2-years or more EMC officers' occupants and those occupied by the teaching cadre) as per their cadre/scale where they want transfers/postings	8 <sup>th</sup> to 11 <sup>th</sup> of every month	EMC officers
d	Recommendations of the tenure-based postings/transfers of EMC officers to the Placement Committees	13 <sup>th</sup> to 14 <sup>th</sup> of every month	Section Officers (EMC), E&SED & Director E&SE
e	Tenure-based eTransfer orders of the EMC officers	15 <sup>th</sup> to 16 <sup>th</sup> of every month	Section Officers (EMC), E&SED & Director E&SE
<b>Step-II</b>			
f	After completion of the process of Placement Committee and tenure-based eTransfer orders of EMC officers, announcement / display of all the remaining EMC vacant posts to the teaching cadre officers	18 <sup>th</sup> to 19 <sup>th</sup> of every month	Provincial EMIS E&SED, Section Officers (EMC) E&SED
g	Applications by the teaching cadre officers to select / opt any three prioritized available EMC vacant posts as per their relevant scale where they want transfers/postings on temporary basis as a stop gap arrangements.	21 <sup>st</sup> to 24 <sup>th</sup> of every month	Teaching Cadre officers
h	Recommendations of transfers / postings of the teaching cadre officers against the EMC vacant posts to the Placement Committees	26 <sup>th</sup> to 27 <sup>th</sup> of every month	Section Officers (EMC), E&SED & Director E&SE
i	eTransfer orders of the teaching cadre officers against the EMC vacant posts on temporary basis as a stop gap arrangements.	28 <sup>th</sup> of every month	Section Officers (EMC), Director E&SE

23. Moreover, the following merit calculation and other general conditions will be followed during postings/transfers against EMC posts in the eTransfer Portal:

- In case of more than one EMC applicants for a post, then the one having maximum tenure on the present post/station will be recommended for transfer to that post. Moreover, in case of tie of tenure, then the decision will be on the maximum length of service in E&SE Department, then by age (Date of Birth) and then by first come first get basis.
- In case, the 2-years or more tenure EMC officer did not succeed to obtain any of the applied prioritized available post or did not apply / opt for any of the post, but some other eligible EMC officer apply / opt for his/her occupied post, then he/she will be recommended for transfer / posting against the post of the successful aspirant.
- In case of more than one teaching cadre applicants for a post, then the one having maximum management experience will be transferred to that post as a stop gap arrangements. Moreover, in case of tie, then the decision will be on the maximum length of service in E&SE Department, then by age (Date of Birth) and then by first come first get basis.
- The teaching cadre occupied EMC posts will always be the resultantly vacancies for any of the EMC tenure based eTransfer cycle.

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**C. eTransfer Policy for Ministerial Staff (BPS-11 to 17)**

24. All those Ministerial Staff from BPS-11 to BPS-17 i.e. Junior Clerks, Senior Clerks, Assistants, Superintendents and Budget & Accounts Officers whose tenure on the current post/scale/station is 2-years or more will be liable to be transferred except those who are retiring from service within one year or those who are facing disciplinary or criminal proceedings (if stay of the incumbent(s) is required on administrative grounds of the proceedings).

25. Schedule for transfers / postings of the Ministerial Staff on tenure-basis will be as under:

S#	Activity	Duration / Dates	Responsibility
a	Display lists of tenure-based Ministerial Staff liable to be transferred	1 <sup>st</sup> to 3 <sup>rd</sup> of every month	Provincial EMIS E&SED & Director E&SE
b	Announcement / display of all available Ministerial Staff vacant posts (including the resultant vacancies of the 2-years tenure occupants)	5 <sup>th</sup> to 6 <sup>th</sup> of every month	Provincial EMIS E&SED & Director E&SE
c	Applications by the eligible Ministerial Staff, who are liable for transfers, to select / opt any three prioritized available vacant posts (including the resultant vacancies of 2-years or more occupants) as per their cadre/scale where they want transfers/postings	8 <sup>th</sup> to 11 <sup>th</sup> of every month	Ministerial Staff
d	Recommendations / provisional lists of the tenure-based postings/transfers of Ministerial Staff	13 <sup>th</sup> to 14 <sup>th</sup> of every month	Provincial EMIS E&SED
e	Tenure-based eTransfer orders of the Ministerial Staff	15 <sup>th</sup> to 16 <sup>th</sup> of every month	Section Officer (General) E&SED, Director E&SE & all DEOs Male/Female

26. Moreover, the following merit calculation and other general conditions will be followed during postings/transfers against ministerial cadre posts in the eTransfer Portal:

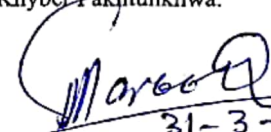
- i. In case of more than one applicants (ministerial staff) for a post, then the one having maximum tenure on the present post/station will be recommended for transfer to that post. Moreover, in case of tie of tenure, then the decision will be on the maximum length of service in E&SE Department, then by age (Date of Birth) and then by first come first get basis.
- ii. In case, the 2-years or more tenure Ministerial Staff did not succeed to obtain any of the applied prioritized available post or did not apply / opt for any of the post, but some other eligible Ministerial Staff apply / opt for his/her occupied post, then he/she will be recommended for transfer / posting against the post of the successful aspirant.

**Secretary to Govt. of Khyber Pakhtunkhwa  
Elementary & Secondary Education Department**

Endst: Even No. & Date:

Copy of the above is forwarded to the:

1. Principal Secretary to Governor Khyber Pakhtunkhwa.
2. Principal Secretary to Chief Minister Khyber Pakhtunkhwa.
3. All the Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
4. Accountant General, Khyber Pakhtunkhwa Peshawar.
5. The Director General, Education Monitoring Authority Khyber Pakhtunkhwa.
6. The Director EMIS/IT, E&SE Department, Khyber Pakhtunkhwa, Peshawar.
7. The Director, Elementary & Secondary Education, Khyber Pakhtunkhwa. Peshawar.
8. The Director, Curriculum and Teacher Education. Khyber Pakhtunkhwa Abbottabad.
9. The Director, Directorate of Professional Development, Peshawar.
10. PSO to Chief Secretary, Government of Khyber Pakhtunkhwa.
11. All the District Education Officers (Male/Female) in Khyber Pakhtunkhwa.
12. All the District Account Officers in Khyber Pakhtunkhwa.
13. All the Section Officers, E&SE Department, Govt. of Khyber Pakhtunkhwa.
14. PS to Minister E&SE Department, Govt. of Khyber Pakhtunkhwa.
15. PS to Secretary E&SE Department, Govt. of Khyber Pakhtunkhwa.
16. PS to all the Special Secretaries, E&SE Department, Govt. of Khyber Pakhtunkhwa.
17. PA to all the Additional Secretaries, E&SE Department, Govt. of Khyber Pakhtunkhwa.
18. PA to all the Deputy Secretaries, E&SE Department, Govt. of Khyber Pakhtunkhwa.

  
31-3-2026  
**Deputy Secretary (Establishment)  
E&SE Department**

**Scoring Parameters / Indicators for Teaching Cadre (BPS-12 to BPS-18) under the  
eTransfer Policy 2026**

**Form-A: Teachers from BPS-12 to BPS-16 except SSTs (Total Marks - 90)**

i. Tenure in the Present Schools against the Present Posts -20 marks

a.	Normal tenure of 2 years	=	0 mark
b.	Tenure 3 years	=	2 marks
c.	Tenure 4 years	=	4 marks
d.	Tenure 5 years	=	6 marks
e.	Tenure 6 years	=	8 marks
f.	Tenure 7 years	=	10 marks
g.	Tenure 8 years	=	12 marks
h.	Tenure 9 years	=	14 marks
i.	Tenure 10 years	=	16 marks
j.	Tenure 11 years	=	18 marks
k.	Tenure 12 years & above	=	20 marks

ii. STR (Total number of Students in the school / Total number of Teachers) - 40 marks (iEMIS data Source)

S#	Indicator - STR Range	Score
1	Difference between STRs of Desired School and Present School is > 35	40
2	Difference between STRs of Desired School and Present School is > 30 and <= 35	35
3	Difference between STRs of Desired School and Present School is > 25 and <= 30	30
4	Difference between STRs of Desired School and Present School is > 20 and <= 25	25
5	Difference between STRs of Desired School and Present School is > 15 and <= 20	20
6	Difference between STRs of Desired School and Present School is > 10 and <= 15	15
7	Difference between STRs of Desired School and Present School is > 5 and <= 10	10
8	Difference between STRs of Desired School and Present School is > 0 and <= 5	7
9	Difference between STRs of Desired School and Present School is = 0	5
10	Difference between STRs of Desired School and Present School is < 0	0

iii. Disability/Widow/Divorced -10 marks

10 marks will only be awarded only to the teachers in the above special cases. Proof will be required for Disable person CNIC + Standing Medical Board disability certificate and same official/authentic certificate/document for widow/divorce female teachers.

iv. Domicile -10 marks

10 marks will be awarded to those when the desired school is in his/her district of domicile.

v. Higher Academic Qualification -10 marks

10 marks will be awarded to those whose Higher Academic Qualification are 21-years of education i.e. PhD while 05 marks will be awarded to those whose Higher Academic Qualification are 18-years of education i.e. M.Phil/MS.

**Form-B: Secondary School Teachers (SSTs) (Total Marks – 130)**

i. Tenure in the Present Schools against the Present Posts -20 marks

a.	Normal tenure of 2 years	=	0 mark
b.	Tenure 3 years	=	2 marks
c.	Tenure 4 years	=	4 marks
d.	Tenure 5 years	=	6 marks
e.	Tenure 6 years	=	8 marks
f.	Tenure 7 years	=	10 marks
g.	Tenure 8 years	=	12 marks
h.	Tenure 9 years	=	14 marks
i.	Tenure 10 years	=	16 marks
j.	Tenure 11 years	=	18 marks
k.	Tenure 12 years & above	=	20 marks

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ii. Students Teachers Ratio (STR) - 40 marks (iEMIS data Source)

- a) For SST teacher In High/Higher Secondary School STR is equal to (Total Number of Students in Class 9 & 10 / Number of SST)
- b) For SST teacher in Primary/Middle School STR is equal to (Total Number of Students in the school / Total Number of teachers)

S#	Indicator - STR Range	Score
1	Difference between STRs of Desired School and Present School is > 35	40
2	Difference between STRs of Desired School and Present School is > 30 and <= 35	35
3	Difference between STRs of Desired School and Present School is > 25 and <= 30	30
4	Difference between STRs of Desired School and Present School is > 20 and <= 25	25
5	Difference between STRs of Desired School and Present School is > 15 and <= 20	20
6	Difference between STRs of Desired School and Present School is > 10 and <= 15	15
7	Difference between STRs of Desired School and Present School is > 5 and <= 10	10
8	Difference between STRs of Desired School and Present School is > 0 and <= 5	7
9	Difference between STRs of Desired School and Present School is = 0	5
10	Difference between STRs of Desired School and Present School is < 0	0

iii. Disability/Widow/Divorced -10 marks

10 marks will only be awarded only to the teachers in the above special cases. Proof will be required for Disable person CNIC + Standing Medical Board disability certificate and same official/authentic certificate/document for widow/divorce female teachers.

iv. Domicile -10 marks

10 marks will be awarded to those when the desired school is in his / her district of domicile.

v. Higher Academic Qualification -10 marks

10 marks will be awarded to those whose Higher Academic Qualification are 21-years of education i.e. PhD while 05 marks will be awarded to those whose Higher Academic Qualification are 18-years of education i.e. M.Phil/MS.

vi. Latest Annual SSC Result (of the subjects taught by the teacher) working in High / Higher Secondary Schools - 40 Marks

- a. 90% or above - 40 marks  
b. 80% to 90% - 30 marks  
c. 70% to 80% - 20 marks  
d. 60% to 70% - 10 marks  
e. Below 60% - 0 marks

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OR

For SSTs (General) working in Middle/Primary Schools - 40 Marks Overall Students Attendance Rate Percentage as per EMA data

- a. 90% or above - 40 marks  
b. 80% to 90% - 30 marks  
c. 70% to 80% - 20 marks  
d. 60% to 70% - 10 marks  
e. Below 60% - 0 marks

**Form-C: Subject Specialists (SS) in BPS 17 & 18 (Total Marks – 130)**

i. Tenure in the Present Schools against the Present Posts -20 marks

- a. Normal tenure of 2 years = 0 mark  
b. Tenure 3 years = 2 marks  
c. Tenure 4 years = 4 marks  
d. Tenure 5 years = 6 marks  
e. Tenure 6 years = 8 marks  
f. Tenure 7 years = 10 marks  
g. Tenure 8 years = 12 marks  
h. Tenure 9 years = 14 marks  
i. Tenure 10 years = 16 marks  
j. Tenure 11 years = 18 marks  
k. Tenure 12 years & above = 20 marks

ii. Number of Students in Class-11 & 12 - 40 marks

S#	Indicator - Students Range	Score
1	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is > 35	40
2	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is > 30 and <= 35	35
3	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is > 25 and <= 30	30
4	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is > 20 and <= 25	25
5	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is > 15 and <= 20	20
6	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is > 10 and <= 15	15
7	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is > 5 and <= 10	10
8	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is > 0 and <= 5	7
9	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is = 0	5
10	Difference of Number of Class 11 & 12 Students between the Desired School and Present School is < 0	0

iii. Disability/Widow/Divorced -10 marks

10 marks will only be awarded only to the teachers in the above special cases. Proof will be required for Disable person CNIC + Standing Medical Board disability certificate and same official/authentic certificate/document for widow/divorce female teachers.

iv. Domicile -10 marks

10 marks will be awarded to those when the desired school is in his/her district of domicile.

v. Higher Academic Qualification -10 marks

10 marks will be awarded to those whose Higher Academic Qualification are 21-years of education i.e. PhD while 05 marks will be awarded to those whose Higher Academic Qualification are 18-years of education i.e. M.Phil/MS.

vi. Latest Annual HSSC Result (of the subjects taught by the teacher) - 40 Marks

- a. 90% or above - 40 marks
- b. 80% to 90% - 30 marks
- c. 70% to 80% - 20 marks
- d. 60% to 70% - 10 marks
- e. Below 60% - 0 marks

**Form-D: Principals/HMs of High/Higher Secondary Schools in BPS 17 & 18 (Total Marks -150)**

i. Tenure in the Present Schools against the Present Posts -20 marks

- a. Normal tenure of 2 years = 0 mark
- b. Tenure 3 years = 2 marks
- c. Tenure 4 years = 4 marks
- d. Tenure 5 years = 6 marks
- e. Tenure 6 years = 8 marks
- f. Tenure 7 years = 10 marks
- g. Tenure 8 years = 12 marks
- h. Tenure 9 years = 14 marks
- i. Tenure 10 years = 16 marks
- j. Tenure 11 years = 18 marks
- k. Tenure 12 years & above = 20 marks

ii. STR (Total number of Students in the school / Total number of Teachers) - 40 marks (iEMIS data Source)

S#	Indicator - STR Range	Score
1	Difference between STRs of Desired School and Present School is > 35	40
2	Difference between STRs of Desired School and Present School is > 30 and <= 35	35
3	Difference between STRs of Desired School and Present School is > 25 and <= 30	30
4	Difference between STRs of Desired School and Present School is > 20 and <= 25	25
5	Difference between STRs of Desired School and Present School is > 15 and <= 20	20
6	Difference between STRs of Desired School and Present School is > 10 and <= 15	15
7	Difference between STRs of Desired School and Present School is > 5 and <= 10	10
8	Difference between STRs of Desired School and Present School is > 0 and <= 5	7
9	Difference between STRs of Desired School and Present School is = 0	5
10	Difference between STRs of Desired School and Present School is < 0	0

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- iii. Disability/Widow/Divorced -10 marks  
10 marks will only be awarded only to the teachers in the above special cases. Proof will be required for Disable person CNIC + Standing Medical Board disability certificate and same official/authentic certificate/document for widow/divorce female teachers.
- iv. Domicile -10 marks  
10 marks will be awarded to those when the desired school is in his/her district of domicile
- v. Higher Academic Qualification -10 marks  
10 marks will be awarded to those whose Higher Academic Qualification are 21-years of education i.e. PhD while 05 marks will be awarded to those whose Higher Academic Qualification are 18-years of education i.e. M.Phil/MS.

vi. Latest Annual SSC/HSSC Result of the School - 40 Marks

- a. 90% or above - 40 marks  
b. 80% to 90% - 30 marks  
c. 70% to 80% - 20 marks  
d. 60% to 70% - 10 marks  
e. Below 60% - 0 marks.

vii. Overall Students Attendance Rate Percentage as EMA data - 20 Marks

- a. 90% or above - 20 marks  
b. 80% to 90% - 15 marks  
c. 70% to 80% - 10 marks  
d. 60% to 70% - 5 marks  
e. Below 60% - 0 marks.

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