

RESTD

General Headquarters
IGT&E Branch
Federal Govt Educational Institutions
(Cantts / Garrisons) Directorate
Sir Syed Road, Rawalpindi Cantt
Telephone No. 051-5790892
Email: fgeirnd@gmail.com
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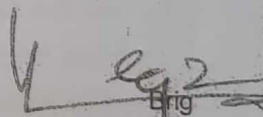
To: Regional/ Sub-Regional/ Sta Bds
All FGEI (C/G) Regional Offices

Info: IGT&E (Coord)

ID: S&CM Wing (Local)
Adm Wing (Local)

Subj: Guidelines to Redeem Teachers' Respect

1. Teachers are the torch bearers for bldg a civilized society. Research has shown that personality and behavior of the teachers have significant impact on the personality of the students. They deserve to be respected and their svcs to society be valued. Unfortunately, the respect for teacher has declined due to multiple reasons; some attributed to the society and envmt in which these teachers work while others to the teachers themselves.
2. To lessen the impact of elements affecting teachers' respect, comprehensive guidelines have been compiled to redeem respect of teachers in FGEI sys (Anx-A). Competent Auth has very kindly approved subj guidelines for eff implementation at ROs/ Regional/ Sub-Regional lvl.
3. RDs are requested to coord/ liaison with Regional/ Sub-Regional bds for eff implementation of measures given at Para 3.
4. Feedback on the implementation of subj guidelines be fwd to this Dte by **03 Jan 2022**.
5. Fwd for info/ compliance, please.


Dir (Academics)
(Waqar Ahmed)

RESTD

GUIDELINES TO REDEEM TEACHERS' RESPECT

1. **General.** FGEI sys is blessed with rich faculty that has effectively contributed to the personality development and education of students over decades. Unfortunately, the respect of teachers has deteriorated with the passage of time and same has affected the teachers of FGEI system. A need was felt to redeem teachers' respect in the system. A number of measures have been reflected in ensuing paras for implementation at various levels.
2. **Measures at Directorate & Regional Offices Level.** For this, following tangible measures will be adopted at command level:-
 - a. Teachers' should have access to concerned Director/ Regional Director, GSO-1/ GSO-2 in Directorate/ ROs for suggestions/ recommendations, resolution of personal problems and re-dressal of grievances. **(Responsibility: Directorate/ Regional Offices)**
 - b. Teachers' applications be given due weightage and priority at ROs and Directorate. Processing of their applications be accelerated by all means at all levels. Even if the application cannot be entertained as per rules / merit, they may be given a prompt, humble and respectful reply. Bureaucratic behavior towards teachers' needs to be checked. **(Responsibility: Directorate/ Regional Offices)**
 - c. Efforts be made by Directorate to keep the teachers at their choice stations. If at all they are to be posted out on poor performance / discipline, their minutes etc. should not bear such remarks but be mentioned as "service requirement" and such posting should be conditional (reversible on improvement). Remarks / entries in the service book should only be under "ESTA Code". **(Responsibility: Directorate/ Regional Offices)**
 - d. **DG / Director's Messages at Website.** The messages of DG and Directors be displayed at official website of FGEI/ Army portal and it may carry a paragraph for teachers' respect. **(Responsibility: Coordination Branch / IT Cell)**
 - e. **Students' Achievements.** Students' achievements whenever displayed at FGEIs website/ portal should include names of the

teachers who contributed towards that achievement. (Responsibility: IT Cell)

- f. **Alumni Corner**. Information about prominent alumni of FGEIs will be displayed at FGEIs Website. With each name of alumni, information about their favourite / inspiring teachers will also be displayed. (Responsibility: IT Cell)
- g. **Teachers' Corner**. Teachers' Corner at FGEIs Website will be created where information about best teachers, high achievers, newly promoted teachers, etc will be displayed. Quraani Aayat, Ahadeeth, quotable quotes, speeches by the world leaders, historical letters inspiring for teachers' dignity and respect will also be uploaded at Teachers' Corner. (Responsibility: IT Cell)
- h. **Celebrations at FGEIs**. Achievements of the students in all extra / co-curricular activities at any level be attributed to the teachers. At the award ceremonies, the teachers be appreciated and every time a **standing ovation be given to them**. Teachers' contributing towards the achievement will also be awarded with certificates, medals, badges etc. (Responsibility: Examination Branch)
- i. **CSD**. With dedicated efforts of FGEI Dte the HP facilities including Home Package & rebate cards have been allowed to facilitate FGEIs employees in general and teachers in particular at all CSD outlets. Furthermore, efforts are in hand to provide Laptop / Tablets to students / faculty on special discount rates from CSD on easy installments. (Responsibility: FGEI Affairs Cell)
- j. **Use of Print Media**. The regime of teachers' respect be given boom through print media. Following tangible measures are recommended to be undertaken:-
- (1) Forthcoming or current academic session be declared as teachers' year at FGEIs. (Responsibility: FGEI Affairs Cell)
 - (2) Well-designed brochures indicating faculty's strengths, experiences and achievements be printed and disseminated to all stake holders, including students, parents, Non-Teaching Staff and Regional Boards. (Responsibility: Media Cell)

(3) Special editions of Schools/ Colleges/ ROs magazines or a section of such magazines be dedicated to promote dignity of teachers. (Responsibility: Media Cell)

(4) Special colored supplements be given in leading newspapers showing SSC/ HSSC results, positions with pictures of students and leading principals / teachers. (Responsibility: Media Cell).

3. **Measures by Regional / Sub-Regional Boards.** Regional/ Sub-regional Boards may adopt special measures to enhance respect of principals / teachers at FGEIs. For this Regional offices will pursue for the following-

- a. **E-Lane Stickers.** All teachers with BPS-17 and above be authorized e-lane stickers at par with Army Officers and teachers with BPS-16 and below at par with JCOs. Special vehicle stickers "TEACHER" may be issued to be displayed at some prominent place of their vehicle/ motor cycle.
- b. **Accommodation.** Quota of accommodations for teachers in Cantts/ Garrisons be enhanced. BoQs, JCOs quarters may be managed at priority.

4. **Celebration of Teachers' Day.** World Teachers' Day is celebrated on 5th Oct every year. The day should be celebrated every year with its due fervor and zeal. Instructions for celebrations of the day may be issued from FGEI (C/G) Directorate/ Regional Offices well in advance. However, principals / regional offices should not wait for the instruction and may start their preparations as per following suggested guidelines: -

- a. Special morning assemblies.
- b. Central seminars/ declamations at regional level.
- c. Cards/ Flower bouquets from ROs/ Regional and Sub-regional Boards at all Schools/ Colleges. Their representatives to present in morning assembly.
- d. Alumni home coming day be planned/ organized on this day.
- e. Students to present their hand made cards to teachers to express their love and respect for teachers.

5. **Measures at Institutes.** All out efforts be made to make the stay of a teacher at an institute comfortable. For this following measures are required to be undertaken by respective principals: -

a. **Staff Rooms.** Staff rooms are recommended to be renovated and well equipped. Following is the minimum requirements of a staff room:-

- (1) Comfortable furniture.
- (2) Locker/ Cabinet for each teacher.
- (3) Internet facility.
- (4) LCD.
- (5) Newspaper.
- (6) Water dispenser.
- (7) Refrigerator.
- (8) Microwave oven.
- (9) Complementary cup of tea (at least once a day).
- (10) Crockery/ Associated kitchen.
- (11) Separate well- furnished washrooms.

b. **Morning Assemblies.** Morning assembly is a regular feature of FGEIs as part of inter-house competitions. Assemblies are held at every institute at a set pattern and duration. Element of teachers' respect be incorporated in the morning assemblies on daily basis which may include speeches, poems, thought of the day and quotes etc.

c. **Teachers to Stay Distinguished.** Although there is a specified dress code for teachers. Wearing of gowns by graduate teachers during school hours be made compulsory. Their entry/ exit timings be different from students and, if possible, separate gates for teachers be ensured.

6. **Conclusion.** The most difficult challenge for the leaders is to change culture of an organization. The culture of FGEIs in general and culture of teacher' respect in particular requires a major shift. For this, there is a need to undertake revolutionary measures and a strict follow up. The policy is therefore recommended to be disseminated as executive policy to be implemented in true letter and spirit by all concerned.