

**GOVERNMENT OF THE PUNJAB
SERVICES AND GENERAL ADMINISTRATION
DEPARTMENT**

The 29th August, 2003

NOTIFICATION

No. SOR-III -1-2/2002.— In exercise of the powers conferred upon him under section 2 of the Punjab Civil Servants Act, 1974 (VIII of 1974) the Governor of the Punjab is pleased to make the following rules:—

PUNJAB ON FARM WATER MANAGEMENT RECRUITMENT RULES, 2003

- (1) These Rules may be called the Punjab Agriculture Department (On Farm) Water Management Recruitment Rules, 2003.
- (2) They shall come into force at once.
- (3) The method of recruitment, minimum qualifications, age limit and other matters related to them for the posts shall be given in the Schedule annexed.
- (4) The existing recruitment rules i.e. On Farm Water Management Development Project Recruitment Rules, 1977 stand repealed.

**By Order of the Governor of the Punjab
Additional Chief Secretary**

SCHEDULE

PUNJAB AGRICULTURE DEPARTMENT ON FARM WATER MANAGEMENT RECRUITMENT RULES 2003

Name of the Department	Functional Unit	Name of Post	Appointing Authority	Mini. Qualifications for appointment by		Method of recruitment	Age for initial recruitment		Examination, Training & Other conditions required for confirmation
				Initial recruitment	Promotion		Min.	Max.	
1	2	3	4	5	6	7	8	9	10
Agriculture	On Farm Water Management	1. Director General Agriculture (Water Management) (BS-20)	Chief Minister			By promotion on the basis of selection on merit from amongst Director (Training) / Director (Headquarter) / Executive District Officers (Agri.) in the functional unit having at least 17 years of service.			
-do-	-do-	2. Director (Training)/ Director (Headquarter) /Executive District Officer (Agri.) of Water Management Wing (BS-19)	Chief Minister			By promotion on the basis of selection on merit from amongst District Officers (OFWM)/ Deputy Director (Headquarter) /Agri: Engineer/ Agronomist/Soil Scientist/Agri: Economist/Agri: Extension Specialist/ Deputy Director (M&E) /Sociologist in the functional unit			

						with 12 years' service in the functional unit on posts carrying BS-17 and above. In case initial appointment has taken place in BS-18, the length of service for promotion to the post of Director/Executive District Officer (BS-19) shall be 7 years.			
		3. Deputy Director (Headquarter) (BS-18+SP)	Admn. Secretary			[By posting from amongst the Deputy Directors Agriculture (OFWM)(BS-18+SP) serving in the functional unit.]			
		4. ² [Deputy Director Agriculture (OFWM) (BS-18+SP)]	Admn. Secretary	M.Sc. Agri. with 3 years' experience in the field of Water Management OR B.Sc. Agri. Engg. with 5 years' experience in the field of Water Management OR B.Sc. (Hons.) Agri. with 5 years' experience in the	M.Sc. (Agri.) OR M.Sc. (Agri.) (Engg.) OR Honors Degree in Agri. OR Degree in Agri. OR Degree in Engg. from any recognized	i. ³ [25% by initial recruitment; and ii.75% by promotion on the basis of seniority-cum-fitness at the ratio of 3:1 from amongst the Assistant Directors Agriculture (OFWM)/Assistant Directors (Tech)/ Assistant Agronomists and Assistant	25	35	

¹ Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

² Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

³ Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

				field of Water Management.	University.	Agricultural Engineers/ Publicity officers with five years' service in the functional unit and having the requisite qualification.]			
		5. Agricultural Engineer (BS-18)	Admn. Secretary	⁴ [Ph.D. in Agricultural Engineering or M.Sc. Agricultural Engineering from a University recognized by Higher Education Commission with five years' experience in the line.]	M.Sc. Agri. Engg. OR B.Sc. Agri. Engg.	⁵ [By initial recruitment.]	25	35	
		6. Agricultural Economist (BS-18+ SP)	Admn. Secretary	Ph.D. in Agricultural Economics from a recognized University OR M.Sc. Agri. with Agricultural Economics as a major subject with 5 years' experience in the field of Water Management.	M.Sc. Agri. with Agri. Economics as a major subject.	⁶ [By initial recruitment.]	25	35	

⁴ Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

⁵ Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

⁶ Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

		7. Agronomist (BS-18+SP)	Admn. Secretary	Ph.D. in Agronomy from a recognized University. OR M.Sc. Agri. with Agronomy as a major subject with 5 years' experience in the field of Water Management.	M.Sc. Agri. with Agronomy as a major subject.	⁷ [By initial recruitment.]	25	35	
		8. Soil Scientist (BS-18+SP)	Admn. Secretary	Ph.D. in Soil Science from a recognized University. OR M.Sc. Agri. with Soil Science as a major subject and five years' experience in the Punjab Water Management and Precision Land Leveling Projects under Integrated Rural Development Programme, Soil Conservation, Soil Fertility, Soil Survey Projects of Pakistan On Farm Water Management	M.Sc. Agri. with Soil Science as a major subject.	⁸ [By initial recruitment.]	25	35	

⁷ Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

⁸ Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

				Development Project or in the Allied subjects preferably in the Water Management.					
		9. Deputy Director (M&E) (BS-18+SP)	Admn. Secretary	M.Sc. Agri. Economics (2 nd Div.) acquired after B.Sc. Agri. (Hons.) with three years' experience in the line. OR B.Sc. Agri. (Hons) (2 nd div) acquired after completion of 4 years' post intermediate studies and 5 years' experience in the line.	-	⁹ [By posting from amongst the Deputy Directors Agriculture (OFWM)(BS-18+SP) serving in the functional unit.]	21	35	
		10. Deputy Director (Audit & Accounts) (BS-18)	Admn. Secretary	Chartered Accountant OR ICMA with 3 years post- qualification experience.		By promotion on the basis of seniority-cum-fitness from amongst Asstt. Director (Audit & Accounts)/ Asstt. Director (Admn) in the functional unit with 5 years' service as such or 12 years' experience in the functional unit.	20	35	

⁹ Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

		11. System Analyst (BS-18)	Admn. Secretary	¹⁰ [(a)MCS/MIT/MSc (Computer Science) (second division) from a recognized University; or (b) BCS/BS (Computer Science)/BS (Information Technology) (four years) (second division) from a recognized University; and (c) Five years' experience in each case in system analysis, design, implementation and programming such as Database, Oracle having experience and working on different operating systems environment.]		¹¹ [a). By promotion on the basis of seniority-cum-fitness from amongst the Computer Programmers having five years' service as Computer Programmer(BS-17); or b). If none is available for promotion then by initial recruitment.]	25	35	-
		12. Agri. Extension Specialist (BS-18+SP)	Admn. Secretary	M.Sc. Agri: (Ext:) with at least three years' experience of extension of education or training.		¹² [By initial recruitment.]	25	35	-

¹⁰ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 29.06.2010

¹¹ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 29.06.2010

¹² Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

		13. Sociologist (BS-18+SP)	Admn. Secretary	M.Sc. Rural Sociology/ M.Sc. Sociology (at least 2 nd Div) with at least 5 years' experience in Agri: and Rural Dev. Sector or On Farm Water Management Project.	M.Sc. Rural Sociology/ M.Sc. Sociology (at least 2 nd Div) with at least 5 years' experience in Agri and Rural Dev. Sector or On Farm Water Management Project.	¹³ [By initial recruitment.]	25	35	-
		¹⁴ [14. Deputy District Officer (OFWM), (BS-18)]	Admn. Secretary	¹⁵ [i. M.Sc. (Hons.) Agriculture, or B.Sc. Agriculture Engineering, or B.Sc. (Mechanical Engineering (second division) from a recognized University; and ii. Five years' experience in the field of water management.]	B.Sc. Agri: Engg. Or B.Sc. Agri.	i. 50% by initial recruitment. ii. 50% by promotion from Water Management Officer (BS-17) having 5 years' experience in the functional unit.	¹⁶ [26]	¹⁷ [35]	-
		15. Asstt. Agri. Engineer (BS-17)	Admn. Secretary	B.Sc. Agri. Engineering or B.Sc. Civil / Mech. Engineering		¹⁸ [By initial recruitment.]	21	30	

¹³ Substituted vide Notification No.SOR-III(S&GAD)1-2/2002(PI), dated : 03.06.2017.

¹⁴ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746

¹⁵ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746 and the words "Column No.7" mentioned in the said notification corrected as "Column No.5" through a Corrigendum Notification No. SOR-III (S&GAD)1-2/2002(P) dated 15.08.2014

¹⁶ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746

¹⁷ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746

¹⁸ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746

		¹⁹ [16. Assistant Agronomist (BS-18)]	Admn. Secretary	²⁰ [i]. M.Sc. (Hons.) Agriculture (second division) with Agronomy as a major subject from a recognized University; and ii). Five years' experience in the field of water management.]		i) 25% by initial recruitment; and ii) 75% by promotion on the basis of seniority-cum-fitness from amongst the Water Management Officers in BS-17, having M.Sc. Agri. with Agronomy as a major subject and 5 years' experience in the field of Water Management.	²¹ [26]	²² [35]	
		²³ [17. Assistant Director (Technical) (BS-18)]	Admn. Secretary	²⁴ [i. B.Sc. Agriculture Engineering (second division) from a recognized University; and ii. Five years' experience in the field of water management.]		i) 25% by initial recruitment; and ii) 75% by promotion on the basis of seniority-cum-fitness from amongst Water Management Officers in BS-17 having M.Sc. Agri. Engineering or B.Sc. Agri. Engineering and 5	²⁵ [26]	²⁶ [35]	

¹⁹ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746

²⁰ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746 and the words "Column No.7" mentioned in the said notification corrected as "Column No.5" through a Corrigendum Notification No. SOR-III (S&GAD)1-2/2002(P) dated 15.08.2014

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²⁵ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746

²⁶ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746

						years' experience in the field of Water Management.			
		18. Asstt. Director (Admn) (BS-17)	Admn. Secretary			By promotion on the basis of seniority-cum-fitness from among the Admn. Officer working in the functional unit with 5 years' service as such.			
		19. Asstt. Director (A&A) (BS-17)	Admn. Secretary			By promotion on the basis of seniority-cum-fitness from among the Assistant Accounts Officers working in the functional unit with 5 years' service as such.			
		20. Publicity Officer (BS-17)	Admn. Secretary	M.Sc. Agri. (2 nd division) or M.Sc. (Hons) Agri. from a recognized University after obtaining B.Sc. Agri. (2 nd division) OR B.Sc. (Hons) Agri. with three years' experience in Agriculture Extension and Publicity.		By initial recruitment.	21	30	

		21. Computer Programmer (BS-17)	Admn. Secretary	²⁷ [(a) Four years Bachelor's degree in Computer Science (second division) from a recognized University after sixteen years of education; and (b) Five years' experience in project/ system analysis, design, implementation and programming such as Database, Oracle.]		²⁸ [(a) By initial recruitment; or (b) By transfer from other Government departments]	²⁹ [30	35]	
		22. Water Management Officer (BS-17)	Admn. Secretary	B.Sc. Agri. Engineering Or B.Sc. (Hons) Agri. acquired after completion of four years post intermediate course or studies..	-	³⁰ [(i) 70% by initial recruitment; (ii) 20% by promotion on seniority-cum-fitness basis from amongst Water Management Supervisors having five years' service as such; and if none is available for promotion, then by initial recruitment. (iii) 10% by selection on merit from amongst Water Management	21	30	-

²⁷ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 29.06.2010

²⁸ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 29.06.2010

²⁹ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 29.06.2010

³⁰ Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746

						Supervisors having qualification of B.Sc. (Agriculture) Engineering or B.Sc. (Civil/Mechanical) Engineering or B.Tech. (Hons) from a recognized University and at least two years' experience in the functional unit.]			
		23. Administrative Officer (BS-16)	Admn. Secretary		-	By promotion from among Superintendents of the functional unit with at least 3 years' service as such.			
		24. Assistant Accounts Officer (BS-16)	Admn. Secretary	B.Com. (2 nd Div) from recognized University OR S.A.S. qualified.	-	By initial recruitment	21	35	
		25. Superintendent (BS-16)	Director General Agri. (Water Management), Punjab.	-	-	By promotion on seniority-cum-fitness basis from amongst the Assistants and the Senior Scale Stenographers with the ratio 12:1 (12 Assistants and one Senior Scale Stenographer) in the functional unit with at least five years' service as such and this ratio shall be liable to be revised on the basis of sanctioned strength	-	-	-

						as the case may be.			
		26. S. S. Stenographer (BS-15)	Director General Agri. (WM), Punjab / Director / District Officer (OFWM) under whom the vacancies occur.	Graduate from a recognized University & a speed of 100 W.P.M. in shorthand in English and 40 W.P.M in typewriting.		By promotion on the basis of seniority-cum-fitness from amongst Stenographers in the functional unit. If no suitable official is available for promotion then by initial recruitment.	18	25	
		27. Librarian (BS-14)	Director (Training)	Graduate from a recognized University with 2 years' experience in Library.	-	By promotion on the basis of seniority-cum-fitness from among the Librarian (BS-9) in the functional unit with at least 2 years' experience as such.	20	26	
		28. Cameraman (BS-13)	Director General Agri. (WM), Punjab.	Graduate and five years' experience of indoor and outdoor camera-graphy and knowledge of technical process and for documentary film.	-	By promotion from amongst the Photographers with five years' service. If none is available then by initial recruitment.			
		29. Stenographer (BS-12)	Director General Agri. (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	i. Intermediate or equivalent qualification from a recognized Board; and ii. A speed of 80 W.P.M in shorthand in English and 35 W.P.M in	-	By initial recruitment	18	25	-

				typewriting. Note: Preference shall be given to the candidates who know Urdu shorthand at a speed of 60 W.P.M and typewriting at the speed of 25 W.P.M.					
		30. Computer Operator (BS-11)	Director General Agri. (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	Graduate (2 nd division) and 4 months Training in computer language subject to qualifying computer aptitude test	-	By initial recruitment	18	25	-
		31. Supervisor (BS-11)	Director General Agri. (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	Matric with three years' Diploma in Agriculture Engineering, Mechanical Engineering or Auto and Farm Machinery or Civil Engineering from a recognized institute of Government or / from a Board of technical Education Punjab.		By initial recruitment.	20	26	
		32. Assistant (BS-11)	Director General Agri. (WM), Punjab / Director/ District	Graduate from a recognized University.		i. 1/3 rd by initial recruitment ii. 2/3 rd by promotion	18	25	-

			Officer (OFWM) under whom the vacancies occur.			from amongst the Senior Clerks in the functional unit with at least 3 years' experience as such.			
		33. Foreman (BS-11)	Director (Training)	Matric with 3 years Diploma of Associate ship in Agri. Engg. Mech. Engg., Auto & Diesel Technology from a recognized Institute with 5 years' experience in workshop practices.		By initial recruitment	20	26	-
		34. Photographer (BS-11)	Director (Training)	Matric with Diploma/ Certificate in photography from a recognized Institute.		By initial recruitment	20	26	-
		35. Projectionist (BS-11)	Director General Agri. (W.M) Punjab	Matriculation with 5 years' experience of project equipment of 16/35 M.M.	-	By promotion on seniority-cum-fitness from among Projectionist BS-6 in the functional ³¹ unit with at least three years' experience as such.	18	30	-
		36. A.C. Plant Operator (BS-11)	Director General Agri. (W.M) Punjab.	Matriculation with three years Diploma in Air Conditioner/ Refrigeration Technology from a recognized Board	-	By initial recruitment	18	26	-

³¹ Printed in the Notification as "function"

				of Technical Education.					
		37. Draftsman (BS-10)	Director (Training)	i. Matriculation and who has passed the Draftsman's examination from Government Engineering School Rasul; or ii. Matric with Diploma or Certificate in Draftsmanship from a recognized Institute.		³² [By promotion on seniority-cum-fitness basis from amongst Tracers (BS-5) with at least five years' experience in the functional unit; and If none is available for promotion, then by initial recruitment.]	18	25	-
		38. Librarian (BS-9)	Director (Training)	Graduate from a recognized University.		By initial recruitment	18	25	-
		39. Mechanic (BS-8)	Director General Agri. (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	Literate with 5 years' experience in servicing/ maintenance of vehicles.	-	By initial recruitment	18	30	-
		40. Tractor Mechanic (BS-7)	Director General Agriculture (WM), District Officer (OFWM) under whom the vacancies occur.	Literate with 5 years' experience in servicing and maintenance of Tractor.		By initial recruitment	18	30	-
		41. Senior Clerk (BS-7)	Director General Agri. (WM) Punjab / Director/ District Officer (OFWM)	-	-	By promotion from among the Junior Clerks in the functional unit with at least 2 years'			-

³² Substituted vide Notification No.SOR-III (S&GAD)1-2/2002(P) dated 06.12.2013 and published in the Punjab Gazette weekly issued Pages 745-746

			under whom the vacancies occur.			experience as such			
		42. Projectionist (BS-6)	Director General Agri. (WM), Punjab / Director/ District Officers (OFWM) under whom the vacancies occur.	Matriculation with 3 years' experience of project equipment of 16/35 M. M.	-	By initial recruitment	18	25	-
		43. Electrician (BS-6)	Director (Training)	Middle with certificate in electrician.		By initial recruitment.	18	25	-
		44. Junior Clerk (BS-5)	Director General Agri. (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	<p>i. Matriculation or an equivalent qualification from a recognized Board; and</p> <p>ii. A speed of 25 W.P.M in typewriting.</p> <p>Note:- Preference shall be given to the candidates who know type writing in Urdu at a speed of 25 W.P.M.</p>	-	<p>i. 80% by initial recruitment.</p> <p>ii. 20% by promotion on the basis of seniority-cum -fitness from among the employees of all categories from BS-1 to BS-4 employed in the functional unit who are:</p> <p>i. Matriculation or an equivalent qualification from a recognized Board; and</p> <p>ii. A speed of 25 W.P.M in typewriting.</p> <p>Note:- Preference shall be given to the candidates who know type writing in Urdu at a speed of 25 W.P.M.</p>	18	25	-

		45. Tracer (BS-5)	Director Concerned	Matriculation with diploma of drawing from a recognized University or Board.	-	By initial recruitment	18	25	-
		46. Tractor Driver/ Laser Operator (BS-5)	Director General Agri. (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	Literate with 5 years' experience of Tractor driving and having a Tractor driving licence.	-	By promotion from among the Rodman/ helper BS-1 on the basis of seniority-cum-fitness and having a Tractor Driver Licence and training certificate from Director Training (WMTI) and 5 years' experience of tractor driving. Note:- If no suitable official is available for promotion then by initial recruitment.	20	30	-
		47. Welder (BS-5)	Director (Training)	Literate with 3 years' welding experience.		By initial recruitment	20	30	-
		48. Lathe Machine Worker (BS-5)	Director (Training)	Literate with 3 years' experience of Lathe Machine Operation.		By initial recruitment			
		49. Vehicle Driver (BS-4)	Director General Agri. (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	Literate with 5 years driving experience and having a driving licence.	-	By initial recruitment	26	35	-
		50. Daftri (BS-2)	Director General Agri. (WM),	-	-	By promotion on the basis of seniority-	-	-	-

			Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.			cum-fitness from among the Naib Qasids who are middle pass.			
		51. Naib Qasid (BS-1)	Director General Agri. (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	Should be literate	-	By initial recruitment	18	25	-
		52. Chowkidar (BS-1)	Director General Agri. (WM) Punjab/ Director/ District Officer (OFWM) under whom the vacancies occur.	-	-	By initial recruitment	21	35	-
		53. Rodman/ Beldar/Helper (BS-1)	Director General Agri. (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	-	-	By initial recruitment	18	25	-
		54. Library Attendant (BS-1)	Director (Training)	Middle equivalent qualification.	or -	By initial recruitment	18	25	-
		55. Laboratory Attendant (BS-1)	Director (Training)	Middle equivalent qualification.	or -	By initial recruitment	18	25	-
		56. Lightman (with Cameraman) (BS-1)	Director (Training)	Literate	-	By initial recruitment	18	25	-
		57. Mali (BS-1)	Director General Agriculture	Two years' experience in	-	By initial recruitment.	18	25	-

			(WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	gardening.					
		58. Sweeper (BS-1)	Director General Agriculture (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	-	-	By initial recruitment.	18	25	-