



**GOVERNMENT OF THE PUNJAB  
SERVICES AND GENERAL ADMINISTRATION  
DEPARTMENT  
(REGULATIONS WING)**

Dated Lahore, the 24<sup>th</sup> August, 2016

**NOTIFICATION**

**No.SOR-III(S&GAD)1-9/2003(P).**- In exercise of powers conferred under section 23 of the Punjab Civil Servants Act, 1974 (*VIII of 1974*), Governor of the Punjab is pleased to make the following rules:

**1. Short title and commencement.**- (1) These rules may be cited as the Punjab Public Service Commission Rules 2016.

(2) They shall come into force at once.

**2. Method of recruitment.**- The method of recruitment, minimum qualification, age limit and other incidental matters for the posts of the functional unit shall be such as given in the Schedule appended to these rules.

**3. Repeal.**- The Punjab Public Service Commission Rules 2003 are hereby repealed.

**SECRETARY (REGULATIONS)  
GOVERNMENT OF THE PUNJAB  
SERVICES AND GENERAL ADMINISTRATION  
DEPARTMENT**

## SCHEDULE

Name of Department	Functional Unit	Name of Post with Basic Scale	Appointing Authority	Minimum Qualification for Appointment by		Method of Recruitment	Age for Initial Recruitment		Examination, Training and other conditions required for confirmation
				Initial Recruitment	Promotion		Min.	Max.	
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
Services and General Administration Department	Punjab Public Service Commission	1. Secretary (BS-19)	Chief Minister	-	-	By posting of a suitable officer (PMS or PAS) in BS-19 from S&GAD	-	-	-
-do-	-do-	2. Director General (BS-20)	-do-	(i) M.Phil. in Public Administration, Economics, Statistics, Finance or Public Policy from a University recognized by Higher Education Commission; and  (ii) twelve years' experience in the field of administration or management in a reputed organization.	-	a) By promotion on the basis of selection on merit from amongst Directors Admin (BS-19) who have:  (i) at least seventeen years' service in BS-17 and above; or  (ii) if initially recruited in BS-18 then he must have twelve years' service in BS-18 and above; or	38	48	Post induction training for confirmation as may be prescribed by S&GAD in consultation with the Punjab Public Service Commission.

						<p>(iii) if initially recruited in BS-19, he must have five years' service in BS-19; and</p> <p>b) must have successfully completed the training as prescribed by S&amp;GAD in consultation with the Punjab Public Service Commission for promotion to BS-20.</p> <p>c) If none is available for promotion then by initial recruitment.</p>			
-do-	-do-	3. Director General (Technical) (BS-20)	-do-	(i) M.Phil. in Computer Science, Information Technology, ICT, Psychology, Applied Psychology or Public Administration from a University	-	<p>a)By promotion on the basis of selection on merit from amongst Directors I.T. or Senior Psychologists who have:</p> <p>(i) at least seventeen years' service</p>	38	48	Post induction training for confirmation prescribed by S&GAD in consultation with the Punjab Public Service

				<p>recognized by Higher Education Commission; and</p> <p>(iv) twelve years' experience in the line.</p>		<p>in BS-17 and above; or</p> <p>(ii) if initially recruited in BS-18, he must have twelve years' service in BS-18 and above; or</p> <p>(ii) if initially recruited in BS-19 then he must have five years' service in BS-19; and</p> <p>b) has successfully completed the training as prescribed by S&amp;GAD in consultation with the Punjab Public Service Commission for promotion to BS-20.</p> <p>c) If none is available for promotion then by initial recruitment.</p>			Commission.
-do-	-do-	4. Director Admin (BS-19)	-do-	(i) M.Phil. in Public Administration, Business	-	a) By promotion on the basis of selection on merit from amongst the	35	45	Post induction training for

				<p>Administration, Human Resource Management, Economics, Finance or Public Policy from a University recognized by Higher Education Commission with ten years' post qualification experience in administration or management; or</p> <p>(ii) Master's degree (second division) in Public Administration, Business Administration, Human Resource Management, Economics, Finance, Public Policy or LL.B from a University recognized by Higher Education Commission with twelve years' experience in administration or management.</p>		<p>Directors Recruitment, Directors Examination, Directors Legal-cum-Law Officer (BS-18) or Directors Research (BS-18) who have:</p> <p>(i) at least twelve years' service in BS-17 and above; or</p> <p>(ii) if initially recruited in BS-18, he must have seven years' service in BS-18; and</p> <p>b) have successfully completed training as prescribed by S&amp;GAD in consultation with the Punjab Public Service Commission for promotion to BS-19.</p> <p>c) If none is available for promotion then by initial recruitment.</p>			<p>confirmation as prescribed by I&amp;C Wing, S&amp;GAD in consultation with the Punjab Public Service Commission.</p>
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-do-	-do-	5. Director IT (BS-19)	-do-	Master's degree (first division or grade B) in Computer Science or Information Technology from a University recognized by Higher Education Commission with twelve years' experience in the field of electronic data processing, information technology, computer programming, system analysis, administration of database or system and network administration.	-	a) By promotion on the basis of selection on merit from amongst System Analysts, System Managers, Database Administrators or Senior Computer Programmers (BS-18) who have:  (i) at least twelve years' service against posts in BS-17 and above; and  (ii) if initially recruited in BS-18, he must have seven years' service in BS-18.  b) If none is available for promotion then by initial recruitment.	35	45	Post induction training for confirmation prescribed by S&GAD in consultation with the Punjab Public Service Commission
-do-	-do-	6. Senior Psychologist (BS-19)	-do-	M.Phil. in Psychology from a University recognized by Higher Education Commission with ten years' experience and post qualification specialization in the field of psychology specified below:	-	a) By promotion on the basis of selection on merit from amongst the Psychologists (BS-18), who have:  (i) at least twelve years' service in BS-17 and above; or  (ii) if initially recruited in BS-18, he must	33	45	Post induction training for confirmation prescribed by S&GAD in consultation with the Punjab Public Service Commission.

				<p>(a) <u>Field of specialization:</u></p> <p>Counseling psychology, personnel psychology, psychometrics or clinical psychology.</p> <p>(b) <u>Nature of experience:</u></p> <p>Professional, research, teaching experience in test construction, measurement and evaluation; vocational counseling, personal selection and placement, job analysis in related areas.</p>		<p>have seven years' service in BS-18; and</p> <p>b) have successfully completed training as prescribed by S&amp;GAD in consultation with the Punjab Public Service Commission for promotion to BS-18.</p> <p>c) If none is available for promotion then by initial recruitment.</p>			
-do-	-do-	7. Director Recruitment /Director Examination (BS-18)	Chairman	-	-	By promotion on the basis of seniority-cum-fitness from amongst Deputy Directors or Deputy Secretaries (BS-17) having five years' service in BS-17	-	-	Post induction training for confirmation prescribed by S&GAD in consultation

						in the functional unit and has successfully completed training as prescribed by S&GAD in consultation with the Punjab Public Service Commission for promotion to BS-18.			with the Punjab Public Service Commission
-do-	-do-	8. Director Research (BS-18)	-do-	<p>(i) M.Phil. in Psychology, Sociology, Public Administration, Education or Economics from a University recognized by Higher Education Commission with three years' experience in research; or</p> <p>(ii) M.A. or M.Sc. (second division) in Psychology, Sociology, Public Administration, Education or Economics from a University recognized by Higher Education Commission with five years' experience in</p>	-	<p>a) By promotion from amongst the Assistant Directors Research having five years' service in BS-17 in the functional unit.</p> <p>b) If none is available for promotion then by initial recruitment; or</p> <p>c) by posting of a suitable PMS officer.</p>	25	45	As prescribed by the Government.

				research.					
-do-	-do-	9. Director Legal- Cum-Law Officer (BS-18)	-do-	L.L.B. from a University recognized by Higher Education Commission with seven years' practice as an Advocate out of which three years' practice as an Advocate of High Court.	-	By initial recruitment; or by posting from amongst the suitable officers from S&GAD or Law Department.	35	45	As prescribed by the Government.
-do-	-do-	10. Psycholo gist (BS-18)	-do-	(i) M.Phil. in Psychology from a University recognized by Higher Education Commission with five years' experience in the field of professional, research or teaching experience in test construction, measurement and evaluation, vocational counseling, personnel selection and placement, job analysis in related areas and	-	a) By promotion on the basis of seniority-cum- fitness from amongst Junior Psychologists having at least five years' service as such and has successfully completed training as prescribed by S&GAD in consultation with Punjab Public Service Commission for promotion to BS-18.  b) If none is available for promotion then by initial recruitment.	28	38	Post induction training for confirmation prescribed by S&GAD in consultation with Punjab Public Service Commission.

				<p>specialization in the field of counseling psychology, personnel psychology, psychometrics after acquisition of Master's degree; or</p> <p>(ii) M.A (first division) in Psychology from a University recognized by Higher Education Commission with seven years' experience in the field of professional, research or teaching experience in test construction, measurement and evaluation, vocational counseling, personnel selection and placement, job analysis in related areas and post qualification specialization in</p>					
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				the field of counseling psychology, personnel psychology, psychometrics.					
-do-	-do-	11. System Analyst (BS-18)	-do-	Master's degree (second division or grade-C) in Computer Science, ICT or Information Technology from a University recognized by Higher Education Commission with five years' experience of system designing or analysis.	-	By initial recruitment	28	35	As prescribed by the Government.
-do-	-do-	12. Senior Computer Programmer (BS-18)	-do-	(i) Master's degree (first division or grade-B) in Computer Science or Information Technology from a University recognized by Higher Education Commission with five years' experience in the field of electronic data processing, information	-	a) By promotion on the basis of seniority-cum-fitness from amongst Computer Programmer (Bs-17) having five years' service as such; and b) If none is available for promotion then by initial recruitment.	28	35	As prescribed by the Government.

				<p>technology, system analysis, computer programming or administration of database out of which at least three years' experience as Data Base Administrator; and</p> <p>(ii) Certified Database Administrator preferably oracle certified.</p>					
-do-	-do-	13. Database Administrator (BS-18)	-do-	<p>(i) M.Sc. in Computer Science from a University recognized by Higher Education Commission with five years' experience in the field of database administration or programming out of which, at least three years' experience as Data Base Administrator; and</p> <p>(ii) Oracle Certified</p>	-	<p>a) By promotion on basis of seniority-cum-fitness from amongst Network or System Engineers (BS-17) having five years' service as such; and</p> <p>b) If none is available for promotion then by initial recruitment.</p>	28	35	As prescribed by the Government.

				Database Administrator.					
-do-	-do-	14. System Manager (BS-18)	-do-	a) M.Sc. in Computer Science from a University recognized by Higher Education Commission or equivalent qualification with five years' experience in the field of computer networking out of which three years' experience must be as Network Engineer or Network Administrator; and b) training or certification of MCSE, CCNA, Linux Network or System Administration.	-	By initial recruitment.	28	35	As prescribed by the Government.
<sup>1</sup> [Services and General Administration Department	Punjab Public Service Commission	15A. Senior Security Officer (BS-18)	Chairman	-	-	By promotion on the basis of seniority-cum-fitness from amongst the Security Officers (BS-17) with five years'	-	-	As may be prescribed by the Government]

<sup>1</sup>Inserted by Notification No.SOR-III(S&GAD)1-9/03(PI), dated: 05.12.2017, published in the Punjab Gazette (Extraordinary) (172 of 2017), dated: December, 29, 2017, pp.4553-4554.

						regular service as such.			
-do-	-do-	15. Accounts Officer (BS-18)	-do-	(i) M.Com, MBA in Finance or M.S in Finance from a University recognized by Higher Education Commission; and  (ii) Five years' experience in the relevant field.	-	a) By initial recruitment; and  b) by posting of a suitable officer in BS-18 from Finance Department.	28	35	As prescribed by the Government.
-do-	-do-	16. Deputy Director /Deputy Secretary (BS-17)	-do-	-	-	(a) 70% by promotion on the basis of seniority-cum-fitness from amongst Branch Officers or Assistant Directors (BS-17);  (b) 30% by promotion on the basis of seniority-cum-fitness from amongst Private Secretaries; and  (c) successful completion of such training as prescribed by S&GAD in consultation with the Finance	-	-	As prescribed by the Government.

						Department.			
-do-	-do-	17. Branch Officer (BS-17)	-do-	<p>a) Master's degree (second division) in Public Administration, Business Administration, Human Resource Management, Economics, Finance or English from a University recognized by Higher Education Commission; or</p> <p>b) LLB from a University recognized by Higher Education Commission.</p>	-	By initial recruitment.	22	30	Post induction training for confirmation prescribed S&GAD in consultation with the Punjab Public Service Commission
-do-	-do-	18. Assistant Director (BS-17)	-do-	<p>a) Master's degree (second division) in Public Administration, Business Administration, Human Resource Management, Economics, Finance or English from a University</p>	-	<p>(a) 20% by initial recruitment:</p> <p>(i) 60% by promotion on the basis of seniority-cum-fitness from amongst Superintendents in the functional unit and who has successfully</p>	22	30	Post induction training for confirmation prescribed by S&GAD in consultation with the Punjab Public Service

				<p>recognized by Higher Education Commission; or</p> <p>b) LLB from a University recognized by Higher Education Commission.</p>		<p>completed training prescribed by S&amp;GAD in consultation with the Punjab Public Service Commission for promotion to BS-17; and</p> <p>(ii) 20% by promotion on the basis of selection on merit through Punjab Public Service Commission from amongst employees in BPS-11 to BPS-16 having qualification prescribed for initial recruitment; and</p> <p>b)If none is available with the qualification mentioned at (ii), by promotion from amongst the superintendents in the functional unit who have successfully completed training prescribed by S&amp;GAD in</p>			Commission
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						consultation with Punjab Public Service Commission for promotion to BS-17.			
-do-	-do-	19. Assistant Director Research (BS-17)	-do-	Master's degree (second division) in Statistics or Economics from a University recognized by Higher Education Commission.	-	a) By promotion on the basis of seniority-cum-fitness from amongst the Research Assistants having at least eight years' service as such in the functional unit and who have successfully completed the training prescribed by S&GAD in consultation with Punjab Public Service Commission for promotion to BS-17; and b) If none is available for promotion then by initial recruitment.	22	30	Post induction training for confirmation prescribed by S&GAD in consultation with the Punjab Public Service Commission
-do-	-do-	20. Junior Psychologist (BS-17)	-do-	Master Degree (second division) in Psychology from a University recognized by Higher Education Commission with special emphasis on theory and practice of test construction, their	-	By initial recruitment.	21	32	As prescribed by the Government.

				use and interpretation, statistical method and research techniques.					
-do-	-do-	21. Private Secretary to Chairman (BS-17)	-do-	-	-	By promotion on the basis of seniority-cum-fitness from amongst Private Secretaries (BS-17) in the functional unit.	-	-	As prescribed by the Government.
-do-	-do-	22. Private Secretary (BS-17)	-do-	-	-	By promotion on the basis of seniority-cum-fitness from amongst Senior Scale Stenographers in the functional unit having at least two years' service as such.	-	-	As prescribed by the Government.
-do-	-do-	23. Security Officer (BS-17)	-do-	A retired armed forces officer equivalent to the rank of Captain or above.	-	By initial recruitment.	25	45	As prescribed by the Government.
-do-	-do-	24. Protocol Officer/ Assistant Director (Security) (BS-17)	-do-	a) B.A or B.Sc. (second division) from a University recognized by Higher Education Commission with five years' experience in the line; or b) a retired armed forces officer	-	By initial recruitment.	25	45	As prescribed by the Government.

				equivalent to the rank of Captain or above.					
-do-	-do-	25. Network System Engineer (BS-17)	-do-	<p>a) M.Sc. in Computer Science (first division or grade-B) from a University recognized by Higher Education Commission with two years' experience in the field of computer networking out of which one year experience must be as Network Engineer or network administrator; and</p> <p>b) MCSE and CCNA Certification.</p>	-	<p>a) By promotion on the basis of seniority-cum-fitness from amongst Support Officers (BS-16) having three years' service as such; and</p> <p>b) If none is available for promotion then by initial recruitment.</p>	23	35	As prescribed by the Government.
-do-	-do-	26. Computer Programmer (BS-17)	-do-	M.Sc. in Computer Science (second division or grade-C) from a University recognized by Higher Education Commission with two years' experience of programming languages like ASP,	-	a) By promotion on the basis of seniority-cum-fitness from amongst Assistant Programmers or Data Control Assistants (BS-16) having three years' service as such; and	25	35	As may be prescribed by the Government.

				Net or PHP or Java or JSP and Database like Oracle or Sql Server or Mysql.		b) If none is available for promotion then by initial recruitment.			
-do-	-do-	27. Web Designer (BS-17)	-do-	M.Sc. in Computer Science (second division or grade-C) from a University recognized by Higher Education Commission with two years' experience with a wide variety of operating systems including Linux and configuring web-servers such as IIS, Apache and in web-development languages and tools.	-	By initial recruitment.	21	30	As prescribed by the Government.
-do-	-do-	28. Superintendent (BS-17)	-do-	-	-	By promotion on the basis of seniority-cum-fitness from amongst the Assistants in the functional unit having at least five years' service as such and who have successfully completed training as prescribed by S&GAD in consultation with	-	-	-

						Punjab Public Service Commission for promotion to BS-17.			
-do-	-do-	29. Librarian (BS-16)	Secretary	Master's degree in Library Sciences or Library and Information Sciences from a University recognized by Higher Education Commission.	-	By initial recruitment.	21	30	As prescribed by the Government.
-do-	-do-	30. Graphic Designer (BS-16)	-do-	<p>a) Bachelor of Fine Arts in Graphic Designing from a University recognized by Higher Education Commission; or</p> <p>b) BCS with one elective subject of Graphic Designing from a University recognized by Higher Education Commission; or</p> <p>c) three years Diploma in Printing and Graphic Arts with five years' experience in the</p>	-	By initial recruitment.	21	30	As prescribed by the Government.

				line.					
-do-	-do-	31. Senior Scale Stenographer (BS-16)	-do-	(i) Bachelor's degree from a University recognized by Higher Education Commission; and  (ii) a speed of 100 words per minute in shorthand in English and 40 words per minute in typing.	-	a) By promotion on the basis of seniority-cum-fitness from amongst Stenographers; and  b) If none is available for promotion then by initial recruitment.	18	25	As prescribed by the Government.
-do-	-do-	32. Security Supervisor (BS-16)	-do-	A retired Junior Commissioned Officer (JCO) of armed forces.  If Junior Commissioned Officer is not available then a person having Bachelor's degree from a University recognized by Higher Education Commission with five years' experience in a reputed security agency.	-	By initial recruitment.	25	45	As prescribed by the Government.

-do-	-do-	33. Assistant Computer Programmer (BS-16)	-do-	M.Sc. in Computer Science (second division or grade-C) from a University recognized by Higher Education Commission.	-	a) By promotion on the basis of seniority-cum-fitness from amongst Data Entry Operators having at least three years' service as such; and b) If none is available for promotion then by initial recruitment.	21	30	As prescribed by the Government.
-do-	-do-	34. Support Officer (BS-16)	-do-	M.Sc. in Computer Science (second division or grade-C) from a University recognized by Higher Education Commission.	-	By initial recruitment.	21	30	As prescribed by the Government.
-do-	-do-	35. Data Control Assistant (BS-16)	-do-	(i) M.Sc. in Computer Science (second division or grade-C) from a University recognized by Higher Education Commission; and (ii) one year experience in the field of electronic data processing.	-	a) By promotion on the basis of seniority-cum-fitness from amongst Data Entry Operators with at least five years' service as such; and b) If none is available then by initial recruitment.	21	30	As may be prescribed by the Government.

-do-	-do-	36. Hardware Technician (BS-15)	-do-	Diploma of Associate Engineer in Electronics with three years' experience of I.T. hardware repairing.	-	a) By promotion on the basis of seniority-cum-fitness from amongst Technical Assistants (BS-12) with at least three years' service as such; and b) If none is available for promotion then by initial recruitment.	20	30	As may be prescribed by the Government.
-do-	-do-	37. Assistant (BS-16)	-do-	(i) Bachelor's degree (second division) from a University recognized by Higher Education Commission; and (ii) a speed of 35 words per minute in typing in English on Computer; and (iii) proficiency in MS Office.	-	(a) 30% by initial recruitment; and (b) 70% by promotion on the basis of seniority-cum-fitness from amongst Senior Clerks in the functional unit with at least two years' service as such; and c) If none is available for promotion then by initial recruitment.	18	25	As prescribed by the Government.
-do-	-do-	38. Stenographer (BS-14)	-do-	(i) Higher Secondary School Certificate from a recognized Board; and (ii) a speed of 100 words per minute	-	By initial recruitment.	18	25	As prescribed by the Government.

				in shorthand in English and 35 words per minute typing.					
-do-	-do-	39. Technical Assistant (BS-12)	-do-	<ul style="list-style-type: none"> <li>a) Higher Secondary School Certificate (second division) from a recognized Board; and</li> <li>b) have training in Lotus and word processing; and</li> <li>c) a speed of 10,000 keys depression per hour in typing.</li> </ul>	-	By initial recruitment.	18	25	As may be prescribed by the Government.
-do-	-do-	40. Research Assistant (BS-11)	-do-	<ul style="list-style-type: none"> <li>a) BS in Statistics; or</li> <li>b) BA or B.Sc. (Statistics as an elective subject) with one year experience in collection and tabulation of statistical data.</li> </ul>	-	By initial recruitment.	18	25	As may be prescribed by the Government.

-do-	-do-	41. Data Entry Operator (BS-11)	-do-	<p>a) Intermediate in Computer Science (ICS); and</p> <p>b) a speed of 40 words per minute in typing on computer.</p>	-	By initial recruitment.	18	25	As prescribed by the Government.
-do-	-do-	42. Senior Clerk (BS-14)	-do-	-	-	By promotion on the basis of seniority-cum-fitness from amongst Junior Clerks in the functional unit with at least two years' service as such.	-	-	As prescribed by the Government.
-do-	-do-	43. Junior Clerk (BS-11)	-do-	<p>a) Higher Secondary School Certificate (second division) from a recognized Board;</p> <p>b) a speed of 25 words per minute in typing on computer; and</p> <p>c) working knowledge of M.S. Office.</p>	-	<p>(a) 80% by initial recruitment; and</p> <p>(b) 20% by promotion on the basis of seniority-cum-fitness from amongst the employees of all categories in BS-1 to BS-4 possessing minimum qualification required for initial recruitment.</p>	18	25	As prescribed by the Government.

-do-	-do-	44. Telep hone Operator (BS-7)	-do-	Secondary School Certificate from a recognized Board with two years' experience in the relevant field.	-	By initial recruitment.	18	25	As prescribed by the Government.
-do-	-do-	45. Generator Operator (BS-5)	-do-	Secondary School Certificate from a recognized Board with two years' experience as Generator Operator.	-	By initial recruitment.	18	25	As prescribed by the Government.
-do-	-do-	46. Electrician (BS-5)	-do-	a) Secondary School Certificate (second division) from a recognized Board; b) one year Electrical Diploma or certificate in Electrical; and c) two years' experience in the relevant field.	-	By initial recruitment.	18	25	As prescribed by the Government.
-do-	-do-	47. Driver (BS-4)	-do-	(i) Middle pass; (ii) L.T.V driving license; and (iii) five years' experience of L.T.V driving.	-	By initial recruitment.	25	35	As prescribed by the Government.

-do-	-do-	48. Dispatch Rider (BS-4)	-do-	Middle Pass with driving license.	-	By initial recruitment.	18	25	As prescribed by the Government.
-do-	-do-	49. Daftri (BS-2)	-do-	Secondary School Certificate from a recognized Board.	Secondary School Certificate from a recognized Board.	a) By promotion on the basis of seniority-cum-fitness from amongst the employees of all categories in BS-1 in the functional.  If none is available for promotion then by initial recruitment.	18	25	-
-do-	-do-	50. Qasid (BS-2)	-do-	Primary pass.	-	By promotion on the basis of seniority-cum-fitness from amongst the employees of all categories in BS-1 in the functional unit.  If none is available for promotion then by initial recruitment.	18	25	-
-do-	-do-	51. Security Guard (BS-1)	-do-	Ex-Service man with sound health or physique.	-	By initial recruitment.	25	35	-
-do-	-do-	52. Frash (BS-2/1)	-do-	Primary pass.	-	By initial recruitment.	18	25	-
-do-	-do-	53. Naib Qasid (BS-2/1)	-do-	Primary pass.	-	By initial recruitment.	18	25	-

-do-	-do-	54. Chowkidar(BS-2/1)	-do-	Primary Pass.	-	By initial recruitment.	21	28	-
-do-	-do-	55. Mali (BS-1)	-do-	Primary pass with ten years' experience in nursery.	-	By initial recruitment.	18	45	-
-do-	-do-	56. Sanitary Worker/ Sweeper (BS-1)	-do-	Primary pass.	-	By initial recruitment.	18	45	-
-do-	-do-	57. Waterman(BS-1)	-do-	Primary pass.	-	By initial recruitment.	18	25	-

**SECRETARY (REGULATIONS)  
GOVERNMENT OF THE PUNJAB**