

**GOVERNMENT OF THE PUNJAB
HOUSING, URBAN DEVELOPMENT &
PUBLIC HEALTH ENGINEERING DEPARTMENT
THE FAISALABAD DEVELOPMENT AUTHORITY
(APPOINTMENT & CONDITIONS OF SERVICES)
REGULATIONS, 1990**

(DATED OCTOBER 6, 1990)

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FAISALABAD DEVELOPMENT AUTHORITY

Text

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(DATED OCTOBER 6, 1990)

No. SO (E-I) HP & EP-9-1/88.,
GOVERNMENT OF THE PUNJAB
HOUSING PHYSICAL & ENVIRONMENTAL
PLANNING DEPARTMENT
Dated Lahore, The 3rd June, 1990

To

The Director General,
Faisalabad Development Authority,
Faisalabad.

Subject: - FAISALABAD DEVELOPMENT AUTHORITY (APPOINTMENT & CONDITIONS OF SERVICE) REGULATIONS, 1990.

1. The Minister for HP & EP/Chairman, FDA, Faisalabad has been pleased to approve the attached Faisalabad Development Authority (Appointment and Conditions of Service) Regulations, 1990 and the schedule thereto.

2. The Minister for HP & EP/Chairman, FDA, Faisalabad has been further pleased to approve the constitution of selection and promotion Committees for appointment to posts in different grades as per provisions of Regulation No. 4 and as set out in the Annexures 'A' & 'B' of the said Service Regulations. All appointments will be made on the recommendations of the appropriate Selection and Promotion Committees.

3. Candidates for initial appointment must be citizens of Pakistan and in sound mental and bodily good health. They must produce certificates of character from the head of the academic institution last attended by them and 2 other responsible persons. In addition, the appointing authority will separately verify the antecedents and character of the prospective employees.

4. All vacancies will be prominently advertised in the news-papers before action is taken, by the relevant selection committee, to fill them.

5. Employees must possess the qualifications, and meet the other conditions e.g. length of service, prescribed in the schedule to the Regulations, before they can be considered for promotion. Similarly, candidates for initial appointment must possess the qualifications, and meet the conditions e.g. years of experience, prescribed in the schedule, before they can be considered for appointment.

6. Basis of determining inter-se seniority of employees. These follow the corresponding Government rules.

7. These Service Regulations will be effective from 21-05-1990 the date on which the Minister for HP&EP/Chairman FDA, Faisalabad approved these regulations.

8. A photo copy of the approved Service Regulations alongwith schedule and Annexures is enclosed.

**Sd/
DEPUTY SECRETARY (ADMN)**

FAISALABAD DEVELOPMENT AUTHORITY FAISALABAD

NOTIFICATION

The 21st May, 1990

No.Admn/174/PA/DA&C/FDA. In exercise of the powers conferred by Section 44 of the Punjab Development of Cities Act, 1976, (XIX of 1976) the Faisalabad Development Authority is pleased to make the following regulations, namely: -

THE FAISALABAD DEVELOPMENT AUTHORITY FAISALABAD (APPOINTMENT AND CONDITIONS OF SERVICES) REGULATIONS, 1990

PART-I-GENERAL

1. (1) These Regulations may be called the Faisalabad Development Authority (Appointment and Conditions of Service) Regulations, 1990.

(2) They shall come into force at once.

(3) They shall apply to all employees of the Faisalabad Development Authority.

2. DEFINITIONS: - In these Regulations, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say: -

(a) "Appointing Authority" in relation to a post means the person authorized under regulation 6 to make appointment to that post.

(b) "Autonomous or Semi-autonomous organization" means an organization set up under a law by the Government.

(c) "Committee" means a promotion committee or a Selection Committee.

(d) "Competent Authority" means the appointing Authority or a person duly authorized by the appointing authority in that behalf not being a person lower in rank to the employee concerned.

(e) "Director General" means the Director General of the Authority.

(f) "Employee" means an employee of the Authority but does not include.

(i) a person on deputation to the Authority from the Government of Pakistan or an autonomous or semi-autonomous organization, and

(ii) a person who is employed on contract, or on work charged basis or who is paid from contingencies.

- (g) "Group" means a group of employees in the same grade performing similar duties.
- (h) "Initial Recruitment" means appointment made otherwise than by promotion or transfer from Government or the Government of Pakistan or Autonomous or Semi-autonomous organization.
- (i) "Managing Director" means the Managing Director of an Agency or Authority.
- (j) "Post" means a post in connection with the affairs of the Authority.
- (k) "Prescribed" means prescribed by these Regulations.
- (l) "Regulations" means the Faisalabad Development Authority (Appointment and Conditions & Service) Regulations, 1990.
- (m) "Schedule" means the schedule to these Regulations.
- (n) "Service" means the service of the Authority.
- (o) "Temporary" post means a post created for a limited period of time and
- (p) "University" means any University incorporated under law in Pakistan.
- (q) Words and expressions used but not defined shall bear the same meanings as they bear in the Punjab Civil Servants Act, 1974 and the Punjab Development of Cities Act, 1976.
3. (1) Appointment to posts shall be made by promotion, transfer or initial recruitment, as specified in the schedule.
- (2) Appointment by promotion or transfer shall be made in accordance with part II and by initial recruitment in accordance with part III of these regulations.
4. (1) There shall be one or more Promotion Committees and Selection Committees to be constituted by the Chairman.
- (2) Each such committee shall consist of at least three Members one of whom shall be appointed as Chairman of that Committee.
5. Where an appointing authority other than the Faisalabad Development Authority does not accept the recommendation of a Committee, it shall record reasons there of and submit a summary of the case for the information to the next higher authority.
6. The authorities competent to make appointment to various grades shall be as specified in column 4 of the schedule.

7. (1) A person appointed to a post, other than a temporary post, shall remain on probation for a period of two years, if appointed by initial recruitment, and for a period of one year, if appointed otherwise, provided that the appointing authority may extend the period of probation by a further period not exceeding two years in all.

Explanation: - Service spent on deputation to a corresponding or a higher post may be allowed to count towards the period of probation.

(2) No employee shall be confirmed in a post unless he has successfully completed such training and passed such Departmental Examination as may be prescribed by the Chairman from time to time.

(3) If no orders have been made by the day following the completion of the initial probationary period of probation shall be deemed to have been extended.

(4) Subject to the provisions of Sub-Clause (2) of this Regulation, a probationer, who has satisfactorily completed his period of probation shall be confirmed with effect from the date of his continues appointment.

(5) Provident that where the period of his probation has been extended under the provisions of sub-Clause (1) of this regulation, the date of confirmation shall subject to the other provisions of this regulation, be the date on which the period of probation was last extended.

(6) If the work or conduct of an employee during the period of probation has been un-satisfactory the appointing authority may, without notice, notwithstanding that the period of probation has not expired, dispense with his service if he has been appointed by initial recruitment and if he has been appointed otherwise revert him to his former appointment or if there be no such appointment, dispense with his service.

(7) There shall be no confirmation against any temporary post.

8. The seniority inter-se of employees appointed to posts in the same grade in a group shall be determined.

(1) (a) In the case of employees appointed by initial recruitment in accordance with the order of merit assigned by the Selection Committee provided that employees selected for appointment to the grade in an earlier selection shall rank senior to the employees selected in a latter selection: and

(b) In the case of employees appointed otherwise with reference to the dates of their continuous appointment in the grade provided that if the date of continuous appointment in the case of two or more employees appointed to the grade is the same, the older if not junior to the younger in the next below grade shall rank senior to the younger employee.

Explanation-I If an employee junior in a lower grade is promoted to a higher grade by superseding his senior and subsequently the later is also promoted, the promoted first shall rank senior to the one promoted subsequently.

Explanation-II Subject to the provisions of regulation 11, a junior appointed to a higher grade shall be deemed to have superseded his senior only if both the junior and the senior were considered for the higher grade and the junior was appointed in preference to the senior.

(2) The seniority of employees appointed by initial recruitment to the grade vis-à-vis those appointed otherwise shall be determined with reference to the date of continues appointment to the grade, provided that if two dates are the same, the employees appointed otherwise shall rank senior to the employees appointed by initial recruitment provided further that inter seniority of employees belonging to the same category will not be altered.

Explanation: In case a group of employees is selected for initial appointment at one time, the earliest date on which any one of the group joins the service will be deemed to be the date of appointment of all employees in the group. Similarly in case a group of employees is appointed otherwise at one time in the same office order the earliest date on which any one of the group joins the service will be deemed to be the date of appointment of all employees in the group.

PART-II APPOINTMENT BY PROMOTION TRANSFER OR DEPUTATION

9. (1) Appointments by Promotion to posts in various grades shall be made on the recommendations of the appropriate committee.

(2) Promotion including proforma Promotion shall not be claimed as of right by any employee.

10. Only such employees as possess the qualifications and meet the conditions laid down for the purpose of promotion to a post shall be considered by the Promotion Committee.

11. (1) A person in the service of Government or Autonomous or Semi-Autonomous Organization who possesses the minimum educational qualifications, experience or length of service prescribed for a post shall be eligible for appointment to the said post on deputation, in accordance with the policy prescribed by Government.

(2) An Employee of the Authority may be sent on deputation to a Government Department or a Autonomous or Semi-Autonomous Organization, on such terms and conditions as may be decided by the Director General in consultation with the borrowing organization, provided that the leave and pension contribution shall invariably be paid by the borrowing organization.

(3) The Director General may transfer any employee from the Authority to any of its agencies and vice versa, against equivalent posts and no deputation pay or allowance shall be admissible in such cases.

PART III – INITIAL APPOINTMENT

12. (1) Initial appointment to posts in grade 16 and above, shall be made on the basis of examination/test or interview conducted by the appropriate Committee after advertisement of the vacancies in the newspapers.

(2) Initial appointment to all posts in grade 1 to 15 shall be made on the basis of examination/test or interview to be held by the appropriate committee wither after advertisement of the vacancies in newspapers or after reference to the Employment Exchange.

13. (1) A candidate for initial appointment to a post must possess the educational qualifications and experience and must be within the age limits prescribed in the schedule, provided that:

(i) In suitable cases for reasons to be recorded in writing the appointing authority may relax the upper age limit upto a maximum of 5 years and the Director General may relax the upper age limit beyond the 5 years.

(ii) The restriction regarding age shall not apply to a candidate who is an employee of the Authority in some other capacity, and

(iii) Experience, where prescribed, would include equivalent experience, in a profession or in the service of an Autonomous or Semi Autonomous Organization or a Private Organization.

(2) (i) Where recruitment is to be made on the basis of written examination, age shall be reckoned as on the first of January of the year in which the examination is proposed to be held; and

(ii) In other cases, as on the last date fixed for submission of applications for appointment.

14. No person shall be appointed to a post unless he is a citizen of Pakistan, provided that this restriction may be relaxed by Government of Pakistan in suitable cases.

15. A candidate for appointment must be in good mental and bodily health and free from any physical defect likely to interfere with the discharge of his duties. A candidate who after such medical examination as the Authority may prescribed is found not to satisfy these requirements shall not be appointed.

16. (1) No person, not already, in the service of the Authority shall be appointed to a post unless he produces certificates of character from two responsible persons not being his relatives who are well acquainted with his character and antecedents and a certificates of character form the head of the academic institution last attended, where applicable.

(2) Notwithstanding anything in sub-clause (1) an appointment by initial recruitment shall be subject to the verification of character and antecedents of the candidate to the satisfaction of the appointing authority.

17. Where the interests of the Authority so require, a person may be appointed on contract, for a period not exceeding three years at a time on terms and conditions to be specified in the contract, against a specified post. All such appointments shall require the prior approval of the Chairman.

PART IV.

18. An employee may resign from service by giving one month notice or forfeit one month pay in lieu thereof; provided that if the notice falls short of one month the employee shall have to forfeit pay for the period falling short of one month.

19. The services of an employee recruited against a temporary post may be terminated on 30 days notice or pay in lieu thereof.

20. In the event of a post being abolished or the posts in a group of the same grade being reduced in number, the services of the junior most employee in such a group shall be terminated after giving such employee thirty days notice or pay in lieu thereof.

21. An employee of the Authority shall retire from service.

(i) on such date after he has completed twenty-five years of service qualifying for pension or other retirement benefits, as the competent authority may, in the public interest, direct; or

(ii) Where no direction is given under clause (i) on the completion of sixty years of his age.

PART V

22. Subject to the provisions of the Act, these regulations and the schedule, the following rules/amendments shall apply mutatis mutandis to the employees of the Authority:-

- (i) The West Pakistan Government Servants (Conduct) Rules 1966.
- (ii) The Punjab Civil Servants (Efficiency and Discipline) Rules 1975.

- (iii) The West Pakistan Civil Services Pension Rules, 1963 read with the Lyallpur Improvement Trust (Pension) Rules 1971.
- (iv) The Punjab Civil Servant revised leave rules 1981.
- (v) The Punjab Services Rules.
- (vi) The Punjab Travelling Allowances Rules 1976.
- (vii) The Punjab Financial Rules.
- (viii) The Punjab Civil Servants pay Revision Rules 1977.
- (ix) Government medical attendance rules.
- (x) Amendments made by FDA from time to time.
- (xi) Amendments made by the Government of Punjab from time to time.

PROVIDED THAT: -

(a) any reference to a Government Servant or Civil Servant shall be construed to be reference to an employee of the Authority.

(b) any reference to the Head of Department shall be construed to be a reference to the Director General in the case of the Authority and to the Managing Director in the case of an Agency.

(c) any reference to a Secretary to Government shall be construed to be a reference to the Director General in the case of both the Authority and its Agencies.

(d) Any reference to the Government shall be construed to be a reference to the Chairman; and

(e) the Chairman, the Director General and a Managing Director may be by general or special order, delegate to any officer or officers of the Authority, any of these powers under these rules, subject where necessary, to such conditions as may be specified.

23. (1) Where a right to prefer an appeal or apply for review in respect of any order relating to the terms and conditions of the service is allowed to an employee by any of the rules mentioned in Regulation 22 such appeal or application shall be made except as may otherwise be prescribed under the relevant rules, within sixty days of the communication to him of such order.

(2) Where no provision for appeal or review exists in respect of any order under these Regulations, or the rules mentioned in Regulation 22, an employee aggrieved by any such order may except where such order is made by the Chairman, make a representation to the Authority next above the authority which made the order.

24. The Chairman may in individual cases of hardship or where the public interest so requires, and for reasons to be recorded in writing, relax the provision of any of these regulations except Regulation 14.

SD/-
DIRECTOR GENERAL,
FAISALABAD DEVELOPMENT
AUTHORITY,
FAISALABAD.

ANNEXURE 'B'

Consequent upon notification No.SO(E-I)7-11/2012 dated 25.04.2012, of Govt. of the Punjab, HUD & PHE Department, Lahore and approval of the Governing Body of FDA vide its 83rd meeting held on 20.02.2012 the following DSC / DPC for BS-16 & above and for BS-1 to BS-15 have been constituted for UD.Wing FDA, WASA & PHA Faisalabad: -

1). For the post in BS-20 (UD.Wing, WASA & PHA)		
i).	Chief Secretary Govt. of the Punjab.	Chairman
ii).	Secretary, Govt. of the Punjab, HUD & PHE Department	Member
iii).	Director General, FDA	Member/Secretary
2). For the post in BS-18-19 (UD.Wing, WASA & PHA)		
i).	Director General	Chairman
ii).	Chief Engineer/Managing Director of Concerned Agency	Member
iii).	Deputy Secretary (Admn) HUD & PHED or Representative of HUD & PHED.	Member
iv).	Additional Director General/Director Admn of concerned Agency.	Member/Secretary
3). For the post in BS-16-17 (UD.Wing, WASA, & PHA)		
i).	Director General,	Chairman
ii).	Chief Engineer/Managing Director of concerned Agency	Member
iii).	Deputy Secretary (Admn) HUD & PHED or Representative of HUD & PHED.	Member
iv).	Additional Director General/ Director (Admn) of concerned Agency	Member/Secretary

For the post in BS-1 to BS-15 UD.Wing, FDA		
i).	Additional Director General, FDA	Chairman
ii).	Representative of the HUD & PHE Department	Member
iii).	Director (Finance), FDA	Member
iv).	Director concerned.	Member
v).	Mrs.Rafaqat Khalid, Deputy Director (Finance)	Member
vi).	Deputy Director (Admn)	Secretary
For the post in BS-1 to BS-15 WASA, FDA		
i).	Director (Admn)	Chairman
ii).	Representative of the HUD & PHE Department	Member
iii).	Director (Finance)	Member
iv).	Director concerned.	Member
v).	Mrs.Tahira Ejaz, Senior Research Officer WASA	Member
vi).	Deputy Director (Admn)	Secretary
For the post in BS-1 to BS-15 PHA, FDA		
i).	Director (Admn & Finance)	Chairman
ii).	Representative of the HUD & PHE Department	Member
iii).	Director concerned.	Member
iv).	Mrs.Talat Qamar, Assistant Director (Finance) PHA	Member
v).	Deputy Director (Admn)	Secretary

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Directorate of Administration, Finance, Estate Management and Land Development.	Grade 20 / 21	Director General	Government	-	By deputation from Government or in special case by hiring on Contract.	-	-	-
	Grade 19	Director	Director General	-	By deputation from the Government or by selection on merit from amongst the 3 senior most Deputy Director including Deputy Director (Accounts) Provided he is a graduate with at least 12 years service in Grade-17 or above including 5 years service in Grade 18.	-	-	-
	Grade 19	President Tribunal	Government	-	By deputation from the Government.			
	Grade 18	Deputy Director	Director General	-	By deputation from the Government or promotion on the basis of seniority-cum-fitness from amongst the Assistant Director who are graduates with at least 5 years service in Grade-17.	-	-	-
	Grade 18	Deputy Director Accounts	Director General	-	By deputation or promotion on the basis of seniority-cum-fitness from amongst Assistant Directors (Accounts) who are B.Com or who have passed the S.A.S. Examination and have at least 5 years service in Grade-17. This amendment made by the Governing Body of FDA in its 58 th meeting held on 21.06.2002.			

	Grade 18	Officer on Special Duty (Budget)	Government	-	By Deputation from the Government.	-	-	-
	Grade 18	Medical Officer (Male)	Director General	M.B.B.S. with 5-years Experience	By initial recruitment or deputation from the Government	26	40	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Directorate of Administration Finance, Estate Management and Land Development.	Grade 18	Medical Officer (Female)	Director General	M.B.B.S. with 5-years experience	By initial recruitment or deputation from the Government.	26	40	
	Grade 18	Deputy Director (Horticulture)	do	-	By deputation from Government or promotion on the basis of Seniority-cum-fitness from amongst the Assistant Directors (Hort.) with at least 5 years service in Grade-17	-	-	
	Grade 18	Deputy Director Legal	do	B.A, LLB with five year practice/ experience as Advocate	By initial recruitment or by promotion from amongst the Assistant Director (N.T) holding the requisite qualification of B.A/LLB and 5-years service as Assistant Director (N.T) or 5-year practice/experience as Advocate. The amendment made by the Governing Body of FDA in its 63 rd meeting held on 17.02.2004.			
	Grade 17	Asstt. Director (Legal)	do	LLB with 5-years practice as Advocate	By initial recruitment or promotion on the basis of seniority-sum-fitness from amongst Admn. Officer who are law graduates and have at least 5 years service as Admn. Officer in the Legal Branch.	26	40	Private practice will not be allowed. Initial recruitment to be resorted to only if no suitable candidate available for promotion.

	Grade 17	Asstt. Director/ Staff Officer to Director General/Estate Officer	do	M.A./M.Sc. or B.A. and L.L.B.	55% by initial recruitment / deputation and 25% by promotion on the basis of seniority-cum- fitness from amongst the Admn Officers who hold B.A/B.Sc or equivalent degree with at least 5- years service in Grade-16 and 20% quota is fixed for promotion of Private Secretaries / Personal Assistants as Assistant Director (N.T) BS-17 on the basis of seniority- cum-fitness who hold B.A/B.Sc degree or equivalent degree with at least 5-years service as private Secretaries / Personal Assistants or who hold F.A/F.Sc qualification or equivalent with a least 8-years service as Private Secretary / Personal Assistant subject to appointment prior to promulgation of the FDA (Appointment & Conditions of Service) Regulations, 1990 This amendment made by the Governing Body of FDA in its 75 th meeting held on 18.06.2007.	21	25	Post of Staff Officer to Director General carrying BS-17 where as Admn. Officers are posted in BS- 16 in FDA.
	Grade 17	Asstt. Director (Accounts/ Finance)	do		By deputation or promotion on the basis of seniority-cum-fitness from amongst the Senior Accountants, who have B.Com degree or have passed the S.A.S. Examination, with at least 5 years service as Senior Accountant. and by deputation or promotion on the basis of seniority-cum-fitness from amongst the Senior Accountants who hold B.Com degree or who have passed the S.A.S Examination with at least 5- years service as Senior Accountant or who hold F.A / F.Sc / I.Com certificate with at least 8-years service as Senior Accountant subject to appointment prior to promulgation of FDA (Appointment & Conditions of Service) Regulations 1990. This amendment made by the Governing Body of FDA in its 75 th meeting held on 18.06.2007.	--	--	
	Grade 17	Magistrate	Government		By deputation from Government.	--	--	
	Grade 17	Land Acquisition Collector	Government		By deputation from Government.	--	--	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Directorate of Administration, Finance, Estate Management and Land Development.	Grade 17	Security Officer	Director General	Retired J.C.O. and above or a person with not Less than 5 years service as Security Officer in Private organization, Semi-Autonomous or Autonomous Agency or Government Department	By Deputation from Government or initial recruitment.	30	50	
	Grade 17	Asstt. Director (Horticulture)	do	-	By Deputation from Government or promotion on the basis of the Seniority-cum-fitness from amongst Horticulture Assistant with at least 10-years service as Horticulture Assistants.			
	Grade 17 /16	Private Secretary	do		By promotion on the basis of seniority-cum-fitness from amongst Personal Assistant with at least 5-years service.			
	Grade 16	Administrative Officer	Director Admn.		By promotion on the basis of seniority-cum-fitness from amongst Assistants with at least 5 years service as Assistant.			
	Grade 17	Deputy Superintendent Police.	Government		By deputation from Government.			
	Grade 16	Horticulture Assistant.	Director Administration	B.Sc Agri. With Horticulture as special subject	By initial recruitment.	21	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Directorate of Administration, Finance, Estate Management and Land Development.	Grade 15	Personal Assistant/ Stenographer-1	Director Administration	-	By promotion on the basis of seniority-cum-fitness from amongst the Stenographer-II with at least 5-years service in the clerical grades.	-	-	Senior Scale Stenographer in FDA are designated as Stenographer - I.
	Grade 16	Senior Accountant	do	M.Com or B.Com with 3 years experience or Matriculation with S.A.S. and 5-years experience.	25% by initial recruitment and 75% by promotion on the basis of seniority-cum-fitness from amongst Junior Accountants with at least 3 years service as such.	21	25	In FDA, post of Senior Accountant Carries BS-16 Post of Account Asstt. in FDA is at par with the post of Jr. Accountant of BS-11 in LDA.
	Grade 11	Junior Accountant/ Accounts Asstt.	do	B.Com.	25% by initial recruitment and 75% by promotion on the basis of seniority-cum-fitness from amongst Junior Account Assistant with at least 5 years service.	21	25	Post of Junior Account Assistant BS-7 is at par with the post of Account Clerk Bs-7. The Government of Punjab has upgraded the post from BS-09 toBS-11 vide Notification No.FD.PC.40-42/2007 dated 07.07.2009
	Grade 11	Head Driver	do	-	By promotion on the basis of seniority-cum-fitness from amongst drivers with at least 15 years service.	-	-	

	Grade 11	Assistant	do	B.A./B.Sc. or equivalent Degree.	25% by initial recruitment and 75% by promotion on the basis of seniority-cum-fitness from amongst Senior Clerks with at least 5 years service in the clerical grades.	21	25	The Government of Punjab has upgraded the post from BS-11 to BS-14 vide Notification No.FD.PC-32-7/2007 dated 10.09.2007 & No.FD.PC-32-7/2007 dated 26.09.2007
	Grade 12	Stenotypist / Stenographer – II	do	F.A./D.Com. with a shorthand speed of 90 w.p.m. & typing speed of 40 w.p.m.	By initial recruitment.	21	25	Nomenclature revised to Stenographer-II by the Government.
	Grade 10 Grade 8	Stenotypist Stenotypist	do	-	-	-	-	Posts are up-graded and emerged in Grade-12 Now the grade 12 is minimum grade of Stenographers.

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Directorate of Administration, Finance, Estate Management and Land Development.	Grade 14	Naib Tehsildar	Director Administration	-	By deputation from Government Or by promotion on the basis of seniority-cum-fitness from amongst Qanungos who are Matriculates, with at least 10-years service as Qanungos and who have passed the Govt. Departmental Examination for promotion of Qanungos to Naib Tehsildar.	-	-	
	Grade 8	Assistant Supervisor Demolition	do	-	By promotion on the basis of seniority-cum-fitness from amongst the encroachment Inspectors.			
	Grade 7	Junior Accounts Assistant/ Accounts Asstt.	do	B.A. or Inter.Com	By initial recruitment who hold the qualification of B.A or I.Com and By initial recruitment having F.A or inter Com qualification subject to appointment prior to promulgation of the FDA (Appointment & Conditions of Service) Regulation-1990. This amendment made by the Governing Body of FDA in its 75 th meeting held on 18.06.2007.	18	25	Post of Accounts Clerk in LDA is at par with Junior Accounts Asstt. in Faisalabad Development Authority. The Government of Punjab has upgraded the post from BS-07 to BS-09 vide Notification No.FD.PC.3-1/87 dated 12.04.1988..
	Grade 7	Senior Clerk	do	-	By promotion on the basis of seniority-cum-fitness from amongst the Junior Clerks with at least 5-years service as Junior Clerk.			Govt. has revised the pay scale from BS-6 to BS-7. The Government of Punjab has upgraded the post from BS-07 to BS-09 vide Notification No.FD.PC-32-7/2007 dated 10.09.2007 & No.FD.PC-32-7/2007 dated 26.09.2007.
	Grade 6	Encroachment Inspector	do	Matriculate and Ex-Serviceman.	By initial recruitment.	18	25	

	Grade 9	Qanungo	do	-	By deputation from the Government or by promotion on the basis of seniority-cum-fitness from amongst the Patwaris with at least 10-years service as Patwaris.	-	-	Pay scale revised by Govt. from BS-6 to BS-9.
	Grade 5	Junior Clerk	do	Matriculation with a speed of 25 w.p.m. in typewriting.	By initial recruitment.	18	25	The Government of Punjab has upgraded the post from BS-05 to BS-07 vide Notification No.FD.PC-32-7/2007 dated 10.09.2007 & No.FD.PC-32-7/2007 dated 26.09.2007
	Grade 6	Driver	do	-	By promotion on the basis of seniority-cum-fitness from amongst the Drivers of BS-4 and BS-5 with at least 7 years experience.	21	35	Posts of Drivers in BS-6 are held in FDA

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Directorate of Administration, Finance, Estate Management and Land Development.	Grade 5/4	Driver	Director Administration	Middle pass with driving licence and reasonable driving skill.	By initial recruitment	21	35	Posts of drivers in BS-4 and BS-5 are held in FDA.
	Grade 5	Dispenser	do	Matriculation with a dispenser's course from a recognized institution.	By initial recruitment.	21	35	
	Grade 5	Patwari	do	Matriculation with Patwari Course from any recognized Govt. School.	By deputation from Government / Initial recruitment.			In FDA Patwari are appointed by initial recruitment.
	Grade 6	Electrician	do	Matriculate with a certificate from a recognized school of electricians and with at least one year experience.	By initial recruitment.	18	25	In FDA the grade of Electrician is BS-6 instead of Grade-5
	Grade 2	Daftri	do		By promotion on the basis of seniority-cum-fitness from amongst Naib Qasid who are Middle pass and have at least 5 years service.	-	-	The post of Daftri in FDA is BS-2.
	Grade 1	Naib Qasid /Dak Runner/Orderly -	do	Middle Pass	By initial recruitment.	18	25	
	Grade 1	Chowkidar	do	-	By initial recruitment.	18	25	
	Grade 1	Waterman	do	-	By initial recruitment.	18	25	
	Grade 1	Sanitary Worker	do	-	By initial recruitment.	18	25	
	Grade 1	Mali	do	-	By initial recruitment.	18	25	
	Grade 1	Dispensary Attendant	do	Middle Pass	By initial recruitment.	18	25	

	Grade 1	Mid-Wife	do	Midwife's course from any recognized Institution.	By initial recruitment.	21	35	
	Grade 1	Khalasi	do	-				

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Directorate of Administration, Finance, Estate Management and Land Development. Engineering Wing.	Grade 6	Field Supervisor	Director Administration	Matriculation with Field Assistant's course.	By initial recruitment	18	25	
	Grade 7	Budder	do	-	By initial recruitment	18	25	
	Grade 5	Plumber Fitter	do	-	By initial recruitment	18	25	
	Grade 4	Head Mali	do	-	By promotion on the basis of seniority-cum-fitness from amongst Malis with at least 10-years service.			The Post of Baildar is at par with the Post of Mali in FDA.
	Grade 2	Spray man	do	-	By initial recruitment	18	25	
	Grade 20	Chief Engineer	Chairman	-	By deputation from Government or promotion by selection on merit from amongst 3 senior most Director (Engineering)/Technical with at least 15-years service in Grade 17 and above including 5 years service as Director (Engineering) who hold at least B.Sc. (Engg.) Degree.			
	Grade 19	Director Engineering/ Inspection.	Director General	-	By deputation from Government or by selection on merit from amongst the 3 senior most Deputy Directors Engineering/Technical Officers with at least 12 years service in Grade 17 and above including 5 years service in grade 18 who hold at least B.Sc. (Engg.) Degree.			

	Grade 18	Deputy Director Engineering/ Technical Officer/ Inspection	do	-	By deputation from Government or promotion on the basis of seniority-cum-fitness from amongst Asstt. Directors Engineering with at least 5 years service in Grade 17 who hold at least B.Sc. (Engg.) Degree.			
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SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Engineering Wing	Grade 17	Asstt. Director Engineering/ Inspection	Director General	Bachelor's Degree in Civil/ Mechanical or Electrical Engineering from a recognized University.	55% by initial recruitment or deputation from Government and 20% by promotion on the basis of seniority-cum-fitness from amongst the Sub-Engineers with at least 10 years service as Sub-Engineers and 15% from amongst the Sub-Engineers who acquire or possess the B.Sc/B.Tech (Hon). If suitable candidates are not available, vacancies to be filled in by deputation from Government. and 10% quota is fixed out of initial recruitment quota for promotion of Assistant Research Officers BS-16 As Assistant Director (Inspection) BS-17 on the basis of seniority-cum-fitness who hold three years diploma in civil technology with at least 10-years service as ARO. This amendment made by the Governing Body of FDA in its 75 th meeting held on 18.06.2007.	21	25	

	Grade 17	Assistant Architect	do	Degree or Diploma in Architecture (5 years full time course) from a Pakistan University or any other Institution recognized by Government, and 5 years practical experience after obtaining the basic degree or diploma in Architecture OR Associate Membership of the Institute of Architects in Pakistan and 3 years practical experience after obtaining Associated Membership of the Institute of the Architects in Pakistan.	By initial recruitment.	21	35	
	Grade 16	Sub Engineer	Director Administration	-	By selection on the basis of seniority-cum-fitness from amongst the Sub-Engineers in Grade 11 who have passed a 3 years diploma course from an Institute recognized by the Board of Technical Education and have at least 10 years service as Sub-Engineer and have passed Departmental Promotion Examination.	-	-	25% of the total number of posts of Sub Engineer shall be placed in BS-16.
	Grade 16	Asstt. Research Officer	do	B.Sc from recognized university.	By deputation or initial recruitment	21	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority	Grade 16	Chief Draftsman	Director Administration	-	By promotion on the basis of seniority-cum-fitness from amongst the Circle Head Draftsman who are Diploma Holders (3 years course) with at least 3 years service as Circle Head Draftsman.	-	-	In FDA the grade of Chief Draftsman is 16 instead of grade 14.
	Grade 13	Circle / Senior Head Draftsman	do	-	By promotion on the basis of seniority-cum-fitness form amongst the Divisional head Draftsman who are Diploma Holders (3 years course) with at least 3 years service as Divisional Head Draftsman.	-	-	In FDA the post of senior Draftsman is at par with Circle Head Draftsman in L.D.A. 25% of the total Number of posts of Senior Draftsman Circle Head Draftsman and Divisional Head Draftsman shall be placed in grade 16 shall be restricted to diploma holders (3 years course) with not less than 10 years service.
	Grade 12	Divisional Head Draftsman	do	-	75% by promotion on the basis of seniority-cum-fitness from amongst the Draftsman, who are diploma holders (3 years course) with at least 5 years service as Draftsman. 25% by promotion on the basis of seniority-cum-fitness from amongst the Draftsman, who are unqualified or who have completed 2 years course, with at least 10 years service as Draftsman.	-	-	- Post of Draftsman in FDA is at par with Assistant Draftsman of LDA.

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Directorate of Administration, Finance, Estate Management and Land Development.	Grade 11	Draftsman	Director Administration	3 years Diploma in Drafting and Designing in Civil Electrical & Mechanical from a recognized Institute.	75% by initial recruitment and 25 % by promotion on the basis of seniority-cum-fitness from amongst the Tracers with at least 5 years service as Tracer for holders of 1 to 2 years certificates and 10 years service as Tracer in case of unqualified persons.	21	25	Promotees shall be placed in Grade 10.
	Grade 11	Sub Engineer	do	3 years Diploma course in relevant subject form a recognized Institute.	By initial recruitment.	21	25	
	Grade 11	Laboratory Assistant	do	B. Sc	By initial recruitment.	21	25	
	Grade 11	Inspector Horticulture	Do	F.Sc alongwith 3-months Floriculture Horticulture Course from a recognized institute.	By initial recruitment or by promotion from amongst the Horticulture Supervisors having qualification of F.Sc with 1-year Floriculture/ Horticulture Diploma from a recognized institute and 5-years service as Horticulture Supervisor. This amendment made by the Governing Body of FDA in its 74 th meeting held on 10.50.2007.	-	-	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority	Grade 7 & 5	Mechanic	Director Administration		By initial recruitment	18	25	
Engineering Wing								
	Grade 5/6	Carpenter	do	Certificate of Carpentry from a recognized Institute.	By initial recruitment	18	40	
	Grade 4	Material Mistry	do	-	By initial recruitment	18	25	
	Grade 2	Material Checker	do	-	By initial recruitment	18	25	
	Grade 2	Mate	do	-	By initial recruitment	18	25	
	Grade 1	Laboratory Attendant	do	Middle Pass	By initial recruitment	18	25	
	Grade 1	Operator	do	-	By initial recruitment	18	25	
	Grade 1	Cleaner	do	-	By initial recruitment	18	25	
	Grade 1	Baildar	do	-	By initial recruitment	18	25	
Metropolitan/ Town Planning Wing	Grade 20	Town Planner	Chairman	Master's Degree in Town Planning or Urban and Regional Planning from a Recognized University and 15 years experience in relevant field.	By deputation from Government or by initial recruitment	35	50	
	Grade-20	Chief Metropolitan Planner	do	Master's Degree in Town Planning or Urban and Regional Planning and 15-years experience in related field.	By deputation from Government or by initial recruitment	35	50	
	Grade 19	Director Metropolitan Planner / Director Town Planning/ Director (E.C.)	Director General		By deputation from Government or by selection on merit from amongst the Deputy (TP)/ (EC) / Arch/ Deputy (Metropolitan Planning) with at least 12 years service in Grade 17 and above.			The nomenclature of Director Town Planning is at par with Director (MP) of LDA.

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Metropolitan & Town Planning Wing	Grade 18	Deputy Town Planner/Deputy Director (M.P.) /Deputy Director (EC).	Director General	B.Sc. Town Planning with 5 years Experience in the related field.	By promotion on the basis of seniority-cum-fitness from amongst the Assistant Director (TP) (EC) (BC) (DC), Architecture with at least 5 years service as Assistant Director (TP) (EC) (BC) (DC), Architecture, holding Bachelors degree in Architecture/Architectural Engineering / Town Planning/City & Regional Planning, from recognized University/Institute from the Government and registered with Pakistan Counsel of Architects and Town Planners. If qualified person is not available, then by direct recruitment or deputation from Government. This amendment made by the Governing Body of FDA in its 85 th meeting held on 14.03.2013.	26	40	

	Grade 17	Assistant Architect	do	Degree or diploma in Arch (5-years full time course) from a Pakistani University or any other Institution recognized by Government and 5 years practical experience after obtaining the basic degree or diploma of Architecture. Associate Membership of the Institute of Archi. In Pakistan, and 3-years practical experience after obtaining Associate Membership of the Institute of Arch. In Pakistan.	50% by initial recruitment and 50% by promotion on the basis of seniority-cum-fitness from amongst the Architectural Assistants with at least 5 years experience as Arch. Assistant.	21	35	The post of Asstt. Director Architect is at par with Assistant Architecture of L.D.A.
	Grade 17	Assistant Director Town Planning. E.C.	do	B.Sc. Town Planning.	80% by initial recruitment and 20% quota is fixed for promotion of Building Inspectors as Assistant Director (Town Planning / E.C) BS-17 on the basis of seniority-cum-fitness who hold 3-years diploma in relevant field with at least 5-years service as Building Inspector. This amendment made by the Governing Body of FDA in its 75 th meeting held on 18.06.2007.	21	25	Appointing Authority in FDA is Director General.
	Grade 16	Research Officer	Director Administration	M.A. in Geography, Statistics Economics, Sociology or Social Works.	By initial recruitment.	21	25	Nomenclature of Assistant Research Officer is at par with Research Officer of LDA.
	Grade 16	Evaluation Officer	do	M.A. in Statistics or Economics.	By initial recruitment.	21	25	
	Grade 16	Architectural Assistant	do	Bachelor's Degree or Diploma in Architecture (5-years full time Course) from a recognized University or Institute OR Associate Membership of the Institute of Architects in Pakistan.	50% by initial recruitment and 50% by promotion on the basis of seniority-cum-fitness from amongst the Senior Draftsman with at least 5 years service as Senior Draftsman.	21	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority Metropolitan & Town Planning Wing	Grade 13	Senior Draftsman	Director Administration	-	By promotion on the basis of seniority-cum-fitness from amongst the Junior Draftsman who are diploma holders with at least 5 years service as Junior Draftsman.	-	-	In FDA post of Division Draftsman at per of Junior Draftsman in LDA.
	Grade 12	Junior Divisional Draftsman		-	By promotion on the basis of seniority-cum-fitness from amongst the Draftsman/Architect Draftsman with at least 5 years service as Draftsman / Architect Draftsman.	-	-	In FDA the Post of Draftsman is at per with the post of Assistant Draftsman in LDA.
	Grade 11	Asstt. Draftsman/ Draftsman/ Architect Draftsman		Matric 2 nd div. with a 3 years diploma in Architectural Draftsman-ship from a recognized Institute.	75% by initial recruitment; and 25% by promotion on the basis of seniority-cum-fitness from amongst the Tracers with at least 5 years service as Tracer.	21	25	In FDA the post of Draftsman is at per with the post of Assistant Draftsman in LDA.
	Grade 11	Building Supervisors/ Inspectors		3 years Diploma Course in relevant subjects from a recognized institute.	By initial recruitment by transfer from Sub Engineers. And In FDA no post of Building Supervisor exists who holds qualification at per with Sub Engineers and Building Inspectors will be eligible for selection grade as per policy for Sub-Engineer. This amendment made by the Governing Body of FDA in its 63 rd meeting held on 17.02.2004.	21	25	In FDA no post of Building Supervisor exists, the Building Inspectors who hold qualifications at par with Sub Engineer will be eligible for Selection Grade as per policy for Sub-Engineer.
	Grade 10	Demolition Supervisor			Promotion on the basis of seniority-cum-fitness from amongst the Asstt. Supervisor Demolition.	21	25	
	Grade 5	Tracer		Matriculation or equivalent examination from a recognized University or board with Drawing as a subject.	By initial recruitment.	18	25	Tracer includes Mapper.
	Grade 1	Ferro Printer		Middle Pass	By initial recruitment.	18	25	In FDA the post of Ferro Pinter is BS-1.

	Grade 1	Ferro Collies/ Store Collies		Literate	By initial recruitment.	18	25	
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SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority	Grade 11	Care Taker/Store Keeper	Director Administration	B.A. or F.A. with 5 years experience or Matric with 10 years experience.	By initial recruitment or by transfer from Sub-Engineer/Head Clerks.	21	25	
	Grade 2	Qasid	do		By promotion from amongst Naib Qasids who are Middle Pass and have at least 15 years experience.			
	Fixed	Legal Adviser	Law & Parliamentary Affairs Department	B.A. L.L.B. with 15 years practical experience as Lawyer.				
	Grade 5	Canner	Director Administration	3 years experience in relevant field.	By initial recruitment.	18	25	
	Grade 1	Process Server	do	Middle Pass.	By initial recruitment.	18	25	
	Grade 11	Sub Inspector	Government	By deputation				
	Grade 5	Asstt. Sub Inspector	do	By deputation.				
	Grade 5	Cook	Director Administration	Literate with 5 years experience of cooking.	By initial or by promotion from the Cook Helper with at least 5 years experience as such.			
	Grade 2	Cook Helper	do	Literate with 2 years experience.	By initial recruitment.	18	25	
	Grade 3	Head Constable	Government	By deputation.				
	Grade 2	Police Constable	do	By deputation.				
	Grade 15	Foreman	Director Administration	Matric with 3 years Diploma in Mechanical Technology or Auto Technology.	By initial recruitment or by promotion from amongst the vehicle Mechanics with 10 years experience.	18	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
Faisalabad Development Authority	Grade 16	Asstt. Estate Officer	Director Administration		By promotion from amongst the Demolition supervisor who hold B.A./B.Sc. or equivalent Degree.			
	Grade 7	Bulldozer Operator	do	Literate with requisite driving licence.	By initial recruitment.	18	25	
	Grade 5	Road Roller Driver	do	Literate with requisite driving licence.	25% initial recruitment. 75% by promotion from amongst the Road Roller Cleaner with 5 years experience & Possessing requisite driving licence.	18	25	
	Grade 1	Road Roller Cleaner	do	Literate	By initial recruitment.	18	25	
	Grade 1	Bulldozer Greaser/ Cleaner	do	Literate	By initial recruitment.	18	25	
	Grade 10	Surveyor	do	2 years diploma in surveying from Govt. recognized Institute or Trade Diploma with 5 years experience.	25% by initial recruitment. 75% by promotion from amongst the Assistant Surveyor of grade 4 with 5 years experience and possessing required qualification.	18	25	
	Grade 3	Tube well/ Pump Operator	do	Literate with skill in relevant field.	By initial recruitment.	18	25	
	Grade 10	Dispenser-cum- Medical Store keeper	do	Matriculate with dispensers diploma Certificate from a recognized Institute.	By initial recruitment.	18	25	
	Grade 6	Auto Electrician	do	Under Matric with at least 5 years experience in relevant field.	By initial recruitment.	18	25	
	Grade 5	Vulcanizer	do	Literate with 2 years experience in the relevant field.	By initial recruitment.	18	25	
	Grade 1	Bus Conductor	do	Literate.	By initial recruitment.	18	25	

	Grade 1/4	Survey Helper/ Survey Asstt.	Do	Literate/Matriculate.	By initial recruitment.	18	25	
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SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Finance and Administration Wing.	Grade 20	Managing Director	Government	-				
	Grade 19/20	Deputy Managing Director	do	-	By deputation from the Govt. or by promotion from amongst the senior most Director Engineering who hold at least B.Sc. Engg. Degree.			
	Grade 19	Director Administration	Director General	-	By deputation from the Government or promotion by selection on merit from amongst the 3 senior most Deputy Directors with at least 12 years service in Grade 17 or above including 5 years service in Grad 18.			
	Grade 19	Director Finance and Director Revenue	Director General	-	By deputation from the Government or promotion by selection on merit from amongst the 3 senior most Deputy Directors (Finance and Revenue) with at least 12 years service in Grade 17 and above including 5 years service in Grade 18.			
	Grade 18	Deputy Director (Administration)	Managing Director	-	By deputation from Government or promotion on the basis of seniority-cum-fitness from amongst the Asstt. Directors (Administration) with at least 5 years service in Grade 17.			
	Grade 18	Senior Special Magistrate	Government	-	By deputation from Government.			

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Finance and Administration Wing.	Grade 18	Deputy Director Finance and Deputy Director Revenue	Managing Director		By deputation from Government or promotion on the basis of seniority-cum-fitness amongst the Asstt. Directors (Finance and Revenue) who are graduates with at least 5 years service in Grade 17.			
	Grade 18	Medical Officer (Male)	do	M.B.B.S. with 5 years experience.	By initial recruitment or deputation from Government.	26	40	
	Grade 18	Medical Officer (Female)	do	do	Do	26	40	
	Grade 17	Public Relations Officer	do	M.A. Journalism with 5 years experience.	Do	26	35	The post of PRO is of Grade-17 instead of Grade-18.
	Grade 17	Assistant Director (Administration)	do	M.A./M.Sc. or B.A. and L.L.B.	75% by initial recruitment or deputation and 25% by promotion the basis of seniority-cum-fitness from amongst the Admn. Officer who hold B.A./B.Sc. or equivalent Degree with at least 5 years service in Grade 16.	21	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Finance and Administration Wing.	Grade 17	Security Officer	Managing Director	-	By deputation from Govt. or by selection on the basis of seniority-cum-fitness from amongst the Assistant Security Officer with at least 5 years service.	-	-	Initial recruitment to be re-stored if no suitable candidate available for promotion.
	Grade 17	Assistant Director purchase and imports	do	M.A./M.Sc.	By deputation from Govt. or by initial recruitment or by transfer from amongst Asstt. Director (Non Technical)	-	-	
	Grade 17	Staff Officer to Managing Director	do	-	By deputation from Government or by promotion on the basis of seniority-cum-fitness from amongst the P.S. & Stenographers-1 all in grade-16 who are graduate and have completed five years service as such.			
	Grade 17	Law Officer/ Asstt. Director Legal	do	L.L.B. with 5 years Practice as Advocate	By initial recruitment or promotion on the basis of seniority-cum-fitness from amongst Staff Officers who are law Graduates and have at least 5 years service as Staff Officers in the Legal Branch.	26	40	Private Practice will not be allowed initial recruitment to be resorted to only if no suitable candidate available for promotion.

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Finance and Administration Wing.	Grade 17	Assistant Director Finance and Assistant Director Revenue.	Managing Director	-	By promotion on the basis of seniority-cum-fitness from amongst the Senior Accountants who hold B.Com. Degrees of who have passed the S.A.S. Examination with at least 5 years service as Senior Accountants.			
	Grade 16	Assistant Security Officer	Director (Admn)	-	By deputation from Government or by promotion from amongst the Security Supervisor with at least 5 years service who hold B.A./B.Sc. Degree.			
	Grade 16	Administrative Officer	Director (A & S)	-	By promotion on the basis of seniority-cum-fitness from amongst the Assistants with at least 5 years service as Assistant.			

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Finance and Administration Wing.	Grade 16	Senior Accountant	Director (A & S)	M.Com. or B.Com. with 3 years experience or Matriculation with S.A.S. and 5 years experience.	25% by initial recruitment and 75% by promotion on the basis of seniority-cum-fitness from amongst the Junior Accounts Assistant with at least 5 years service as junior Accountants.	18	25	
	Grade 15	Stenographer-1/ Personal Asstt.	Director Administration	B.A./B.Com	By promotion on the basis of seniority-cum-fitness from amongst the Stenographers-II with at least 5 years service as Stenographer-II/Clerical Grades.			
	Grade 16	Assistant Research Officer	Director (A & S)	M.Sc. Bio-Chemistry or Micro-Biology	75% by initial recruitment 25% by promotion on the basis of seniority-cum-fitness from amongst Lab; Asstt. who have 7 years service as such.	21	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Finance and Administration Wing.	Grade 12	Stenographer-II	Director Administration	F.A./D.Com. with a shorthand speed of 90 w.p.m. and typing speed of 40 w.p.m.	By initial recruitment.	18	25	
	Grade 11	Assistant/Head Clerk	do	B.A./B.Sc. or equivalent degree	25% by initial recruitment and 75% by promotion on the basis of seniority-cum-fitness from amongst the Senior Clerks with at least 5 years service in the clerical grades.	21	25	
	Grade 11	Junior Accountant/Accounts Asstt.	do	B.Com. or Matriculate with SAS with 5 years experience.	25% by initial recruitment and 75% by promotion on the basis of seniority-cum-fitness from amongst the Accounts Clerks/J.A.A. BS-7 with at least 5 years service as Accounts Clerks/J.A.A.	21	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Finance and Administration Wing.	Grade 7	Accounts Clerk/ J.A.A.	Director Administration	F.A. or Inter Com.	By initial recruitment.	18	25	
	Grade 5	Store Clerk	do	Intermediate	By initial recruitment.	18	25	
	Grade 7	Senior Clerk	do	-	By promotion on the basis of seniority-cum-fitness from amongst the Junior Clerks with at least 5 years service as Junior Clerk.			
	Grade 5	Junior Clerk	do	Matriculation with a speed of 25 w.p.m. in typewriting	By initial recruitment.	18	25	
	Grade 5	Dispenser	do	Matriculation with dispenser's course from a recognized Institute.	By initial recruitment.	18	25	
	Grade 5	Telephone Operator	do	Matric with reasonable experience on PBX.	By initial recruitment.	18	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Finance and Administration Wing.	Grade 6	Electrician	Director Administration	Matriculate with a certificate from a recognized school of electricians and with at least 5 years experience.	By initial recruitment.	18	25	
	Grade 5	Patwari	do		By deputation from Government or by initial recruitment.			
	Grade 2	Daftri / Qasid	do		By promotion on the basis of seniority-cum-fitness from amongst Naib Qasid who are middle pass and have at least 5 years service as Naib Qasids.			
	Grade 1	Naib Qasid	do		By initial recruitment.	18	25	
	Grade 1	Chowkidar	do		By initial recruitment.	18	25	
	Grade 1	Mali	do		By initial recruitment.	18	25	
	Grade 1	Sweeper/ Sanitary Worker	do		By initial recruitment.	18	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Engineering Wing.	Grade 19	Director Hydrology	Director General		By deputation from Government or promotion on merit from amongst the 3 senior most Deputy Director (Hydrology) with at least 12 years service in Grade 17 and above including 5 years service in Grade 18 who hold at least M.Sc. Degree.			
	Grade 18	Deputy Director (Hydrology)	Managing Director	M.Sc. Geology 2 nd (Division) with 5 years experience.	By initial recruitment or deputation from Government or promotion on the basis of seniority-cum-fitness from amongst Assistant Director (Hydrology)/Research Officer with at least 5 years service as Assistant Director (Hydrology)/Research Officer, who hold at least M.Sc. Degree.	26	35	Initial recruitment to be resorted to only if no suitable candidate available for promotion.
	Grade 17	Assistant Director (Engineering)	Managing Director	Bachelor's Degree in Civil/ Mechanical Electrical Engineering from a recognized University.	80% by initial recruitment or deputation from Government and 20% by promotion on the basis of seniority-cum-fitness from amongst Sub-Engineers with at least 10 years service as Sub Engineers. If suitable candidates are not available vacancies to be filled by deputation from Government.	21	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Engineering Wing.	Grade 17	Assistant Director Hydrology	Managing Director	M.Sc. Geology 2nd (Division)	By initial recruitment or by promotion on the basis of seniority-cum-fitness from amongst Research Asstt. with at least 5 years service as Research Assistant who hold at least M.Sc. Degree.	21	25	
	Grade 16	Sub Engineer	Director (A&S)	-	By selection on the basis of seniority-cum-fitness from amongst the Sub Engineers in Grade 11 who have passed the 3 years diploma course from an institute recognized by the Board of Technical Education and who have at least 10 years service as Sub Engineers and have passed departmental promotion examination.			25% of the total number of posts of Sub Engineers shall be placed in Grade 16.
	Grade 12	Head Draftsman	do	-	75% by promotion on the basis of seniority-cum-fitness from amongst the Assistant Draftsman, who are diploma holders (3 years course), with at least 5 years service as Assistant Draftsman.			
					25% by promotion on the basis of seniority-cum-fitness from amongst the Assistant Draftsman, who are unqualified or who have completed 2 years diploma course with at least 10-years service as Asstt. Draftsman.			

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Engineering Wing	Grade 11	Draftsman	Director (A&S)	3 years diploma after Matriculation in Drafting and Designing Civil/ Electrical and Mechanical) from a recognized Institute.	75% by initial recruitment; and 25% by promotion on the basis of seniority-cum-fitness from amongst the Tracers with at least 5 years service as Tracer for holder of 1 or 2 years certificate and 10 years service as Tracers in the case of unqualified person.			Promotee shall be placed in Grade-10
	Grade 11	Sub Engineer	do	3 years course after Matriculation in relevant subjects from a recognized Institute.	By initial recruitment.	21	25	
	Grade 11	Laboratory Assistant	Director Administration	B.Sc. Chemistry & Biology.	By initial recruitment.	18	25	
	Grade 10	Surveyor	do	2 years diploma in surveying from Govt. recognized Inst. or Trade Diploma with 5 years experience.	25% by initial recruitment. 75% by promotion from amongst the Jr. Surveyor of grade-5/4 who hold required qualification and 5 years experience of service.	18	25	
	Grade 5	Tracer	do	Matric or equivalent examination from recognized Board/university with drawing as subject.	By initial recruitment.	18	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Operation and Maintenance Wing.	Grade 5	Carpenter	Director Administration	Certificate of Carpentry from a recognized Institute.	By initial recruitment.	18	25	
	Grade 19	Director Operation & Maintenance	Director General	-	By promotion on merits from amongst the Deputy Directors Technical/ Engineering on the basis of seniority-cum-fitness with at least 12 years service in Grade 17 or above including 5 years service in Grade 18 or by deputation who should fulfill above conditions from Government who at least hold B.Sc. (Engg.) Degree.			
	Grade 18	Deputy Director (O&M)/Senior Maintenance Engineer	Managing Director	-	By promotion on the basis of seniority-cum-fitness from amongst the Asstt. Directors (Engg.)/S.D.O./ Junior Maintenance Engineers with at least 5 years service in Grade 17 who hold at least B.Sc. (Engg.) Degree.			
	Grade 17	Assistant Director/ Junior Maintenance Engineer/ S.D.O.	do	Bachelor's degree in Civil/ Mechanical/ Electrical Engineering from recognized Universities.	80% by initial recruitment or deputation from Government and 20% by promotion on the basis of seniority-cum-fitness from amongst the Sub Engineers with at least 10 years service as Sub Engineers. If suitable candidates are not available vacancies to be filled by deputation from Govt.	21	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Operation and Maintenance Wing	Grade 1	Sewer man	Director Administration	-	By initial recruitment.	18	25	
	Grade 4	Pump Operator-I	do	-	By promotion on the basis of seniority-cum-fitness from amongst Junior Pump Operators who are middle pass and have at least 5 years service as Junior Pump Operators.			
	Grade 2	Pump Operator-III	do	Middle Pass	By initial recruitment.	18	25	
	Grade 4	Vehicle Driver	do	Middle Pass with a driving licence and reasonable experience.	By initial recruitment.	21	35	
	Grade 1	Chowkidar	do	-	By initial recruitment.	18	25	
	Grade 1	Mali	do	-	By initial recruitment.	18	25	
	Grade 1	Helper/Cooly	do	-	By initial recruitment.	18	25	

SCHEDULE

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority Operation and Maintenance Wing	Grade 1	Sewerman/Beldar	Director Administration		By initial recruitment	18	25	
	Grade 5	Mechanic	do	Middle Pass and 1 years certificate in the relevant field from YMCA or Pak German Training Centre.	By initial recruitment or by promotion on the basis of seniority-cum-fitness from amongst Assistants to Mechanics with a minimum of 5 years service as Assistant to Mechanics.	18	25	
	Grade 6	Auto Electrician	do	Matriculate with 1 years Electricians certificate from a recognized Institute with experience on Automobiles.	By initial recruitment	18	25	
	Grade 5	Auto Mechanic	do	Middle pass and 6 months course in Auto Mechanics from YMCA or the Pak German Training Centre.	By initial recruitment	18	25	
	Grade 2	Assistant to Mechanic (Auto)	do		By promotion on the basis of from amongst coolies seniority-cum-fitness (Auto) with a minimum of 5 years service in the Workshop.			

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 5	Lab. Attendant	Director (A&S)	Matric with Science with one year experience.	By initial recruitment.	18	25	
	Grade 4	Fitter / Head Pump Fitter / Plumber.	do	-	By promotion on the basis of seniority-cum-fitness amongst Assistant fitter. Assistant Plumber and Pump Fitter who are Middle Pass and have minimum service of 5 years as such.			
	Grade 4	Survey Helper Coolie	do	Matric or equivalent.	By initial recruitment.	18	25	
	Grade 4	Driver Water supply (pump operator-I)	do		By promotion on the basis of seniority-cum-fitness from amongst Pump Operator-II Driver who are literate and have 5 years service as such.			
	Grade 4	Complaint Clerk	do	Matric	By initial recruitment.	18	25	
	Grade 4	Cholerinator	do	do	do	18	25	
	Grade 4	Portable Engine Driver	do	-	By promotion on the basis of seniority-cum-fitness from amongst oilman/Asstt. Driver disnesal with at least 8 years service.			

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WASA

Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 7	Head Electrician	Director (A&S)	-	By promotion on the basis of seniority-cum-fitness from amongst the Electrician who are Middle pass and have minimum 7 years service as such.			
	Grade 6	Driver Vehicle	do	-	By promotion from amongst the Drivers in Grade 5 or Grade 4 on the seniority-cum-fitness basis and 50% of the total strength in Grade 4 and 5 to be placed in Grade 6.			
	Grade 5	Librarian	do	Matric with certificate in Library Science.	By initial recruitment.	18	25	
	Grade 5	Driver	do	Primary Pass with requisite driving licence and reasonable driving skill.	By promotion on the basis of seniority-cum-fitness from amongst the driver of Grade 4.			
	Grade 5	Photo/Drafting Machine Operator	do	Middle Pass with reasonable skill.	By initial recruitment.	18	25	
	Grade 5	Junior Surveyor	do	Matric with Diploma in surveying.	By initial recruitment.	18	25	

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 10	Dispenser	Director (A&S)	Dispenser Diploma/ Certificate from recognized Institute.	By initial recruitment	18	25	
	Grade 9	Assistant Foreman (Elect.)	do	-	By promotion on the basis of seniority-cum-fitness from amongst the Head Electrician who are Middle Pass with 7 years experience as such.			
	Grade 9	Assistant Foreman (Auto)	do	-	By promotion on the basis of seniority-cum-fitness from amongst the Auto Mechanic who are Middle Pass with 7 years service as such.			Initial recruitment to be restored only if no suitable candidates available for promotion Recruittee must have not less than 10 years experience of workshop.
	Grade 9	Senior Chlorinator	do	-	By promotion from amongst the Chlorinators of Grade 4 on the basis of seniority-cum-fitness with at least 5 years service as such.			

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 11	Store Keeper	Director (A&S)	B.A. B.Sc. or equivalent	25% by initial recruitment 75% by promotion on the basis of seniority-cum-fitness from amongst the Junior Store keeper who have 7 years service as such.	21	25	
	Grade 11	Care Taker	do	do	By initial recruitment.	21	25	
	Grade 11	Senior surveyor	do	3 years Diploma in the relevant subject from recognized Institute with 3 years experience.	80% by initial recruitment. 20% by promotion from amongst the Surveyors with 2 years service as such.	21	25	
	Grade 11	Foreman	do		By promotion on the basis of seniority-cum-fitness from amongst S.S. Fitter (Diesel). Head Electrician Auto mechanics who are middle pass and have a minimum of 7 years service. If suitable S.S. Fitter & Auto Mechanics are not available the job may be filled by initial recruitment. Initial recruitment must have not less than 20 years workshop experience.	21	27	

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority PROCUREMENT AND STORE WING WASA	Grade 19	Director Procurement & Store	Director General	-	By deputation fro Government or promotion by selection on merit from amongst the senior most Deputy Directors (Engg.) with at least 12 years service in Grade 17 and above including 5 years service in Grade 18.			
	Grade 18	Dy. Director Procurement & Store	Managing Director	-	By deputation from Government or promotion on the basis of seniority-cum-fitness from amongst Assistant Directors (Engg.) with at least 5 years service in Grade 17, who hold at least B.Sc. (Engg.) Degree.			
	Grade 17	Asstt. Director Procurement & Store	do	Bachelor's Degree in Civil Mech. Electrical Engineering from recognized University.	80% by initial recruitment; 20% by promotion on the basis of seniority-cum-fitness from amongst Sub-Engineer (Selection Grade) with at least 10 years service as Sub Engineer.			
	Grade 16	Store Officer	Director (A&S)	B.A. with 7 years experience in Store Keeping & accounting.	25% by initial recruitment. 75% by promotion on the basis of seniority-cum-fitness from amongst Store Keeper with at least 5 years service as Store Keeper, who hold B.A./B.Sc. Degree.			

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority CONTRACT WING	Grade 11	Store Keeper	Director Admn. & Security	B.A./B.Sc. or equivalent	25% by initial recruitment. 75% by promotion on the basis of seniority-cum-fitness from amongst the Junior Store Keepers who have 7 years service as such.			
	Grade 19	Director Contract	Director General	-	By deputation from Government or promotion by selection or merit from amongst the three senior most Deputy Directors (Engg.) with at least 12 years service in Grade 17 and above including 5 years service in Grade 18, who hold at least B.Sc. (Engg.) Degree.			
	Grade 18	Deputy Director Contract	Managing Director	-	By deputation from Government or promotion on the basis of seniority-cum-fitness from amongst the Assistant Director (Engg.) with at least 5 years service in Grade 17, who hold at least B.Sc. (Engg.) Degree.			
	Grade 17	Assistant Director Contract	do	Bachelor Degree in Civil/Mech./ Engineering from recognized University	80% by initial recruitment and 20% by promotion on the basis of seniority-cum-fitness from amongst Sub-Engineers (Selection Grade 16) with at least 5 years service as Sub-Engineer.			

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority PLANNING AND DESIGN WING	Grade 19	Director Planning and Design	Director General	-	By deputation from Government or promotion by selection on merit from amongst the three senior most Deputy Directors (Engineering) with at least 12 years service in Grade 17 and above including 5 years service in Grade 18, who hold at least B.Sc. (Engg.) Degree.			
	Grade 18	Deputy Director Planning & Design	Managing Director	-	By deputation from Government or promotion on the basis of seniority-cum-fitness from amongst Assistant Directors (Engineering) with at least 5 years service in Grade 17 who hold at least B.Sc. (Engg.) Degree.			
	Grade 17	Asstt. Director Planning & Design	do	-	By promotion on the basis of seniority-cum-fitness from amongst Head Draftsman with 7 years experience as Head Draftsman.			
	Grade 12	Head Draftsman	Director (A&S)	-	75% by promotion on the basis of seniority-cum-fitness from amongst the Asstt. Draftsman who are diploma holders (3 years course) with at least 5 years service as Asstt. Draftsman 25% by promotion on the basis of seniority-cum-fitness from amongst the Asstt. Draftsman who are un-qualified or who have completed 2-years service as Asstt. Draftsman.			

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 11	Draftsman	Director (A&S)	3 years diploma in drafting and designing (Civil/Elec./Mech) from recognized Institute.	25% by initial recruitment & 25% by promotion on the basis of seniority-cum-fitness from amongst the Tracers with at least 5 years service as Tracer for holders of one or two years certificate and 10 years service as Tracer in the case of un-qualified person.			
	Grade 5	Tracer	do	Matriculate or equivalent examination from recognized board/university with drawing as subject.	By initial recruitment.			
	Grade 19	Director Construction	Director General	-	By Deputation from Government or promotion by the selection on merit from amongst the three senior most Deputy Directors (Engineering) with at least 12 years service in Grade 17 and above including 5 years service in Grade 18. Who hold at least B.Sc. (Engg.) Degree.			
	Grade 18	Dy. Director Construction	Managing Director	-	By deputation from Government or promotion on the basis of seniority-cum-fitness from amongst Asstt. Director (Engg.) with at least 5 years service in Grade 17 who hold at least B.Sc. (Engg.) Degree.			
CONSTRUCTION WING								

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 17	Assistant Director (Const.)	Managing Director	Bachelor's Degree in Civil Mech./Elect. /Engg. from recognized university.	80% by initial recruitment. 20% by promotion on the basis of seniority-cum-fitness from amongst the Sub-Engineers (Selection Grade)			
	Grade 16	Sub-Engineer (Selection Grade)	Director (A&S)	-	By selection on the basis of seniority-cum-fitness amongst Sub-Engineers in Grade-11 who have passed the 3 years diploma course by the board of Technical Education and who have at least 10 years service as Sub-Engineer.			20% total No. of Posts of Sub-Engineer shall be placed in Grade 16.
	Grade 11	Sub-Engineer	do	3 years course after Matriculation in relevant subject from a recognized institute.	By initial recruitment.	21	25	

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 17	Assistant Director (Drawing)	Managing Director	-	By promotion on the basis of seniority-cum-fitness from amongst the Head Draftsman with 7 years service as such.			
	Grade 15	Photo-Grapher / Video Operator	Director (A&S)	Matric with 7 years experience in relevant field.	By initial recruitment.	21	27	
	Grade 11	Security Supervisor	do	B.A./B.Sc. or retired JCO/ NCO with 3 to 5 years experience. JCO/NCO in Signal Corps with 10 years experience in the Trade.	By initial recruitment. Intelligence qualified JCO/NCO shall be preferred.	21	40	
	Grade 11	Telex Operator	do	B.A./B.Sc. with teleprinter course from Regional Communication School with 10 years experience or retired JCO/NCO in signal Corps with 10 years experience in the Trade.	By initial recruitment.	21	40	

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 4	Driver Disposal	Director (A&S)	-	By promotion on the basis of seniority-cum-fitness from amongst Assistant Drivers disposal water at least 5 years service.			
	Grade 4	Sewer Supervisor	do	-	By promotion on the basis of seniority-cum-fitness from amongst sewer-man who are literate with at least 5 years service.			
	Grade 4	Crane Operator	do	Literate with 5 years experience.	By initial recruitment	18	25	
	Grade 4	Generator Operator	do	do	By initial recruitment	18	25	
	Grade 3	Pump Operator-II	do	Literate with 2 years experience.	50% by initial recruitment & 50% by promotion amongst Pump Operator-III oilmen & Valve-men on the basis of with at least 2 years experience as such.	18	25	
	Grade 3	Black Smith.	do	do	By initial recruitment.	18	25	
	Grade 2	Asstt. Plumber/ Asstt. Fitter.	do	-	By promotion on the basis of seniority-cum-fitness from amongst Plumber collies. Fitter Coolies with at least 5 years service.			

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 2	Pump Operator-III	Director (A&S)	Literate with 3 years experience	50% by initial recruitment & 50% by promotion on the basis of seniority-cum-fitness from amongst Oilmen Valvemen Chowkidar, with 5 years experience as such.			
	Grade 2	Cooli (Auto)	do	Middle Pass with experience.	By initial recruitment.	18	25	
	Grade 1	Gooli (Auto)		-	By initial recruitment.	18	25	
	Grade 1	Sweeper	do	-	By initial recruitment.	18	25	
	Grade 1	Fitter Attendant/Crane Helper/Generator Helper		-	By initial recruitment.	18	25	
	Grade 1	Plumber/Fitter Cooli	do	-	By initial recruitment.	18	25	
	Grade 1	Oil Man	do	-	By initial recruitment.	18	25	
	Grade 1	Hamer Man	do	-	By initial recruitment.	18	25	
	Grade 1	Valveman	do	-	By initial recruitment.	18	25	
	Grade 11	Research Asstt.	do	B.Sc. in Physics Chemistry & Mathematics/Geology	By initial recruitment.	21	25	
	Grade 19	Director Engg./ Inspection.	Director General	-	By deputation from Govt. or promotion by selection on merit from amongst 3 senior most Deputy Directors Engg. / Senior Maintenance.			

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 18	Deputy Director Engg. Inspection	Managing Director		Engineer/Xens. With at least 12 years service in Grade-17 and above including 5 years service in grade-18, who hold B.Sc. Engg. Degree. By promotion on the basis or seniority-cum-fitness from amongst the Asstt. Director Engg. Jr. Maintenance Engineers, S.D.Os with at least 5 years service in Grade-17 who hold at least B.Sc. Engg. Degree.			
	Grade 17	Asstt. Dir. Engg. Inspection.	Director (Admn.)	Bachelor's in Civil Mechanical or Elect. Engg. from a recognized University.	80% by initial recruitment or deputation from Govt. and 20% by selection on the basis of seniority-cum-fitness from amongst the Sub Engineers with at least 10 years service as Sub Engineers if suitable candidates are not available. Vacancies to be filled in by deputation from Government.	21	25	
	Grade 7	S. S. Fitter	do	-	By promotion on the basis of seniority-cum-fitness from amongst the Assistant Asstt. to Mechanics (Mechanical) who are middle pass and have 7 years service as Asstt. Mechanics (Mechanical).			
	Grade 2	Asstt. Mechanic	do	-	By promotion on the basis of seniority-cum-fitness from amongst coolies (Mechanics') with at least 5 years service in workshop.			
	Grade 6	Supervisor	do	-	By promotion on the basis of seniority-cum-fitness from amongst Naib Droghas/Asstt. Supv. Who are middle pass and have at least 5 years service as Naib Droghas/Asstt. Supv.			
	Grade 4	Asstt. Supervisor	do	-				

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 7	S. S. Fitter (Sewerage Pumps)	Director (Admn)	-	By promotion on the basis of seniority-cum-fitness from amongst the Asstt. to Mechanics (Sewerage) who are middle pass with minimum service of 5 years as Asstt. Mechanics (Sewerage)			
	Grade 2	Asstt. to Mechanics (Sewerage)	do	-	By promotion on the basis of seniority-cum-fitness from amongst Coolies (Sewerage) with a minimum of 5 years service in the workshop.			
	Grade 1	Cooly (Sewerage Machinery)	do	-	By initial recruitment.			
	Grade 6	Head Pipe Fitter	do	-	By promotion on the basis of seniority-cum-fitness from amongst the pipe fitters who are middle pass and have a minimum service of 5 years as Pipe Fitters.	18	25	
	Grade 4	Pipe Fitter/ Sanitary Fitter	do	-	By promotion on the basis of seniority-cum-fitness from amongst the fitters coolies who are middle pass and have a minimum service of 5 years as fitter coolies.			
	Grade 4	Pump Operator	do	-	By promotion on the basis of seniority-cum-fitness from amongst Asstt. Pump Operators who are middle pass and have at least 5 years service as Asstt. Pump Operator.			

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 2	Asstt. Pump Operator	Director (Admn)	Middle Pass	By initial recruitment.	18	25	
	Grade 4	Vehicle Driver	do	Middle pass with a driving licence & reasonable experience.	By initial recruitment.	21	35	
	Grade 1	Vehicle Cleaner	do	-	By initial recruitment.	18	35	
	Grade 5	Mason	do	Literate with 7 years experience in the trade.	By initial recruitment.	21	35	
	Grade 2	Head Mali	do	-	By promotion on the basis of seniority-cum-fitness from amongst malies who are literate & have at least 10 years service as malies.			
	Grade 6	Senior Mechanic	do	-	By promotion on the basis of seniority-cum-fitness from amongst the mechanics/fitters with at least 5 years service as Machinery/Fitter (Meters).			
	Grade 4	Mechanic/Fitter	do	-	By promotion on the basis of seniority-cum-fitness from amongst helpers, coolies (Meters) with at least 7 years service as helper/coolies (Meters).			

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Name of the Department	Pay Scale	Name of the post	Appointing Authority	Minimum qualifications for initial recruitment	Method of recruitment	Age for initial recruitment		Remarks.
						Minimum years	Maximum years	
1	2	3	4	5	6	7	8	9
WATER AND SANITATION AGENCY OF THE Faisalabad Development Authority	Grade 17	Assistant Director (Telemetry)	Managing Director	B.Sc. in Electronics (Engg.)	By initial recruitment.	18	27	
	Grade 7	Cholorine Supervisor	Director (A&S)	-	By promotion on the basis of seniority-cum-fitness from amongst the Cholorine Supervisor BS-4 with 5-years experience service.			
	Grade 7	Junior Store Keeper	Director (A&S)	F.A., F.Sc.	By initial recruitment.	18	25	
	Grade 6	Sewer Cleaning Machine Operator	Director (A&S)	do	By promotion on the basis of seniority-cum-fitness from amongst the vehicle drivers who possess heavy duty driving licence.	18	25	
	Grade 5	Plain Paper copier/Machine Operator	Director (A&S)	i) Matric & equivalent or ii) Middle with 5 years experience.	By initial recruitment.	18	25	
	Grade 4	Parokar	Director (A&S)	Matric or Equivalent	By initial recruitment.	18	25	
	Grade 4	Asstt. Cholorine Supervisor	do	Matric	By initial recruitment.	18	25	
	Grade 2	Sewer Driver	do		By promotion amongst the sewer men on the basis of seniority-cum-fitness from those who possess 5 years service as Sewer-man.			
	Grade 1	Helper Electrician/ Helper Mechanic	do	Literate	By initial recruitment.	18	25	