

**GOVERNMENT OF THE PUNJAB
LABOUR AND HUMAN RESOURCE
DEPARTMENT**

NOTIFICATION

No.SS.Admn.IX(57)/99/3516 dated 02.03.2012. In exercise of the powers conferred on it by Section 80 of the Provincial Employees' Social Security Ordinance, 1965 (X of 1965), the Governing Body of the Punjab Employees' Social Security Institution, has approved the following Regulations:

1. Short title, Commencement and Application.– (1) These Regulations may be called the "Punjab Employees' Social Security Institution (Revised Service) Regulations, 2008".

(2) They shall come into force with immediate effect.

(3) They shall apply to all employees of the Institution provided on regular basis provided that the deputationists shall be governed by the rules applicable to them in their parent department. Initial recruitment of employees on contract basis shall also be made in accordance with Appendix- "A" to these Regulations. Rest of the service matters of contract employees shall, however, be dealt with in accordance with the prevailing Contract Appointment Policy of the Punjab Government.

2. Definitions.– (1) In these Regulations, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say:

- (i) "Appendix" means an appendix to these Regulations;
- (ii) "Appointing Authority" means the person authorized to make appointment to the posts;
- (iii) "Autonomous or Semi-Autonomous Organization" means an organization set up under a law by the Govt. as a unit separate from the formal departmental organization;
- (iv) "Board of Secondary Education" means a Board of Secondary Education, incorporated by law in Pakistan or any other educational authority or institution declared by the Punjab Employees' Social Security Institution, in consultation with the Government of the Punjab, to be a Board of Secondary Education for the purpose of these Regulations;
- (v) "Board of Technical Education" means a Board of Technical Education, incorporated by law in Pakistan or any other educational authority or institution declared by the Punjab Employees' Social Security Institution, in consultation with the Government of the Punjab, to be a Board of Technical Education for the purpose of these Regulations;
- (vi) "Chairman" means the Chairman of the Governing Body of the Institution;
- (vii) "Civil Servant" means a person who is a member of a civil service of Pakistan/ Province or who holds a civil post in connection with the

affairs of the Province;

- (viii) "Commissioner" means Commissioner of the Institution appointed under section 18(1) of the Ordinance;
- (ix) "Departmental Promotion Committee" means a committee constituted by the competent authority for selection of persons for appointment to any post in the service other than by initial recruitment;
- (x) "Deputationist" means a civil servant or a person in the service of an Autonomous or Semi-Autonomous Organization, serving on deputation with the Institution;
- (xi) "Employee" means a person holding a post in the service of the Institution;
- (xii) "Functional Unit" means a group of posts or a part of such group sanctioned as a separate unit in the Institution;
- (xiii) "Government" means Government of the Punjab;
- (xiv) "Governing Body" means the Governing Body of the Institution established under Section 5 of the Ordinance;
- (xv) "Head Office" means the Head Office of the Institution;
- (xvi) "Initial recruitment" means appointment made otherwise than by promotion or transfer from another post in the service or by deputation of a government servant or a person in the service of an autonomous or Semi-Autonomous Organization;
- (xvii) "Institution" means the Punjab Employees' Social Security Institution (PESSI), established under sub-section (1) of Section 3 of the Ordinance;
- (xviii) "Local Office" means an office of the Institution, other than the Head Office under the charge of a Local Director, and where there is no Local Director, under the charge of any other officer so authorized;
- (xix) "Ordinance" means the Provincial Employees' Social Security Ordinance, 1965 (Ordinance X of 1965) as applicable to the Punjab Province;
- (xx) "PESSI Pay Group" means Pay Group (PG) as reflected in the "Social Security Pay Scales and Allowances Regulations, 2002";
- (xxi) "Post" means a post specified in column 2 of Appendix "A" and such other post or posts as may be determined by the Governing Body from time to time;
- (xxii) "Province" means the Province of the Punjab;
- (xxiii) "Recognized University" means any university incorporated by law in Pakistan or any other university declared by the Institution in consultation with the Govt. of the Punjab to be a recognized university for the purposes of these regulations;
- (xxiv) "Selection Board/ Selection Committee/ Recruitment Committee" means a board / committee constituted by the competent authority for

the selection of persons for appointment to any post in the service by initial recruitment;

(xxv) "Service" means any person employed in connection with the affairs of the Institution; and

(xxvi) "Vice-Commissioner" means Vice-Commissioner of the Institution appointed under section 18(1) of the Ordinance.

(2) Words and expressions used but not defined shall bear the same meanings they bear in the Punjab Civil Servants Act, 1974, as adopted by the Institution as well as in the Provincial Employees' Social Security Ordinance, 1965.

PART II – INITIAL RECRUITMENT

3. Constitution and composition of the service.- (1) The service comprise the posts specified in column 2 of Appendix "A" to these regulations and such other posts as may be determined by the Governing Body from time to time.

(2) All posts in the service carrying the same nomenclature shall constitute one cadre. All the posts in PG-1 to PG-9 in the service shall be borne on Local Office-wise/ Hospital-wise cadres while posts in PG-10 and above shall be borne on Head Office cadre.

(3) Members of one cadre shall not be eligible, save on transfer as provided in Regulation 18 or as provided in Regulation 5, for appointment to a post borne on any other cadre of the service.

4. Appointing Authority.- Appointments to the service shall be made by the authorities mentioned in column 7 of Appendix "A" in respect of each post and such other posts as may be determined by the Governing Body from time to time.

5. Method of Recruitment.- Recruitment to the service shall be made by the method specified in column 5 of the Appendix "A" in respect of each post.

(2) Initial recruitment shall be made from among such persons possessing such qualifications, experience and fulfilling such other conditions, as prescribed under the Regulations as well as determined by the Institution from time to time.

(3) This Institution shall constitute Selection Committees/ Recruitment¹ Committees to make selection for appointment by initial recruitment and Departmental Promotion Committee to make selection for appointment by promotion or by transfer against posts as specified in Appendix "A" to these Regulations as well as against posts determined by the Governing Body from time to time.

(4) Vacancies to be filled by initial recruitment shall be filled on the recommendations of the Selection Board/ Selection Committee/ Recruitment Committee, after advertising the vacancies in at least three newspapers.

6. Age.- No person shall be appointed to a post by initial recruitment who is possessing less than the minimum age or more than the maximum age as specified in respect of the post in column 6 of Appendix "A", which shall be reckoned as under:

(i) Where recruitment is to be made on the basis of a written examination,

¹ Printed in the Gazette Notification as "recruitment"

on the 1st January of the year in which the examination is proposed to be held;

- (ii) In other cases, as on the last date fixed for submission of applications for initial recruitment;

Provided that:

- a) In the case of a person, already in service of the Govt. or Autonomous or Semi-Autonomous Organization, the period of qualifying service already rendered by him, shall for the purpose of maximum age limit under these Regulations be excluded from his age;
- b) In the case of a person who is already serving the Institution against another post or whose services under the Institution were terminated for want of a vacancy, the period of qualified service already rendered by him, shall for the purpose of maximum age limit under these² Regulations be excluded from his age;
- c) In the case of Ex-Defence personnel, the interval between the date of release from the Defence Forces of Pakistan, including the Mujahid Force of Pakistan, and the date of re-employment in a civil department subject to a maximum of seven years, and the whole of the period of service rendered by him in such forces shall, for the purpose of upper age limit under this Regulations be excluded from his age.

7. Qualification.- No person shall be appointed to a post by initial recruitment unless he:

- (i) Possesses the qualification as prescribed for the post in column 4 of Appendix "A"; provided that experience where prescribed would:
 - (a) be treated as part of the required qualification;
 - (b) include equivalent experience, to be determined by the Appointing Authority in a profession or in the service of Government or Autonomous or Semi-Autonomous Organization or a private organization.

8. Probation.- (1) A person appointed to the service against a substantive vacancy shall remain on probation for a period of 2 years, if appointed by initial recruitment and for a period of one year if appointed otherwise;

Provided that in case of grant of leave extra-ordinary without pay during the period of probation of two years, the name of the person shall be removed from the seniority list and placed on a static list with no claim to promotion, seniority or confirmation for the period he remained on extra-ordinary leave without pay.

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

² Printed in the Gazette notification as "theses"

(2) If the work or conduct of a member of the service during the period of probation has been un-satisfactory, the appointing authority may, notwithstanding that the period of probation has not expired, dispense with his services, if he has been appointed by initial recruitment, and if he has been appointed otherwise, revert him to his former post, or if there be no such post, dispense with his services.

(3) On completion of the period of probation of a member of the service, the Appointing Authority may confirm him in his appointment, or if his work or conduct has, in the opinion of such authority, not been satisfactory:

- i) In case he has been appointed by initial recruitment, dispense with his services; or
- ii) In case he has been appointed otherwise, revert him to his former post, and if there be no such post, dispense with services of junior-most official appointed by initial recruitment in his place; or
- iii) Extend the period of probation by a period not exceeding two years in all, and during or on the expiry of such period, pass such orders as it could have passed during or on the expiry of the initial probationary period.

Explanation—I If no orders have been made by the day following the completion of the initial probationary period, the-probationary period shall be deemed to have been extended.

Explanation—II If no orders have been made by the day on which the maximum period of probation expires, the probationer shall be deemed to have been confirmed in his appointment.

Explanation—III A probationer who has satisfactorily completed his period of probation shall be confirmed with effect from the date of his continuous appointment in the post in substantive vacancy; provided that where the period of his probation has been extended under the provisions of sub-clause (iii) of this clause, 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.

9. Seniority.- The seniority inter-se of the members of the service in any cadre shall be determined:

- i) In the case of members appointed by initial recruitment, in accordance with the order of merit assigned by the Selection Board/Selection Committee/ Recruitment Committee, if the appointment is made on the recommendations of such board/committee and in other case in accordance with the order of merit assigned by the appointing authority provided that persons selected for the service in an earlier selection shall rank senior to the person(s) selected in a letter selection; and

Explanation—I. If a junior official in a lower Pay Group is promoted to a higher Pay Group temporarily in the public interest, even though continuing later permanently in the higher Pay Group, it would not adversely affect the seniority of his seniors in the fixation of his seniority in the higher Pay Group.

Explanation–II. If a junior official in a lower Pay Group is promoted to a higher Pay Group by superseding a senior official and subsequently that official is also promoted, the official promoted first shall rank senior to the official promoted subsequently.

Explanation–III. If a junior official appointed to a higher Pay Group shall be deemed to have superseded a senior official only if both the junior and the senior officials were considered for the higher Pay Group and the junior official was appointed in preference to the senior official.

(2) The seniority, in any Pay Group of the service, of the members appointed by initial recruitment vis-a-vis those appointed otherwise, shall be determined:

- (i) In case both the officials appointed by initial recruitment and the official appointed otherwise have been appointed against substantive vacancies, or both have been appointed against temporary vacancies, with reference to the date of their appointment to such vacancies in the case of the official appointed by initial recruitment and to the date of continuous appointment against such vacancy in the case of the official appointed otherwise;

Provided that if the two dates are the same, the official appointed otherwise shall rank senior to the official appointed by initial recruitment;

- (ii) In case the official appointed by initial recruitment has been appointed against a substantive vacancy and the official appointed otherwise has been appointed against a temporary vacancy, the official appointed by initial recruitment shall rank senior to the official appointed otherwise; and
- (iii) In case of official appointed otherwise is appointed against a substantive vacancy and the official appointed by initial recruitment is appointed against a temporary vacancy, the official appointed otherwise shall rank senior to the official appointed by initial recruitment.

Explanation –I. In case a group of person is selected for initial recruitment at one time, the earliest date on which any one out of the group joins the service, shall be deemed to be the date of appointment of all persons in the group. Similar in case a group of persons is appointed otherwise at one time in the same office order, the earliest date on which any one out of the group joins the service, shall be deemed to be joined³ the service, shall be deemed to be the date of appointment of all persons in the group and the persons in each group will be placed with reference to the continuous date of appointment as a group in order of their inter se seniority.

Explanation – II. Members of the service who are selected for promotion to higher posts in one batch shall, on their promotion to the higher posts, retain their inter-se

³ Printed in the Notification as “be the joins the service”

seniority in the lower post.

10. Recruitment of children of deceased / invalid / incapacitated employees.- Notwithstanding anything contained in any Rule/ Regulation to the contrary, whenever a PESSI employee dies while in service or is declared invalid/ incapacitated for further service, one of his unemployed children may be employed by the Appointing Authority against a post to be filled by initial recruitment for which he/she possesses the prescribed qualifications and experience and such child may be given 10 additional marks in the aggregate by the appropriate Selection Board / Selection Committee/ Recruitment Committee, provided he/she otherwise qualifies in the test/ examination and/ or interview for posts in Pay Group 6 and above;

Provided further that one child of a PESSI employee who dies while in service or is declared invalid/ incapacitated for further service shall be provided a job against posts in Pay Group 1 to 5 in the office in which the deceased employee was working, without observance of formalities prescribed under the Regulations/ procedure subject to the condition that such child is otherwise eligible for the post.

PART III APPOINTMENT BY PROMOTION, TRANSFER OR DEPUTATION

11. Appointment by promotion.- All appointments by promotion or transfer to posts' in various Pay Groups shall be made on the recommendations of the appropriate Departmental Promotion Committee, on seniority-cum-fitness basis;

Provided that the posts of Director General, Directors (General Cadre), Medical Superintendents of Social Security Hospitals and Executive Medical Officers shall be filled by promotion on the recommendations of Departmental Promotion Committee by selection on merit with particular reference to fitness for higher responsibilities, seniority being considered only in the case of persons of practically the same standard of merit.

Explanation–I. In case of selection based on seniority-cum-fitness, the senior officer shall be promoted unless his work in the existing post is not satisfactory or he is infirm of mind or body or is subject to a departmental inquiry on a charge of misconduct or for persistent reputation of being corrupt, or if any criminal proceedings are pending against him.

Explanation–II. As far as possible, objective standard shall be laid down for determining the relevant merit of fitness.

(2) Promotion including proforma promotion shall not be claimed as a matter of right by any member of the service.

12. Eligibility.- Only such persons who possess the qualifications / experience and also meet the conditions laid down for the purpose of promotion or transfer to a post shall be considered by the Chairman of the Departmental Promotion Committee.

13. Appointment on acting charge basis.- Appointment on acting charge basis shall be made in the manner hereinafter prescribed:

- (i) Where the appointing authority considers it to be in the public interest to fill a post reserved under the rules for departmental promotion and the most senior employee belonging to the cadre or service concerned is ineligible for promotion on regular basis for certain reasons, the authority may appoint him or any other person in the cadre found fit to hold that post on acting-charge basis.
- (ii) Where the appointing authority is satisfied on the report of the Selection Board/ Selection Committee/ Recruitment Committee that no suitable member is available to fill a post reserved under the Regulations to be filled by initial recruitment and it is expedient not to allow the post to remain vacant, it may appoint to the post, on acting charge basis, the most senior member eligible for promotion or any other persona found fit to hold that post.

14. Appointment by promotion on officiating basis.— Appointment by promotion on officiating basis, shall be made in the manner hereinafter prescribed:

- (i) Where the appointing authority considers it to be in the public interest to fill a post reserved under the Regulations for departmental promotion and the most senior member of service cannot be promoted for certain reasons on regular basis, the authority may, on the recommendations of the Departmental Promotion Committee, appoint such member or any other person in the cadre found fit to hold that post on officiating basis.
- (ii) No person shall be promoted on officiating basis unless he possesses the qualification and experience prescribed for the post and his promotion as such is approved by the Chairman of the appropriate Departmental Promotion Committee.
- (iii) An officiating promotion shall not confer any right of promotion on regular basis but shall cease to exist as soon as a person is promoted on regular basis.
- (iv) Officiating promotion shall be made on the same terms and conditions as to pay as are prescribed for appointment by promotion on regular basis.

15. Appointment by transfer.- Appointment by transfer shall be made if transfer is prescribed in these Regulations as a method of appointment to such post. Such appointment shall be made from one functional unit to another functional unit if the person hold an appointment on regular basis in the same pay group and rank as that of the post to which appointment by transfer is proposed to be made provided he possesses the qualifications/ experience prescribed for initial recruitment to such post.

16. Appointment on deputation.- (1) A civil servant or a person in the service of an autonomous as semi-autonomous organization, who possesses minimum qualifications, experience or comparable length of service prescribed for the post shall be eligible for appointment to the said post on deputation, in the Institution for a

period not exceeding three years at a time, on such terms and conditions as may be sanctioned by the lending organization in consultation with the Institution. Appointment on deputation shall, however, be made only against such posts as prescribed in these Regulations, to be filled by appointment on deputation. Appointment on deputation in the Institution shall normally be made against the post equal to the rank of the borrowed person in his parent department. However, In special circumstances, to be recorded in writing, deputation shall be allowed against post one step higher than the post held by the borrowed person in his parent department;

Provided that if a person on deputation with PESSI opts for permanent absorption in the Institution, such person shall be treated as having been appointed by initial recruitment with effect from the day he takes over charge of the absorbing post after absorption.

(2) Any member of service of the Institution, who fulfills the conditions and is considered suitable may be sent on deputation to Government or to an Autonomous or Semi-Autonomous Organization, established by law, on such terms and conditions as may be decided by the Institution in consultation with the borrowing organization;

Provided that leave and pension contribution shall invariably be made by the borrowing organization

17. Right of appeal or representation.- (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 provided to the servant of the Institution under any Rules/ Regulations applicable to him, such appeal or application shall except as may be otherwise prescribed be made within thirty days of the date of issue of such order.

(2) Where no provision for appeal or review exists under the Rules in respect of any order or clause of order, a servant of the Institution aggrieved by such order may, within thirty days of the communication to him of such order, make a representation against it to the authority next⁴ above the authority which made the order.

PART IV CONDITIONS OF SERVICE

18. Liability to transfer and serve.- Member of the service shall be liable to transfer anywhere in the Punjab and to serve against any other equivalent post in the same or any other cadre in the service.

19. Citizenship.- (1) No person shall be appointed to a post unless he is a citizen of Pakistan provided that this restriction may be relaxed by the Institution in suitable case.

(2) No person, who has married a foreign national, shall be appointed to a post, provide that this restriction may be relaxed by the Institution in case of a person who has married a citizen of India.

⁴ Printed in the Gazette Notification as "net"

20. Domicile.- Vacancies in various posts shall be filled by persons domiciled in the Province of Punjab in accordance with the merit.

21. Physical/ Mental Fitness.- A candidate or 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 Institution may prescribe, is found not to satisfy these requirements, shall not be appointed.

22. Verification of character and antecedents.- (1) No person, not already in service of the Institution or the Govt. or Autonomous or Semi-Autonomous Organization shall be appointed to a post unless he produces a certificate of character from⁵ the Principal Academic Officer of the Academic Institution last attended and also a certificate of character from⁶ two responsible persons, not being his relatives who are well acquainted with his character and antecedents.

(2) Notwithstanding anything in Sub-Regulation (1), an appointment by initial recruitment shall be subject to the verification of character and antecedents of the candidate or the person appointed to the satisfaction of the appointing authority.

23. General Regulations.- In all matters, not expressly provided in these Regulations, members of the service shall be governed by the Regulation as have been or may hereinafter be prescribed by the Governing Body and made applicable to them;

Provided that until such Regulation are prescribed by the Governing Body and made applicable to them, all such matters shall be disposed of by the Commissioner of the Institution in any manner deemed proper by him.

24. Relaxation.- Any of these Regulations may, for reason to be recorded in writing, be relaxed in individual cases, if the Chairman is satisfied that strict application of the Regulations would cause undue hardship to the individual concerned;

Provided that wherever such relaxation involves a question on which consultation with Selection Board/ Departmental Promotion Committee is mandatory the Selection Board/ Departmental Promotion Committee, shall be consulted before relaxation is made.

25. Delegation.- The Chairman may delegate his powers under Regulation 24 to the Commissioner of the Institution.

26. Repeal.- The PESSI (Service) Regulations, 1973 are hereby repealed.

**Dy. Director (Admn)
Punjab Social Security,
Head Office, Lahore**

⁵ Printed in the Gazette notification as "form"

⁶ Printed in the Gazette notification as "form"

APPENDIX "A"

Sr. #	NOMENCLATURE OF POSTS	PESSI PAY GROUP (PPG)	MINIMUM QUALIFICATIONS PRESCRIBED FOR APPOINTMENT BY INITIAL RECRUITMENT	METHOD OF RECRUITMENT	MINIMUM AND MAXIMUM AGE PRESCRIBED FOR APPOINTMENT BY INITIAL RECRUITMENT	APPOINTING AUTHORITY
1.	Director General (General Cadre)	14	-	By promotion on seniority-cum-fitness basis from among the employees holding posts of Directors (General Cadre) subject to at least 12 years continuous service of PESSI in PPG-12 and above.	-	Commissioner
2.	Director General (Works)	14	-	By promotion on the basis of selection on merit from among the members of the service holding the post of Director (Development) with at least 12-years service as such in the Department.	-	Commissioner
3.	Directors (General Cadre)	13	-	By promotion from among the employees holding posts of Deputy Directors (General Cadre) having at least five years experience as such.	-	Commissioner
4.	Directors (F&A Cadre) viz. Director (F&A)/ Director (Audit)/ Director (Funds).	13	-	i) By promotion from among the employees holding posts of Addl. Directors (F&A) having at least 5 years experience as Deputy Director (F&A) / Addl. Director (F&A). ii) By deputation if no suitable employee is available for promotion.	-	Commissioner

5.	Director Computer	13	Master in Computer Science or equal professional qualification from a recognized university with at least 05 years professional experience after post graduation.	<p>i) By promotion on seniority-cum-fitness basis from among the employees holding posts of Deputy Director (Computer) with at least 5 years service as such.</p> <p>ii) By initial recruitment or by deputation if no suitable employee is available for promotion.</p>	30-40 years	Commissioner
6.	Director (Medical Personnel)	13	-	By transfer from among the members of service holding posts of Medial Superintendent / Deputy Medical Superintendent/ Executive Medial Officer/ Principal Medial Officer / Principal Women Medial Officer / Asstt. Principal Medial Officer/ Asstt. Principal Women Medial Officer/ Senior Medical Officer /Senior Women Medical Officer /Medical Officer/ Women Medical Officer with at least 10 years service or possessing qualification of DPH or MPH or MHA.	-	Commissioner
7.	Director (Purchase)	13	Bachelor of Pharmacy / Doctor of Pharmacy (D. Pharm.) /MBBS from a recognized University at least 10-years professional experience in relevant filed.	<p>i) By promotion on seniority-cum-fitness basis from among the employees holding posts of Deputy Director (Purchase) with at least 5 years service as such.</p> <p>ii) By transfer from among the employees holding posts of Medial Officers/ Senior Medical Officer, with at least 10 years service as such.</p> <p>iii) By initial recruitment or by deputation if no suitable</p>	30-40 years	Commissioner

				employee is available for promotion/ transfer.		
8.	Director Legal	13	L.L.M. from a recognized University with at least 10 years professional experience. Preference shall be given to the candidates having additional qualifications in relevant field, such as Ph.D.	By initial recruitment or by deputation.	30-40 years	Commissioner
9.	Director (Public Relations)	13	M.A. Journalism / Mass Communication from a recognized University with at least 10 years experience after post graduation in relevant field.	i) By promotion on seniority-cum-fitness basis from among the employees holding posts of Deputy Director (Public Relations) with at least 5 years service as such. ii) By initial recruitment or by deputation if no suitable employee is available for promotion.	30-40 years	Commissioner
10.	Director (Development)	13	B.E. Civil Engineering from a recognized University and duly registered with Pakistan Engineering Council, with at least 10 years experience as S.D.O. or equal rank.	i) By promotion on seniority-cum-fitness basis from among the employees holding posts of SDOs with at least 5 years service as such. ii) By initial recruitment or by deputation if no suitable employee is available for promotion.	-	Commissioner
11.	Director (Architecture)	13	Bachelor's Degree in Architecture from a recognized University and dully registered with Pakistan Council of Architects and Town Planners, with at least 10 years experience in relevant field after graduation.	By initial recruitment or by deputation if no suitable employee is available for promotion.	30-40 years	Commissioner
12.	Chief Executive,	Fixed	MBBS with Post-Graduate	i) By initial recruitment.	35-50 years	Commissioner

	S.S. Hospitals	Package	qualifications in Administration Public Health/ Hospital Management / Master Degree in Health and Hospital Administration with at least 12 years ⁷ experience in executive capacity in a big hospital / similar Institute.	ii) By deputation.		
13.	Medical Superintendent.	13	MBBS with Post Graduate Diploma in any Specialty preferably DPH/ MPH/ MHA or any other equal qualifications in relevant field and duly recognized by PMDC, with at least 10 years service after post graduation.	<p>i) By promotion on seniority-cum-fitness basis from among the employees holding posts of Senior Medical Officers / Senior Woman Medical Officers/ Assistant Principal Medical⁸ Officer/ Assistant Principal Women Medical⁹ Officer/ Principal Medical¹⁰ Officer / Principal Women Medical¹¹ Officer having minimum qualification of MBBS with at least five years experience after graduation. Preference would be given to doctors having post graduate qualifications.</p> <p>ii) By transfer from among the employees holding posts of Executive Medical Officers.</p> <p>iii) By initial recruitment or by deputation from Govt. or other Autonomous Bodies if no suitable employee is available for promotion / transfer.</p>	30-45 years	Commissioner
14.	Additional Medical Superintendent	13	-	By transfer from among the employees holding posts of Senior Medical Officers	-	Commissioner

⁷ The word "years" added being missing in the Gazette Notification

⁸ Printed in the gazette Notification as "medial"

⁹ Printed in the gazette Notification as "medial"

¹⁰ Printed in the gazette Notification as "medial"

¹¹ Printed in the gazette Notification as "medial"

				/ Senior Woman Medical Officers/ Assistant Principal Medical ¹² Officer/ Assistant Principal Women Medical ¹³ Officer/ Principal Medical ¹⁴ Officer / Principal Women Medical ¹⁵ Officer having minimum qualification of MBBS with at least ten years experience after graduation. Preference would be given to doctors having post graduate qualifications.		
15.	Executive Medical Officer	13	M.B.B.S with DPH or MPH or MHA or any other equal qualifications in relevant field and duly recognized by PMDC, having at least 10 years experience after graduation.	i) By promotion on seniority-cum- fitness basis from among the employees holding posts of MOs / Senior Medical Officers/ Assistant Principal Medical Officers/ Principal Medical Officers (ladies not eligible) having minimum qualifications of MBBS with at least 10 years experience after graduation. Preference will be given to doctors having Diploma in Public Health or MPH or MHA. ii) By transfer from among the employees holding posts of Medical Superintendent. iii) By initial recruitment or by deputation from Govt. or Autonomous Bodies if no suitable employee is available for promotion/ transfer.	30-45 years	Commissioner
16.	Additional Director (F&A)	13	-	By promotion on Seniority-Cum-Fitness basis from among the employee holding	-	Commissioner

¹² Printed in the gazette Notification as "medial"

¹³ Printed in the gazette Notification as "medial"

¹⁴ Printed in the gazette Notification as "medial"

¹⁵ Printed in the gazette Notification as "medial"

				posts of Dy. Directors (F&A) with at least 5 years service as such and overall 10 years experience.		
17.	Additional Director (Legal)	13	B.A, LLB from a recognized University having at least 8 years experience in relevant field after graduation. Preference shall be given to LL.M.	i) By initial recruitment. ii) By deputation.	30-40 years	Commissioner
18.	Chief Consultant	15	As prescribed for each relevant category of post.	By promotion on seniority-cum-fitness basis from among the employees holding posts of Senior Consultants, as per policy of the Institution.	-	Commissioner
19.	Senior Consultant	14	As prescribed for each relevant category of post.	i) By initial recruitment. ii) By promotion on seniority-cum-fitness basis from among the employees holding posts of Consultants, as per policy of the Institution.	As prescribed for each relevant category of post.	Commissioner
20.	Consultant	13	As prescribed for each relevant category of post.	By initial recruitment.	As prescribed for each relevant category of post.	Commissioner
21.	Cardiac Thoracic Surgeon	13/14	MBBS with Post Graduate qualifications like FCPS or MRCS or FRCS or Diploma from American Board or equivalent qualifications, duly recognized by PMDC. Minimum 5 years of service / professional experience in relevant field after post graduation.	i) By initial recruitment. Preference to be given to PESSI employee having the requisite qualifications / experience. ii) By deputation from Government or other Autonomous Bodies.	30-45 years	Commissioner
22.	Cardiologist	13/14	MBBS with FCPS or MRCS or FRCS or MD (Cardiology) Dip. Card or equivalent qualifications, duly recognized by PMDC.	-do-	30-45 years	Commissioner

23.	Urologist	13/14	MBBS with Post Graduate qualifications like FCPS or FRCS or M.S. (Urology) or equivalent qualifications, duly recognized by PMDC. Minimum 5 years of service / professional experience in relevant field after graduation.	-do-	30-45 years	Commissioner
24.	Paediatric Surgeon	13/14	MBBS with Post Graduate qualifications like FCPS or MRCS (Paeds) or FRCS (Paeds) or equivalent qualifications, duly recognized by PMDC. Minimum 5 years of service / professional experience in relevant field after graduation.	-do-	30-45 years	Commissioner
25.	Medical Specialist	13/14	MBBS with M.D or MRCS or FCPS, preference to be given to the candidates possessing additional qualifications in relevant field. Minimum 5 years of service / professional experience in relevant field after graduation.	-do-	30-45 years	Commissioner
26.	Orthopedic Surgeon	13/14	MBBS or equal professional qualifications recognized by the PMDC, alongwith post graduation in the relevant Specialty, like FCPS or FRCS or M.S (Orthopedics) or equivalent qualifications in the specialty duly recognized by the PMDC. Minimum of 5 years service / professional experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
27.	Surgical Specialist	13/14	MBBS with M.S. (Surgery) or FCPS (Surgery) or FRCS, duly recognized by the PMDC. Minimum of 5 years service /	-do-	30-45 years	Commissioner

			professional experience in relevant field after post-graduation.			
28.	T.B. Specialist	13/14	MBBS with M.S. (Surgery) or FCPS (Surgery) or FRCS, duly recognized by the PMDC. Minimum of 5 years service / professional experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
29.	Eye Specialist	13/14	MBBS with Diploma in Ophthalmology or higher qualifications like FCPS or FRCP or MS (Ophthalmology) or equivalent qualifications duly recognized by the PMDC. Minimum 5 years service / experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
30.	Pathologist	13/14	MBBS with Post Graduate Diploma in Clinical Pathology like DCP or higher qualifications like M.Phil., duly recognized by the PMDC. Minimum of 5 years service / experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
31.	Radiologist	13/14	MBBS with Post Graduate Diploma qualifications like FCPS or FRCS or FCPS or higher qualifications in relevant field duly recognized by the PMDC. Minimum of 5 years service / experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
32.	Gynecologist	13/14	MBBS with Post Graduate Diploma in Gynae and Obstetrics i.e. DGO or higher qualifications like FCPS (Gynae) or DRCOG or MRCOG, duly recognized by the PMDC. Minimum of 5 years service / experience in relevant field after	-do-	30-45 years	Commissioner

			post-graduation.			
33.	Anesthetist	13/14	MBBS with Post Graduate qualification like FCPS or FRCA or MCPS or D.A or equivalent qualifications in relevant field, duly recognized by the PMDC. Minimum of 5 years service / experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
34.	Histopathologist	13/14	MBBS with M. Phil (Histopathology) or MRC (Pathology) or Diploma from American Board or equivalent field ¹⁶ duly recognized by the PMDC. Minimum of 5 years service / experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
35.	Neo-Natologist	13/14	MBBS with DCH or MCPS or FCPS or MRCP or Diploma from American Board or equivalent qualifications in relevant field duly recognized by the PMDC. Minimum of 5 years service / experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
36.	E.N.T. Specialist	13/14	MBBS with post graduate qualifications like FCPS or FRCS or DLO or equivalent qualifications duly recognized by the PMDC. Minimum of 5 years service/ experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
37.	Skin Specialist	13/14	MBBS with post graduate qualifications like FCPS or MRCP	-do-	30-45 years	Commissioner

¹⁶ Printed in the Gazette Notification as "filed"

			(Skin) or MCPS or Dip. Derm or equivalent qualifications duly recognized by the PMDC. Minimum of 5 years service/ experience in relevant field after post-graduation.			
38.	Oncologist	13/14	MBBS with post graduate qualifications like FCPS or MRCP (Oncology) or DMRT or equivalent qualifications duly recognized by the PMDC. Minimum of 5 years service/ experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
39.	Psychiatrist	13/14	MBBS with post graduate qualifications like FCPS or MRCP (Psy.) or equivalent qualifications duly recognized by the PMDC. Minimum of 5 years service/ experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
40.	Bacteriologist	13/14	MBBS with post graduate qualifications like FCPS or MRCP (Pathology) or M.Phil. or DCP or equivalent qualifications duly recognized by the PMDC. Minimum of 5 years service/ experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
41.	Nephrologist	13/14	MBBS with FCPS or M.S or FRCP or MRCP or Diploma from ¹⁷ American Board or equivalent qualifications duly recognized by the PMDC. Minimum of 5 years service / experience in relevant	-do-	30-45 years	Commissioner

¹⁷ Printed in the Gazette Notification as "form"

			field after post-graduation.			
42.	Dental Surgeon Specialist	13/14	BDS or equivalent qualifications in relevant specialty with Post Graduate qualifications like MDS or other equivalent qualifications recognized by the PMDC. Minimum of 5 years service / experience in relevant field after post-graduation.	-do-	30-45 years	Commissioner
43.	Principal Medical Officer / Principal Woman Medical Officer	15	-	By promotion on seniority-cum-fitness basis from among the employees holding posts of Assistant Principal Medical Officers/ Assistant Principal Women Medical Officers, as per policy of the Institution.	-	Commissioner
44.	Assistant Principal Medical Officer / Assistant Principal Woman Medical Officer	14	-	By promotion on seniority-cum-fitness basis from among the employees holding posts of Senior Medical Officers/ Senior Women Medical Officers, as per policy of the Institution.	-	Commissioner
45.	Senior Medical Officer / Senior Woman Medical Officer	13	-	By promotion on seniority-cum-fitness basis from among the employees holding posts of Medical Officers/ Women Medical Officers, as per policy of the Institution.	-	Commissioner
46.	Nursing Superintendent	13	Diploma in Nursing as well as in Midwifery (Registered "A" Grade) along with Diploma in Nursing Administration with at least 5 years experience as Nursing Sister in a big hospital.	i) By initial recruitment. ii) By deputation from Government or other Autonomous Bodies.	25-35 years	Commissioner
47.	Deputy Medical Superintendent	12	-	By transfer from among the employees holding posts of MOs/ WMOs/ SMOs/ SWMOs, having minimum qualifications of MBBS with at least 8	-	Commissioner

				years service in PESSI.		
48.	Medical Officer / Woman Medical Officer	12	MBBS, preferably with 5 years experience in relevant field after graduation, duly registered with PMDC.	i) By initial recruitment. ii) By deputation from Government or other Autonomous Bodies.	25-35 years	Commissioner
49.	Deputy Director (Medical)	12	-	i) By transfer from among the employees holding posts of Medical Officer / Woman Medical Officer / Senior Medical Officer / Senior Woman Medical Officer, with at least three years service in PESSI. ii) By deputation from Government or other Autonomous Bodies, if no suitable employee is available by transfer.	-	Commissioner
50.	Dental Surgeon	12	B.D.S. or higher degree in Dentistry.	i) By initial recruitment. ii) By deputation from Government or other Autonomous Bodies.	25-35 years	Commissioner
51.	Physiotherapist	12	B.Sc. (Physiotherapy) or equivalent field duly recognized by the HEC. Minimum of 3 years service / professional experience in relevant field after graduation.	i) By initial recruitment. ii) By deputation from Government or other Autonomous Bodies.	25-35 years	Commissioner
52.	Pharmacist	12	Bachelor Degree in Pharmacy (B.Pharm.) from recognized University and registered with Punjab Pharmacy Council with 3 years experience in relevant field after graduation.	i) By initial recruitment. ii) By deputation from Government or other Autonomous Bodies.	25-35 years	Commissioner
53.	Perfusionist	12	B.Sc. with 3 years training in Biology and Chemistry in big Cardiac Unit.	i) By initial recruitment. ii) By deputation from Government or other Autonomous Bodies.	25-35 years	Commissioner

54.	Psychologist	12	M.Sc. Psychology from a recognized University with 3 years experience in relevant field after post graduation ¹⁸ .	i) By initial recruitment. ii) By deputation from Government or other Autonomous Bodies.	25-35 years	Commissioner
55.	Deputy Director (General Cadre)	12	-	By promotion on seniority-cum-fitness basis from among the employees holding posts of Social Security Officers/ SSO (Stat)/ Admn Officers with at least five years service as such.	-	Commissioner
56.	Deputy Director (F&A)	12	-	i) By promotion from among the employees holding posts of Audit / Accounts Officers with at least five years service as such. ii) By deputation if no suitable candidate is available for promotion.	-	Commissioner
57.	Deputy Director (Computer)	12	Master Degree in Computer Science from a recognized University with at least 2 years experience in relevant field after post graduation. Preference shall be given to OCP / DBA.	i) By initial recruitment ¹⁹ or by deputation. ii) By promotion from among the employees holding posts of Asstt. Director (Computer). Provided that they possess the requisite qualifications prescribed for initial recruitment.	25-35 years	Commissioner
58.	Deputy Director (Public Relations)	12	M.A. Journalism / Mass Communication from a recognized University with at least 5 years experience in relevant field after post graduation.	i) By initial recruitment. ii) By deputation.	25-30years	Commissioner
59.	Deputy Director (Pension)	12	-	By transfer from among the employees holding posts of Deputy Directors (F&A)	-	Commissioner

¹⁸ Printed in the Gazette Notification as "graduate"

¹⁹ Printed in the Gazette Notification as "Recruitment"

60.	Sub- Divisional Officers	12	B.E. Civil Engineering, from a recognized University and registered with Pakistan Engineering Council with at least 5 years professional experience in relevant field after graduation.	By initial recruitment as well as by promotion from among the members of the service holding posts of Sub-Engineers as per following criteria: a) 50% by initial recruitment. b) 20% by promotion on Seniority-Cum-Fitness basis from amongst Sub-Engineers possessing qualification B.E./ B.Sc. Engineering/ AMIE in the relevant discipline/ B. Tech. (Honors.). Provided that those with the B.E./ B.Sc. Engineering / AMIE degree shall have three years experience, while those who possess B.Tech. (Honors) degree shall have 5 years experience as such. If none is available then this quota shall be switched over to initial recruitment. c) 30% by promotion on seniority-cum-fitness basis from among the Sub-Engineers from the requisite Discipline, possessing minimum qualifications prescribed for initial recruitment as Sub-Engineers and at least 10 years experience.	25-35 years	Commissioner
61.	Dy. Director (Legal)	12	Bachelor degree in law with two years practice as an advocate.	100% by initial recruitment.	25-35 years	Commissioner
62.	Assistant Director (Computer)	11	Master in Computer Science from a recognized University with 1 year professional experience in relevant field after post graduation.	By initial recruitment or by deputation, preference shall, however, be given to PESSI employees possessing the requisite qualification.	21-30 years	Commissioner
63.	Social Security Officer	11	Master Degree from a recognized University, preferably in Economics	i) 45% by initial recruitment or deputation.	21-30 years	Commissioner

			/ Math/ Social Work/ Sociology and MBA.	<p>ii) 45% by promotion from among the employees holding posts of Superintendents on seniority-cum-fitness basis with at least five years service as ASSO/ Office Superintendents unless graduate.</p> <p>iii) 10% by promotion from among the members holding posts of Stenographers (PG-10).</p>		
64.	Social Security Officer (Stat.)	11	M.Sc. (Stat) from a recognized University or M.A. Economics ²⁰ with Statistic as additional subject.	By initial recruitment or by deputation.	21-30 years	Commissioner
65.	Audit Officer / Accounts Officer	11	Preferably MBA/ M.Com/ACMA or B.Com (Hons.) with 2 years experience or B.Com with 3 years experience in relevant field after graduation, from a recognized University.	By initial recruitment or by deputation.	21-30 years	Commissioner
66.	Superintendent	11	-	By promotion from among the employees holding posts of Assistant Social Security Officer on seniority-cum-fitness basis.	-	Commissioner
67.	Programming Officer	11	Master Degree from a recognized University with at least two years experience in relevant field after post graduation.	<p>i) By initial recruitment or by deputation.</p> <p>ii) By transfer from among the employees holding posts of SSOs.</p>	21-30 years	Commissioner
68.	Staff Officer	11	-	By promotion selection ²¹ on merit from among the employees holding posts of Sr. Scale Stenographers / PAs or by deputation if no suitable employee is available.	-	Commissioner

²⁰ Printed in the Gazette Notification as "economics"

²¹ Printed in the Gazette Notification as "Selection"

69.	Nursing Sister	11	Registered "A" Grade Nurse and Registered Mid-Wife, having at least 3 years practical experience after registration excluding any training period.	i) 50% by initial recruitment or by deputation. ii) 50% by promotion from among the employees holding posts of Staff Nurse (PG-10) with at least 5 years service as such.	21-30 years	Commissioner
70.	Physiotherapy Nursing Sister	11	Diploma in Nursing and Midwifery, duly registered with Pakistan Nursing Council, with 3 years practical experience in the big hospital.	i) 50% by initial recruitment or by deputation from Govt. of other Autonomous Bodies. ii) 50% by promotion from among the employees holding posts of Staff Nurse (PG-10) possessing requisite qualifications / experience as prescribed for initial recruitment with at least 5 years service as such.	21-30 years	Commissioner
71.	Assistant Perfusionist	11	B.Sc. with 1 year training in Biology & Chemistry in a big Cardiac Unit.	By initial recruitment or by deputation. Preference shall be given to PESSI employees possessing requisite qualification.	21-30 years	Commissioner
72.	Deputy Medical Officer	11	Qualified Medical Assistant.	By initial recruitment or by deputation. Preference shall be given to PESSI employees possessing requisite qualification.	21-30 years	Commissioner
73.	Private Secretary	11	Graduate from a recognized University, knowing shorthand at 120 words per minute and transcription at 40 words per minute preferably with 5 years experience as Stenographer (PG-10) as well as having computer skill.	i) By promotion from among the members of holding the post of Stenographers (PG-10). ii) By initial recruitment if no suitable employee is available for promotion.	21-30 years	Commissioner
74.	Assistant Audit Officer / Assistant	10	B.Com from a recognized University.	By initial recruitment or by deputation. Preference shall be given to PESSI	21-30 years	Commissioner

	Accounts Officer			employees possessing requisite qualification.		
75.	Assistant Social Security Officer	10	-	By promotion from among the employees holding posts of Assistants.	-	Commissioner
76.	Stenographers (P.A)	10	Graduate from a recognized University with speed of 100 W.P.M. ²² in shorthand and 40 w.p.m. in typing.	<p>i) By promotion from among the members of holding the post of Stenographers (Grade-II), subject to passing a test in shorthand²³ at 100 W.P.M.²⁴ and transcription at 40 W.P.M.²⁵</p> <p>ii) By initial recruitment or by deputation if no suitable candidate is available for promotion as provided in (i) above.</p>	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
77.	Administrative Officer	10	Graduate from a recognized University with 2 years experience in relevant field.	By initial recruitment.	18-25 years	Vice Commissioner
78.	Assistant	10	Graduate from a recognized university	<p>i) 25% by initial recruitment or by deputation.</p> <p>ii) 25% by initial recruitment from amongst the PESSI Graduate employees.</p> <p>iii) 50% by promotion from among the employees holding posts of Senior Clerks with total service of 5 years in case of Matriculation and 3 years in case of Intermediate unless they are Graduate.</p>	21-30 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
79.	Staff Nurse	9	Diploma in Nursing and Midwifery, duly registered with Pakistan	By initial recruitment or by deputation.	18-25 years	Commissioner

²² Printed in the Gazette Notification as "w.p.m."

²³ Printed in the Gazette notification as "Shorthand"

²⁴ Printed in the Gazette Notification as "w.p.m."

²⁵ Printed in the Gazette Notification as "w.p.m."

			Nursing Council, with 3 years experience in the big hospital.			
80.	Automobile Engineer	9	Matric with 3 years Diploma in Automobile Engineering from a recognized Board of Technical Education. Preference shall be given to the candidates having professional experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner
81.	Stenographer, Grade-II	8	Intermediate or equivalent qualification from a recognized Board, and speed of 90 W.P.M. ²⁶ in English shorthand and transcription at 40 W.P.M. ²⁷ Preference shall be given to those candidates knowing Urdu shorthand ²⁸ at speed of 60 w.p.m. and Urdu typewriting at a speed of 25 W.P.M. ²⁹ . and also to those having computer typing skill.	By initial recruitment.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
82.	Transcripitor	8	Intermediate or equivalent qualification with at least 2 years experience in relevant field, preferably having typing skill of 35 W.P.M. ³⁰	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
83.	Computer Operator	8	Intermediate or equal from a recognized Board with at least 6 months Diploma in Software application from a recognized	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief

²⁶ Printed in the Gazette Notification as "w.p.m."

²⁷ Printed in the Gazette Notification as "w.p.m."

²⁸ Printed in the Gazette Notification as "Shorthand"

²⁹ Printed in the Gazette Notification as "w.p.m."

³⁰ Printed in the Gazette Notification as "w.p.m."

			Institution and having typing speed of 40 W.P.M. ³¹			Executive / M.S in case of Hospitals.
84.	Store Keeper	8	Graduate from a recognized University with at least 3 years experience as a Store Keeper.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S
85.	Librarian	8	Graduate in Library Science from a recognized University with at least 2 years experience.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S
86.	Sub-Engineer	7	Matriculate with 3 years Diploma in relevant technology from a recognized Board of Technical Education. Preference shall be given to the candidates having professional experience at their credit.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner
87.	Assistant Librarian	7	Graduate in Library Science from a recognized University with 1 year experience.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S
88.	Care Taker	7	-	By transfer from among the members holding posts of Assistant or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
89.	Statistician	7	Graduate from a recognized University with Stat. as additional subject.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
90.	Senior Clerk	7	-	By promotion on seniority-cum-fitness basis from among the employees	-	Vice Commissioner in case of Head Office,

³¹ Printed in the Gazette Notification as "w.p.m."

				holding posts of Junior Clerk.		DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
91.	Telephone Technician	6	Matriculate from a recognized Board with 3 years course certificate in relevant technique from a recognized Institution.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
92.	Draftsman	6	Matriculate from a recognized Board alongwith 3 years Diploma of Draftsmanship or 2 years Certificate in Civil Draftsmanship from a recognized Board of Technical Education.	i) 80% by initial recruitment or by deputation. ii) 20% by promotion from among the employees holding post of Tracers.	18-25 years	Vice Commissioner
93.	Works Supervisor	6	Matriculate from a recognized Board with 2 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner
94.	Sanitary Inspector	6	Matriculate from a recognized Board with 5 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
95.	Electrical Foreman	6	Matriculate from a recognized Board with 3 years Diploma from a recognized Board of Technical Education in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
96.	Plumber Foreman	6	Matriculate from a recognized Board with 3 years Diploma from a recognized Board of Technical Education in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief

						Executive / M.S in case of Hospitals.
97.	A.C Technician	6	Matriculate from a recognized Board with Diploma from a recognized Board of Technical Education with at least 2 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
98.	Lady Health Visitor	6	Qualified LHV from a recognized Institution and duly registered ³² with Pakistan Nursing Council.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S/ Executive Medical Officer
99.	E.C.G Technician	6	Matriculate from a recognized Board with Diploma of E.C.G. Technician, from a recognized Institution, having at least 2 years experience in relevant field.	i) 70% by initial recruitment or by deputation. ii) 30% by promotion on seniority-cum-fitness basis from among the employees holding post of E.C.G. Assistant with at least 5 years service as such and possessing qualifications as prescribed for initial recruitment.	18-25 years	Chief Executive / M.S/ Executive Medical Officer
100.	Blood Bank Technician	6	Matriculate from a recognized Board with Diploma of Blood Bank Technician, from a recognized Institution, having at least 2 years experience in relevant field.	i) 70% by initial recruitment or by deputation. ii) 30% by promotion on seniority-cum-fitness basis from among the employees holding post of Blood Transfusion Assistant with at least 5 years service as such and possessing qualifications as prescribed for initial recruitment.	18-25 years	Chief Executive / M.S
101	Laboratory Technician	6	Matriculate with Science, at least in 2 nd division ³³ from a recognized Board with	i) 70% by initial recruitment or by deputation.	18-25 years	Chief Executive / M.S/ Executive Medical ³⁴

³² Printed in the Gazette Notification as "register"

			Diploma in Lab. Technician, from a recognized Institution, having at least 2 years experience in relevant field.	ii) 30% by promotion on seniority-cum-fitness basis from among the employees holding post of Lab. Assistant with at least 5 years service as such and possessing qualifications as prescribed for initial recruitment.		Officer
102	Operation Theatre Technician	6	Matriculate from a recognized Board with Diploma of Operation Theatre Technician, from a recognized Institution, having at least 2 years experience in relevant field.	i) 70% by initial recruitment or by deputation. ii) 30% by promotion on seniority-cum-fitness basis from among the employees holding post of Operation Theatre Assistant with at least 5 years service as such and possessing qualifications as prescribed for initial recruitment.	18-25 years	Chief Executive / M.S
103	Dental Technician	6	Matriculate from a recognized Board with Diploma of Dental Technician, from a recognized Institution, having at least 2 years experience in relevant field.	i) 70% by initial recruitment or by deputation. ii) 30% by promotion on seniority-cum-fitness basis from among the employees holding post of Dental Assistant with at least 5 years service as such and possessing qualifications as prescribed for initial recruitment.	18-25 years	Chief Executive / M.S
104	Dialysis Technician	6	Matriculate from a recognized Board with Diploma in Dialysis Technician from a recognized Institution, having at least 2 years experience in relevant field.	i) 70% by initial recruitment or by deputation. ii) 30% by promotion on seniority-cum-fitness basis from among	18-25 years	Chief Executive / M.S

³³ Printed in the Gazette Notification as "Division"

³⁴ Printed in the Gazette Notification as "medial"

				the employees holding post of Blood Dialysis Assistant and possessing qualifications as prescribed for initial recruitment.		
105	X-Ray Technician	6	Matriculate from a recognized Board with Diploma in X-Ray Technique, from a recognized Institution, having at least 2 years experience in relevant field.	<ul style="list-style-type: none"> i) 70% by initial recruitment or by deputation. ii) 30% by promotion on seniority-cum-fitness from among the employees holding posts of Dark Room Assistant and possessing qualifications as prescribed for initial recruitment. 	18-25 years	Chief Executive / M.S/ Executive Medical Officer
106	Physiotherapy Technician	6	Matriculate from a recognized Board with Diploma in Physiotherapy from a recognized Institution, having at least 2 years experience in relevant field.	<ul style="list-style-type: none"> i) 70% by initial recruitment or by deputation. ii) 30% by promotion on seniority-cum-fitness from among the employees holding post of Physiotherapy Assistant and possessing qualifications as prescribed for initial recruitment. 	18-25 years	Chief Executive / M.S
107	Junior Clerk	5	Matriculate from a recognized Board and 6 months Diploma in Software application from a recognized Institution, with typing speed of 30 W.P.M. ³⁵	<ul style="list-style-type: none"> i) 80% by initial recruitment or by deputation. ii) 20% by promotion from among the employees holding post of Daftaries, Qasids/Naib Qasids otherwise eligible for the post. 	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals ³⁶ .
108	Telephone Operator	5	Matriculate from a recognized Board with at least 3 years experience as Telephone Operator.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief

³⁵ Printed in the Gazette Notification as "w.p.m."

³⁶ Printed in the Gazette Notification as "hospitals"

						Executive / M.S in case of Hospitals ³⁷ ..
109	Imam Masjid	5	Matriculate from a recognized Board with Dars-e-Nizami from a recognized Institution.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals ³⁸ .
110	Laboratory Assistant	5	Matriculate with Science from a recognized Board with Certificate from a recognized Institution in relevant field.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S/ Executive Medical Officer
111	Laboratory Assistant (Dental)	5	Matriculate with Science from a recognized Board with Certificate from a recognized Institution in the field of Dental Tech.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S
112	Dispenser	4	Intermediate (Pre-medical) or equivalent qualifications with Diploma from Medical Faculty or equivalent.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals ³⁹ .
113	Radiographer	4	Matriculate from a recognized Board with Diploma in Radiography form a recognized Institution having at least 2 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S
114	Operation Theatre Assistant	4	Matriculate from a recognized Board with training from a Teaching Hospital ⁴⁰ in relevant field with at least 2 years experience after training.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S
115	Blood Transfusion Assistant	4	Matriculate from a recognized Board with training from a Teaching Hospital ⁴¹ in	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S

³⁷ Printed in the Gazette Notification as "hospitals"

³⁸ Printed in the Gazette Notification as "hospitals"

³⁹ Printed in the Gazette Notification as "hospitals"

⁴⁰ Printed in the Gazette notification as "teaching hospital"

⁴¹ Printed in the Gazette notification as "teaching hospital"

			relevant field with at least 2 years experience after training.			
116	Photo-Copier Operator	3	Matriculate from a recognized Board with training as Photo-copier Operator with at least 1 year experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, and Chief Executive / M.S in case of Hospitals.
117	Electrician	3	Matriculate from a recognized Board with Diploma form recognized Board of Technical Education in Electric Technology with at least 2 years experience after procurement of Diploma.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, and Chief Executive / M.S in case of Hospitals.
118	Tailor	3	Matriculate from a recognized Board with 2 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, and Chief Executive / M.S in case of Hospitals.
119	Carpenter	3	Matriculate from a recognized Board with 2 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, and Chief Executive / M.S in case of Hospitals.
120	Mason	3	Matriculate from a recognized Board with 2 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, and Chief Executive / M.S in case of Hospitals.
121.	Plumber	3	Matriculate from a recognized Board with 2 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, and Chief Executive / M.S in case of Hospitals.
122.	Tracer	3	Matriculate from a recognized Board with Diploma form recognized Technical Board in relevant	By initial recruitment or by deputation.	18-25 years	Vice Commissioner

			technology.			
123.	Painter	3	Matriculate from a recognized Board with 2 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, and Chief Executive / M.S in case of Hospitals.
124.	Dark Room Assistant	3	Matric with Science from a recognized Board with 2 years experience as Dark Room Assistant in X-Ray Clinic.	By initial recruitment or by deputation.	18-25 years	Executive Medical Officer in case of Local Office, and Chief Executive / M.S in case of Hospitals.
125.	Physiotherapy Assistant	3	Matric with Diploma in Physiotherapy from a recognized Institution with 2 years experience as Physiotherapy Assistant.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S
126.	Vaccinator	3	Matric with Science from a recognized Board with Diploma in vaccination from recognized Institution.	By initial recruitment or by deputation.	18-25 years	Executive Medical Officer in case of Local Office, and Chief Executive / M.S in case of Hospitals.
127.	Driver	3	Middle from a recognized Board, LTV licence ⁴² holder.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
128.	Dispatch Rider	3	Middle from a recognized Board, Motor Cycle licence ⁴³ holder.	By initial recruitment or by deputation.	18-25 years	Vice Commissioner in case of Head Office, DLO in case

⁴² Printed in the Gazette notification as "license"

⁴³ Printed in the Gazette notification as "license"

						of Local Offices and Chief Executive / M.S in case of Hospitals.
129.	A.C Operator	3	Middle from a recognized Board, with 2 years experience in relevant field.	By initial recruitment or by deputation.	18-25 years	Chief Executive / M.S
130.	Midwife	3	Middle from a recognized Board, with Diploma in Midwifery from Teaching Hospital ⁴⁴ , having at least 2 years professional experience.	By initial recruitment or by deputation.	18-25 years	Executive Medical Officer in case of Local Office, and Chief Executive / M.S in case of Hospitals.
131.	Helper (Rehabilitation)	3	Literate	By initial recruitment.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
132.	Daftari	2	-	By promotion from among the employees of Naib Qasids with at least 5 years service as such.	-	Vice Commissioner in Head Office, DLO in case of Local Offices.
133.	Attendant	2	Middle from a recognized Board.	By initial recruitment.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
134.	Bailiff	2	Middle from a recognized Board.	By initial recruitment.	18-25 years	Vice Commissioner in Head Office, DLO

⁴⁴ Printed in the Gazette notification as "hospital"

						in case of Local Offices.
135.	Helper	2	Literate.	By initial recruitment.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
136.	Naib Qasids / Naib Qasids-cum-Chowkidar	2	Literate.	By initial recruitment.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
137.	Mali	2	Literate. 2 years' experience in gardening.	By initial recruitment.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
138.	Chowkidar	2	Literate. Preference shall be given to ex-service men.	By initial recruitment.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.
139.	Dental Attendant	2	Matriculate from a recognized Board, ⁴⁵ with 2 years' experience in dental unit of a big hospital.	By initial recruitment.	18-25 years	Chief Executive / M.S

⁴⁵ Printed in the gazette notification as "board"

140.	Laboratory Attendant	2	Matriculate from a recognized Board, ⁴⁶ with 2 years experience in Clinical Laboratory of a big hospital.	By initial recruitment.	18-25 years	Executive Medical Officer in case of Local Office and Chief Executive / M.S in case of Hospitals.
141.	Dark Room Attendant	2	Matriculate from a recognized Board, ⁴⁷ with 2 years' experience in X-Ray clinic of a big hospital.	By initial recruitment.	18-25 years	Executive Medical Officer in case of Local Office and Chief Executive / M.S in case of Hospitals.
142.	Operation Theatre Attendant	2	Matriculate from a recognized Board, ⁴⁸ with 2 years experience in Operation Theatre of a big hospital.	By initial recruitment.	18-25 years	Executive Medical Officer in case of Local Office and Chief Executive / M.S in case of Hospitals.
143.	Ward Boy	2	Middle from a recognized Board, ⁴⁹ with 2 years' experience in a big hospital.	By initial recruitment.	18-25 years	Executive Medical Officer in case of Local Office and Chief Executive / M.S in case of Hospitals.
144.	Tube-Well Operator	2	Literate with 2 years experience in the relevant field.	By initial recruitment.	18-25 years	Chief Executive / M.S
145.	Stretcher Bearer	2	Literate.	By initial recruitment.	18-25 years	Chief Executive / M.S
146.	Trolley Man	2	Literate.	By initial recruitment.	18-25 years	Chief Executive / M.S

⁴⁶ Printed in the gazette notification as "board"

⁴⁷ Printed in the gazette notification as "board"

⁴⁸ Printed in the gazette notification as "board"

⁴⁹ Printed in the gazette notification as "board"

147.	Dai	2	Training Certificate from a Govt. Teaching Hospital.	By initial recruitment.	18-25 years	Executive Medical Officer in case of Local Office and Chief Executive / M.S in case of Hospitals.
148.	Ward Cleaner / Sweeper	2	Literate.	By initial recruitment.	18-25 years	Vice Commissioner in case of Head Office, DLO in case of Local Offices and Chief Executive / M.S in case of Hospitals.

Dy. Director (Admn.)
Punjab Social Security, Head Office, Lahore.