



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

Dated Lahore, the 3rd November, 2011

NOTIFICATION

No.SOR-III(S&GAD)1-16/2004. In exercise of the powers conferred under section 23 of the Punjab Civil Servants Act 1974 (*VIII of 1974*), Governor of the Punjab is pleased to make the following rules:

1. Short title and commencement.— (1) These rules may be cited as the Punjab Agriculture Department (Field Wing) Service Rules 2011.

(2) They shall come into force at once.

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

3. Repeal.— The Punjab Agriculture Department (Field Wing) Service Rules 1993 are hereby repealed.

**(SHAHNAZ NAWAZ)
SECRETARY (REGULATIONS) S&GAD**

No. SOR-III (S&GAD) 1-16/2004 Dated Lahore, the 26th November, 2011.

SCHEDULE

THE PUNJAB AGRICULTURE DEPARTMENT (FIELD WING) SERVICE RULES, 2011

GROUP-I. DIRECTORATE GENERAL AGRICULTURE (FIELD) PUNJAB GROUP.

Name of the Department	Functional Unit	Name of Post with Basic Scale	Appointing Authority	Qualification for appointment by		Method of Recruitment	Age limit for initial recruitment		Examination / training and other conditions required for confirmation / promotion.
				Initial recruitment	Promotion		Min	Max	
1	2	3	4	5	6	7	8	9	10
Agriculture Department	Field Wing	1) Director General Agriculture (Field) (BS-20)	Chief Minister	Ph.D. in Agriculture Engineering from a recognized University having fifteen years post qualification experience; or M.Sc. in Agriculture Engineering from a recognized University having twenty years post M.Sc. experience. Experience:- a) Operation & Maintenance of Earth Moving Machinery Specially	-	By promotion on the basis of selection on merit from amongst the Directors (BS-19) (i. Director Agricultural Engineering, ii. Director Agricultural Mechanization Research ¹ Institute iii. Director Soil Conservation) in the functional unit i.e. Field Wing who possess B.Sc. Agriculture Engineering or B.Sc. Mechanical Engineering or B.Sc. (Hons) Agriculture degree and have successfully completed 4 weeks In-Service Training Course for Senior Executives from Government Engineering Academy Punjab (mandatory for promotion of Engineers only) with following length of service:-	45	50	Four weeks In-Service Training Course for Senior Executives from Govt. Engineering Academy Punjab.

¹Printed in the Gazette Notification as "Reserarch"

				<p>Bulldozers, under Government or Semi-Government or Autonomous Bodies or National or International Organization</p> <p>b) Manufacturing or Development or Testing or Operation or Maintenance of Agricultural Machines, Implements, Equipments and Power Drilling Rigs, under Government or Semi-Government or Autonomous Bodies or National or International Organization.</p> <p>Note: Registration with Pakistan Engineering Council is necessary.</p>		<p>In case where initial recruitment was made in BS-17, seventeen years' service against posts in Basic Scale 17 and above. or</p> <p>In case where initial recruitment was made in BS-18, twelve years' service against posts in Basic Scale 18 and above. or</p> <p>In case where initial recruitment was made in BS-19, five years' service against posts in Basic Scale 19.</p> <p>Note: Registration with Pakistan Engineering Council shall be necessary.</p> <p>If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	2) Deputy Director (Mech) (BS-18)	Administrative Secretary	--	--	By posting from amongst the Agricultural Engineers (BS-18) working in the Agricultural Engineering group.	-	-	-
-do-	-do-	3) Deputy Director (Planning & Monitoring) (BS-18)	-do-	Ph.D. in Agriculture Engineering from a recognized University having three years post qualification	--	By promotion on the basis of seniority-cum-fitness from amongst the Assistant Agricultural Engineers or Superintendents (Workshop) or Technical Personal Assistants	35	45	Eight (08) weeks In-Service Training Course for Junior

			<p>experience; or M.Sc. in Agriculture Engineering (second division) from a recognized University having ten years post qualification experience; or B.Sc. in Agriculture Engineering (second division) from a recognized University having fifteen years post qualification experience:</p> <p>Experience: i) Operation & Maintenance of Earth Moving Machinery specially Bulldozers, under Government or Semi-Government or Autonomous Bodies or National or International Organization. ii) Manufacturing or Development or Testing or Operation or Maintenance of Agricultural Machines or</p>	<p>or Store Officers or Store Verifiers or Assistant Directors (Workshop) or Progress Officers or Administrative Officers (Stores) or Project Officers (BS-17) in the Agricultural Engineering, Agricultural Engineering Soan Valley & Karkhana Allat-e-Zaree¹ Groups, who have successfully completed eight weeks In-Service Training course for Junior Engineers from Government Engineering Academy Punjab, having following qualifications & experience:</p> <p>i) B.Sc. Agriculture Engineering or B.Sc. Mechanical Engineering (second division), from a recognized University; ii) At least five years' service as such; and iii) Registration with Pakistan Engineering Council shall be necessary.</p> <p>If none is available for promotion, then by initial recruitment.</p>	<p>Engineers from Govt. Engineering Academy Punjab.</p>
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¹Printed in the Gazette as "Zari"

				Implements or Equipments and Power Drilling Rigs, under Government or Semi-Government or Autonomous Bodies or National or International Organization. iii) Having a valid registration with Pakistan Engineering Council.					
-do-	-do-	4) Assistant Director (Admn) (BS-17)	-do-	Master's degree in Administrative Sciences or Public Administration or Human Resources Management (second division) from a recognized University with three years' experience of Administration in Public Sector Organization. ¹	--	By promotion on the basis of seniority-cum-fitness from amongst the Administrative Officers in the functional unit possessing five years' service as such. If none is available for promotion, then by initial recruitment.	25	35	-
-do-	-do-	5) Assistant Director (Audit & Accounts) / Assistant Director	-do-	Master's degree in Business Administration (Finance) or M.Com from a recognized	--	By promotion on the basis of seniority-cum-fitness from amongst the Assistant Accounts Officers in the functional unit possessing five years' service as such.	25	35	-

¹Printed in the Gazette as "Organizational"

		(Accounts) (BS-17)		University with three years' experience in audit & accounts in Public Sector Organizations. ¹		If none is available for promotion, then by initial recruitment.			
-do-	-do-	5-A) ² Administrative Officer (BS-16)	Director General Agriculture (Field) Punjab	Master's degree in Administrative or Management Sciences (second division) from a recognized University with two years post qualification experience in administration and skill in computer operation.	-	By promotion on the basis of seniority-cum-fitness from amongst the Superintendents working in the relevant group with three years' service as such. If none is available for promotion, then by initial recruitment.	21	35	-
-do-	-do-	6) Superintendent (BS-16)	-do-	Bachelor's degree (second division) from a recognized University with the following experience:- i) five years post qualification experience in office working. ii) Skill in computer operation.	-	i) 57% by promotion on the basis of seniority-cum-fitness from amongst the Assistants possessing at least five years' experience as such. ii) 43% by promotion on seniority-cum-fitness basis from amongst the Senior Scale Stenographers & Personal Assistants possessing at least five years' experience as such. iii) If none is available for promotion, then by initial recruitment.	21	35	-

¹Printed in the Gazette as "Orginazation"

²Printed in the Gazette Notification as "5)"

-do-	-do-	7) Senior Scale Stenographer (BS-15)	-do-	i) Bachelor's degree (second division) from a recognized University. ii) A speed of 100/40 WPM in English shorthand or typing on computer respectively. iii) Computer literate in M.S Office.	-	By promotion on the basis of seniority-cum-fitness from amongst the Stenographers having: i) five years' experience as such. ii) A speed of 100/40 WPM in English Short hand or typing in computer respectively. iii) Skill in computer operation. If none is available for promotion, then by initial recruitment.	20	28	-
-do-	-do-	8) Personal Assistant (BS-15)	-do-	i) Bachelor's degree (second division) from a recognized University. ii) A speed of 100/40 WPM in English shorthand or typing respectively. iii) Computer literate in M.S Office.	-	By promotion on the basis of seniority-cum-fitness from amongst the Stenographers. If none is available for promotion, then by ¹ initial recruitment or by posting.	20	28	-
-do-	-do-	9) Cameraman-cum-Photographer ² (BS-14)	-do-	i) Intermediate (second division) from a recognized Board. ii) Three years' experience of Videography and operating of movie	-	By initial recruitment.	18	25	-

¹Printed in the Gazette Notification as "By"

²Printed in the Gazette Notification as "Cameraman cum Photographer"

				and still Photography or Camera in Public Sector Organization.					
-do-	-do-	10) Assistant (BS-14)	-do-	i) Bachelor's degree (second division) from a recognized University; ii) One year Diploma in Information Technology from a recognized Poly Technical Institute or College of Technology.	-	i) 20% by initial recruitment; ii) 80% by promotion on the basis of seniority-cum-fitness from amongst the Senior Clerks possessing three years' experience as such having skill in computer operation. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	11) Stenographer (BS-12)	-do-	i) Intermediate ¹ (second division) from a recognized Board. ii) A speed of 70 w.p.m. in shorthand in English and 35 w.p.m. typing speed on computer. iii) Computer literate in M.S Office. Note:- Preference shall be given to the candidates who know Urdu Shorthand at a	-	By initial recruitment.	18	25	-

¹Printed in the Gazette Notification as "Intermediat"

				speed of 60 w.p.m. and typewriting at a speed of 25 WPM on computer.					
-do-	-do-	12) Senior Clerk (BS-9)	-do-	i) Intermediate ¹ (second division) from a recognized Board. ii) One year Diploma in Information Technology from a recognized Poly Technical Institute or College of Technology.	--	By promotion on the basis of seniority-cum-fitness from amongst the Junior Clerks (BS-7) possessing three years' experience as such, having typing speed of 25 w.p.m. in English on computer and skill in computer operation. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	13) Junior Clerk (BS-7)	-do-	Intermediate ² (second division) from a recognized Board with a speed of 25 WPM in typewriting in English on computer & skill in computer operation. NOTE:- Preference shall be given to those candidates who know Urdu typewriting at a speed of 25 WPM on computer.	--	i) 80% by initial recruitment. ii) 20% by promotion from holders of posts in BS-1 to BS-4 having qualification prescribed for initial recruitment for the post of Junior Clerk. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	14) Junior	-do-	Intermediate in	--	By initial recruitment.	18	25	-

¹Printed in the Gazette Notification as "Intermediat"

²Printed in the Gazette Notification as "Intermediat"

		Auditor (BS-6)		Commerce or Computer Sciences (second division) from a recognized Board and skill in computer operation.					
-do-	-do-	15) Accountant (BS-6)	-do-	Intermediate in Commerce or Computer Sciences (second division) from a recognized Board and skill in computer operation.	-	By initial recruitment.	18	25	-
-do-	-do-	16) Accounts Clerk (BS-6)	-do-	Intermediate in Commerce or Computer Sciences (second division) from a recognized Board and skill in computer operation.	-	By initial recruitment.	18	25	-
-do-	-do-	17) Security Sergeant (BS-6)	-do-	Ex-Serviceman having Matric (second division) from a recognized Board. If no suitable Ex- Serviceman is available then from general public candidate having qualification & other criteria prescribed for appointment as Constable in Punjab Police	-	By initial recruitment.	25	35	-

				Department.					
-do-	-do-	18) Signaler (BS-5)	-do-	i) Matric (second division) from a recognized Board. ii) At least one year's experience of handling telephone or wireless. iii) Skill in computer operation.	-	By initial recruitment.	18	25	-
-do-	-do-	19) Electrician (BS-5)	-do-	Matric (second division) from a recognized Board with certificate in respective trade and two years post qualification practical experience in the line. or Matric (second division) from a recognized Board with five years post qualification experience in respective trade & also qualify the trade test to be administered by the Department.	-	By initial recruitment.	18	25	-
-do-	-do-	20) Driver (BS-4 & 5)	-do-	Middle having a valid LTV License ¹ with three years' experience.	--	By initial recruitment.	25	35	-

¹Printed in the Gazette Notification as "Licence"

-do-	-do-	21) Daftri (BS-2)	-do-	Matric (second division) from a recognized Board.	-	By promotion on seniority-cum-fitness basis from amongst the Naib Qasids who are Matriculate from a recognized Board. If none is available for promotion, then by initial recruitment	18	25	-
-do-	-do-	22) Naib Qasid (BS-1)	-do-	Literate.	--	By initial recruitment.	18	25	-
-do-	-do-	23) Mali (BS-1)	-do-	i) Literate. ii) Two years' experience in Gardening.	--	By initial recruitment.	20	30	-
-do-	-do-	24) Sanitary Worker (BS-1)	-do-	Literate.	--	By initial recruitment.	20	30	-
-do-	-do-	25) Chowkidar (BS-1)	-do-	i) Able bodied. ii) Literate person. iii) Preference will be given to Ex-Serviceman.	-	By initial recruitment.	25	30	-
-do-	-do-	26) Balder (BS-1)	-do-	i) Able bodied. ii) Literate.	-	By initial recruitment.	18	30	-
-do-	-do-	27) Office Attendant /Attendant (BS-1)	-do-	Literate.	-	By initial recruitment.	18	25	-
-do-	-do-	28) Water Carrier (BS-1)	-do-	i) Able bodied. ii) Literate.	-	By initial recruitment.	18	25	-

GROUP-II. AGRICULTURAL ENGINEERING GROUP.

Name of the Department	Functional Unit	Name of Post with Basic Scale	Appointing Authority	Qualification for appointment by		Method of Recruitment	Age limit for initial recruitment		Examination / Training and other Condition Required for Confirmation / Promotion.
				Initial recruitment	Promotion		Min	Max	
1	2	3	4	5	6	7	8	9	10
Agriculture Department	Field Wing	1) Director (BS-19)	Chief Minister	<p>i) Ph.D in Agriculture Engineering from a recognized University having eight years post qualification experience; or</p> <p>M.Sc. in Agriculture Engineering (second division) from a recognized University having fifteen years post qualification experience; or</p> <p>B. Sc. in Agriculture Engineering (second division) from a recognized University having twenty years post qualification experience;</p> <p>a) Operation & Maintenance of Earth Moving Machinery specially Bulldozers under Government or Semi-Government or Autonomous Bodies or National or International Organization.</p> <p>b) Manufacturing or Development or Testing or</p>	-	By promotion on the basis of selection on merit from amongst the Agricultural Engineers (BS-18) in the Agricultural Engineering, Agricultural Engineering Soan Valley, Karkhana Allat-e-Zaree ¹ and Directorate General Agriculture (Field) Punjab Groups, who have successfully completed six weeks In-	40	50	Six weeks In-Service-Training course for Senior Engineers from Government Engineering Academy Punjab.

¹Printed in the Gazette Notification as "Zari"

				<p>Operation or Maintenance of Agricultural Machines, Implements, Equipments and Power Drilling Rigs under Government or Semi-Government or Autonomous Bodies or National or International Organization.</p> <p>ii) Having a valid registration with Pakistan Engineering Council.</p>		<p>Service-Training course for Senior Engineers from Government Engineering Academy Punjab with following length of service:</p> <p>In case where initial recruitment was made in BS-17, twelve years' service against posts in Basic Scale 17 and above. or</p> <p>In case where initial recruitment was made in BS-18, seven years' service against posts in Basic Scale 18.</p> <p>Note: Registration with Pakistan Engineering Council shall be necessary. If none is available for promotion, then</p>		
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						by initial recruitment.			
-do-	-do-	2) Agricultural Engineer/ Agricultural Engineer (Well Drilling) / Technical Officer / Project Director, KAZ / Agricultural ¹ Engineer (Hydra Drill) (BS-18)	Administrative Secretary	i) Ph.D. in Agriculture Engineering from a recognized University having three years post qualification experience; or M.Sc. in Agriculture Engineering (second division) from a recognized University having ten years post qualification experience; or B.Sc. in Agriculture: Engineering: (second division) from a recognized University having fifteen years post qualification experience. Experience: a) Operation & Maintenance of Earth Moving Machinery specially Bulldozers under Government or Semi-Government or Autonomous Bodies or National or International Organization. b) Manufacturing or Development or Testing or Operation or Maintenance of Agricultural Machines, Implements, Equipments and Power Drilling Rigs under Government or Semi-Government or Autonomous Bodies or National or	-	By promotion on the basis of seniority-cum-fitness basis from amongst the Assistant Agricultural Engineers or ² [Workshop Superintendent] or Technical Personal Assistants or Store Officers or Store Verifiers or Assistant Directors (Workshop) or Progress Officers or Administrative Officers (Stores) or Project Officers (BS-17) in the Agricultural Engineering, Agricultural Engineering Soan Valley & Karkhana Allat-e-Zaree ³	35	45	Eight weeks In-Service Training course for Junior Engineers from Government Engineering Academy Punjab.

¹Printed in the gazette as "Agricultrl"

²Substituted by Notification No. SOR-III(S&GAD)1-16/2016, dated 22.01.2018.

³Printed in the gazette Notification as "Zari"

				<p>International Organization.</p> <p>ii) Registration with Pakistan Engineering Council.</p>	<p>Groups who have successfully completed eight weeks In-Service Training course for Junior Engineers from Government Engineering Academy Punjab, having following qualifications & experience:</p> <p>i) B.Sc. Agriculture. Engineering. (second division) from a recognized University;</p> <p>or</p> <p>B.Sc. Mech. Engineering (second division) from a recognized University.</p> <p>ii) At least five years service as such.</p> <p>Note: Registration with Pakistan Engineering Council shall be</p>			
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						necessary. If none is available for promotion, then by initial recruitment.			
-do-	-do-	3) Assistant Agricultural Engineer / ¹ [Work-shop Superintendent]/ Technical Personal Assistant/ Store Verifier / Store Officer / Assistant Director (Workshop) / Progress Officer / Administrative Officer (Stores) / Project Officer (BS-17)	-do-	B.Sc. in Agriculture Engineering (second division ² from a recognized University and registration with Pakistan Engineering Council.	-	i)75% by initial recruitment. ii) 5% by promotion on seniority-cum-fitness basis from amongst the Supervisors & Foremen in the Agricultural Engineering, Agricultural Engineering Soan Valley & KAZ Groups possessing qualifications of B.Sc. Agriculture Engineering from a recognized University. If none is available for	³ [21]	35	-

¹Substituted by Notification No. SOR-III(S&GAD)1-16/2016, dated 22.01.2018.

²Printed in the Gazette Notification as "dDivision".

³Substituted for the figure "21" by Notification No. SOR-III(S&GAD)1-16/-016, dated 22.01.2018.

						<p>promotion, then by initial recruitment.</p> <p>iii) 20% by promotion on seniority-cum-fitness basis from amongst the Supervisors & Foreman in the Agricultural Engineering, Agricultural Engineering Soan Valley & Karkhana Allat-e-Zaree, Bahawalpur Groups who possess three years diploma in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology or Machinery or Auto & Mobile Technology from a</p>			
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						Government Poly Technical Institute or Government College of Technology and having ten years' service as such. Note: Registration with Pakistan Engineering Council shall be necessary. If none is available for promotion, then by initial recruitment.			
-do-	-do-	4) Assistant Director (Planning) (BS-17)	-do-	M.Sc. in Agriculture or M.Sc. (Honours) in agriculture (Economics) (second division) from a recognized University.	-	By initial recruitment	21	35	-
-do-	-do-	5) Administrative Officer/ Assistant Accounts Officer (BS-16)	Director General Agriculture (Field)	i) Administrative Officer: Master's degree in Public Administration ¹ or Management Sciences or Public Administration or Human Resources Management (second division) from a recognized University with three years' experience of Administration in Public Sector	-	i) 65 % by promotion on the basis of seniority-cum-fitness from amongst the Superintendents in the region where	21	35	-

¹Printed in the Gazette Notification as "Administratation".

				<p>Organization.</p> <p>ii) <u>Assistant Accounts Officer</u> Master's degree in Business Administration (Finance) or in Commerce (second division) from a recognized University with at least one year experience in audit & accounts and skill in computer operation in Public Sector Organization.</p>		<p>vacancies occur with three years' experience as such.</p> <p>ii) 35 % by promotion on the basis of seniority-cum-fitness from amongst the Commercial Accountants in the region where vacancies occur with three years' experience as such.</p> <p>If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	6) Superintendent (BS-16)	Director Agricultural Engineering	<p>i) Bachelor's degree (second division) from a recognized University.</p> <p>ii) Five years post qualification experience in office working.</p> <p>iii) Skill in computer operation.</p>	-	<p><u>LAHORE REGION:</u></p> <p>i) 70% by promotion on seniority-cum-fitness basis from amongst the Assistants or Divisional Accountants with at least five years' experience as</p>	21	35	-

						<p>such.</p> <p>ii) 30% by promotion on seniority-cum-fitness basis from amongst the Senior Scale Stenographers or Stenographers with the following length of Service :-</p> <p>a) In case of Senior Scale Stenographer , five years' experience as such.</p> <p>b) In case of Stenographer , ten years' experience as such.</p> <p>iii) If none is available for promotion, then by initial recruitment.</p> <p><u>FAISALABAD REGION:</u></p> <p>i) 80% by promotion on seniority-cum-fitness basis from amongst the Assistants or Divisional</p>			
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						<p>Accountants with five years' experience as such.</p> <p>ii) 20% by promotion on seniority-cum-fitness basis from amongst the Senior Scale Stenographers or Stenographers with the following length of Service:-</p> <p>a) In case of Senior Scale Stenographer, five years' experience as such.</p> <p>b) In case of Stenographer, ten years' experience as such.</p> <p>iii) If none is available for promotion, then by initial recruitment.</p> <p><u>MULTAN REGION</u></p> <p>i) 76% by promotion on</p>			
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						<p>seniority-cum-fitness basis from amongst the Assistants or Divisional Accountants with five years' experience as such.</p> <p>ii) 24% by promotion on seniority-cum-fitness basis from amongst the Senior Scale Stenographers or Stenographers with the following length of Service :-</p> <p>a) In case of Senior Scale Stenographer, five years' experience as such.</p> <p>b) In case of Stenographer, ten years' experience as such.</p> <p>If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	7) Commercial Accountant	Administrative Secretary	i) Bachelor's degree (second division) in commerce from a	-	By initial recruitment	21	28	-

		(BS-16)		<p>recognized University.</p> <p>ii) One year Diploma in Information Technology from a recognized Poly Technical Institute or College of Technology.</p> <p>iii) Three years' experience in the maintenance of commercial accounts in Public Organization.</p>					
-do-	-do-	8) Senior Scale Stenographer (BS-15)	Director Agricultural Engineering	<p>i) Bachelor's degree (second division) from a recognized University.</p> <p>ii) A speed of 100/40 WPM in English shorthand / typing in computer respectively.</p> <p>iii) Computer literate in M.S Office.</p>	-	By promotion on the basis of seniority-cum-fitness from amongst the Stenographers with the following experience & skill:- i) At least five years' experience as such. ii) A speed of 100/40 WPM in English Short hand / typing in computer respectively. iii) Skill in computer operation. If none is available for promotion, then by initial recruitment.	20	28	-
-do-	-do-	9) Assistant	-do-	i) Bachelor's degree (second	-	i) 20% by initial	18	25	-

		(BS-14)		<p>division) from a recognized University.</p> <p>ii) One year Diploma in Information Technology from a recognized Poly Technical Institute or College of Technology.</p>		<p>recruitment;</p> <p>ii) 80% by promotion on the basis of seniority-cum-fitness from amongst the Senior Clerks with three years' experience as such having skill in computer operation.</p> <p>If none is available for promotion then by initial recruitment.</p>			
-do-	-do-	10) Stenographer (BS-12)	-do-	<p>i) Intermediate (second division) from a recognized Board.</p> <p>ii) A speed of 70 w.p.m. in shorthand in English and 35 w.p.m. typing speed on typewriter or on computer.</p> <p>iii) Computer literate in M.S Office.</p> <p>NOTE:- Preference shall be given to the candidates who know Urdu Shorthand at a speed of 60 w.p.m. and typewriting at a speed of 25 w.p.m.</p>	-	By initial recruitment.	18	25	-
-do-	-do-	11) Divisional Accountant	-do-	i) Bachelor's degree in commerce (second division)	-	i). 50% by initial recruitment ¹ .	21	28	-

		(BS-12)		<p>from a recognized University.</p> <p>ii) Six months¹ Diploma or Certificate in Information Technology. from a recognized Poly Technical Institute or College of Technology.</p> <p>iii) One year experience in the relevant field.</p>		<p>ii). 50% by promotion on seniority-cum-fitness basis from amongst the Accounts Clerks (BS-7) with three years' experience as such and having skill in computer operation, in the Region where the vacancies occur.</p> <p>If none is available for promotion, then by initial recruitment</p>			
-do-	-do-	12) Supervisor (Unit / Drilling / Training / Well / Power Drilling) (BS-11)	-do-	<p>Matric (second division) from a recognized Board with three years diploma of Associate Engineering in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.</p>	-	<p>i. 65% by initial recruitment.</p> <p>ii. 35% by promotion on seniority-cum-fitness basis from amongst the Training Instructors, Assistant Foremen, Field Chargemen, Power Drillers, Well Developers and Technical</p>	21	30	-

²Printed in the Gazette Notification as "innital recurement"

¹Printed in the Gazette Notification as "monhs"

						<p>Store Overseers, having qualification prescribed for initial recruitment in the region where vacancy occur. If no three years diploma holder is available for promotion, then by promotion on seniority-cum-fitness basis from amongst the Assistant Foremen, Field Chargemen, Power Drillers, Well Developers & Technical Store Overseers who are Matriculate and having three years practical experience as such, in the Region where the vacancies occur. If none is available for promotion, then by initial recruitment</p>			
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-do-	-do-	13) Foreman / Superintendent Work-shop / Chargeman (BS-11)	-do-	Matric (second division) from a recognized Board with three years diploma of Associate Engineering in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.	-	By promotion on seniority-cum-fitness basis from amongst the Training Instructors, Assistant Foremen (BS-8/9), Field Chargemen, Auto Electric Mechanic, Crank Shaft Grinder, Machinemen, Machinists, Moulders, Power Drillers and Well Developers (BS-9) who are Matriculate and having ten years practical experience inclusive of the experience in lower posts out of which at least three years' experience should be against the posts in (BS-8/9), in the region where vacancy occur. If none is available for	21	30	-
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						promotion, then by initial recruitment.			
-do-	-do-	14) Sub-Engineer (Overseer) (BS-11)	-do-	i) Matric (second division) from a recognized Board with three years Diploma of Associate Engineering in Civil Technology from a recognized Poly Technical Institute or College of Technology. ii) Skill in computer operation.	-	By initial recruitment.	21	28	-
-do-	-do-	15) Head Draftsman (BS-11)	-do-	i) Matric (second division) from a recognized Board with two years Certificate ¹ in Mechanical Draftsmanship from a recognized Poly Technical Institute or College of Technology. ii) Skill in computer operation especially in Auto-CAD.	-	By promotion on seniority-cum-fitness basis from amongst the members of the service holding posts of Draftsman having skill in computer operation especially in Auto-CAD, in the Region where the vacancies occur. If none is available for promotion, then by initial recruitment.	20	28	-
-do-	-do-	16) Draftsman (BS-11)	-do-	i) Matric (second division) from a recognized Board with two years Certificate in Mechanical Draftsmanship from a	-	i) 75% by initial recruitment. ii) 25% by promotion on	20	28	-

¹Printed in gazette as "Certificate"

				<p>recognized Poly Technical Institute or College of Technology.</p> <p>ii) Skill in computer operation especially in Auto-CAD. Forman.</p>		<p>the basis of seniority-cum-fitness from amongst the members of service holding post of Tracer having qualification prescribed for initial recruitment to the post of Draftsman, in the Region where the vacancy occurs. If none is available for promotion, then by initial recruitment</p>			
-do-	-do-	17) Supervisor (BS-11)	-do-	<p>Matric (second division) from a recognized Board with three years diploma of Associate Engineering in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology or Machinery from a recognized Poly Technical Institute or College of Technology.</p>	-	<p>i) 75% by initial recruitment. ii) 25% by promotion on seniority-cum-fitness basis from amongst the Assistant Foremen, Field Chargemen, Technical Store Overseers, Power Drillers and Well Developers, having qualification</p>	21	30	-

						prescribed for initial recruitment, in the region where vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	18) Field Assistant (BS-11)	-do-	i) Matric (second division) from a recognized Board ii) Three years diploma course of Field Assistant from a recognized Institute including six months internship in the relevant field. iii) Skill in computer operation.	-	By initial recruitment.	20	30	-
-do-	-do-	19) Crank Shaft Grinder (BS-9)	-do-	Matric (second division) from a recognized Board with two years Certificate in the respective technology from a recognized Poly Technical Institute or College of Technology, who qualify the trade test.	-	i. By promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts of Turner G-I (BS-7) & Machinist G-I (BS-7) who are Matriculate with five years' experience as Turner G-I or Machinist G-I in the Region where vacancy occurs.	18	30	-
-do-	-do-	20) Auto Electric	-do-	Matric (second division) from a	-	i. By promotion	18	30	-

		Mechanic (BS-9)		recognized Board with two years Certificate in the respective technology from a recognized Poly Technical Institute or College of Technology, who qualify the trade test.		on the basis of seniority-cum-fitness from amongst the members of service holding posts of Electrician G-1(BS-7) who is Matriculate with five years practical experience as such in the Region where vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	21) Well Developer (BS-9)	-do-	Matric (second division) from a recognized Board with ten years practical experience in Development of Tube-well Bores, who qualify the trade test.	-	By promotion on the basis of seniority-cum-fitness from amongst the Well Borer (BS-4) with five years' experience in operation of Well Development equipment and development of tubewell bores, in the region where vacancy occurs.	25	35	-

						<p>If no Well Borer (BS-4) is available for promotion, then by promotion on the basis of seniority-cum-fitness from amongst the Assistants Power Driller & Mechanic Borer (BS-6) with five years practical experience in operation of Power Drilling Rigs and development of tubewell bores drilled with Rig, in the Region where the vacancies occurs.</p> <p>If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	22) Power Driller (BS-9)	-do-	Matric (second division) from a recognized Board with ten years practical experience in operation of Straight Rotary Power Drilling Rigs, who qualify the trade test.	-	By promotion on the basis of seniority-cum-fitness from amongst the Assistants Power Driller & Mechanic Borer (BS-6) with five	25	35	-

						years practical experience in operation of Power Drilling Rigs and development of tubewell bores drilled with Rig in the region where vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	23) Assistant Foreman (BS-8 & 9) / Field Chageman (BS-9)	-do-	Matric (second division) from a recognized Board with three years diploma of Associate Engineer in Mechanical Technology or Auto & Diesel Technology /Machinery from a recognized Poly Technical Institute or College of Technology.	-	i) 80% by promotion on seniority-cum-fitness basis from amongst the members of service holding BS-7 posts of Auto electric Mechanics or Blacksmiths or Carpenters G-I or Deters, Drillmen or Electricians G-I or Electrician Powers or Bench Fitters G-I or F.I. Pump Mechanics or Fitters G-I or	21	35	-

						<p>Fitter Mechanics or Machinemen G-I or Machinists¹ or Mechanics G-I or Mechanics Diesel or Fitters G-I or Mechanic Fitters G-I or Turners G-I or Moulders G-I or Pattern Makers or Power press operators or Press Track Mechanics or Painters or Spray Painters or Radiator Repairers or Tinsmiths or Turners G-I or Welders G-I (BS-7) who are Matriculate and having ten years practical experience as such, in the region where vacancy occurs.</p>			
						ii) 20% by			

¹Printed in the Gazette Notification as "Machinests"

						<p>promotion on the basis of seniority-cum-fitness from amongst the incumbents of feeding cadre having qualification prescribed for initial recruitment.</p> <p>If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	24) Senior Clerk (BS-9)	-do-	<p>i) Intermediate (second division) from a recognized Board¹.</p> <p>ii) One year Diploma in Information Technology from a recognized Poly Technical Institute or College of Technology.</p>	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the Junior Clerks (BS-7) having three years' experience as such, having typing speed of 25 w.p.m. in English on computer and skill in computer operation in the Region where the vacancy occurs.</p>	18	25	-

¹Printed in the gazette as "Boad"

						If none is available for promotion, then by initial recruitment			
-do-	-do-	25) Accounts Clerk (BS-7)	-do-	i) Intermediate in Commerce or computer sciences (second division) from a recognized Board or Institute. ii) Six months Certificate in Information Technology from a recognized Poly Technical Institute or College of Technology.	-	By initial recruitment.	18	25	-
-do-	-do-	26) Senior Store Keeper (BS-6)	-do-	Intermediate in Commerce or Computer Science ¹ (second division) from a recognized Board or Institute having typing speed of 25 WPM in English on computer & skill in computer operation.	-	By promotion on the basis of seniority-cum-fitness from amongst the Junior Store Keepers & Assistant Store Keepers with three years' experience as such having typing speed of 25 WPM in English on computer & skill in computer operation, in the Region where the vacancy occurs. If none is	18	25	-

¹Printed in the Gazette Notification as "computer sciences"

						available for promotion, then by initial recruitment.			
-do-	-do-	27) Technical Store Overseer (BS-9)	-do-	Matric (second division) from a recognized Board with three years diploma of Associate Engineering in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.	-	By initial recruitment	20	30	-
-do-	-do-	28) Training Instructor (BS-8)	-do-	Matric (second division) from a recognized Board with three years diploma of Associate Engineering in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology or Matric (second division) from a recognized Board with two years Certificate of Auto and Diesel Mechanic from a recognized Poly Technical Institute or College of Technology and five years' experience in the repair & operation of Agricultural Machinery & equipment.	-	By initial recruitment	21	35	-
-do-	-do-	29) Senior Auditor	-do-	i) Intermediate in Commerce or Computer Science ¹ (second	-	By promotion on seniority-cum-	20	28	-

¹Printed in the Gazette Notification as "computer sciences"

		(BS-8)		division) from a recognized Board or Institute; ii) Six months Certificate in Information Technology from a recognized Poly Technical Institute or College of Technology.		fitness basis from amongst the Junior Auditors with five years' experience as such having typing speed of 25 WPM in English on computer & skill in computer operation in the Region where the vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	30) Black Smith G-I / Carpenter G-I / Electrician G-I / Electrician (Power) / F.I.Pump Mechanic / Fitter G-I / Fitter Mechanic / Machineman G-I / Machinist ¹ / Mechanic G-I / Mechanic Diesel	Agricultural Engineer / Agricultural ² Engineer (W.D)	Matric (second division) from a recognized Board with certificate or diploma in respective trade from a recognized Institute, having two years post qualification practical experience in the relevant field & qualify the trade test to be administered by the Department or Matric (second division) from a recognized Board with five years post qualification experience in respective Trade	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-6 in their respective trade having at least Middle qualification with ten years	20	35	-

¹Printed in the Gazette as "Machinest"

²Printed in the Gazette Notification as "Agricultural"

		<p>/ Moulder G-1 / Pattern Maker / Painter / Spray Painter / Radiator Repairer G-1 (BS-7)</p>		<p>& qualify the trade test to be administered by the Department.</p>		<p>practical experience in the respective trade inclusive of the experience in lower posts in the respective trade, in the Region or Division where vacancy occurs. If none is available for promotion from amongst the BS-6 Officials of the respective trade, then by promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-5 in their respective trades having at least Middle qualification with twelve years practical experience in the respective trade out of which at least six years</p>			
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						practical experience should be of BS-5 post in respective trade in the organization or Division where vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	31) Operator (G-I) Heavy Bulldozer (BS-7)	Agricultural Engineer	Matric (second division) from a recognized Board with five years practical experience of operation of Heavy Bulldozer who qualify the trade test.	-	By promotion on seniority-cum-fitness basis from amongst the operators Grade-II (BS-5) (Bulldozer Operator) working in the Division having five years' experience in operation of bulldozers as Operator Grade-II. If none is available for promotion, then by initial recruitment.	20	35	-
-do-	-do-	32) Junior Clerk (BS-7)	Director / Agricultural	¹ Intermediate (second division) from a recognized Board with	-	i) 80% by initial recruitment.	18	25	-

¹Printed in the gazette as "Inermidiate"

			Engineer / Agricultural Engineer (Well Drilling)	a speed of 25 WPM in typewriting in English on computer & skill in computer operation. <u>NOTE:-</u> Preference shall be given to those candidates who know Urdu typewriting on computer at a speed of 25 WPM		ii) 20% by promotion from holders of posts in BS-1 to BS- 4 having qualification prescribed for initial recruitment for the post of Junior Clerk in the Region where the vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	33) Security Sergeant (BS-6)	Director Agricultural / Agricultural Engineer / Agricultural Engineer (Well Drilling)	Ex-Serviceman having Matric (second division) from a recognized Board. If no suitable Ex-Serviceman is available then from general public candidate having qualification & other criteria prescribed for appointment as Constable in Punjab Police Department.	-	By initial recruitment.	25	35	-
-do-	-do-	34) Care Taker (BS-6)	-do-	Matric (second division) from a recognized Board, having typing speed of 25 WPM in English on computer & skill in computer operation.	-	By initial recruitment.	18	25	-
-do-	-do-	35) Junior Auditor (BS-6)	Director Agricultural Engineering	Intermediate in Commerce (second division) from a recognized Board and skill in computer operation.	-	By initial recruitment.	18	35	-

-do-	-do-	(36) Assistant Power Driller / Mechanic Borer (BS-6)	-do-	Matric (second division) from a recognized Board with five years practical experience in the operation of Power Drilling Rigs or development of tubewell bores drilled with Rig, who qualify the trade test.	-	i. 20% by initial recruitment. ii. 80% by promotion on seniority-cum-fitness basis from amongst the Assistant Mechanics Borer or Drillers Hand (BS-3) with three years practical experience in operation of Power Drilling Rigs or development of tubewell bores drilled with Rig in the region where vacancy occurs. If none is available for promotion, then by initial recruitment.	21	35	-
-do-	-do-	37) Freighter Operator (BS-6)	¹ [Agricultural] Engineer	Matric (second division) having a valid HTV driving license ² with three years' experience of Loader Truck or Trailer driving.	-	By promotion on seniority-cum-fitness ³ basis from amongst the Drivers (BS-	25	30	-

¹Printed in the gazette as "Agricultural"

²Printed in the Gazette Notification as "licence"

³Printed in the Gazette Notification as "seniority cum fitness"

						<p>5) having Middle qualification and valid HTV driving license with two years' experience of heavy vehicles driving.</p> <p>If no Driver in BS-5 is available for promotion, then by promotion on seniority-cum-fitness basis from amongst the Drivers (BS-4) having Middle qualification and valid HTV driving license with three years' experience of heavy vehicles driving.</p> <p>If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	38) Mechanic Operator (BS-6)	-do-	Matric (second division) from a recognized Board with certificate or diploma in respective trade having one year post qualification practical experience in the line and qualify the trade test to be ¹	-	By promotion on seniority-cum-fitness ¹ basis from amongst the Fitters Grade-II (Battery) (BS-5)	20	30	-

¹Printed in the Gazette notification as "the"

				administrated by the department or Matric (second division) from a recognized Board with three years ¹ post qualification experience in respective trade and also qualify the trade test to be administrated by the Department.		with two years' experience as such. If none is available for promotion, then by initial recruitment.			
-do-	-do-	39) Junior Store Keeper (BS-5) / Assistant Store Keeper (BS-5) / Time Keeper (BS-5) / Security Clerk (BS-5) / Work Sarkar (BS-5)	Director / Agricultural Engineer / Agricultural Engineer (Well Drilling)	Matric (second division) from a recognized Board having typing speed of 25 WPM in English on computer & skill in computer operation. Note. Preference shall be given to those who know Urdu typing on computer at a speed of 25 WPM	-	By initial recruitment.	18	25	-
-do-	-do-	40) Security Sergeant (BS-5)	Director Agricultural/ Agricultural Engineer / Agricultural Engineer (Well Drilling)	Ex-Serviceman having Matric (second division) from a recognized Board. If no suitable Ex-Serviceman is available then from general public candidate having qualification & other criteria prescribed for appointment as Constable in Punjab Police Department.	-	By initial recruitment.	25	35	-
-do-	-do-	41) Tractor Driver / Tractor Operator (BS-5)	Agricultural Engineer	Middle having a valid LTV / Tractor driving license and three years' experience of tractor driving who qualify the trade test.	-	By promotion on seniority-cum-fitness basis from amongst the Greasers & Cleaners having	20	30	-

²Printed in the Gazette Notification as "seniority cum fitness".

¹Printed in the Gazette Notification as "year"

						ten years' service as such who are Middle pass and possessing valid LTV / Tractor driving license and qualify the trade test. If none is available for promotion, then by initial recruitment.			
-do-	-do-	42) Operator Wheel Type (BS-5)	-do-	Middle having valid HTV driving license with three years' experience for driving of respective machine who qualify the relevant driving test.	-	By promotion on seniority-cum-fitness basis from amongst the Drivers (BS-4) who are middle & have valid HTV driving license with three years practical experience as such who qualify the relevant driving test. If none is available for promotion, then by initial recruitment.	20	30	-
-do-	-do-	43) Bench Fitter / Black-smith / Electrician G-II/ Mechanic / Radiator Mechanic /	Agricultural Engineer / Agricultural Engineer (W.D)	Matric (second division) from a recognized Board with certificate or Diploma in respective trade having one year post qualification practical experience in the relevant field	-	By promotion on the basis of seniority-cum-fitness from amongst the members of	20	35	-

		Turner G-II / Welder (BS-6)		who qualify the trade test to be administrated ¹ by the Department or Matric (second division) from a recognized Board with four years post qualification experience in respective trade.		service holding posts in BS-5 in their respective trade having at least Middle qualification with ten years practical experience inclusive the experience in lower posts in the respective trade in the Region or Division where vacancy occurs. If none is available for promotion from amongst the BS-5 Officials of the respective trade, then by promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-4 in the respective trade having at least Middle			
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¹Printed in the Gazette Notification as “administerated”

						<p>qualification with twelve years practical experience inclusive the experience in lower posts in the respective trade in the Region or Division where vacancy occurs. If none is available for promotion from amongst the BS-4 Officials in the respective trade then by promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-1 to BS-3 having at least Middle qualification with at least fifteen¹ years practical experience in the respective trade in the Organization or</p>			
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¹Printed in the Gazette Notification as "fifteen"

						Division where vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	44) Assistant Carpenter/ Assistant Mechanic / Black-smith G-II / Carpenter G-II / Crane Operator/ Electrician G-III / Fitter G-II / Fitter G-II / Research / Fitter G-II / Battery / Lathe machine Worker / Lineman / Mechanic G-II / Moulder G-II / Mistry G-II/ Machineman / Mill Wright / Fitter/ Radiator Repairer / Spray Painter G-II / Tinsmith / Turner / Turner G-III / Upholster / Vulcanizer G-II /	Agricultural Engineer / Agricultural Engineer (W.D)	Matric (second division) from a recognized Board with certificate in respective trade having one year post qualification practical experience in the relevant field who qualify the trade test to be administered ¹ by the Department or Matric (second division) from a recognized Board with five years post qualification experience in respective trade. Note;- The post of Crane Operator shall be filled from amongst the persons who are middle pass & having valid HTV driving license with four years' experience of Crane Operating.	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-4 in the respective trade with ten years practical experience inclusive the experience in lower posts in the respective trade in the Region or Division where vacancy occurs. If none is available for promotion from amongst BS-4 Officials in the respective trade, then by promotion on the basis of	20	35	-

¹Printed in the Gazette Notification as "administerated"

		Welder G-II/ Water Pump Operator/ Welder (BS-5)				seniority-cum- fitness from amongst the members of service holding posts in BS-1 to BS-3 with at least fifteen years practical experience or Matric (second division) from a recognized Board with twelve years practical experience in the respective trade in the organization or Division where vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	45) Tracer (BS-5)	Director / Agricultural Engineer / Agricultural Engineer (Well Drilling)	i) Matric (second division) from a recognized Board. ii) One year certificate in Draftsmanship from a recognized Poly Technical Institute or College of Technology. iii) Skill in computer operation especially in Auto-CAD.	-	By promotion on seniority-cum- fitness basis from amongst the members of Service holding posts in BS-1 to BS-4 who possess the qualification prescribed for	20	28	-

						initial appointment to the post of Tracer. If none is available for promotion, then by initial recruitment.			
-do-	-do-	46) Signaler (BS-5)	-do-	i) Matric (second division) from a recognized Board. ii) One year experience of handling telephone or wireless. iii) Skill in computer operation.	-	By initial recruitment.	18	25	-
-do-	-do-	47) Operator (G-II) (Operator Wheel type & Operator Light Bulldozer) (BS-5)	Agricultural Engineer	Matric (second division) from a recognized Board with three years' experience of operation of Bulldozers who qualify the trade test.	-	By promotion on seniority-cum-fitness basis from amongst the Greasers who are Middle Pass working in the Division having five years practical experience as such. If none is available for promotion, then by initial recruitment.	20	35	-
-do-	-do-	48) Driver Light Duty / Driver (BS-6)	Director / Agricultural Engineer / Agricultural	Matric (second division) from a recognized Board having a valid HTV driving license ¹ with three years' experience.	-	By promotion on seniority-cum-fitness ¹ basis from amongst	21	35	-

¹Printed in the gazette as "licence"

			Engineer (Well Drilling)			the Drivers Light Duty (BS-5) having Middle qualification and HTV License with three years' experience. If none is available for promotion, then by initial recruitment.			
-do-	-do-	49) Driver Light Duty (BS-5)	-do-	Middle having a valid HTV driving license ² with three years' experience.	-	1) 50% by initial recruitment. 2) 50% by promotion with the following criteria:- By promotion on seniority cum-fitness basis from amongst the Drivers (BS-4) having Middle qualification and HTV driving license with three years' experience of heavy vehicles driving. If none is available for promotion, then	21	35	-

¹Printed in the Gazette Notification as "seniority-cum-fitness"

²Printed in the Gazette Notification as "licence"

						by initial recruitment.			
-do-	-do-	50) Vehicle Driver (Light) (BS-4)	-do-	Middle ¹ having a valid HTV driving license ² with three years' experience.	-	By initial recruitment.	21	35	-
-do-	-do-	51) Well Borer (BS-4)	Agricultural Engineer (Well Drilling)	Matric (second division) from a recognized Board with two years practical experience of well drilling equipments who qualify the trade test to be administrated ³ by the Department.	-	By promotion on the basis of seniority-cum-fitness from amongst the Well Borer (BS-1) with two years practical experience of development of tubewell bores or Well Drilling or operation of Power Drilling Rigs in the region where vacancy occurs. If none is available for promotion then by initial recruitment.	18	30	-
-do-	-do-	52) Assistant Mechanic Borer / Driller Hand	do-	Matric (second division) from a recognized Board with two years practical experience of well drilling equipment, who	-	By promotion on the basis of seniority-cum-fitness from	18	30	-

¹The word "Middle" twice printed in the Gazette Notification.

²Printed in the Gazette Notification as "licence"

³Printed in the Gazette Notification as "administerated"

		(BS-3)		qualify the trade test to be administered ¹ by the Department.		amongst the Mate Borings and Driller Hand Helpers (BS-1) with two years practical experience of development of tubewell bores or Well Drilling or operation of Power Drilling Rigs in the region where vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	53) Driver (Crane) / Fitter G-III / Hammer man / Junior Supervisor / Machineman G-III / Messon G-III Painter / Spray Painter / Pump Fitter G-III / Turner G-III/IV (BS-4)	Agricultural Engineer /Agricultural Engineer (Well Drilling)	Matric (second division) from a recognized Board with certificate or Diploma in respective trade or Matric (second division) from a recognized Board with three years post qualification practical experience in respective trade or Middle with eight years practical experience in respective trade.	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-3 in the respective trade with ten years practical experience inclusive of the experience in lower posts in	18	30	-

¹Printed in the Gazette Notification as "administered"

						<p>the respective trade, in the Region or Division where vacancy occurs. If none is available for promotion from amongst the BS-3 officials of the respective trade, then by promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-1&2 in the respective trade with twelve years practical experience in BS-1&2 post in respective trade in the Region or Division where vacancy occurs. If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	54) Tool Room	-do-	Matric (second division ¹) from	-	By promotion on	18	30	

		Keeper / Trade Apprentice ¹ / Workman (BS-3)		a recognized Board with three years post qualification practical experience in respective trade or Middle with eight years practical experience in respective trade.		the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-1&2 in the respective trade with ten years practical experience in BS-1 & 2 posts in the respective trade, in the Region or Division where vacancy occurs. If none is available for promotion, then by initial recruitment.			
-do-	-do-	55) Office Bearer (BS-3)	-do-	Matric (second division) from a recognized Board with a speed of 25 WPM in typewriting in English on computer & skill in computer operation.	-	By initial recruitment	18	25	-
-do-	-do-	56) Cleaner / Checker / Engine Driver / Gate Keeper / Helper / Hammerman / Store man /	-do-	Matric (second division) from a recognized Board.	-	By initial recruitment	18	25	-

²Printed in the Gazette Notification as "division"

¹Printed in the Gazette Notification as "Apprentance"

		Store & Fuel Issuer (BS-2)							
-do-	-do-	57) Daftri (BS-2)	Director / Agricultural Engineer / Agricultural Engineer (Well Drilling)	Matric (second division) from a recognized Board.	-	By promotion on seniority- cum- fitness basis from amongst the Naib Qasids who are Matriculate from a recognized Board. If none is available for promotion, then by initial recruitment	18	25	-
-do-	-do-	58) Greaser (BS-2)	Agricultural Engineer	Matric (second division) from a recognized Board.	-	By initial recruitment	18	35	-
-do-	-do-	59) Head Mali (BS-2)	Director/ Agricultural Engineer / Agricultural Engineer (Well Drilling)	i) Middle. ii) five years' experience in gardening.	-	By promotion on seniority- cum- fitness basis from Malies (BS- 1). If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	60) Checker (BS-2)	Director / Agricultural Engineer	Matric (second division) from a recognized Board.	-	By initial recruitment	18	25	-
-do-	-do-	61) Cleaner / Cook / Helper / Coolies / Khalasi / Hammerman	Agricultural Engineer / Agricultural Engineer (Well Drilling)	Literate	-	By initial recruitment	18	25	-

		/ Store Khalasi / Messenger Peon / Office Attendant / Skilled Coolie / Store Coolie / Shop Boy / Store Attendant (BS-1)							
-do-	-do-	62) Naib Qasid (BS-1)	Director / Agricultural Engineer/ Agricultural Engineer (Well Drilling)	Literate.	-	By initial recruitment	18	25	-
-do-	-do-	63) Mali (BS-1)	-do-	i) Literate. ii) Two years' experience in Gardening.	-	By initial recruitment.	18	25	-
-do-	-do-	64) Chowkidar (BS-1)	-do-	i) Able bodied. ii) Literate person. iii) Preference shall be given to Ex-Serviceman.	-	By initial recruitment	18	30	-
-do-	-do-	65) Water Carrier (BS-1)	-do-	i) Able bodied ii) Literate.	-	By initial recruitment	18	30	-
-do-	-do-	66) Sanitary Worker (BS-1)	-do-	Literate.	-	By initial recruitment	18	30	-
-do-	-do-	67) Dak Runner (BS-1)	-do-	Middle pass who can operate bicycle.	-	By initial recruitment	18	25	-
-do-	-do-	68) Balder (BS-1)	-do-	i) Able bodied. ii) Literate.	-	By initial recruitment	18	30	-
-do-	-do-	69) Mate Boring / Well Borer / Driller Hand Helper (BS-1)	Agricultural Engineer (Well Drilling)	Middle.	-	By initial recruitment	18	25	-
-do-	-do-	70) Messenger Peon (BS-1)	Director / Agricultural Engineer	Middle pass who can operate bicycle.	-	By initial recruitment	18	25	-

-do-	-do-	71) Office Attendant /Attendant (BS-1)	Director / Agricultural Engineer	Middle pass.	-	By initial recruitment.	18	25	-
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GROUP II-(A). AGRICULTURAL ENGINEERING GROUP
(SOAN VALLEY).

Name of the Department	Functional Unit	Name of Post with Basic Scale	Appointing Authority	Qualification for appointment by		Method of Recruitment	Age limit for initial recruitment		Examination / Training and other Conditions required for Confirmation / Promotion.
				Initial recruitment	Promotion		Min	Max	
1	2	3	4	5	6	7	8	9	10
Agriculture Department	Field Wing	1) Agricultural Engineer (BS-18)	Administrative Secretary	Ph.D. in Agriculture Engineering from a recognized University having three years post qualification experience; or M.Sc. in Agriculture Engineering (second division) from a recognized University having ten years post qualification experience; or B.Sc. in Agriculture Engineering (second division) from a recognized University having fifteen years post qualification experience. Experience: a) Operation & Maintenance of Earth Moving Machinery specially Bulldozers under Government or Semi-Government or Autonomous Bodies or National or International Organization. b) Manufacturing or Development or Testing or Operation or Maintenance of Agricultural Machines,	-	By promotion on the basis of seniority-cum-fitness basis from amongst the Assistant Agricultural Engineers or Superintendents (Workshop) or Technical Personal Assistants or Store Officers or Store Verifiers or Assistant Director (Workshop) or Progress Officers or Administrative Officers (Stores) or Project Officers (BS-17) in the Agricultural Engineering, Agricultural Engineering Soan Valley & Karkhana Allat-e-Zari Groups who have successfully	35	45	Eight weeks In-Service Training course for Junior Engineers from Government Engineering Academy Punjab.

				<p>Implements, Equipments and Power Drilling Rigs, under Government or Semi-Government or Autonomous Bodies or National or International Organization.</p> <p>ii) Registration with Pakistan Engineering Council.</p>		<p>completed eight weeks In-Service Training course for Junior Engineers from Government Engineering Academy Punjab having following qualifications & experience:</p> <p>i) B.Sc. Agriculture Engineering (second division) from a recognized University or B.Sc. Mechanical Engineering (second division) from a recognized University.</p> <p>ii) five years' service as such.</p> <p>Note: Registration with Pakistan Engineering Council shall be necessary. If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	2) Assistant Agricultural Engineer /Store Verifier / Store Officer / Progress Officer (BS-17)	-do-	B.Sc. in Agriculture Engineering (second division) from a recognized University and registration with Pakistan Engineering Council.	-	<p>i) 75% by initial recruitment.</p> <p>ii) 5% by promotion on seniority-cum-fitness basis from amongst the Supervisors & Foremen in the Agricultural Engineering,</p>	21	35	-

					<p>Agricultural Engineering Soan Valley & KAZ Groups possessing qualifications of B.Sc. Agriculture Engineering from a recognized University.</p> <p>If none is available for promotion, then for initial recruitment.</p> <p>iii) 20% by promotion on seniority-cum-fitness basis from amongst the Supervisors & Foreman in the Agricultural Engineering, Agricultural Engineering Soan Valley & Karkhana Allat-e-Zaree, Bahawalpur Groups who possessing three years diploma in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery or Auto & Mobile Technology from a Government Poly Technical Institute or</p>			
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						Government College of Technology and having ten years' service as such. Note: Registration with Pakistan Engineering Council shall be necessary. If none is available for promotion, then by initial recruitment.			
-do-	-do-	3) Tehsildar (BS-16)	-do-	-	-	By posting from Revenue Department.	-	-	-
-do-	-do-	4) Administrative Officer (BS-16)	-do-	Master's degree in Administration or Management Sciences (second division) or equivalent qualification from a recognized University with two years post qualification experience in administration and skill in computer operation.	-	By promotion on seniority-cum-fitness basis from amongst the Superintendents working in the relevant group with three years' service as such. If none is available for promotion, then by initial recruitment.	21	35	-
-do-	-do-	5) Superintendent (BS-16)	-do-	Bachelor's degree (second division) from a recognized University having five years post qualification experience in office working and skill in computer operation.	-	i) By promotion on seniority-cum-fitness basis from amongst the Divisional Accountants or Assistants or Accountants or Stenographers with the following length of Service:- a) In case of Divisional Accountants or Assistants or	21	35	-

						Accountants, five years' experience as such. b) In case of Stenographer, ten years' experience as such. If none is available for promotion, then by initial recruitment.			
-do-	-do-	6) Assistant (BS-14)	-do-	Bachelor's degree (second division) from a recognized University having one year Diploma in Information Technology from a recognized Poly Technical Institute or College of Technology.	-	i) 20% by initial recruitment. ii) 80% by promotion on the basis of seniority-cum-fitness from amongst the Senior Clerks or Accounts Clerks or Store Keepers with three years' experience as such having skill in computer operation. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	7) Divisional Accountant (BS-12)	-do-	Bachelor's degree in Commerce from a recognized University having six months Certificate in Information Technology. from a recognized Poly Technical Institute or College of Technology and one year experience in the relevant field.	-	By promotion on the basis of seniority-cum-fitness from amongst the Accountants (BS-8) in the group with three years' experience as such and having skill in computer operation ¹ .	21	28	-

¹Printed in the Gazette Notification as "operatin"

						If none is available for promotion, then by initial recruitment.			
-do-	-do-	8) Stenographer (BS-12)	-do-	<p>i) Intermediate (second division) from a recognized Board.</p> <p>ii) A speed of 70 w.p.m. in shorthand in English and 35 w.p.m. typing speed on typewriter or on computer.</p> <p>iii) Computer literate in M.S Office.</p> <p>NOTE:- Preference shall be given to the candidates who know Urdu Shorthand at a speed *¹ of 60 WPM and typewriting at a speed of 25 W.P.M</p>	-	By initial recruitment.	18	25	-
-do-	-do-	9) Supervisor (BS-11)	-do-	Matric (second division) from a recognized Board with three years diploma of Associate Engineering in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.		<p>i.50% by initial recruitment.</p> <p>ii. 50% by promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts of Training Instructor (BS-8) & Assistant Foremen (BS-9) in the group, having qualification prescribed for initial recruitment.</p> <p>If none is available for promotion then by initial recruitment.</p>	21	35	

¹The word "of" has been omitted being mistakenly printed in the Gazette Notification.

-do-	-do-	10) Foreman (BS-11)	-do-	Matric (second division) from a recognized Board with three years diploma of Associate Engineering in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.	-	By promotion on basis the seniority cum-fitness from amongst the incumbents holding ¹ the posts of Auto Electric Mechanic or Crank Shaft Grinders or Machinemen or Machinists or Moulders (BS-9) in the group who are Matriculate and having ten years' experience inclusive of the experience in lower posts. If no official in BS-9 holding the posts mentioned above is available for promotion then by promotion on basis of seniority-cum-fitness from amongst the members of service holding posts of Blacksmiths or Carpenters G-I or ² Electricians G-I or ³ Bench Fitters G-I or F.I.Pump	21	35	-
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¹Printed in the Gazette Notification as "holding"

² "or" added which is not printed in the Gazette Notification

³ "or" added which is not printed in the Gazette Notification

						Mechanics or Fitters G-I or Machinemen G-I or ¹ * ² Mechanics G-I or Turners G-I or Pattern Makers or Press Track Mechanics or Painters or Spray Painters or Radiator Repairers or Tinsmith & Welders G-I (BS-7), in the group, who are Matriculate & having ten years practical experience as such, in the group. If none is available for promotion, then by initial recruitment.			
-do-	-do-	11) Draftsman (BS-11)	-do-	Matric (second division) from a recognized Board with three years Diploma in Mechanical Draftsmanship from a recognized Poly Technical Institute or College of Technology having skill in computer operation especially in Auto-CAD.	-	By initial recruitment.	20	28	-
-do-	-do-	12) Sub-Engineer/ Overseer (BS-11)	-do-	Matric (second division) from a recognized Board with three years Diploma in Civil Technology from a recognized Poly Technical	-	By initial recruitment.	21	30	-

¹Word "or" added which is not printed in the Gazette Notification

²The word "Mechanics" has been omitted being mistakenly printed twice in the Gazette Notification

				Institute or College of Technology having skill in computer operation.					
-do-	-do-	13) Senior Clerk (BS-9)	-do-	Intermediate (second division) from a recognized Board ¹ having one year Diploma in Information Technology from a recognized Poly Technical Institute / College of Technology.	-	By promotion on the basis of seniority-cum-fitness from amongst the Junior Clerks (BS-7) having three years' experience as such with typing speed of 25 w.p.m. in English on computer and skill in computer operation in the Region where the vacancy occurs. If none is available for promotion, then by initial recruitment	18	25	-
-do-	-do-	14) Assistant Foreman (BS-9)	-do-	Matric (second division) from a recognized Board with three years diploma of Associate Engineering in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding BS-7 posts of Blacksmiths or Carpenters G-I or Electricians G-I or ² Bench Fitters G-I or F.I. Pump Mechanics/Fitters G-I or Machinemen G-I or Mechanics G-I or Turners	21	35	-

¹Printed in the Gazette Notification as "Boad"

² Word "or" added being missing in the Gazette Notification

						G-I or Pattern Makers or Press Track Mechanics or Painters or Spray Painters/ Radiator Repairers or Tinsmiths, Welders G-I, & Drillmen (BS-7) in the group who are Middle pass & have ten years practical experience as such. If none is available for promotion, then by initial recruitment.			
-do-	-do-	15) Machineman (BS-9)	-do-	Matric (second division) from a recognized Board with five years' experience in the respective line.	-	By promotion on the basis of seniority-cum-fitness from amongst the Drillmen & Fitters (BS-7) in the Group who are Matriculate with five years practical experience as such. If none is available for promotion then by initial recruitment.	18	25	-
-do-	-do-	16) Moulder (BS-9)	-do-	Matric (second division) from a recognized Board with five year experience in the respective line.	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts of Moulder G-II (BS-5) who are Matriculate with eight years practical experience	18	25	-

						as such. If none is available for promotion then by initial recruitment.			
-do-	-do-	17) Crank Shaft Grinder (BS-9)	-do-	Matric (second division) from a recognized Board with five years' experience in the respective field.	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts of Turners G-I (BS-7) and Mechanics G-I (BS-7) who are Matriculate with five years' experience as such. If none is available for promotion then by initial recruitment.	18	25	
-do-	-do-	18) Auto Electric Mechanic (BS-9)	-do-	Matric (second division) from a recognized Board with five years' experience in the respective field.	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts of Electricians G-1 (BS-7) who are Matriculate with five years practical experience as such. If none is available for promotion, then by initial recruitment.	18	25	
-do-	-do-	19) Machinist ¹	-do-	Matric (second division) from	-	By promotion on the	18	25	

¹Printed in the Gazette Notification as "Machinest"

		(BS-9)		a recognized Board with five years' experience in the respective line.		basis of seniority-cum-fitness ¹ from amongst the Turners and Backsmiths (BS-7) of the Group who are Matriculate with five years practical experience as such. If none ² is available for promotion, then by initial recruitment.			
-do-	-do-	20) Kanoongo (BS-9)	-do-	Matric (second division) from a recognized Board having qualified Patwar course conducted by the Board of Revenue with five years' experience as Patwari.	-	By promotion on the basis of seniority-cum-fitness from amongst the Patwaries in the Group with five years' experience as such.	21	30	-
-do-	-do-	21) Accountant (BS-8)	-do-	Intermediate in Commerce or Computer Sciences (second division) from a recognized Board having six months Certificate in Information Technology from a recognized Poly Technical Institute or College of Technology.	-	By promotion on the basis of seniority-cum-fitness from amongst Accounts Clerks (BS-7) in the Group with three years' experience as such. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	22) Security Seargent (BS-8)	-do-	Ex-Serviceman having Matric (second division) from a recognized Board. If no suitable Ex-Serviceman	-	By initial recruitment	25	35	-

¹Printed in the Gazette Notification as "seniority cum fitness"

²Printed in the Gazette Notification as "non"

				is available then from general public candidate having qualification & other criteria prescribed for appointment as Constable in Punjab Police Department.					
-do-	-do-	23) Training Instructor (BS-8)	-do-	Matric (second division) from a recognized Board with three years diploma of Associate Engineering in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical ¹ Institute or College of Technology or Matric (second division) from a recognized Board with two years Certificate of Auto and Diesel Mechanic from a recognized Poly Technical ² Institute or College of Technology and having five years' experience in the repair & operation of Agricultural Machinery & equipment.	-	By initial recruitment	21	30	-
-do-	-do-	24)Accounts Clerk (BS-7)	-do-	Intermediate in Commerce or Computer Sciences (second division) from a recognized Board having six months Certificate in Information Technology from a	-	By promotion on the basis of seniority-cum-fitness from amongst the Time Keepers ³ (BS-5) with two years'	18	25	-

¹Printed in the Gazette Notification as "Technial"

²Printed in the Gazette Notification as "Technial"

³Printed in the Gazette Notification as "keeprs"

				recognized Poly Technical Institute or College of Technology.		experience as such with typing speed of 25 WPM in English on computer and skill in computer operation. If none is available for promotion, then by initial recruitment.			
-do-	-do-	25) Junior Clerk (BS-7)	Agricultural Engineer	Intermediate (second division) from a recognized Board with a speed of 25 WPM in typewriting in English on computer & skill in computer operation. NOTE:- Preference shall be given to those candidates who know Urdu typewriting at a speed of 25 WPM on computer.	-	i)75% by initial recruitment. ii) 5% by promotion on the basis of seniority-cum-fitness from amongst the holder of posts of Time Keeper (BS-5). If none is available for promotion, then by initial recruitment. iii) 20% by promotion on the basis of seniority-cum-fitness from amongst the holders of posts BS-1 to BS-4. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	26) Mechanic G-I, Machineman G-I, Fitter G-I, Bench Fitter G-I, Fuel Injection Pump	-do-	Matric (second division) from a recognized Board with certificate or diploma in respective trade, having two years post qualification practical experience in the relevant field or	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-6 & BS-5 in their	20	35	-

		Mechanic, Turner G-I, Masson G-I, Welder G-I, Blacksmith G-I, Electrician G-I, Track press Mechanic, Carpenter G-I, Pattern Maker, Drillman Tinsmith & Radiator, Repairer G-I. (BS-7)		Matric (second division) from a recognized Board with five years post qualification experience in respective trade.		respective trades in the group, having at least Middle qualification with ten years practical experience in the respective trade out of which at least five years practical experience should be in BS-5/6 post in respective trade. If none is available for promotion, then by initial recruitment ¹ .			
-do-	-do-	27) Operator Heavy Bulldozer (BS-7)	-do-	Matric (second division) from a recognized Board with five years practical experience of operation of Heavy Bulldozer who qualify the trade test to be administrated ² by the Department.	-	i. 25% by initial recruitment. ii. 75% by promotion on the basis of seniority-cum-fitness from amongst the Operator (BS-5) with three years' experience as such. If none is available for promotion, then by initial recruitment.	20	35	-
-do-	-do-	28) Store Keeper (BS-6)	-do-	Intermediate in Commerce or Computer Sciences (second division) from a recognized Board having typing seed of 25 WPM in English ³ on	-	By initial recruitment.	18	25	-

¹Printed in the Gazette Notification as "recruitmnt"

²Printed in the Gazette Notification as "administerated"

³Printed in the Gazette Notification as "Englilish"

				computer & skill in computer operation.					
-do-	-do-	29) Plumber (BS-6)	-do-	Matric (second division) from a recognized Board having five years' experience in respective field.	-	By initial recruitment	20	35	-
-do-	-do-	30) Time Keeper (BS-5)	-do-	Matric (second division) from a recognized Board, having typing speed of 25 WPM in English on computer & skill in computer operation. Note: Preference shall be given to those who know Urdu typing at a speed of 25 WPM on computer.	-	By initial recruitment.	18	25	-
-do-	-do-	31) Operator Wheel Type (BS-5)	-do-	Matric (second division) from a recognized Board having a valid HTV driving license ¹ with three years' experience.	-	1) 50% by initial recruitment. 2)50% by promotion on the basis of seniority-cum-fitness from amongst the Drivers (BS-4) having Middle qualification and valid HTV driving license. If no Driver in BS-4 is available for promotion, then by promotion on the basis of seniority-cum-fitness from amongst the Cleaners (BS-1/2)	21	35	-

¹Printed in the Gazette Notification as "licence"

						having Middle qualification ¹ and a valid HTV driving license. If no cleaner is available for promotion, then by promotion on the basis of seniority-cum-fitness from amongst the employees in BS-1 to 4 having qualification prescribed for initial recruitment. If none is available for promotion, then by initial recruitment.			
-do-	-do-	32) Patwari (BS-5)	-do-	Matric (second division) from a recognized Board having qualified Patwar course conducted by the Board of Revenue.	-	By initial recruitment.	18	25	-
-do-	-do-	33) Nursing Assistant (BS-5)	-do-	Matric (second division) from a recognized Board with Nursing Assistant ² Course from a recognized Institute / Board.	-	By initial recruitment	18	25	-
-do-	-do-	34) Crane Operator (BS-5)	-do-	Middle having a valid LTV driving license ³ with three years' experience as Crane Operator.	-	By promotion on the basis of seniority-cum-fitness from amongst the Helpers	21	35	-

¹Printed in Gazette Notification as "qualify-cation"

²Printed in the gazette as "Asistant"

³Printed in the Gazette Notification as "licence"

						& Cleaners in the Group having the qualification & experience prescribed for initial recruitment ¹ . If none is available for promotion, then by initial recruitment.			
-do-	-do-	35) Heavy Machine Operator (BS-5)	-do-	Middle having a valid LTV driving ² [license] with three years' experience as driving heavy vehicle.	-	By promotion on the basis of seniority-cum-fitness from amongst the Helpers & Cleaners in the Group having the qualification & experience prescribed for initial recruitment ³ . If none is available for promotion, then by initial recruitment.	21	35	-
-do-	-do-	36) Driver Light Duty/ Vehicle Driver (BS-5)	-do-	Matric (second division) from a recognized Board having a valid HTV or LTV driving license ⁴ with three years' experience.	-	By initial recruitment.	20	30	-
-do-	-do-	37) Mechanic G-II / Fitter G-II (Battery)/ Turner G-III / Vulcanizer G-II /	-do-	Matric (second division) from a recognized Board with certificate or diploma in respective trade, having one year post qualification	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service	20	30	-

¹Printed in the Gazette Notification as "recurement"

²Printed in the gazette as "licence"

³Printed in the Gazette Notification as "recurement"

⁴Printed in the Gazette Notification as "licence"

		Painter /Spray Painter / Radiator Repairer/ Blacksmith / Welder / Up-Holster / Water Pump Operator G-II / Electrician G-III / Lineman / Moulder G-II, (BS-5)		practical experience in the relevant field or Matric (second division) from a recognized Board with four years post qualification experience in respective trade.		holding posts in BS-1 to BS-4 in the respective trade having at least Middle qualification with ten years practical experience in the respective trade. If none is available for promotion, then by initial recruitment.			
-do-	-do-	38) Operator (BS-5)	-do-	Matric (second division) from a recognized Board with three years' experience of operating Bulldozers.	-	By promotion on the basis of seniority-cum-fitness from amongst the Greasers who are Middle Pass & having five years practical experience as such. If none is available for promotion, then by initial recruitment	20	35	-
-do-	-do-	39) Masson G-III (BS-4)	-do-	Literate and five years' experience of masonry works.	-	By initial recruitment.	18	30	-
-do-	-do-	40) Imam Masjid (BS-4)	-do-	Matric (second division) from a recognized Board with certificate of Darse-e-Nizami.	-	By initial recruitment	18	30	-
-do-	-do-	41) Nursing Dai (BS-3)	-do-	Matric (second division) from a recognized Board with certificate of qualified Nursing Dai.	-	By initial recruitment	18	30	-
-do-	-do-	42) Storeman (BS-2)	-do-	Matric (second division) from a recognized Board.	-	By initial recruitment.	18	30	-
-do-	-do-	43) Greaser	-do-	Matric (second division) from	-	By initial recruitment	18	30	-

		(BS-2)		a recognized Board					
-do-	-do-	44) Hammerman (BS-2)	-do-	Middle with sound health having a skill in the respective trade.	-	By initial recruitment.	18	30	-
-do-	-do-	45) Helper (BS-2)	-do-	Literate & capable in assisting Mechanics in field & workshops while carrying out repairs.	-	By promotion on the basis of seniority-cum-fitness from amongst the Helpers (BS-1) who possess at least middle qualification and have at least five years services as such. If none is available for promotion, then by initial recruitment.	18	30	-
-do-	-do-	46) Helper (BS-1)	-do-	Literate & capable in assisting Mechanics in field & workshops while carrying out repairs.	-	By initial recruitment.	18	30	-
-do-	-do-	47) Cook (BS-1)	-do-	Middle with sound health having a skill in the respective trade.	-	By initial recruitment.	18	30	-
-do-	-do-	48) Gunman (BS-1)	-do-	Middle having a valid Arms License ¹ . Preference shall be given to Ex-Serviceman.	-	By initial recruitment.	18	30	-
-do-	-do-	49) Water Carrier (BS-1)	-do-	i) Able bodied. ii) Literate.	-	By initial recruitment.	18	30	-
-do-	-do-	50) Beldar (BS-1)	-do-	i) Able bodied. ii) Literate.	-	By initial recruitment.	18	30	-
-do-	-do-	51) Cleaner (BS-1)	-do-	Matric (second division) from a recognized Board.	-	By initial recruitment.	18	30	-
-do-	-do-	52) Mali	-do-	i) Middle.	-	By initial	18	30	-

¹Printed in the Gazette Notification as "Licence"

		(BS-1)		ii) two years' experience in gardening.		recruitment.			
-do-	-do-	53) Sanitary worker (BS-1)	-do-	Literate.	-	By initial recruitment.	18	30	-
-do-	-do-	54) Khadim Masjid (BS-1)	-do-	Middle.	-	By initial recruitment.	18	30	-
-do-	-do-	55) Office Attendant / Naib Qasid (BS-1)	-do-	Middle.	-	By initial recruitment.	18	30	-
-do-	-do-	56) Chowkidar (BS-1)	-do-	i) Able bodied. ii) Literate. iii) Preference shall be given to Ex-Serviceman.	-	By initial recruitment.	18	30	-

Agriculture Department	Field Wing	1) Director, Agricultural Mechanization Research Institute, Multan (BS-19)	Chief Minister	<p>i) Ph.D. in Agriculture Engineering from a recognized University having eight years post qualification experience in designing of Agricultural Machinery or operation of Agricultural Machinery; or</p> <p>M.Sc. in Agriculture Engineering (second division) from a recognized University having fifteen years post qualification experience in designing of Agricultural Machinery or operation of Agricultural Machinery; and</p> <p>ii) registration with Pakistan Engineering Council.</p>	-	<p>By promotion on the basis of selection on merit from amongst the Agricultural Engineers (BS-18) in the Group who are holding a degree of M.Sc. in Agriculture Engineering (second division) or Mechanical Engineering (second division) from a recognized University & have successfully completed six weeks In-Service Training course for Senior Engineers from Government Engineering Academy Punjab with following length of service.</p> <p>In case where initial recruitment was made in BS-17, twelve years' service against posts in Basic Scale 17 and above or</p> <p>In case where initial recruitment was made in BS-18, seven years' service against posts in Basic Scale 18.</p> <p>Note: Registration with Pakistan Engineering Council shall be necessary.</p> <p>If none is available for promotion, then by</p>	35	45	Six weeks In-Service-Training course for Senior Engineers from Government Engineering Academy Punjab.
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-do-	-do-	2) Agricultural Engineer (Design & Development / Fabrication & Workshop / Test & Trial / Research) (BS-18).	Administrative Secretary	<p>i) Ph.D. in Agriculture Engineering from a recognized University having three years post qualification experience; or</p> <p>ii) M.Sc. in Agriculture Engineering (second division) or Mechanical Engineering (second division) from a recognized University having ten years post qualification experience.</p>	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the Assistant Agricultural Engineers (BS-17) in the Group who have successfully completed eight weeks In-Service Training Course from Government Engineering Academy Punjab with the following qualification & experience:-</p> <p>Ph.D. in Agriculture Engineering with three years practical experience of Research & Development at AMRI. or</p> <p>M.Sc. in Agriculture Engineering (second division) with five years practical experience of Research & Development at AMRI. or</p> <p>B.Sc. in Agriculture Engineering(second division) or Mechanical Engineering (second division) with eight years practical experience of Research & Development at AMRI</p>	30	40	Eight weeks In-Service Training Course from Government Engineering Academy Punjab.
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						Note: Registration with Pakistan Engineering Council shall be necessary. If none is available for promotion, then by initial recruitment.			
-do-	-do-	3) Agronomist (BS-18)	-do-	<p>i) Ph.D. degree in the subject of Agronomy or Soil Science having two years post qualification experience in the relevant field; or</p> <p>ii) M.Sc. (Hons) in Agriculture (Agronomy or Crop Physiology or Soil Science) (second division) from a recognized University having four years post qualification experience in the relevant field; or</p> <p>iii) B.Sc. (Hons) in Agriculture (Agronomy or Soil Science) (second division) from a recognized University having six years post qualification experience in the relevant field.</p>	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the Assistant Research Officers in the group holding at least M.Sc Agriculture (Agronomy or Soil Science) (second division) or B.Sc (Hons) Agriculture (Agronomy or Soil Science) (second division) degree with five years' experience as such.</p> <p>If none is available for promotion then by initial recruitment.</p>	30	40	-

-do-	-do-	4) Assistant Agricultural Engineer (BS-17)	-do-	B.Sc. in Agriculture Engineering (second division) from a recognized University and registration with Pakistan Engineering Council.	-	<p>i) 75% by initial recruitment.</p> <p>ii) 5% by promotion on the basis of seniority-cum-fitness from amongst the Unit Supervisors, Supervisors, Foremen, Chargemen, Assistant Foremen, Junior Lab Technicians, Senior Lab Technicians and Senior Technicians Workshop who possess qualification as prescribed for initial recruitment to the post of Assistant Agricultural Engineer.</p> <p>If none is available for promotion, then by initial recruitment.</p> <p>iii) 20% by promotion on seniority-cum-fitness basis from amongst the Unit Supervisors, Supervisors, Foremen, Chargemen, Assistant Foremen, Junior Lab: Technicians, Senior Lab: Technicians and Senior Technicians Workshop of AMRI who possess three years diploma from a Government Poly Technical Institute or Government College of</p>	21	30	-
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						Technology and ten years practical experience of R&D at AMRI. Note: Registration with Pakistan Engineering Council shall be necessary. If none is available for promotion, then by initial recruitment.			
-do-	-do-	5) Junior Statistician (BS-17)	-do-	M.Sc. (second division) in Statistics or Mathematics with special paper on Statistical methods from a recognized University with one year experience in the collection & tabulation of data and application of statistical methods & graphic presentation of data of application.	-	By initial recruitment	20	30	-
-do-	-do-	6) Assistant Research Officer (BS-17)	-do-	M.Sc. (Hons) in Agriculture (Agronomy or Soil Science) (second division) from a recognized University with one year experience in the relevant field.	-	i) 67% by initial recruitment. ii) 33% by promotion on the basis of seniority-cum-fitness from amongst the Senior Research Assistants (BS-10) possessing B.Sc Agriculture (Agronomy or Soil Science) (second division) qualification with five years' service as such.	20	30	-

						If none is available for promotion, then by initial recruitment.			
-do-	-do-	7) Assistant Agriculture Economist (BS-17)	-do-	M.Sc (Hons) in Agriculture (Economics) (second division) from a recognized University with one year experience in the relevant field.	-	By initial recruitment	20	30	-
-do-	-do-	8) Assistant Director (Industrial Extension & Publicity) (BS-17)	-do-	Master's degree in Mass Communication (second division) from a recognized University with one year experience of publicity work in public sector organization.	-	By initial recruitment	20	30	-
-do-	-do-	9)Administrative Officer (BS-16)	-do-	Master's degree in Administrative or Management Sciences (second division) from a recognized University with two years post qualification experience in administration and skill in computer operation.	-	By promotion on the basis of seniority-cum-fitness from amongst the Superintendents working in the relevant group with three years' service as such. If none is available for promotion then by initial recruitment.	21	35	-
-do-	-do-	10)Superintendent (BS-16)	Director Agricultural Mechanization Research Institute	Bachelor's degree (second division) from a recognized University having five years post qualification experience in office working with skill in computer operation.	-	i) 45% by promotion on the basis of seniority-cum-fitness from amongst the Assistants or Divisional Accountants with five years' service as such and skill in computer operation.	21	35	-

					<p>ii) 55% by promotion on seniority-cum-fitness basis amongst the Senior Scale Stenographers with following length of service;</p> <p>a) In case of Senior Scale Stenographers, five years' experience as such and skill in computer operation¹.</p> <p>b) In case of Stenographers, ten years' experience as such and skill in computer operation².</p> <p>If none is available for promotion, then by initial recruitment.</p>				
-do-	-do-	11) Senior Scale Stenographer (BS-15)	-do-	Bachelor's degree (second division) from a recognized University having a speed of 100/40 WPM in English shorthand/ typing on computer respectively and Computer literate in M.S Office.	-	By promotion on the basis of seniority-cum-fitness from amongst the Stenographers with the following experience & skill:-	20	28	-
					<p>i) At least five years' experience as such.</p> <p>ii) A speed of 100/40 WPM in English Short</p>				

¹Printed in the Gazette Notificationas "opertion"

²printed in the gazette as "opertion"

						hand / typing on computer respectively. iii) Skill in computer operation. If none is available for promotion, then by initial recruitment.			
-do-	-do-	12) Senior Technician Workshop (BS-14)	-do-	<p>i) Matric (second division) from a recognized Board.</p> <p>ii) three years diploma in Mechanical Technology or Auto Electric Technology from a Government Poly Technical Institute or College of Technology.</p> <p>iii) three years' experience in Agricultural Machinery production Unit.</p>	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the Chargemen (BS-11), Foremen (BS-11), Assistant Foremen (BS-11) & Test Bench Fitter (BS-11) who possess qualification prescribed for initial recruitment with three years' experience as such in AMRI.</p> <p>If no diploma holder is available for promotion, then by promotion on seniority cum fitness basis from amongst the Chargemen (BS-11), Foremen (BS-11), Assistant Foremen (BS-11) & Test Bench Fitters (BS-11) who possess Matric qualification and having five years' experience as such in AMRI.</p> <p>If none is available for promotion, then by initial recruitment.</p>	22	30	-
-do-	-do-	13) Senior Laboratory	-do-	i) Matric (second division) from a	-	By promotion on the basis of seniority-cum-	20	30	-

		Technician (BS-14)		recognized Board. ii) three years diploma in Electronics Technology or Auto & Farm Machinery / Technology from Government Poly Technical Institute or College of Technology.		fitness from amongst the Junior Laboratory Technicians with three years' experience as such in AMRI. If none is available for promotion, then by initial recruitment.			
-do-	-do-	14) Cameraman-cum-photographer (BS-14)	-do-	i) Intermediate from a recognized Board. ii) Three years' experience of Videography and operating of movie and still Photography or Camera in Public Sector Organization.	-	By initial recruitment.	18	25	-
-do-	-do-	15) Assistant (BS-14)	-do-	i) Bachelor's degree (second division) from a recognized University. ii) One year Diploma in Information Technology from a recognized. Poly Technical Institute or College of Technology.	-	i) 20% by initial recruitment ii) 80% by promotion on the basis of seniority-cum-fitness from amongst the Senior Clerks with three years' service as such having skill in computer operation. If none is available for promotion then by initial recruitment	20	28	-
-do-	-do-	16) Stenographer (BS-12)	-do-	i) Intermediate (second division) from a recognized Board. ii) A speed of 70 w.p.m. in shorthand in English and 35 w.p.m. typing speed on typewriter or on computer.	-	i) 60% by initial recruitment. ii) 40% by promotion from amongst the Ministerial Staff having qualification prescribed for initial recruitment with five years' service. If none is available for	18	25	-

				iii) Computer literate in M.S Office. NOTE:- Preference shall be given to the candidates who know Urdu Shorthand at a speed of 60 w.p.m. and typewriting at a speed of 25 w.p.m. on computer.		promotion, then by initial recruitment			
-do-	-do-	17) Divisional Accountant (BS-12)	-do-	i) Bachelor's degree in Commerce(second division) from a recognized University; ii) six months Certificate in Information Technology from a recognized Poly Technical Institute or College of Technology; iii) One year experience in the relevant field.	-	By promotion on the basis of seniority-cum-fitness from amongst the Accounts Clerks (BS-6) in the group having qualification prescribed for initial recruitment to the post of Accounts Clerk with five years' experience as such. If none is available for promotion, then by initial recruitment.	21	28	-
-do-	-do-	18) Artist (BS-12)	-do-	Matric (second division) with three years diploma of Artist from a recognized Poly Technical Institute ¹ or College of Technology with two years' experience in the relevant field. or Intermediate (second division) from a recognized Board with	-	By initial recruitment.	21	30	-

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				diploma or certificate of Artist from a recognized Poly Technical Institute or College of Technology with two years' experience in the relevant field.					
-do-	-do-	19) Unit Supervisor & Supervisor (BS-11)	-do-	Matric (second division) from a recognized Board with three years diploma in Mechanical Technology from a recognized Poly Technical Institute or College of Technology; or Auto & Diesel Technology from a recognized Poly Technical Institute or College of Technology; and Auto & Farm Technology / Machinery from ¹ [***] a recognized Poly Technical Institute or College of Technology.	-	i) 50% by initial recruitment. ii) 50% by promotion on the basis of seniority-cum-fitness from amongst the incumbents holding the BS-7 & above posts of Technical trade in the group possessing the qualification prescribed for initial recruitment otherwise on the basis of seniority-cum-fitness from amongst the Mechanics or Fitters (BS-7) possessing Matric qualification with at least five years' service as such. If none is available for promotion, then by initial recruitment.	20	30	-
-do-	-do-	20) Foreman & Chageman (BS-11)	-do-	Matric (second division) from a recognized Board with three years diploma in Mechanical Technology from a recognized Poly	-	By promotion on the basis of seniority-cum-fitness from amongst the Assistant Foremen & Test Bench Fitters (BS-11) possessing	20	30	

¹The word "from" printed twice in the gazette.

				Technical Institute or College of Technology; or Auto & Diesel Technology from a recognized Poly Technical Institute or College of Technology; and Auto & Farm Technology/ Machinery from ¹ [***] a recognized Poly Technical Institute or College of Technology		Matric qualification with at least two years' service as such. If none is available for promotion from amongst the Assistant Foremen & Test Bench Fitters (BS-11), then by promotion on the basis of seniority-cum-fitness from amongst incumbents holding the BS-7 posts of Technical trade in the group possessing the qualification prescribed for initial recruitment. If none from above is available for promotion, then by promotion on the basis of seniority-cum-fitness from amongst the incumbents holding the BS-7 posts of Technical trade in the group possessing Matric qualification with five years' service as such.			
-do-	-do-	21) Assistant Foreman (BS-11)	-do-	Matric (second division) from a recognized Board with three years diploma in Mechanical Technology from a recognized Poly	-	By promotion on the basis of seniority-cum-fitness from amongst the incumbents holding the BS-7 posts of Technical trade in the	20	30	

¹ The word "from" printed twice in the Gazette.

				Technical Institute or College of Technology; or Auto & Diesel Technology from a recognized Poly Technical Institute or College of Technology; and Auto & Farm Technology/ Machinery from a recognized Poly Technical Institute or College of Technology.		group possessing the qualification prescribed for initial recruitment. If none from above is available for promotion, then by promotion on the basis of seniority-cum-fitness from amongst the incumbents holding the BS-7 posts of Technical trade in the group possessing Matric qualification with five years' service as such.			
-do-	-do-	22) Junior Laboratory Technician (BS-11)	-do-	i) Matric (second division) from a recognized Board. ii) three years diploma in Electronics Technology or Auto & Farm Machinery / Technology from a recognized Poly Technical Institute or College of Technology.	-	By promotion on the basis of seniority-cum-fitness from amongst the incumbents holding the BS-7 posts of Technical trade in the group possessing the qualification prescribed by initial recruitment. If none is available for promotion, then by initial recruitment	20	30	-
-do-	-do-	23) Accounts Assistant (BS-11)	-do-	Bachelor's degree in Commerce (second division) from a recognized University having skill in computer operation.	-	By promotion on the basis of seniority-cum-fitness from amongst the Accounts Clerks (BS-6) in the Group having qualification prescribed for initial recruitment to the post of Accounts Assistant as the case may be	20	28	-

						with three years' experience as such. If none is available for promotion, then by initial recruitment.			
-do-	-do-	24) Field Assistant (BS-11)	-do-	<p>i) Matric (second division) from a recognized Board.</p> <p>ii) three years diploma course of Field Assistant from a recognized Institute including 06 months internship in the relevant field.</p> <p>iii) Skill in computer operation.</p>	-	By initial recruitment	20	30	-
-do-	-do-	25) Test Bench Fitter (BS-11)	-do-	Matric (second division) from a recognized Board with three years diploma in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the Bench Fitters (BS-7) possessing Matric qualification with two years' service as such in AMRI.</p> <p>If no Test Bench Fitter is available for promotion, then by promotion on the basis of seniority-cum-fitness from amongst the Mechanics, Fitters, Tinsmiths & Turners (BS-7) possessing Matric qualification with two years' service as such in AMRI.</p> <p>If none of above is available for promotion, then by promotion on</p>	20	30	-

						the basis of seniority-cum-fitness from amongst the incumbents holding the BS-7 posts of Technical trade in the group possessing the qualification prescribed for initial recruitment. If none is available for promotion, then by initial recruitment.			
-do-	-do-	26) Head Draftsman (BS-11)	-do-	i) Matric (second division) from a recognized Board with three years Diploma in Mechanical Draftsmanship from a recognized Poly Technical Institute or College of Technology. ii) Skill in computer operation especially in Auto-CAD.	-	By promotion on the basis of seniority cum fitness from amongst the Draftsmen (BS-11) with five years' experience as such and having skill in computer operation specially in Auto-CAD. If none is available for promotion, then by initial recruitment.	20	28	-
-do-	-do-	27) Draftsman (BS-11)	-do-	i) Matric (second division) from a recognized Board with three years diploma in Mechanical Draftsmanship from a recognized Poly Technical Institute or College of Technology. ii) Skill in computer operation specially in Auto-CAD.	-	By promotion on the basis of seniority cum fitness from amongst Draftsmen (Mechanical) (BS-10) with five years' experience as such and having skill in computer operation specially in Auto-CAD. If no Draftsmen (Mechanical) (BS-10) is available for promotion then by	20	28	-

						promotion on seniority cum fitness basis from amongst Tracers (BS-5) with ten years' experience as such and having skill in computer operation. If none is available for promotion, then by initial recruitment			
-do-	-do-	28) Mechanical Draftsman (BS-10)	-do-	i) Matric (second division) from a recognized Board ii) five years Diploma in Mechanical Draftsmanship from a recognized Poly Technical Institute or College of Technology. iii) Skill in computer operation specially in Auto-CAD.	-	i) 50% by initial recruitment. ii) 50% by promotion on seniority-cum-fitness basis from amongst the Tracers (BS-5) having eight years' experience as such. If none is available for promotion, then by initial recruitment.	20	28	-
-do-	-do-	29) Senior Research Assistant (BS-10)	-do-	F.Sc. (second division) from a recognized Board and having three years' experience in the line.	-	By initial recruitment.	20	25	-
-do-	-do-	30) Security Sergeant (BS-9)	-do-	Ex-Serviceman having Matric (second division) from a recognized Board. If no suitable Ex-Serviceman is available then from general public candidate having qualification & other criteria prescribed for appointment as	-	By initial recruitment.	25	35	-

				Constable in Punjab Police Department.					
-do-	-do-	31) Senior Clerk (BS-9)	-do-	i) Intermediate from a recognized Board. or ii) One year Diploma in Information Technology from a recognized Poly Technical Institute or College of Technology.	-	By promotion on the basis of seniority-cum-fitness from amongst the Junior Clerks, Typist with three years' experience as such, having typing speed of 25 WPM in English on computer & skill in computer operation. If none is available for promotion then by initial recruitment	20	25	-
-do-	-do-	32) Mechanic, Fitter, Bench Fitter, Tin Smith, Black Smith, Electrician, Auto Electric Mechanic, Pattern Maker, Painter, Turner, Electrician (Power) & Welder (BS-7)	-do-	Matric (second division) from a recognized Board with certificate or diploma in respective trade, having two years post qualification practical experience in the line & qualify the trade test to be administered by the Department. or Matric (second division) from a recognized Board with five years post qualification experience in respective trade & qualify the trade test to be administered by the Department.	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding posts in BS-2 to BS-6, in the group, in the respective trades who are literate and have five years practical experience in the respective trade for the incumbents holding posts in BS-5/6 and ten years practical experience for the incumbents holding posts in BS-2, in AMRI. If none is available for promotion, then by initial recruitment.	20	30	-
-do-	-do-	33) Junior Clerk (BS-7)	-do-	Intermediate (second division) from a recognized Board with a speed of 25 WPM in	-	i) 80% by initial recruitment. ii) 20% by promotion from holders of posts in	18	25	-

				<p>typewriting in English on computer & skill in computer operation.</p> <p>NOTE:- Preference shall be given to those candidates who know Urdu typewriting at a speed of 25 WPM on computer.</p>		<p>BS-1 to BS-4 otherwise eligible for initial recruitment to the post of Junior Clerk. If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	34) Accounts Clerks (BS-6)	-do-	<p>Intermediate in Commerce or Computer Sciences (second division) from a recognized Board having typing speed of 25 WPM in English on computer and skill in computer operation.</p> <p>Note:- Preference shall be given to those who know Urdu typing at a speed of 25 WPM on computer.</p>	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the Telephone Attendants or Operators (BS-5) with three years' experience as such having typing speed of 25 WPM in English on computer & skill in computer operation. If none is available for promotion, then by initial recruitment</p>	18	25	-
-do-	-do-	35) Junior Auditor (BS-6)	-do-	<p>Intermediate in Commerce or Computer Sciences (second division) from a recognized Board having typing speed of 25 WPM in English on computer and skill in computer operation.</p> <p>Note. Preference shall be given to those who know Urdu typing at a speed of 25 WPM on</p>	-	<p>By initial recruitment.</p>	18	25	-

				computer.					
-do-	-do-	36) Time Keeper (BS-6)	-do-	Intermediate (second division) from a recognized Board having typing speed of 25 WPM in English on computer and skill in computer operation. Note:- Preference shall be given to those who know Urdu typing at a speed of 25 WPM on computer.	-	By initial recruitment.	18	25	-
-do-	-do-	37) Store Keeper (BS-6)	-do-	Intermediate (second division) from a recognized Board having typing speed of 25 WPM in English on computer and skill in computer operation. Note:- Preference shall be given to those who know Urdu typing at a speed of 25 WPM on computer.	-	By initial recruitment.	18	25	-
-do-	-do-	38) Mechanic Operator (BS-6)	Agricultural Engineer	Matric (second division) from a recognized Board with certificate or diploma in respective trade having one year post qualification practical experience in the line & qualify the trade test to be administered by the Department. or Matric (second division)	-	By promotion on the basis of seniority-cum-fitness from amongst the Fitters (BS-5) & Operator Wheel Type (BS-5) with at least two years' experience as such. If none is available for promotion, then by initial recruitment.	20	30	-

				from a recognized Board with four years post qualification experience in respective trade & qualify the trade test to be administered by the Department.					
-do-	-do-	39) Work Sarkar (BS-5)	Director Agricultural Mechanization Research Institute / Agricultural Engineer	Matric (second division) from a recognized Board and having typing speed of 25 WPM in English on computer & skill in computer operation. Note:- Preference shall be given to those who know Urdu typing at a speed of 25 WPM on computer.	-	By initial recruitment.	18	25	-
-do-	-do-	40) Operator Wheel Type (BS-5)	Agricultural Engineer	Matric (second division) from a recognized Board having a valid HTV driving license with three years' experience.	-	By promotion on the basis of seniority-cum-fitness from amongst the Greasers having ten years' service as such who are Literate and possessing valid driving license and qualify the trade test. If none is available for promotion then by initial recruitment.	20	30	-
-do-	-do-	41) Tracer (BS-5)	-do-	i) Matric (second division) from a recognized Board; ii) One year diploma or certificate in Draftsmanship from a recognized Poly	-	By promotion on the basis of seniority-cum-fitness from amongst the members of Service holding posts in BS-1 to BS-4 who possess the	18	25	-

				Technical Institute or College of Technology; and iii) Skill in computer operation.		qualification prescribed for initial appointment to the post of Tracer. If none is available for promotion, then by initial recruitment			
-do-	-do-	42) Spray Painter (BS-5)	-do-	Matric (second division) from a recognized Board with three years post qualification experience in the line & qualify the trade test to be administered by the Department.	-	By promotion on the basis of seniority-cum-fitness from amongst Helpers of the respective trade who are Literate and have ten years practical experience in the respective trade in AMRI. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	43) Fitter G-II (BS-5)	-do-	Matric (second ¹ [division]) from a recognized Board with three years post qualification experience in the line & qualify the trade test to be administered by the Department.	-	By promotion on the basis of seniority-cum-fitness from amongst the Helpers of the respective trade who are Literate and have ten years practical experience in the respective trade in AMRI. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	44) Telephone Attendant / Operator (BS-5)	Director Agriculturral Mechanization Research	Matric (second division) from a recognized Board with three years' experience in the line	-	By promotion on seniority-cum-fitness basis from amongst the employees in BS-1 to	18	25	-

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			Institute	having capability to run the Telephone Exchange, attend telephone calls and take down all types of messages and having skill in computer operation.		BS-4 who have Qualification & experience prescribed for initial recruitment to the post of Telephone Attendant or Operator. If none is available for promotion, then by initial recruitment.			
-do-	-do-	45) Driver Light Duty (BS-5)	Director Agricultural Mechanization Research Institute / Agricultural Engineer	Matric (second division) from a recognized Board having a valid LTV driving license with three years' experience.	-	By promotion on seniority-cum-fitness basis from amongst the Vehicle Drivers Light Duty (BS-4) having valid LTV driving license with five years' experience as such who qualify the trade test to be administered by the Department. If none is available for promotion, then by initial recruitment.	25	35	-
-do-	-do-	46) Driver Light Duty (Vehicle Driver Light) (BS-4)	Director Agricultural Mechanization Research Institute / Agricultural Engineer	Matric (¹ [second] division) from a recognized Board having a valid LTV driving license with two years' experience.	-	i) 50% by initial recruitment ii) 50% by promotion on the basis of seniority-cum-fitness from amongst the Cleaners who are Middle Pass & possessing valid LTV driving license with three years' experience of driving & qualify the driving test to be	25	35	-

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						administered by the Department. If none is available for promotion then by initial recruitment.			
-do-	-do-	47) Cleaner (BS-2)	Agricultural Engineer	Matric (second division) from a recognized Board with three years' experience in the line.	-	By initial recruitment.	18	30	-
-do-	-do-	48) Daftri (BS-2)	Director Agricultural Mechanization Research Institute / Agricultural Engineer	Matric (second division) from a recognized Board	-	By promotion on the basis of seniority-cum-fitness from amongst the Naib Qasids who are Matric from a recognized Board. If none is available for promotion, then by initial recruitment	18	25	-
-do-	-do-	49) Store Khalasi Helper (BS-2)	Agricultural Engineer	¹ [Matric] (second division) from a recognized Board.	-	By initial recruitment.	18	25	-
-do-	-do-	50) Greaser (BS-2)	-do-	Matric (second division) from a recognized Board	-	By initial recruitment.	18	35	-
-do-	-do-	51) Hammerman (BS-2)	-do-	Middle with sound health, skilled in the job.	-	By initial recruitment.	18	30	-
-do-	-do-	52) Head Mali (BS-2)	Director Agricultural Mechanization Research Institute / Agricultural Engineer	Literate with five years' experience in gardening	-	By promotion on the basis of seniority-cum-fitness from amongst the Malies (BS-1). If none is available for promotion, then by initial recruitment	18	30	-
-do-	-do-	53) Mali (BS-1)	-do-	Literate with two years' experience in gardening	-	By initial recruitment	18	30	-
-do-	-do-	54) Belder	-do-	i) Able bodied	-	By initial recruitment.	18	30	-

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		(BS-1)		ii) Literate.					
-do-	-do-	55) Naib Qasid (BS-1)	-do-	Literate	-	By initial recruitment.	18	30	-
-do-	-do-	56) Chowkidar (BS-1)	-do-	i) Abled bodied ii) Literate iii) Preference will be given to Ex-Serviceman.	-	By initial recruitment.	18	30	-
-do-	-do-	57) Water Carrier (BS-1)	-do-	i) Able bodied ii) Literate.	-	By initial recruitment.	18	30	-
-do-	-do-	58) Sanitary Worker (BS-1)	-do-	Literate	-	By initial recruitment.	18	30	-
-do-	-do-	59) Helper (BS-1)	Agricultural Engineer	Literate with sound physique.	-	By initial recruitment	18	30	-
-do-	-do-	60) Sweeper (BS-1)	Director Agricultural Mechanization Research Institute / Agricultural Engineer	Literate.	-	By initial recruitment	18	30	-

GROUP-IV. SOIL CONSERVATION GROUP.

Name of the Department	Functional Unit	Name of Post with Basic Scale	Appointing Authority	Qualification for appointment By		Method of Recruitment	Age limit for initial recruitment		Examination / Training and Other Condition Required for Confirmation / Promotion.
				Initial recruitment	Promotion		Min	Max	
1	2	3	4	5	6	7	8	9	10
¹ [Agriculture] Department	Field Wing	1) Director Soil Conservation (BS-19)	Chief Minister	i) Ph.D. in Agriculture Engineering with eight years post qualification experience in Soil Conservation practices and Operation & Maintenance of Earth Moving Machinery specially Bulldozers & Manufacturing or Development or Testing / Operation or Maintenance of Agricultural Machines, Implements, Equipments and Power Drilling Rigs under Government or Semi-Government or Autonomous Bodies or National or International	-	By promotion on the basis of selection on merit from amongst the Deputy Directors, Agricultural Engineers (who have successfully completed six weeks in-Service Training Course for Senior Engineers from Government Engineering Academy Punjab), Soil Scientist, Forest Officer, Range Specialist, Agronomist (BS-18 + Rs.165/-S.P) in Soil Conservation Group possessing degree of B.Sc. Agriculture or B.Sc. (Hons) Agriculture. or B.Sc. Agriculture. Engineering or M.Sc. Forestry or M.Sc. Range Management with following length of	35	45	Six weeks In-Service-Training course for Senior Engineers from Government Engineering Academy Punjab.

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				<p>Organization; or Ph.D. in Soil Science or Agronomy or Forestry or Range Management; or M.Sc. Agriculture Engineering (second division) from a recognized University with fifteen years post qualification experience in Soil Conservation practices and Operation & Maintenance of Earth Moving Machinery specially Bulldozers & Manufacturing or Development or Testing or Operation or Maintenance of Agricultural Machines, Implements, Equipments and Power Drilling Rigs, under Government or Semi-Government or Autonomous Bodies or National or International Organization; or M.Sc. (Hons) Agriculture in Soil Science or Agronomy or Forestry or Range Management (second division) from a recognized University;</p>		<p>service: In case where initial recruitment was made in BS-17, twelve years' service against posts in Basic Scale 17 and above. or In case where initial recruitment was made in BS-18, seven years' service against posts in Basic Scale 18. Note: Registration with Pakistan Engineering Council shall be necessary. If none is available for promotion, then by initial recruitment.</p>			
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				<p>or B.Sc. in Agriculture Engineering (second division) from a recognized University with twenty years post qualification experience in Soil Conservation practices and Operation & Maintenance of Earth Moving Machinery specially Bulldozers & Manufacturing or Development or Testing or Operation or Maintenance of Agricultural Machines, Implements, Equipments and Power Drilling Rigs, under Government or Semi-Government or Autonomous Bodies or National or International Organization; and B.Sc. (Hons) Agriculture in Soil Science or Agronomy or Forestry or Range Management (second division) from a recognized University; and ii) registration with the Pakistan Engineering Council.</p>					
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-do-	-do-	2) Deputy Director Soil Conservation (BS-18+ Rs.165/-S.P)	-do-	Ph.D. in Agriculture Engineering or Agriculture (Soil Science or Agronomy) with three years' experience in Soil Conservation practices; or M.Sc. Agriculture Engineering (second division); or M.Sc. (Hons) Agriculture (Soil Science or Agronomy) (second division) from a recognized University respectively with ten years' experience in Soil Conservation practices; or B.Sc. Agriculture Engineering (second division); and B.Sc. (Hons) Agriculture (Soil Science or Agronomy) (second division) from a recognized University respectively with fifteen years' experience in Soil Conservation practices; and ii) registration with the Pakistan Engineering Council.	-	By promotion on the basis of seniority-cum-fitness from amongst the District officer Soil Conservation or Assistant Director Soil Conservation with five years' service as such. If none is available for promotion then by initial recruitment.	35	45	-
-do-	-do-	3) Soil Scientist (BS-18+	-do-	Ph.D. in Agriculture (Soil Science) having	-	By promotion on the basis of seniority-cum-	35	45	-

		Rs.165/-S.P)		three years' experience in soil conservation practices; or M.Sc. (Hons) Agriculture (Soil Science) (second division) from a recognized University having ten years' experience in soil conservation practices; and M.Sc Agriculture (Soil Science) (second division) from recognized University having fifteen years' experience in soil conservation practices.		fitness from amongst the Assistant Soil Scientists with five years' service as such. If none is available then by promotion from amongst the District Officers Soil Conservation or Assistant Directors Soil Conservation having qualifications of M.Sc. Agriculture (Soil Science) (second division) with five years' experience as such. If none is available for promotion, then by initial recruitment.			
-do-	-do-	4) Forest Officer (BS-18+ Rs.165/-S.P)	-do-	Ph.D. in Forestry or Range Management from a recognized Institute or University having three years' experience in soil conservation practices; or M.Sc. (Hons) in Forestry or Range Management (second division) from a recognized University having ten years' experience in soil conservation practices; and M.Sc. in Forestry or	-	By promotion on the basis of seniority-cum-fitness from amongst the District Officers Soil Conservation or Assistant Directors Soil Conservation in the group having qualification of M.Sc in Forestry or Range Management (second division) with five years' experience as such. If none is available for promotion, then by initial recruitment.	35	45	-

				Range Management (second division) from a recognized University having fifteen years' experience in soil conservation practices.					
-do-	-do-	5) Range Specialist (BS-18+ Rs.165/-SP)	-do-	Ph.D in Forestry or Range Management from a recognized Institute or University having three years' experience in soil conservation practices; or M.Sc (Hons) in Forestry or Range Management (second division) from a recognized University having ten years' experience in soil conservation practices; and M.Sc in Forestry or Range Management (second division) from a recognized University having fifteen years' experience in soil conservation practices.	-	By promotion on the basis of seniority-cum-fitness from amongst the District Officers Soil Conservation or Assistant Directors Soil Conservation in the group having qualification of M.Sc. in Forestry or Range Management (second division) with five years' experience as such. If none is available for promotion, then by initial recruitment.	35	45	-
-do-	-do-	6) Agronomist (BS-18+Rs. 165/- SP)	-do-	Ph.D in Agriculture (Soil Science) having three years' experience in soil conservation	-	By promotion on the basis of seniority-cum-fitness from amongst the District Officer Soil Conservation or			

				practices; or M.Sc (Hons) Agriculture (Soil Science) (second division) from a recognized University having ten years' experience in soil conservation practices.; and M.Sc in Agriculture (Soil Science) (second division) from a recognized University having fifteen years' experience in soil conservation practices.		Assistant Director Soil Conservation possessing qualification B.Sc (Hons) Agriculture (second division) or B.Sc Agriculture in Soil Science or Agronomy (second division) from a recognized University respectively with seven years' experience as such. If none is available for promotion, then by initial recruitment.			
-do-	-do-	7) Agricultural Engineer Soil Conservation (BS-18+ Rs.165/-S.P)	-do-	i) Ph.D. in Agriculture Engineering having three years post qualification experience; or M.Sc. in Agriculture Engineering(second division) from a recognized University having ten years post qualification experience; and B. Sc. in Agriculture Engineering (second division) from a recognized University	-	By promotion on the basis of seniority-cum-fitness from amongst the Assistant ¹ [Agricultural]. Engineers or Store Verifiers or Store Officers or Assistant Mechanical Engineers in the Group who have successfully completed 08 weeks in-Service Training Course for Junior Engineers from Government Engineering Academy Punjab having following qualifications & experience :-	35	45	² [Eight] (08) weeks In-Service Training Course for Junior Engineers from Government Engineering Academy Punjab

¹Printed in the Gazette Notification as "Agriculture".

²Printed in the Gazette Notification as "Eigh"

				<p>having fifteen years post qualification experience.</p> <p>Experience:</p> <p>a) Operation & Maintenance of Earth Moving Machinery specially Bulldozers, under Government or Semi-Government or Autonomous Bodies or National or International Organization.</p> <p>b) Manufacturing or Development or Testing or Operation or Maintenance of Agricultural Machines, Implements, Equipments and Power Drilling Rigs, under Government or Semi-Government or Autonomous Bodies or National or International Organization; and</p> <p>ii) registration with the Pakistan Engineering Council.</p>		<p>i) B.Sc. Agriculture Engineering (second division) or B.Sc. Mechanical Engineering (second division) from a recognized University respectively.</p> <p>ii) At least five years' service as such</p> <p>Note: Registration with Pakistan Engineering Council shall be necessary. If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	8) District Officer Soil Conservation / Assistant Director Soil Conservation (BS-18)	-do-	<p>i) Ph.D. in Agriculture Engineering or Ph.D. Agriculture (Soil Science or Agronomy) having three years' experience in Soil Conservation practices; or</p>	-	<p>By promotion on seniority-cum-fitness basis from amongst Soil Conservation Officers, Agronomy Officer and Publicity Officer having qualifications of B.Sc.</p>	25	35	-

				<p>M.Sc. in Agriculture Engineering (second division) from a recognized University; or M.Sc. (Hons) in Agriculture (Soil Science or Agronomy) (second division) from a recognized University having ten years' experience in Soil Conservation practices; or B.Sc. in Agriculture [Engineering]¹ (second division) from a recognized University; and B.Sc. (Hons) in Agriculture (Soil Science or Agronomy) (second division) from a recognized University having fifteen years' experience in Soil Conservation practices; and ii) registration with the Pakistan Engineering Council.</p>		<p>Agriculture. or B.Sc. (Hons.) Agriculture. or B.Sc. Agriculture Engineering (second division) from a recognized University respectively with five years' service as such. Note: Registration with Pakistan Engineering Council shall be necessary. If none is available for promotion, then by initial recruitment.</p>			
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¹Printed in the Gazette Notification as "Engineerin"

-do-	-do-	9) Assistant Soil Scientist (BS-18)	-do-	<p>i) Ph.D. in Agriculture (Soil Science) having three years' experience in soil conservation practices; or M.Sc. (Hons) in Agriculture (Soil Science) (second Division) from a recognized University having fifteen years' experience in soil conservation practices; and M.Sc. in Agriculture (Soil Science) (second division) from a recognized University having fifteen years' experience in soil conservation practices; and</p> <p>ii) registration with the Pakistan Engineering Council.</p>	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the Soil Survey Officers possessing qualifications of B.Sc. (Hons) Agriculture or B.Sc. Agriculture in Soil Science or Agronomy (second division) from a recognized University respectively with seven years' experience as such.</p> <p>If none is available for promotion then by initial recruitment.</p>	25	35	-
-do-	-do-	10) Soil Conservation Officer / Agronomy Officer / Publicity Officer. (BS-17)	-do-	<p>i) B.Sc. (Hons) in Agriculture (Soil Science or Agronomy) (second division) from a recognized University; or B.Sc. in Agriculture Engineering (second division) from a recognized University; and</p>	-	<p>For the posts of :- <u>Agronomy Officer & Publicity Officer</u> By initial recruitment <u>Soil Conservation Officer</u> i) 70% by initial recruitment. ii) 20% by promotion on the basis of seniority-cum-fitness from amongst the Conservation Inspectors</p>	21	35	-

				ii) registration with the Pakistan Engineering Council.		(BS-9) & Field Assistants (BS-11) with at least fifteen years' service as Field Assistant or Conservation Inspector. NOTE: Registration with the Pakistan Engineering Council shall be necessary. If none is available for promotion, then by initial recruitment.			
-do-	-do-	11) Soil Survey Officer (BS-17)	-do-	i) M.Sc. in Agriculture with major subjects of Soil Science or Soil & Water Conservation or Agronomy (second division) from a recognized University; or B.Sc. (Hons) in Agriculture (second division) from a recognized University; or B.Sc. in Agriculture Engineering (second division) from a recognized University; and ii) registration with the Pakistan Engineering Council.	-	By initial recruitment.	25	35	-
-do-	-do-	12) Assistant Mechanical Engineer/ Assistant Agricultural Engineer/	-do-	i) B.Sc. in Agriculture Engineering (second division) from a recognized University; and	-	i) 75% By initial recruitment. ii) 5% by promotion on the basis of seniority-cum-fitness from amongst the Supervisors	21	35	-

		Store Officer/ Store Verifier (BS-17)		ii) registration with the Pakistan Engineering Council.		<p>& Foremen in the group possessing qualifications prescribed for initial recruitment with three years' experience as such.</p> <p>If none is available for promotion, then by initial recruitment.</p> <p>iii) 20% by promotion on the basis of seniority-cum- fitness from amongst the Supervisors & Foremen in the Group who possess three years diploma in Mechanical Technology or Auto & Diesel Technology or Auto & Farm Technology / Machinery or Auto & Mobile Technology from a Government Poly Technical Institute or Government College of Technology with ten years' service as such.</p> <p>NOTE: Registration with Pakistan Engineering Council shall be necessary.</p> <p>If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	13) Cartographer (BS-16)	-do-	i) B.Tech. (Hons) (second division) in the discipline of Draftsmanship from a recognized Poly Technical Institute or	-	By Promotion on the basis of seniority-cum- fitness from amongst the Draftsmen working in the group with ten years' experience as such.	22	30	Three months In- Service Training in Soil Survey of Pakistan

				College of Technology. ii) Skill in computer operation specially in AUTO CAD.		(The promotee will undergo three months in-Service Training in Soil Survey of Pakistan Lahore). If none is available for promotion, then by initial recruitment.			Lahore.
-do-	-do-	14) Administrative Officer/ Assistant Accounts Officer (BS-16)	-do-	For the post of i) <u>Administrative Officer:</u> Master's degree in Public Administration or Management Sciences (second division) from a recognized University with two years post qualification experience in administration and skill in computer operation. ii) <u>Assistant Accounts Officer</u> Master's degree in Business Administration (Finance) or in Commerce (second division) from a recognized University with one year experience in audit & accounts and skill in computer operation.	-	i) 65% by promotion on the basis of seniority-cum-fitness from amongst the Superintendents in the region where vacancy occurs with three years' experience as such. ii) 35% by promotion on the basis of seniority-cum-fitness from amongst the Commercial Accountants in the region where vacancy occurs with three years' experience as such. If none is available for promotion, then by initial recruitment.	21	35	-
-do-	-do-	15) Superintendent (BS-16)	Director Soil Conservation	i) Bachelor's degree (second division) from a recognized	-	i) 67% By promotion on the basis of seniority-cum-fitness from	21	35	-

				<p>University</p> <p>ii) Five years post qualification experience in office working.</p> <p>iii) Skill in computer operation.</p>		<p>amongst the persons holding the post of Assistants with five years' experience as such.</p> <p>ii) 33% By promotion on the basis of seniority-cum-fitness from amongst the Senior Scale Stenographers or Stenographers with the following length of Service :-</p> <p>a) In case of Senior Scale Stenographer, five years' experience as such.</p> <p>b) In case of Stenographer, ten years' experience as such.</p> <p>iii) If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	16) Senior Scale Stenographer (BS-15)	-do-	<p>i) Bachelor's degree (second division) from a recognized University.</p> <p>ii) A speed of 100/40 WPM in English shorthand/ typing respectively.</p> <p>iii) Computer literate in M.S Office.</p>	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the Stenographers with the following experience & skill:-</p> <p>i) five years' experience as such.</p> <p>ii) A speed of 100/40 WPM in English Short hand / typing in computer respectively.</p> <p>iii) Skill in computer operation.</p> <p>If none is available for promotion, then by initial</p>	20	28	-

						recruitment.			
-do-	-do-	17) Assistant (BS-14)	-do-	i) Bachelor's degree (second division) from a recognized University. ii) One year Diploma in Information Technology from a recognized Poly Technical Institute or College of Technology.	-	i) 20% by initial recruitment ii) 80% by promotion on the basis of seniority-cum-fitness from amongst the Senior Clerks with three years' service as such having skill in computer operation. If none is available for promotion, then by initial recruitment.	20	28	-
-do-	-do-	18) Stenographer (BS-12)	-do-	i) Intermediate (second division) from a recognized Board. ii) A speed of 70 W.P..M. in shorthand in English and 35 w.p.m. typing speed on typewriter or on computer. iii) Computer literate in M.S Office. <u>NOTE:-</u> Preference shall be given to the candidates who know Urdu Shorthand at a speed of of 60 w.p.m. and typewriting at a speed of 25 w.p.m. on computer.	-	By initial recruitment.	18	25	-
-do-	-do-	19) Field Assistant	-do-	i) Matric (second division) from a	-	i) 80% by initial recruitment.	20	30	-

		(BS-11)		<p>recognized Board.</p> <p>ii) three years diploma course of Field Assistant from a recognized Institute, including six months internship in the relevant field.</p> <p>iii) Skill in computer operation.</p>		<p>ii) 20% by promotion on the basis of seniority-cum-fitness from amongst the Field Watchers having the qualifications prescribed for initial recruitment.</p> <p>If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	20) Photographer (BS-11)	-do-	<p>Intermediate (second division) from a recognized Board with five years' experience in Movie and Still Photography from Public Organization.</p>	-	By initial recruitment.	22	30	-
-do-	-do-	21) Draftsman (BS-11)	-do-	<p>i) Matric (second division) from a recognized Board.</p> <p>ii) three years Diploma in Mechanical Draftsmanship from a recognized Poly Technical Institute or College of Technology.</p> <p>iii) Skill in computer operation especially in AUTO-CAD.</p>	-	<p>i) 75% by initial recruitment.</p> <p>ii) 25% by promotion on the basis of seniority-cum-fitness from amongst the member of the service holding post of Tracers having qualification prescribed for initial recruitment to the post of Draftsman.</p> <p>If none is available for promotion, then by initial recruitment.</p>	20	28	-
-do-	-do-	22) Unit Supervisor / Supervisor (BS-11)	-do-	<p>i) Matric (second division) from a recognized Board.</p> <p>ii) three years diploma of Associate Engineer in Mechanical Technology Or Auto & Diesel Technology Or</p>	-	<p>i) 70% by initial recruitment.</p> <p>ii) 30% by promotion on seniority-cum-fitness basis from amongst Field Chargemen (BS-9) having qualification prescribed for initial</p>	21	35	-

				Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.		recruitment. If none is available for promotion then by initial recruitment.			
-do-	-do-	23) Foreman (BS-11)	-do-	i) Matric (second division) from a recognized Board. ii) three years diploma of Associate Engineer in Mechanical Technology or Auto & Diesel Technology Or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.	-	i) 70% by initial recruitment. ii) 30% by promotion on the basis of seniority-cum-fitness from amongst the Machineman (BS-9) who are Matriculate and have ten years practical experience inclusive of the experience in lower posts. If no Field Chargeman or Machineman is available for promotion then by promotion on the basis of seniority-cum-fitness from amongst the incumbents holding technical trade posts of Mechanics G-I or Bench Fitters G-I or Carpenters G-I or Electricians G-I or Blacksmiths G-I or Welders G-I or Turners G-I or Denters G-I (BS-7) who are Matriculate and have ten years practical experience of the post held. If none is available for promotion, then by initial	21	35	-

						recruitment.			
-do-	-do-	24) Statistical Assistant and Investigator (BS-11)	-do-	i) Bachelor's degree (second division) from a recognized University with Statistics as one of the subject with 50% marks in the subject of Statistics ii) Skill in computer operation.	-	By initial recruitment.	20	28	-
-do-	-do-	25) Engineering Assistant (BS-11)	-do-	i) Matric (second division) from a recognized Board. ii) three years diploma of Associate Engineer in Mechanical Technology Or Auto & Diesel Technology Or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology. iii) Skill in computer operation.	-	By initial recruitment	20	28	-
-do-	-do-	26) Khateeb / Imam Masjid (BS-10)	-do-	i) Matric (second division) from a recognized Board. ii) Certificate of Darse-e-Nizami from a recognized Institute. iii) Hafiz-e-Quran with Tajweed iv) five years' experience as Khateeb in any Jamia	-	By initial recruitment	20	35	-

				Masjid					
-do-	-do-	27) Conservation Inspector (BS-9)	-do-	i) Matric (second division) from a recognized Board. ii) three years diploma course of Field Assistant from a recognized Institute, including six months internship in the relevant field. iii) Skill in computer operation.	-	By promotion on the basis of seniority-cum-fitness from amongst the Field Assistants having five years' experience as Field Assistant. If none is available for promotion, then by initial recruitment.	20	30	-
-do-	-do-	28) Machineman (BS-9)	-do-	i) Matric (second Division) from a recognized Board. ii) two years certificate in the respective discipline from Poly Technical Institute or College of Technology with 03 years practical experience in the line and qualify the test to be administered by the Department.	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding post of Turners G-1 and Blacksmiths (BS-7) who are Matriculate and having five years' experience as such. If none is available for promotion, then by initial recruitment.	20	35	-
-do-	-do-	29) Auto Electric Mechanic (BS-9)	-do-	Matric (second division) from a recognized Board with five years' experience in the respective line.	-	By initial recruitment.	18	25	
-do-	-do-	30) Field Chargeman (BS-9)	-do-	i) Matric (second division) from a recognized Board. ii) three years diploma of Associate Engineer in Mechanical Technology or Auto &	-	By promotion on the basis of seniority-cum-fitness from amongst the members of service holding BS-7 posts of Mechanic G-I. or Bench Fitter G-I or Carpenter G-	21	35	-

				Diesel Technology or Auto & Farm Technology / Machinery from a recognized Poly Technical Institute or College of Technology.		I or Electrician G-I or Blacksmith G-I / Welder G-I or Turner G-I or Denter G-I (BS-7), having qualification of Matriculation with ten years' experience as such. If none is available for promotion, then by initial recruitment.			
-do-	-do-	31) Senior Clerk (BS-9)	-do-	i) Intermediate (second division) from a recognized Board. ii) One year Diploma or Certificate in Information Technology from a recognized Poly Technical Institute or College of Technology.	--	By promotion on the basis of seniority-cum-fitness from amongst the Junior Clerks (BS-7) having three years' experience as such, having typing speed of 25 w.p.m. in English on computer and skill in computer operation. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	32) Senior Store Keeper (BS-8)	-do-	Intermediate in Commerce or Computer Sciences (second division) from a recognized Board having typing speed of 25 WPM in English on computer & skill in computer operation.	-	By promotion on the basis of seniority-cum-fitness from amongst Store Keepers with three years' experience as such, having typing speed of 25 WPM in English on computer & skill in computer operation. If none is available by promotion then by initial recruitment.	18	25	-

-do-	-do-	33) Senior Auditor (BS-8)	-do-	i) Intermediate in Commerce or Computer Sciences (second division) from a recognized Board; ii) Six months Certificate in Information Technology from a recognized Poly Technical Institute or College of Technology.	-	By promotion on the basis of seniority-cum-fitness from amongst the Junior Auditors with five years' experience as such having typing speed of 25 WPM in English on computer & skill in computer operation. If none is available for promotion, then by initial recruitment.	20	28	-
-do-	-do-	34) Mechanic G-I, Welder G-1, Black-smith G-I, Carpenter G-I, Denter G-I, Electrician G-I, Bench Fitter G-I, Turner G-I. Moulder G-I (BS-7)	Agricultural Engineer / Deputy Director	Matric (second division) from a recognized Board with two years diploma in respective trade from a recognized Poly Technical Institute or College of Technology having two years post qualification practical experience in the line; or Matric (second division) from a recognized Board with five years post qualification experience in respective trade.	-	By promotion on the basis of seniority-cum-fitness from amongst the Incumbents holding posts in BS-5 in their respective trades having at least Middle qualification with ten years practical experience in the respective trade out of which five years practical experience should be of BS-5 posts in respective trade. If none is available for promotion, then by initial recruitment.	25	35	-
-do-	-do-	35) Heavy Bulldozer Operator (BS-7)	Agricultural Engineer / Deputy Director	Matric (second division) from a recognized Board with five years practical experience of operation of Heavy	-	i. 25% by initial recruitment. ii. 75% by promotion on the basis of seniority-cum-fitness from amongst the Operator	20	35	-

				Bulldozer who qualify the heavy bulldozer operation test to be administered by the Department.		Light Bulldozer (BS-5) with five years' experience as such. If none is available for promotion, then by initial recruitment.			
-do-	-do-	36) Junior Clerk (BS-7)	Director Soil Conservation / Agricultural Engineer / Deputy Director / District Officer, Soil Conservation	Intermediate (second division) from a recognized Board with a speed of 25 WPM in typewriting in English on computer & skill in computer operation. NOTE:- Preference shall be given to those candidates who know Urdu typewriting at a speed of 25 WPM on computer.	-	i) 80% by initial recruitment ii) 20% by promotion from holders of posts in BS-1 to BS-4 otherwise eligible to the post of Junior Clerk. If none is available for promotion, then by initial recruitment.	18	25	-
-do-	-do-	37) Driver Trailer (BS-7)	Agricultural Engineer / Deputy Director	i) Matric (second division) from a recognized Board; or ii) having a valid HTV driving license; and iii) five years' experience for driving of Heavy Vehicles, who qualify the Heavy Vehicles driving test to be administered by the Department	-	By promotion on the basis of seniority-cum-fitness from amongst the Drivers (BS-6) who are Middle & have HTV driving license with five years practical experience as such who qualify the Heavy Vehicles Driving test to be administered by the Department. If none is available for promotion, then by initial recruitment.			
-do-	-do-	38) Laboratory Assistant (BS-6)	Director Soil Conservation.	i) F.Sc. (second division) from a recognized Board with at least 50% marks in	-	By promotion on the basis of seniority-cum-fitness from amongst the Laboratory Attendants	18	25	-

				Chemistry subject. ii) Skill in computer operation.		BS-2 having three years' service as such who are Matriculate and qualify the trade test to be administered by the Department. If none is available for promotion, then by initial recruitment.			
-do-	-do-	39) Security Sergeant (BS-6)	Director Soil Conservation / Agricultural Engineer / Deputy Director	Ex-Serviceman having Matric (second division) from a recognized Board. If no suitable Ex-Serviceman is available then from general public candidate having qualification & other criteria prescribed for appointment as Constable in Punjab Police Department.	-	By initial recruitment.	25	35	-
-do-	-do-	40) Junior Auditor (BS-6)	Director Soil Conservation.	Intermediate in Commerce or Computer Sciences (second division) from a recognized Board having typing speed of 25 WPM in English on computer and skill in computer operation.	-	By initial recruitment.	18	25	-
-do-	-do-	41) Store Keeper (BS-6)	Director Soil Conservation / Agricultural Engineer / Deputy Director.	Intermediate in Commerce or Computer Sciences (second division) from a recognized Board having typing speed of 25 WPM in English	-	i) 50% by initial recruitment ii) 50% by promotion on the basis of seniority-cum-fitness from amongst the members of Establishment in the	18	25	-

				on computer and skill in computer operation. NOTE: Preference shall be given to those who know Urdu typing at a speed of 25 WPM on computer.		group holding posts in BS-1 to BS-4 who possess the qualification & experience prescribed for initial recruitment. If none is available for promotion, then by initial recruitment.			
-do-	-do-	42) Driver ¹ [Light] Duty (BS-6)	Director Soil Conservation/ Agricultural Engineer / Deputy Director / District Officer Soil Conservation concerned	(i) Matric (second division) from a recognized Board; or ii) having a valid LTV Driving License; and iii) five years driving experience	-	i. 50% by initial recruitment ii. 50% by promotion on the basis of seniority-cum-fitness from amongst the Driver Light Duty (BS-5), who qualify the trade test to be administered by the Department. If none is available for promotion, then by initial recruitment	21	35	-
-do-	-do-	43) Driver light Duty (BS-5)	-do-	i) Matric (second division) from a recognized Board; ii) having a valid LTV Driving License; and iii) three years driving experience	-	By promotion on the basis of seniority-cum-fitness from amongst Vehicle Driver Light Duty (BS-4) having LTV driving license with five years' experience as such who qualify the trade test to be administered by the Department. If none is available for promotion, then by initial recruitment	21	35	-
-do-	-do-	44) Mechanic G-1,	Agricultural Engineer /	Matric (second division) from a		By promotion on the basis of seniority-cum-	20	35	

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		Fitter G-11, Fitter-G-II Battery, Tin Smith, Black-smith G-II, Track Press Operator, Armature Winder, Radiator Repairer, Moulder G-11 & Assistant Mech- anic (BS-5)	Deputy Director	recognized Board with two years Diploma in respective trade from a recognized Poly Technical Institute or College of Technology having one year post qualification practical experience in the line.		fitness from amongst the Incumbents holding posts in BS-4 in the respective trade having Middle qualification with ten years practical experience in the respective trade out of which five years practical experience should be in BS-4 post in respective trade. If none is available for promotion, then by initial recruitment.			
-do-	-do-	45) Operator Light Bulldozer (BS-5)	Agricultural Engineer	Matric (second division) from a recognized Board with three years' experience of operation of bulldozers who qualify the trade test to be administered by the Department.	-	By promotion on the basis of seniority-cum- fitness from amongst the greasers working in the group who are middle and having five years practical experience as such. If none is available for promotion, then by initial recruitment	20	30	-
-do-	-do-	46) Operator wheel type (BS-5)	Agricultural Engineer / Deputy Director	i) Middle; ii) having a valid HTV driving license; and iii) three years' experience for driving of respective machine who qualify the relevant driving test to be administered by the Department.	-	By promotion on the basis of seniority-cum- fitness from amongst the Drivers (BS-4) who are Middle & have HTV driving license with five years practical experience as such, who qualify the relevant driving test to be administered by the Department. If none is available for	20	35	-

						promotion, then by initial recruitment.			
-do-	-do-	47) Crane Operator (BS-5)	Agricultural Engineer / Deputy Director	<ul style="list-style-type: none"> i) Middle; ii) having a valid HTV driving license; and iii) five years' experience for operation of Crane who qualify the Crane operation test to be administered by the Department. 	-	By initial recruitment.	20	35	-
-do-	-do-	48) Tractor Driver / Tractor Operator (BS-5)	Director Soil Conservation / Agricultural Engineer / Deputy Director / District Officer, Soil Conservation	<ul style="list-style-type: none"> i) Middle; ii) having a valid LTV / Tractor Driving License; and iii) three years' experience of tractor driving, who qualify the trade test to be administered by the Department. 	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the Cleaners having seven years' service as such, who are Middle pass and possess Valid LTV /Tractor Driving License and qualify the trade test to be administered by the Department.</p> <p>If none is available for promotion, then by initial recruitment.</p>			
-do-	-do-	49) Tracer (BS-5)	Director Soil Conservation / Agricultural Engineer / Deputy Director / District Officer, Soil Conservation	<ul style="list-style-type: none"> i) Matric (second division) from a recognized Board ii) One year certificate in Draftsmanship from a recognized Poly Technical Institute or College of Technology. iii) Skill in computer operation especially in Auto- 	-	<p>By promotion on the basis of seniority-cum-fitness from amongst the members of Service holding posts in BS-1 to BS-4 who possess the qualification prescribed for initial appointment to the post of Tracer.</p> <p>If none is available for promotion, then by initial recruitment.</p>	20	28	-

				CAD.					
-do-	-do-	50) Vehicle Driver Light Duty (BS-4)	Director Soil Conservation/ Agricultural Engineer / Deputy Director / District Officer Soil Conservation concerned	i) Matric (second division) from a recognized Board; ii) having a valid LTV Driving License; and iii) two years driving experience.	-	By promotion on the basis of seniority-cum-fitness from amongst the Cleaners who are Middle Pass & possessing LTV driving license with three years' experience of driving & qualify the driving test to be administered by the Department. If none is available for promotion, then by initial recruitment.	21	35	-
-do-	-do-	51) Hammerman (BS-4)	Agricultural Engineer	Middle with five years practical experience in the trade with sound health, skilled in the job.	-	By promotion on the basis of seniority-cum-fitness from amongst the Store Attendants (BS-1) & Helpers (BS-1) who having the qualification & experience prescribed for initial recruitment. If none is available for promotion, then by initial recruitment.	20	28	-
-do-	-do-	52) Laboratory Attendant (BS-2)	Director Soil Conservation	Matric (second division) with Science subjects from a recognized Board.	-	By initial recruitment.	18	25	-
-do-	-do-	53) Greaser (BS-2)	Agricultural Engineer/ Deputy Director	Matric (second division) from a recognized Board	-	By initial recruitment	18	30	-
-do-	-do-	54) Daftri (BS-2)	Director Soil Conservation	Matric (second division) from a recognized Board.	-	By promotion on the basis of seniority-cum-fitness from amongst the Naib Qasids who are	18	25	-

						Middle. If none is available for promotion, then by initial recruitment.			
-do-	-do-	55) Gate Keeper (BS-2)	Director Soil Conservation / Agricultural Engineer /Deputy Director/ District Officer, Soil Conservation.	Matric (second division) from a recognized Board with sound health & physique.	-	By promotion on the basis of seniority cum fitness from amongst the Chowkidars who are ex-serviceman having 03 years' service If none is available for promotion, than by initial recruitment from amongst the Chowkidars having five years' experience as such.	18	35	-
-do-	-do-	56) Bera (BS-2)	Director Soil Conservation / Agricultural Engineer	Middle with sound health and skilled in job.	-	By initial recruitment	18	30	-
-do-	-do-	57) Cook (BS-1)	Director Soil Conservation / Agricultural Engineer	Middle with sound health and skilled in job.	-	By initial recruitment	18	30	-
-do-	-do-	58) Store Attendant (BS-1)	Director Soil Conservation / Agricultural Engineer / Deputy Director/ District Officer, Soil Conservation concerned	Middle.	-	By initial recruitment.	18	30	-
-do-	-do-	59) Naib Qasid (BS-1)	Director Soil Conservation / Agricultural Engineer /	Literate	-	By initial recruitment.	18	30	-

			Deputy Director/ District Officer, Soil Conservation concerned						
-do-	-do-	60) Cleaner (BS-1)	Director Soil Conservation / Agricultural Engineer / Deputy Director/ District Officer, Soil Conservation concerned	Middle with three years' experience in the line.	-	By initial recruitment.	18	30	-
-do-	-do-	61) Beldar (BS-1)	Director Soil Conservation / Agricultural Engineer / Deputy Director/ District Officer, Soil Conservation concerned	i) Abled bodied ii) Literate	-	By initial recruitment.	18	30	-
-do-	-do-	62) Helper (BS-1)	Agricultural Engineer/ Deputy Director	Literate & capable in assisting Mechanics in field & workshops while carrying out repairs	-	By initial recruitment	18	30	-
-do-	-do-	63) Mali (BS-1)	Director Soil Conservation / Agricultural Engineer / Deputy Director/ District	i) Literate. ii) Two years' experience in Gardening.	-	By initial recruitment.	18	30	-

			Officer, Soil Conservation concerned.						
-do-	-do-	64) Chowkidar (BS-1)	Director Soil Conservation / Agricultural Engineer / Deputy Director/ District Officer, Soil Conservation concerned.	i) Abled bodied ii) Literate person iii) Preference will be given to Ex-Serviceman.	-	By initial recruitment.	18	30	-
-do-	-do-	65) Sanitary Worker (BS-1)	Director Soil Conservation / Agricultural Engineer / Deputy Director/ District Officer, Soil Conservation concerned.	Literate.	-	By initial recruitment.	18	30	-
-do-	-do-	66) Field Watcher (BS-1)	Director Soil Conservation / Agricultural Engineer / Deputy Director/ District Officer, Soil Conservation concerned.	Matric (second division) from a recognized Board.	-	By initial recruitment.	18	25	-