

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

Dated Lahore, the 12th November, 2007

NOTIFICATION

No. SOR-III(S&GAD)1-7/2001. In exercise of the powers conferred upon under Section 23 of the Punjab Civil Servants Act, 1974 (VIII of 1974), the Governor of the Punjab is pleased to make the following rules:

- i) These rules may be cited as the Punjab Anti-corruption Establishment Service Rules, 2007.
- ii) These shall come into force at once.
- iii) The method of recruitment, minimum qualification, age limit and other matters related to the posts shall be as given in the Schedule.
- iv) The Punjab Anti-corruption Establishment Service Rules, 1985 are hereby repealed.

BY THE ORDERS OF THE GOVERNOR OF THE PUNJAB

**NAGUIB ULLAH MALIK
ADDITIONAL CHIEF SECRETARY**

No. SOR-III(S&GAD)1-7/2001

Dated Lahore, the 16th November, 2007

SCHEDULE

Name of the Department	Functional Unit	Name of the Post	Appointing Authority	Minimum Qualification for		Method of recruitment	Age for initial recruitment		Examination/Training and other conditions required for confirmation
				Initial recruitment	Promotion		Min YRS	Max YRS	
1	2	3	4	5	6	7	8	9	10
S&GAD	ACE	1. Director General	Chief Minister	-	-	In accordance with section 4 of West Pakistan Anti-Corruption Establishment Ordinance, 1961.	-	-	-
-do-	-do-	2. Additional Director General	Chief Minister	-	-	By posting from S&GAD of an officer of equivalent grade from DMG or Police or PMS Cadre in the Government.	-	-	As may be prescribed by the Government
-do-	-do-	3. Director (Region)	Chief Minister	-	-	(i) 80% by posting of officers of equivalent grade from S&GAD out of DMG or Police or PMS Cadre. (ii) 20% by promotion from amongst Deputy Directors (Inv)/(Admn) of ACE on the basis of selection on merit with 6 years' service as such. If no suitable officer is available by promotion then by posting from S&GAD officers of DMG or Police or PMS Cadre till	-	-	-

						the availability of officers from ACE.			
[-do-	-do-	4. Director (Technical) BS-19	Chief Minister	-	B.Sc. (Civil Engineering) from a recognized University.	By promotion on the basis of selection on merit from amongst Deputy Director (Technical) BS-18 having such minimum length of service as may be prescribed by the Government and successful completion of the in-service mandatory training course meant for Senior Engineers or Deputy Directors (Tech) of ACE at Government Engineering Academy Punjab, Lahore. If none is available for promotion, then by posting an officer of the rank of Superintending Engineer from any Engineering Department of Government of the Punjab.	-	-	-]
-do-	-do-	5. Director (Legal & Prosecution)	Chief Minister	-	-	By posting of an officer from Law/Prosecution Departments not below the rank of District Attorney, District Public Prosecutor with minimum 20 years' service as such.	-	-	As may be prescribed by the Government
-do-	-do-	6. Director (Research,	-	-	1st Class Master's	By posting of an Officer from S&GAD or P&D	35	45	As may be prescribed by

¹Substituted vide Notification No.SOR-III(S&GAD)1-10/08 (P), dated 13.06.2014.

		Development & Training)			Degree in Economics/ Commerce/ Development Economics/ Business, Administration/Public Finance/ Human Resource, Management with 15 years' experience of work of research relating to Development.	Departments preferably having experience in research methodology, development and comparative analysis. If no suitable officer is available then by transfer or by initial recruitment.			the Government
-do-	-do-	7. Deputy Director (General)	Additional Chief Secretary	-	-	By posting of an Officer of any equivalent grade from DMG or Police or PMS Cadre in the Government.	-	-	As may be prescribed by the Government
-do-	-do-	8. Deputy Director (Inv)/(Admn)	Additional Chief Secretary	-	B.A/B.Sc.	i) 60% by posting of officers of equivalent grade from S&GAD out of DMG, Police or PMS cadre. If no suitable officer is available by posting then by transfer on permanent basis from any Government Department. (ii) 40% by promotion on	-	-	As may be prescribed by the Government

						seniority-cum-fitness basis from amongst the Assistant Directors (Inv) and Assistant Directors (Complaints)/(Admn.)/(Monitoring)/ SO (Documentation) of ACE in the ratio of 70:30 respectively having 5 years' service as such and three months successful training at MPDD.			
-do-	-do-	9. Deputy Director (Monitoring & Vigilance)	Additional Chief Secretary	-	-	By posting of a BS-18 Officer from any Department of Government of the Punjab.	-	-	As may be prescribed by the Government
-do-	-do-	10. Deputy Director (Technical)/ Technical Officer	Additional Chief Secretary	B.Sc. Civil Engineering with minimum experience of 5 years Government Service.	-	(i) 60% by posting of an officer of the grade of XEN from any Engineering Department of Government of the Punjab; If none is available by posting then by transfer on permanent basis from any Engineering Department of the Government of the Punjab. (ii) 20% by promotion from amongst the Assistant Directors (Tech) on seniority-cum-fitness basis with minimum 6 years' service as such. (iii) 20% by initial recruitment through Punjab Public Service	35	45	As may be prescribed by the Government

						<p>Commission as a one-step measure till the permanent cadre in ACE matures for promotion.</p> <p>If no suitable officer is available by promotion by promotion or through direct recruitment on contract basis then by transfer from any Engineering Department, Government of the Punjab with minimum qualification as prescribed.</p>			
-do-	-do-	11. Deputy Director (Legal/ Prosecution)	Additional Chief Secretary	-	-	<p>²[(i) 50% by posting from Law/Prosecution Department of an officer of the rank of District Attorney or Deputy District Attorney/ District Public Prosecutor or Deputy District Public Prosecutor with minimum 5 years' service as Law Officer or Prosecutor; and</p> <p>(ii) 50% by promotion from amongst Assistant Directors (Legal/Prosecution) on seniority-cum-fitness basis with minimum five years' service as such.</p> <p>Note:</p>	-	-	As may be prescribed by the Government

²Substituted vide Notification No. SOR-III(S&GAD) 1-10/2008 (P) dated, Lahore-The 11th February, 2013 and published in the Punjab weekly Gazette, March 06, 2013 Pages 1462-1463

						If no suitable person is available for promotion, then by posting of an officer from Law/ Prosecution Departments.]			
-do-	-do-	12. Deputy Director (Forensic Lab)	Additional Chief Secretary	Ph. D in Forensic Science, Physics/Chemistry or Botany or MSc Forensic Science/ Chemistry/ Bio-Chemistry from a recognized University with 5 years' experience.	-	By posting of an officer from Forensic Science Laboratory of the Government of the Punjab. If no suitable officer is available by transfer, then by direct recruitment on contract basis from candidates having ten years' experience in Forensic related field such as Finger Print and Hand Writing identification.	-	-	As may be prescribed by the Government
-do-	-do-	13. Deputy Director Research, Development & Training	Additional Chief Secretary	1 st Class Degree in Economics/ Statistics/ Commerce/ Planning/ Development Economics/ Business Administration/ Public Finance/ Human Resource Management with 5 years' experience of work or research relating to	-	By posting of an officer of equivalent grade ³ from P&D Department with at least five years' experience in Research Methodology, Development and comparative analysis. If no suitable officer is available then by initial recruitment through Punjab Public Service Commission (PPSC).	35	45	As may be prescribed by the Government

³Printed in the gazette notification as "form"

				development.					
⁴ [Services and General Administration Department	Anti-Corruption Establishment	13-a. Deputy Director (Finance and Accounts) (BS-18)	Additional Chief Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst the Accounts Officers (BS-17) having five years' regular service as such. If none is available by promotion , by posting of an officer from the Finance Department or the Audit and Accounts Department.	-	-	As may be prescribed.]
-do-	-do-	14. Assistant Director (Investigation)	Additional Chief Secretary	⁵ [Graduation (second division) from a recognized University. Preference shall be given to the candidates having five years' experience: as active Criminal Law Practitioner; or as Magistrate or Revenue Officer or Intelligence Officer.	-	(i) 50 % by posting from S&GAD of Officer of equivalent rank from DMG or Police or PMS Cadre in the Government. If none is available by posting then by transfer on permanent basis from any department of the Government of the Punjab. (ii) 30% by promotion on the basis of seniority-cum-fitness from amongst the Inspectors of Anti-Corruption Establishment (ACE) with five years' service as such. (iii) 20% by initial recruitment through Punjab public service	21	30]	As may be prescribed by the Government

⁴Inserted vide Notification No. SOR-III(S&GAD)1-10/08(P-II), dated, 14.01.2017.

⁵Substituted vide Notification no.SOR-III(S&GAD)1-10/2008, dated 31.08.2012.

						Commission. If no suitable officer is available by promotion or through direct recruitment then by posting of an officer of equivalent grade from S&GAD out of DMG or Police or PMS cadre till the availability of promoted or recruited officer from Anti-Corruption Establishment (ACE).			
-do-	-do-	⁶ [15. Assistant Director (Admn/Compl aints /Monitoring/ Documentati on)]	Additional Chief Secretary	-	B.A/B.Sc.	⁷ [By promotion on seniority-cum-fitness basis from amongst Superintendents and Personal Assistants/Senior Scale Stenographers at the ratio of 55:45 having minimum service of 3 years as such. In case the candidates after completion of three years' service as Senior Scale Stenographer is promoted against the post of PA the no further condition of service as such will be imposed on him for promotion as Assistant Director. <u>Note:</u> The existing Admn	-	-	As may be prescribed by the Government

⁶Substituted by Notification Number SOR-III(S&GAD) 1-10/2008 dated, Lahore-The 24th May, 2011.

⁷Substituted vide Notification No.SOR-III(S&GAD)1-10/2008, dated 12.08.2009.

						Officers who are non-graduate would be required to get the degree of B.A./B.Sc. within 4 years.]			
-do-	-do-	16. Assistant Director (Coord)	Additional Chief Secretary	-	-	By posting of an officer of BS-17 with 5 years' service from any department of the Government of the Punjab from amongst persons possessing the qualification of M.A Social Sciences.	-	-	As may be prescribed by the Government
-do-	-do-	17. Assistant Director (Tech)	Additional Chief Secretary	Degree in Engineering in the requisite discipline from a recognized University and registered as Professional Engineer with the Pakistan Engineering Council.	-	(i) 60% by posting of an officer of the rank of SDO (Civil) from any Engineering Department of Government of the Punjab. (ii) 20% by promotion from amongst the Sub-Engineers (Civil) of ACE on seniority-cum-fitness basis with minimum 5 years' service as Sub-Engineer in ACE. (iii) 20% by initial recruitment through Punjab Public Service Commission. If no suitable officer is available by promotion or through initial recruitment then by transfer of officer from any Engineering Department of	25	38	As may be prescribed by the Government

						Government of the Punjab having B.Sc. Civil Engineering with experience of 5 years' working in Government Department.			
-do-	-do-	18. Assistant Director (Legal/ Prosecution)	Additional Chief Secretary	B.A./B.Sc. 2 nd division + LL.B. Preference will be given to those having higher qualification.	-	(i) 40% by posting from Law/Prosecution Departments of officer of the rank of Deputy and Assistant District Attorney/ Deputy and Assistant District Public Prosecutor with minimum 5 years' service. If none is available by posting then by transfer on permanent basis from any Government Department. (ii) 60% to be filled by initial recruitment through Punjab Public Service Commission with minimum 5 years of experience as active criminal law practitioner.	25	35	As may be prescribed by the Government
-do-	-do-	19. Assistant Director (Research, Development and Training)	Additional Chief Secretary	Masters' degree 2 nd division in Economics/Statistics/Commerce.	-	By posting of an Officer of equivalent grade from any Government Department with at least 5 years' experience in the relevant field; If none is available by posting then by transfer on permanent basis from any	25	35	As may be prescribed by the Government

						Government Department. If no suitable officer is available then by direct recruitment on contract basis through Punjab Public Service Commission.			
-do-	-do-	20. Assistant Director (Forensic Lab)	Additional Chief Secretary	M.Sc. 2 nd division in Forensic Science/Physics/Chemistry/Bio-Chemistry OR Diploma in Forensic Science from a recognized University with 5 years' experience in the line.	-	By initial recruitment through Punjab Public Service Commission.	25	35	As may be prescribed by the Government
-do-	-do-	21. Accounts Officer	Additional Chief Secretary	M.Com/ MBA (Finance) OR S.A.S with 5 years' experience as Accountant after qualifying S.A.S examination.	-	(i) By posting of an officer of equivalent grade from Audit, Accounts or Finance Department; If none is available by posting then by transfer on permanent basis from any provincial Government Department. (ii) In Case no suitable officer is available by posting or transfer, then by initial recruitment through Punjab Public Service Commission.	30	40	As may be prescribed by the Government

-do-	-do-	22. Inspector	Additional Chief Secretary	B.A/B.Sc. 2 nd Division or equivalent. Preference will be given to higher qualification of LL.B/ Criminology/ Criminal Investigation.	B.A/B.Sc. or equivalent qualification	⁸ [(i) 50% by posting of suitable officer from the Police Department having Bachelor's degree (2 nd division) from a University recognized by Higher Education Commission; (ii) 20% by promotion on the basis of seniority-cum-fitness from amongst the Sub-Inspectors of ACE having five years' regular service as such and who have successfully completed four months mandatory Upper Class Course from Police College; and (iii) 30% by initial recruitment through Punjab public service Commission. If none is available for promotion or initial recruitment, by posting of a suitable officer from the Police department If none is available by posting then by transfer on permanent basis from Police department. 20% by promotion from amongst sub-Inspectors of	21	30	⁹ [Six-month pre-service training from Police college for those who are appointed by initial recruitment.]
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⁸Substituted vide Notification No.SOR-III(S&GAD)1-10/2008 (P-I), dated, 25.11.2016.

⁹ibid

						ACE with 5 years' service as such. 30% by initial recruitment through Punjab Public Service commission.			
-do-	-do-	23. Superintendent	Director General	-	-	¹⁰ [By promotion on seniority-cum-fitness basis from amongst Assistants in ACE with four years' service as Assistant.]	-	-	As may be prescribed by the Government
-do-	-do-	24. Sub-Engineer	Director General	Diploma in the requisite discipline of Engineering after undergoing minimum 3 years course from Punjab Board of Technical Education.	-	(i) 60% by posting of an officer of the rank of Sub-Engineer (Civil) from Engineering Department of Government of the Punjab. If none is available by posting then by transfer of Sub-Engineers (Civil) on permanent basis from any Engineering Department of Punjab. (ii) 20% by promotion from amongst the Draftsmen of ACE on seniority-cum-fitness basis with minimum 5 years' service. (iii) 20% by initial recruitment through Punjab Public Service Commission.	25	35	As may be prescribed by the Government
-do-	-do-	25. Divisional Accountant	Director General	-	-	By posting of an official of equivalent grade from	-	-	As may be prescribed by

¹⁰Substituted vide Notification No.SOR-III(S&GAD)1-10/08(P), dated 20.11.2014.

						Accountant General Punjab or Finance Department. If none is available by posting then by transfer on permanent basis from any Government Department having 05 years relevant experience.			the Government
-do-	-do-	26. Personal Assistant	Director General	-	-	By promotion on seniority-cum-fitness basis from amongst Senior Scale Stenographers in ACE Punjab having at least 3 years' service as such.	-	-	As may be prescribed by the Government
-do-	-do-	27. Senior Scale Stenographer	Director General	-	-	By promotion on seniority-cum-fitness basis from amongst Stenographers having at least 5 years' experience as such.	-	-	As may be prescribed by the Government
-do-	-do-	28. Sub-Inspector	Director General	B.A/B.Sc. (2 nd division).	-	¹¹ [(i) 40% by posting of suitable Sub-Inspectors from the Police department; (ii) 60% by promotion on the basis of seniority-cum-fitness from amongst the Assistant Sub-Inspectors of ACE having 5 years' regular service as such. If none is available for promotion, by posting of a suitable officer from the	-	-	As may be prescribed by the Government

¹¹Substituted vide Notification No.SOR-III(S&GAD)1-10/2008(P-I), dated, 25.11.2016

						Police department.]			
-do-	-do-	29. Stenographer	Additional Director General/ Director Region	<p>Intermediate or equivalent qualification from a recognized Board.</p> <p>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>Computer Literate in M.S. office.</p> <p>Note: preference shall be given to the candidate 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	As may be prescribed by the Government
-do-	-do-	30. Draftsman	Director General	<p>Matriculation with 2-3 years' diploma in any Engineering/Technical draftsmanship from recognized Institute.</p>	-	<p>(i) 60% by posting from any Department of Government of Punjab.</p> <p>If none is available by posting then by transfer from any Government Department having 05 years' experience.</p>	18	25	As may be prescribed by the Government

						(ii) 40% by initial recruitment through Punjab Public Service Commission.			
-do-	-do-	31. Photographer	Additional Director General/ Director Region	Matric or equivalent qualification from a recognized University or Board. Practical knowledge of various processes of photography; and Not less than 5 years' experience in photography.	-	By initial recruitment, If no suitable person is available then by transfer from Information Department having 05 Years' experience.	20	35	As may be prescribed by the Government
-do-	-do-	32. Assistant	¹² [Additional Director General/ Director region]	B.A/B.Sc. or equivalent qualification.	-	33% by initial recruitment, 67% by promotion from amongst Senior Clerks.	18	25	As may be prescribed by the Government
-do-	-do-	33. Assistant Sub-Inspector	Director General	F.A/F.Sc. or equivalent qualification	F.A/F.Sc. or equivalent qualification	¹³ [(i) 40% by posting of Assistant Sub-Inspectors from the Police department; (ii) 30% by promotion on the basis of seniority-cum-fitness from amongst the	18	25	As may be prescribed by the Government

¹²Substituted by Notification No. SOR-III(S&GAD) 1-10/08(P), dated, Lahore-The 30.03.2013

¹³Substituted by Notification No. SOR-III(S&GAD)1-10/2008(P-I), dated, 25.11.2016.

						Head Constables of ACE having [3] ¹⁴ years' regular service as such; and (iii) 30% by initial recruitment through Punjab Public Service Commission. If none is available for promotion, by posting of Assistant Sub-Inspectors from the Police department.]			
-do-	-do-	34.Head Constable	Director General	-	-	(i) 60% by posting from Police Department. (ii) 40% by promotion on seniority-cum-fitness basis from amongst Constables of ACE having minimum 5 years' service as such.	-	-	As may be prescribed by the Government
-do-	-do-	35.Senior Clerk	¹⁵ [Additional Director General/Director region]	-	-	By promotion on seniority-cum-fitness basis from amongst Junior Clerks with minimum 4 years' service as such.	-	-	-
-do-	-do-	36.Junior Clerk	¹⁶ [Additional Director General/Director	(i)Matriculation or equivalent qualification from a recognized		¹⁷ [By initial recruitment or by transfer within ACE]	18	25	-

¹⁴Substituted by Notification No. SOR-III(S&GAD)1-10/08(P-II), dated 12.03.2018, published in the Punjab Gazette (Extra Ordinary), dated 05.04.2018 at page 7119.

¹⁵Substituted by Notification Number SOR-III(S&GAD) 1-10/08(P), dated, Lahore-The 30.03.2013

¹⁶Substituted by Notification No. SOR-III(S&GAD) 1-10/2008 dated, Lahore-The 24th May, 2011.

¹⁷Substituted by Notification No. SOR-III(S&GAD) 1-10/2008 dated, Lahore-The 24th May, 2011.

			Region]	Board; (ii) A speed of 25 w.p.m. in typing. Note: Preference shall be given to the candidates who know type writing in Urdu at a speed of 25 W.P.M.					
-do-	-do-	37. ¹⁸ [Constable/ Process Server]	Director General	Secondary School Certificate/ Matric or equivalent qualification.	-	(i) 60% by posting from Police Department. (ii) 40% by initial recruitment as per Policy/standard approved by the Police Department for Constables.	17	25	As may be prescribed by the Government
-do-	-do-	38.Dark Room Assistant	Additional Director General/Director Region	(i)Matric with Science from a recognized Board; and (ii) one year diploma/ certificate in radiographer course from Punjab Medical Faculty Lahore or from any other recognized Institute.	-	By initial recruitment	18	25	-

¹⁸Substituted by Notification No. SOR-III(S&GAD) 1-10/2008 dated, Lahore-The 24th May, 2011.

-do-	-do-	39.Dispatch Rider	Additional Director General/Director Region	¹⁹ [Middle pass having a valid driving license and two years' experience as such.]	-	By initial recruitment	18	25	-
-do-	-do-	40.Driver	Additional Director General/Director Region	Middle pass with LTV driving license having 5 years' experience.	-	By initial recruitment	25	35	-
-do-	-do-	41.naib Qasid	Additional Director General/Director Region	Literate	-	By initial recruitment	18	25	-
-do-	-do-	42. Chowkidar	Additional Director General/Director Region	Literate and physically healthy		By initial recruitment	21	28	-
-do-	-do-	43. Mali	Additional Director General/Director Region	10 Years' experience in a nursing	-	By initial recruitment	21	35	-
-do-	-do-	44.Sweeper	Additional Director General/Director Region	Literate	-	By initial recruitment	18	35	-

¹⁹Substituted by Notification No. SOR-III(S&GAD) 1-10/2008 dated, Lahore-The 24th May, 2011.

²⁰ [S&GAD	-do-	45. Photocopy Machine Operator (BS-04)	Additional Director General/Dir ector Region	Secondary School Certificate (second division) from a recognized Board with one year's experience as photocopy machine operator in a private or public sector organization.	-	By initial recruitment	18	25	As may be prescribed by the Government.
-do-	-do-	46. Generator Operator (BS-04)	-do-	Secondary School Certificate (second division) from a recognized Board with one year's experience as generator operator in a private or public sector organization.	-	By initial recruitment	18	25	-do-]

²⁰Inserted vide Notification No.SOR-III(S&GAD)1-10/2008(PI), dated, 22.02.2016.