

**THE PUNJAB FORENSIC SCIENCE AGENCY
(APPOINTMENT AND CONDITIONS OF SERVICE) RULES
2014**

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**GOVERNMENT OF THE PUNJAB,
HOME DEPARTMENT**

18th February, 2015

NOTIFICATION

No. SO(PUR/FSA)4-59/2011.- In exercise of the powers conferred by section 17 of the Punjab Forensic Science Agency Act, 2007 (XIII of 2007), 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 Forensic Science Agency (Appointment and Conditions of Service) Rules 2014.

(2) They shall come into force at once.

2. Definitions.– (1) In these rules:

- (a) “Act” means the Punjab Forensic Science Agency Act, 2007 (XIII of 2007);
- (b) “Appointing” Authority” means the person authorized under the Schedule to make appointment to a post;
- (c) “commission” means the Punjab Public Service Commission;
- (d) “committee” means a committee constituted by the Government to make initial recruitment and to act as promotion committee;
- (e) “competent Authority” means Appointing Authority specified in the Schedule or a competent authority under the Punjab Employees Efficiency, Discipline and Accountability¹ Act, 2006 (XII of 2006);
- (f) “employee” means an employee of the Agency but does not include a person:
 - (i) On deputation to the Agency or working in the Agency by temporary transfer; and
 - (ii) Who is employed, on work charged basis who is paid from contingencies;
- (g) “Initial Appointment” means appointment made otherwise than by promotion, deputation or transfer;
- (h) “prescribed civil service” means Pakistan Administrative Service or Punjab Management Service;
- (i) “rules” means the Punjab Forensic Science Agency (Appointment and Condition of Service) Rules 2014; and
- (j) “Schedule” means the schedule appended to these rules.

¹ Printed in the Notification as “Accoutability”

(2) A word or an expression used in the rules but not defined shall have the same meanings as in the Act.

3. Conditions of service.— An appointment to post shall be made by the Appointing Authority on the recommendations of a committee or Commission from amongst the persons who possess in the qualifications, age and experience as mentioned as mentioned in the Schedule.

4. Constitution of committees.— The Government may constitute Committees to make recommendation for initial recruitment, promotion or transfer for posts as may be specified by the Government.

5. Eligibility for appointment.— (1) A person shall be eligible for appointment to a post in the Agency if:

- (a) he is domiciled in the Punjab and possess minimum educational qualifications, age and experience of the post;
- (b) he is declared fit by authorized Medical Superintendent; and
- (c) his character and antecedents are verified by special branch of the Punjab police and are to the satisfaction of the Appointing Authority.

(2) The vacant posts in the Agency shall be filled on provincial basis in accordance with open merit and the quotas fixed by the Government.

6. Initial recruitment.— (1) A person shall not be appointed against any post in Agency unless the said post is created by the Government.

(2) Initial recruitment to a post in the Agency shall be made by Appointing Authority on the recommendations of a committees or Commission.

(3) Appointment of an employee may normally be made at the minimum of the salary range of that post but if qualifications and experience of a person so warrant, appointment may be made at such higher stage in the salary range as may be deemed appropriate by the Appointing Authority on the recommendations of the committee.

7. Appointment by transfer.— The Agency may, in the public interest, appoint a person by transfer on tenure basis to a post meant for initial recruitment provided that he possesses the qualifications prescribed for initial recruitment to that post and draws salary in the same pay scale.

8. Manner of appointment.— (1) The Agency shall make all appointments on regular basis in the manner prescribed by the Government.

(2) A person appointed to a post shall remain on probation for a period of two years; provided that Appointing Authority may not extend probation for further period not exceeding two years.

(3) Appointment against project posts for a short duration may be made by the Appointing Authority after advertisement through print media and in at least two newspapers.

(4) The condition of advertisement shall not be applicable in case of re-employment of retired employees of the Authority, retired civil servants or retired Army officers and retired judges.

9. Promotion eligibility.— (1) An employee shall not claim promotion as of right.

(2) Only such employees who possess the prescribed qualifications, experience and training (if applicable) for that level shall be considered for promotion to the higher level, by the Appointing Authority on the recommendations of the committee.

10. Procedure for promotion.— (1) Appointment of an employee by promotion to higher posts shall be made on the recommendation of the committee on the basis of seniority-cum-fitness and selection on merit.

11. Seniority on initial recruitment.— (1) The seniority of an employee appointed by initial recruitment, shall be reckoned in relation to other employees belonging to the same scale, cadre or post and the inter-se seniority of persons appointed by initial recruitment on the same day shall be determined in order of merit assigned by the Appointing Authority at the time of appointment.

(2) The Appointing Authority, for proper administration of service or cadre, shall cause a seniority list to be prepared of all the regular employees.

(3) The Agency shall circulate seniority list among all employees, as updated from time to time, for inviting objections, if any.

12. Seniority on promotion.— (1) The seniority in a post in a service or cadre to which an employee is promoted shall take effect from the date of assumption of charge of the higher post.

(2) Employees selected for promotion to higher post in one batch shall on their promotion to the higher post, retain their inter-se-seniority² in the lower post.

13. Inter-se-seniority.— Inter-se-seniority³ of employees appointed through different methods shall be determined from the date of continuous appointment; provided that if dates are the same, the person appointed through promotion shall rank senior to the one appointed by initial recruitment.

14. Termination from service.— (1) The Agency may, at any time, by giving one month's notice in writing addressed to an employee terminate his employment or on payment of one month's salary in lieu of the notice.

(2) During the notice period, the employee shall continue in service, he cannot absent himself from his duties without the grant of proper leave and any violation of this sub-rule shall amount to misconduct for the purpose of discipline.

(3) In case of abolition of a post or reduction in number of posts, the services of the junior most employee, shall be terminated on one month's notice or pay in lieu of notice.

² Printed in the Notification as "inter-se seniority"

³ Printed in the Notification as "inter-se seniority"

15. Resignation.– (1) An employee may resign from his employment by giving one month's notice in writing addressed to the Appointing Authority or surrender one month's pay in lieu thereof.

(2) Notwithstanding and without prejudice to the provisions contained in sub-rule (1) and subject to sub-rule (3), the Appointing Authority may, if the employee so requests, waive the notice period requirement for acceptance of resignation, on the basis of special circumstances.

(3) An acceptance of resignation of an employee shall be subject to recovery of any dues adjudged or otherwise in the opinion of the Agency to be recoverable from such employee as provided in the terms and conditions of his service.

16. Deputation.– The Agency may hire the services of an incumbent serving in any Government or any autonomous or semi-autonomous organization (both Provincial and Federal) fulfilling the qualifications or experience required for the post, on deputation, for a period of three years on such terms and conditions as may be settled between the Agency and the lending organization under the Deputation Policy.

17. Composition of committees.– There shall be two recruitment and promotion Committees with the following composition:

a) **Committee No. I (for posts in BS-17 and above)**

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|-----|---|----------|
| (a) | Secretary to Government, Home Department; | Chairman |
| (b) | Director General or Additional Director General of the Agency; | Member |
| (c) | a representative of the Regulations Wing of Services and General Administration Department; and | Member |
| (d) | Deputy Secretary to Government, Home Department. | Member |

b) **Committee No. II (for posts in BS-16 and below)**

- | | | |
|-----|--|----------|
| (a) | Director General of Agency or the Appointing Authority; | Chairman |
| (b) | Additional Director General of Agency; | Member |
| (c) | Deputy Secretary to Government, Home Department; and | Member |
| (d) | two officers of the Agency to be nominated by the Home Department. | Members |

18. Initiation of criminal proceedings.— The criminal proceedings against an employee shall be initiated if he commits an offence as prescribed in section 13 of the Act.

19. Grounds for initiating proceedings.— The criminal proceedings against an employee may be initiated, on any of following grounds, if he knowingly or negligently:

- (a) renders false testimony before a Court, Tribunal or Authority; and
- (b) renders incorrect or misleading opinion before a Court, Tribunal or Authority.

20. Authority competent to initiate proceedings.— The Government or Director General may initiate proceedings against an accused person who has committed an offence under section 13 of the Act.

21. Procedure of conducting proceedings.— The following procedure shall be adopted to initiate proceeding under rule 20:

a) **Preparation of complaint:**

When it comes to the knowledge of the Director General about the commission of offense under section 13 of the Act, he shall make a complaint in writing against the concerned expert or official accordingly.

b) **Contents of complaint:**

The complaint shall consist of the detail of the facts constituting the offence.⁴

c) **Forwarding Complaint to the Court:**

The Director General shall forward the complaint, duly signed by him, to the Court with the request to proceed against the accused person in accordance with law.

22. Applicability of other laws.— (1) Subject to the provisions of the Act and the rules shall, with necessary changes, apply to the employees:

- a) The Punjab Government Servants (Conduct) Rules, 1966;
- b) The Punjab Civil Services Pension Rules;
- c) The Punjab Civil Servants Revised Leave Rules, 1981;
- d) The Punjab Civil Services Rules;
- e) The Punjab Traveling Allowance Rules;
- f) The Punjab Financial Rules; and
- g) The Punjab Procurement Rules 2014.

(2) Any reference to a Government servant or civil servant in the rules mentioned in sub-rule (1) shall be construed to be reference to an employee.

⁴ Printed in the Notification as "offense"

**SECRETARY
GOVERNMENT OF THE PUNJAB
HOME DEPARTMENT**

| Sr. # | Name of the Post | Functional ⁵ Unit | Appointing Authority | Minimum Qualification for Appointment | Method of Recruitment | Age for Initial Recruitment | |
|----------------------------|--|------------------------------|--------------------------|---|--|-----------------------------|------|
| | | | | | | Min. | Max. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| ADMINISTRATIVE UNIT | | | | | | | |
| 1. | Additional Director General (BS-20) | -do- | Chief Minister | Ph.D. in Forensic Science, Chemistry, Physics, Genetics or Molecular Biology from Higher Education Commission recognized University 5 years' working experience on bench in accredited Forensic Laboratory and Court testimony. Preference shall be given to the incumbent having hands on experience of working on high tech instruments, trouble shooting of instruments, 5 publications in forensic peer reviewed journals and member of international Forensic Science Society and 3 years' experience of running Forensic Laboratory. | By posting on deputation from amongst officers of PAS and PMS (Ex-PCS/EX-PSS) with 12 years' service in BS-17 and above. | 45 | 55 |
| 2. | Director Administration (BS-19) | -do- | Administrative Secretary | - | By promotion from amongst Deputy Directors having 12 years' service in BS-17 and above. Provided that if none is available for promotion then by deputation from amongst incumbents of prescribed civil service with at least 5 years' service in BS-18 and above. | - | - |
| 3. | Deputy Director Administration (BS-18) | -do- | Director General | Master's degree (second division) from Higher Education Commission recognized institution with 7 years' hands on experience in senior management position in a reputable organization. | By promotion from amongst Assistant Directors having 7 years' experience of work in the agency of relevant field. Provided that if none is available for promotion then by transfer from amongst incumbents of prescribed civil service with 5 years' service in BS-17. Provided that if none is available for promotion or by transfer then by initial recruitment. | 30 | 45 |
| 4. | Senior Specialist (IT) (BS-18) | -do- | Director General | Master's degree (second division) in Computer Science, Information Technology or Software Engineering from Higher Education Commission recognized institution with 7 years' experience of work in Agency with 5 years' experience at the managerial level in handling, execution and management of mega IT infrastructure projects. | By promotion from amongst Assistant Directors (Networks & Database) having 7-years' experience in the Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 30 | 45 |
| 5. | Chief Security Officer (BS-18) | -do- | Director General | An officer retired from Armed Forces not below the rank of a Major. | By initial recruitment | 45 | 55 |

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| 6. | Assistant Director (Admin/General/Transport) (BS-17) | -do- | Director General | Master's degree (second division) from Higher Education Commission recognized institution with 3 year's experience in management position in a reputable organization. | By Promotion from Assistants with 10 year's service. Provided that if none is available for promotion then by initial recruitment. | 25 | 35 |
| 7. | Assistant Director (Networks/Database) (BS-17) | -do- | Director General | MS or MCS in Computer Science, Information Technology or Software Engineering from Higher Education Commission recognized institution with 3 year's experience in relevant field. | By initial recruitment | 25 | 35 |
| 8. | Personal Assistant (BS-16) | -do- | Director General | Bachelor's degree (second division) from institution recognized by Higher Education Commission with speed of 100 words per minutes in shorthand and 40 words per minutes in typing on computer. | i) 50% by initial recruitment; and ii) 50% by promotion from amongst DEOs having Bachelor's degree (second division) from a recognized university with 7 year's experience of work in Agency having speed of 100 words per minutes in shorthand. Provided that if none is available for promotion or deputation then by initial recruitment. | 25 | 35 |
| 9. | Security Incharge (BS-16) | -do- | Director General | Secondary School Certificate with 15 year's experience of work in the Armed Forces with 5 year's experience as a Junior Commissioned Officer. | By initial recruitment | 45 | 55 |
| 10. | Assistant (BS-14) | -do- | Additional Director General | Bachelor's degree (second division) from HEC recognized institution with 3 years' experience of work in the relevant field and proficiency in MS Office and Excel Sheet. | i) 50% by initial recruitment; and ii) 50% by promotion from amongst Junior Clerks or Telephone Operators having 7 year's experience in Agency. | 23 | 35 |
| 11. | Data Entry Operator (BS-12) | -do- | Additional Director General | Higher Secondary School Certificate (second division) from institution recognized by Board with speed of 40 words per minutes and 1000 key depressions per hour with 90% accuracy and knowledge of shorthand would be considered an added qualification. | By initial recruitment | 20 | 30 |
| 12. | Junior Clerk (BS-07) | -do- | Additional Director General | Higher Secondary School Certificate (second division) from institution recognized by relevant Board with typing speed of 25 words per minutes on computer or laptop. | i) 50% by initial recruitment; and ii) 50% by promotion from amongst Drivers, Dak Runners, Security Guards, Naib Qasids or other Class-IV employees having 5 year's experience in Agency, who otherwise possess the qualification. | 20 | 30 |
| 13. | Telephone Operator (BS-07) | -do- | Additional Director General | Higher Secondary School Certificate at least in (second division) from institution recognized by relevant Board with 3 year's experience in the relevant field. Preference shall be given to those who are computer literate. | By initial recruitment | 20 | 30 |

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| 14. | Driver (BS-04) | -do- | Director Administration | Secondary School Certificate with valid LTV driving license having 3 year's experience in the relevant field. | By initial recruitment | 20 | 35 |
| 15. | Dak Runner (BS-01) | -do- | Director Administration | Secondary School Certificate with valid LTV Driving License having 3 years' experience in the relevant field. | By initial recruitment | 20 | 30 |
| 16. | Security Guard (BS-04) | -do- | Director Administration | Secondary School Certificate with 5 years' experience in the relevant field. Preference shall be given to retired personnel from Armed Forces. | By initial recruitment | 22 | 40 |
| 17. | Naib Qasid (BS-01) | -do- | Director Administration | Secondary School Certificate with experience of work as Naib Qasid in any public sector organization. | By initial recruitment | 20 | 30 |
| 18. | Gardner (BS-01) | -do- | Director Administration | Secondary School Certificate with 2 year's experience of work in the relevant field. | By initial recruitment | 20 | 30 |
| 19. | Sweeper (BS-01) | -do- | Director Administration | Literate with experience of cleaning, dusting and washing in public or private organization. | By initial recruitment | 20 | 30 |
| FINANCE & ACCOUNTS UNIT | | | | | | | |
| 20. | Deputy Director Finance (BS-18) | Finance and Accounts | Administrative Secretary | - | By appointment on deputation from amongst incumbents having 7 years' experience of work in BS-17 on accounts, audit or finance preferably side in the office of Director General (Audit), Accountant General, Punjab or Local Fund Audit. | - | - |
| 21. | Assistant Director (Budget & Accounts) (BS-17) | -do- | Administrative Secretary | - | By appointment on deputation from amongst incumbents having 5 years' experience of work in BS-16 on accounts or audit preferably in the office of Director General (Audit), Accountant General, Punjab or Local Fund Audit. | - | - |
| 22. | Assistant Director (Purchase) (BS-17) | -do- | Administrative Secretary | - | By appointment on deputation from amongst Officers of PAS and PMS with two * ⁶ years' service. | - | - |
| SCIENTIFIC & TECHNICAL UNIT | | | | | | | |
| 23. | Director Forensic | Scientific and Technical | Administrative Secretary | Ph.D in Forensic Science, Chemistry, Physics, Mathematics, Genetics or Molecular Biology from Higher Education Commission recognized institution with 7 year's experience of work in any forensic laboratory. of international repute. | By promotion from amongst Managers having 7 year's experience of work in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 45 | 60 |
| (i) Bio-Chemical Unit | | | | | | | |
| 24. | Manager (DNA & Serology) (BS-19) | Bio-Chemical | Administrative Secretary | (i) Ph.D in Molecular-Biology, Bio-Chemistry, Genetics or Chemistry from Higher Education Commission recognized institution with 5 year's work experience as bench analyst in a reputable Forensic | By promotion from amongst Forensic Scientists of DNA and Serology Department having 7 year's experience of work in Agency. Provided that if none is available for promotion or deputation then by initial | 40 | 55 |

⁶ Mistakenly printed in the Notification as "2" after the word "two"

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| | | | | <p>Laboratory;</p> <p>(ii) Troubleshooting the capillary based sequencer data;</p> <p>(iii) Technical troubleshooting of the capillary based DNA genetic analyzers, genotyping etc.; and</p> <p>(iv) have taken following courses during post-graduation:</p> <p>(a) Molecular Biology;</p> <p>(b) Bio-Chemistry;</p> <p>(c) Population Statistics; and</p> <p>(d) Genetics.</p> | recruitment. | | |
| 25. | Manager (Narcotics & Toxicology) (BS-19) | -do- | Administrative Secretary | Ph.D in Chemistry or Pharmaceutical Chemistry from Higher Education Commission recognized institution with 5 year's work experience as bench analyst in a reputable Forensic Laboratory. | By promotion from amongst Forensic Scientists of Narcotics and Toxicology Department having 7 year's experience of work in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 40 | 55 |
| 26. | Manager (Trace Chemistry) (BS-19) | -do- | Administrative Secretary | Ph.D in Chemistry from Higher Education Commission recognized institution with 5 years' work experience as bench analyst in a reputable Forensic Laboratory. | By promotion from amongst Forensic Scientists of Trace Chemistry Department having 7 year's experience of work in Agency. Provided that if none is available for promotion, deputation then by initial recruitment. | 40 | 55 |
| 27. | Forensic Scientist (DNA & Serology) (BS-18) | -do- | Director General | M.S or M.Phil. in Molecular Biology, Biochemistry, Bio-Technology, Micro Biology or Molecular Genetics; or with special course work in Molecular Biology Genetics, Biochemistry or Population Statistics from Higher Education Commission recognized institution. | By promotion from amongst Junior Forensic Scientists of DNA and Serology Department having 5 year's experience in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 30 | 45 |
| 28. | Forensic Scientist (Narcotics) (BS-18) | -do- | Director General | <p>(i) M.S or M.Phil. in Chemistry, Pharm-D or MBBS with postgraduate diploma in Pathology like (Diploma in Clinical Pathology) from Higher Education Commission recognized institution; or</p> <p>(ii) M.Phil. in Chemical Pathology from HEC recognized institution.</p> | By promotion from amongst Junior Forensic Scientists of Narcotics Department having 5 year's experience in Agency. Provided that if none is available for promotion or deputation then by initial appointment. | 30 | 45 |
| 29. | Forensic Scientist (Toxicology) (BS-18) | -do- | Director General | <p>(i) M.S or M.Phil. in Chemistry or Pharm-D from Higher Education Commission recognized Institution;</p> <p>(ii) MBBS with postgraduate diploma in Pathology like (Diploma in Clinical Pathology) from Higher Education Commission recognized Institution; or</p> <p>(iii) M.Phil. in Chemical Pathology from Higher Education Commission</p> | By promotion from amongst Junior Forensic Scientists of Toxicology Department having 5 year's experience of work in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 30 | 45 |

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| | | | | recognized Institution. | | | |
| 30. | Forensic Scientist (Trace Chemistry) (BS-18) | -do- | Director General | M.S or M.Phil in Chemistry or Pharm-D from Higher Education Commission recognized Institution. | By promotion from amongst Junior Forensic Scientists of Trace Chemistry Department having 5 year's experience in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 30 | 45 |
| 31. | Lab Technician / Junior Forensic Scientist (DNA & Serology) (BS-17) | -do- | Director General | M.S or M.Phil in Molecular Biology, Biochemistry, Bio-Technology, Micro Biology or Molecular Genetics; or with special course work in Molecular Biology, Genetics, Biochemistry or Population Statistics from Higher Education Commission recognized Institution. | By initial recruitment | 25 | 35 |
| 32. | Junior Forensic Scientist (Narcotics) (BS-17) | -do- | Director General | (i) M.S or M.Phil. in Chemistry or Pharm-D; (ii) MBBS with postgraduate diploma in Pathology like (Diploma in Clinical Pathology); or (iii) M.Phil in Chemical Pathology from Higher Education Commission recognized Institution. | By initial recruitment | 25 | 35 |
| 33. | Junior Forensic Scientist (Toxicology) (BS-17) | -do- | Director General | (i) M.S or M.Phil. in Chemistry or Pharm-D; (ii) MBBS with postgraduate diploma in Pathology like (Diploma in Clinical Pathology); or (iii) M.Phil in Chemical Pathology from Higher Education Commission recognized Institution. | By initial recruitment | 25 | 35 |
| 34. | Junior Forensic Scientist (Trace Chemistry) (BS-17) | -do- | Director General | M.S or M.Phil. in Chemistry or Pharm-D from HEC recognized Institution. | By initial recruitment | 25 | 35 |
| (ii) Criminalistic Unit | | | | | | | |
| 35. | Manager (Firearms & Tool Marks) (BS-19) | Criminalistic | Administrative Secretary | Ph.D in Physics or MS in Mechanical Engineering from Higher Education Commission recognized institution with 5 year's work experience as bench analyst in a reputable forensic laboratory. | By promotion from amongst Forensic Scientists of Firearms and Toll Marks Department having 7 year's experience of work as such in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 40 | 55 |
| 36. | Manager (Latent Finger Prints, Questioned Documents & Polygraph) (BS-19) | -do- | Administrative Secretary | Ph.D in Chemistry from Higher Education Commission recognized Institution with 5 years' work experience as bench analyst in a reputable forensic laboratory. | By promotion from amongst Forensic Scientists of Latent Finger Prints, Questioned Documents & Polygraph Department having seven 7 year's experience as such in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 40 | 55 |

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| 37. | Forensic Scientist (Firearms & Tool Marks) (BS-18) | -do- | Director General | MS or M.Phil. in Physics or Mathematics or Bachelor in Electrical or Mechanical Engineering from Higher Education Commission recognized Institution. | By promotion from amongst Junior Forensic Scientists of Firearms & tool Marks Department having 5 years' experience as such in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 30 | 45 |
| 38. | Forensic Scientist (Latent Finger Print) (BS-18) | -do- | Director General | MS or M.Phil. in Chemistry from Higher Education Commission recognized Institution. | By promotion from amongst Junior Forensic Scientists of Questioned Document Department having 5 years' experience in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 30 | 45 |
| 39. ⁷ | Forensic Scientist (Questioned Document) (BS-18) | -do- | Director General | MS or M.Phil in Chemistry from Higher Education Commission recognized Institution. | By promotion from amongst Junior Forensic Scientists of Questioned Document Department having 5 years' experience in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 30 | 45 |
| 40. | Forensic Scientist (Polygraph) (BS-18) | -do- | Director General | (i) M.Sc. Criminology (Forensic Science as a Subject) from Higher Education Commission recognized institution; or (ii) Master's degree in Basic Sciences or Applied Sciences from Higher Education Commission recognized Institution. | By promotion from amongst Junior Forensic Scientists of Toxicology Department having 5 years' experience of work in public sector organization in relevant field. | 30 | 45 |
| 41. | Junior Forensic Scientist (Firearms & Tool Marks) (BS-17) | -do- | Director General | (i) MS or M.Phil in Physics or Mathematics from Higher Education Commission recognized Institution; or (ii) Bachelor's degree in Electrical or Mechanical Engineering from Higher Education Commission recognized Institution. | By initial recruitment | 25 | 35 |
| 42. | Junior Forensic Scientist (Latent Finger Print) (BS-17) | -do- | Director General | MS or M.Phil in Chemistry from Higher Education Commission recognized Institution. | By initial recruitment | 25 | 35 |
| 43. | Junior Forensic Scientist (Questioned Document) (BS-17) | -do- | Director General | MS or M.Phil in Chemistry from Higher Education Commission recognized institution. | By initial recruitment | 25 | 35 |
| 44. | Junior Forensic Scientist (Polygraph) (BS-17) | -do- | Director General | (i) M.Sc. Criminology (Forensic Science as a Subject) from Higher Education Commission recognized Institution; or (ii) Master's degree in Basic Sciences or Applied Sciences from Higher Education Commission | By Initial recruitment | 25 | 35 |

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| | | | | recognized Institution. | | | |
| (iii) Pathology Unit | | | | | | | |
| 45. | Manager (Pathology & Histology) (BS-19) | Pathology | Administrative Secretary | M.Phil. in Histopathology from Higher Education Commission recognized institution with 5 years' work experience as bench analyst in a reputable forensic laboratory and 5 years' administrative experience as Lab Director in full service pathology laboratory. | By promotion from amongst Forensic Scientists of Pathology and Histology Department having 5 years' experience as such. Provided that if none is available for promotion or deputation then by initial recruitment. | 40 | 55 |
| 46. | Forensic Scientist (Pathology & Histology) (BS-18) | -do- | Director General | (i) MBBS with postgraduate diploma in Pathology like (Diploma in Clinical Pathology) from Higher Education Commission recognized Institution; (ii) M.Phil. in Histopathology from Higher Education Commission recognized Institution; or (iii) FCPS in Histopathology from Higher Education Commission recognized Institution. | By promotion from amongst Junior Forensic Scientists of Pathology and Histology Department having 7 years' experience in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 30 | 45 |
| 47. | Junior Forensic Scientist (Pathology & Histology) (BS-17) | -do- | Director General | (i) MBBS with postgraduate diploma in Pathology like (Diploma in Clinical Pathology) from Higher Education Commission recognized Institution; (ii) M.Phil in Histopathology from Higher Education Commission recognized Institution; or (iii) FCPS in Histopathology from Higher Education Commission recognized Institution. | By initial recruitment | 25 | 35 |
| (iv) Cyber Crime Unit | | | | | | | |
| 48. | Manager (Computer Forensic) (BS-19) | Cyber Crime | Administrative Secretary | Ph.D in Computer Science, or Information Technology or Software Engineering from Higher Education Commission recognized institution with 5 years' work experience as bench analyst in a reputable forensic laboratory. | By promotion from amongst Forensic Scientists of Computer Forensic Department having 5 years' experience in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 40 | 55 |
| 49. | Manager (Audio Visual Analysis & Photography) (BS-19) | -do- | Administrative Secretary | Ph.D in Criminology or Basic Science or Applied Sciences from Higher Education Commission recognized institution with 5 years' work experience as bench analyst in a reputable forensic laboratory. | By promotion from amongst Forensic Scientists of Audio visual Analysis and Photography Department having 5 years' experience . Provided that if none is available for promotion or deputation then by initial recruitment. | 40 | 55 |
| 50. | Forensic Scientist (Audio Visual Analysis) (BS-18) | -do- | Director General | (i) M.Sc. Criminology (Forensic Science as a Subject) from Higher Education Commission recognized Institution; or (ii) Master's degree in Basic Sciences or Applied Sciences from Higher Education Commission | By promotion from amongst Junior Forensic Scientists of Audio Visual Analysis Department having 5 years' experience of work in Agency. Provided that if none is available for promotion or deputation then by initial | 30 | 45 |

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|-----------------------------|--|-------------|--------------------------|--|---|----|----|
| | | | | recognized Institution. | recruitment. | | |
| 51. | Forensic Scientist (Photography) (BS-18) | -do- | Director General | (i) M.Sc. Criminology (Forensic Science as a Subject) from Higher Education Commission recognized Institution; or (ii) Master's degree in Basic Sciences or Applied Sciences from Higher Education Commission recognized Institution. | By promotion from amongst Junior Forensic Scientists of Photography Department having 5 years' experience of work in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 30 | 45 |
| 52. | Forensic Scientist (Computer Forensic) (BS-18) | -do- | Director General | MSC or MCS in Computer Science; Information Technology or Software Engineering from Higher Education Commission recognized Institution. | By promotion from amongst Junior Forensic Scientists of Computer Forensic Department having 5 years' experience of work in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. ⁸ | 30 | 45 |
| 53. | Junior Forensic Scientist (Audio Visual Analysis) (BS-17) | -do- | Director General | (i) M.Sc. Criminology (Forensic Science as a Subject) from Higher Education Commission recognized Institution; or (ii) Master's degree in Basic Sciences or Applied Sciences from HEC recognized Institution. | By initial recruitment | 25 | 35 |
| 54. | Junior Forensic Scientist (Photography) (BS-17) | -do- | Director General | (i) M.Sc. Criminology (Forensic Science as a Subject) from Higher Education Commission recognized Institution; or (ii) Master's degree in Basic Sciences or Applied Sciences from Higher Education Commission recognized Institution. | By initial recruitment | 25 | 35 |
| 55. | Junior Forensic Scientist (Computer Forensic) (BS-17) | -do- | Director General | MSC or MCS in Computer Science or Information Technology or Software Engineering from Higher Education Commission recognized Institution. | By initial recruitment | 25 | 35 |
| (v) Crime Scene Unit | | | | | | | |
| 56. | Manager (Crime & Death Scène Investigation) (BS-19) | Crime Scene | Administrative Secretary | Ph.D in Basic Science or Applied Sciences from Higher Education Commission recognized institution with 5 years' work experience as bench analyst in a reputable forensic laboratory. | By promotion from amongst Forensic Scientists ⁹ in Crime and Death Scène Investigation Department having 7 years' experience of work in Agency. Provided that if none is available for promotion or deputation then by initial recruitment. | 40 | 55 |
| 57. | Forensic Scientist (Crime & Death Scene Investigation) (BS-18) | -do- | Director General | Master's degree in Basic Science or Applied Sciences from Higher Education Commission recognized Institution. | By promotion from amongst Junior Forensic Scientists of Crime & Death Scene Investigation Department having 7 years' experience in Agency. Provided that if none is | 35 | 45 |

⁸ Printed in the Notification as "recruitment t"

⁹ The word "of" omitted being unnecessary printed in the Notification.

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| | | | | | available for promotion or deputation then by initial appointment. | | |
| 58. | Junior Forensic Scientist (Crime & Death Scene Investigation) (BS-17) | -do- | Director General | Master's degree in Basic Science or Applied Sciences from Higher Education Commission recognized Institution. | By initial recruitment | 25 | 35 |
| LEGAL UNIT | | | | | | | |
| 59. | Legal Advisor (BS-18) | Legal | Director General | LL.B (second division) from Higher Education Commission recognized institution with 7 years' experience of having practice in law including 4 years' experience as Law Officer in any public sector organization. | By promotion from amongst Law Officers having 5 years' experience in Agency. Provided that If none is available for promotion then by transfer from amongst incumbents having 5 years' experience of work in BS-17 as Public Prosecutor in Public Prosecution Department, Punjab. Provided that If none is available for promotion or transfer then by initial recruitment. | 30 | 45 |
| 60. | Law Officer (BS-17) | -do- | Director General | LL.B (second division) from Higher Education Commission recognized institution with 2 years' experience. | By Transfer from amongst incumbents having 2 years' experience as Public Prosecutor in Public Prosecution Department, Punjab. Provided that If none is available by transfer then by initial recruitment. | 25 | 35 |
| OPERATIONS & MAINTENANCE UNIT | | | | | | | |
| 61. | Assistant Director Building + Maintenance (BS-17) | Operations & Maintenance | Director General | B.Sc. Engineering (Civil) from Higher Education Commission recognized institution with 3 years' experience of work in reputable organization. | By initial recruitment | 25 | 35 |
| 62. | Generator Supervisor (BS-16) | -do- | Director General | B-Tech (Electrical) from Higher Education Commission recognized institution with 5 years' experience of work in the relevant field. | By initial recruitment | 26 | 35 |
| 63. | Electrical Supervisor (BS-16) | -do- | Director General | B-Tech (Electrical) from Higher Education Commission recognized institution with 5 years' experience of work in the relevant field. | By promotion from amongst Assistant Supervisor (Electrical) having 5 years' experience in Agency. Provided that If none is available for promotion then by initial recruitment. | 26 | 35 |
| 64. | HVAC Supervisor (BS-16) | -do- | Director General | B-Tech (Mechanical with specialization in HVAC) from Higher Education Commission recognized institution with 5 years' experience in relevant field. | By promotion from amongst HVAC Technician having 5 years' experience in Agency. | 26 | 35 |
| 65. | Building Supervisor (BS-16) | -do- | Director General | B-Tech (Civil) from Higher Education Commission recognized institution with 5 years' of work in the relevant field. | By initial recruitment | 26 | 35 |

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| 66. | Mechanical Supervisor (BS-16) | -do- | Director General | B-Tech (Mechanical) or equivalent qualification from Higher Education Commission recognized institution with 5 years' experience in the relevant field. | By promotion from amongst Mechanical Technicians having 5 years' experience in Agency. | 26 | 35 |
| 67. | Mechanical Technician (BS-11) | -do- | Additional Director General | Diploma of Associate Engineer in Mechanical from recognized Institute affiliated with Punjab Technical Board with minimum 3 years' hands on experience of work in the relevant field. | By initial recruitment | 20 | 30 |
| 68. | HVAC Technician (BS-11) | -do- | Additional Director General | Diploma of Associate Engineer in HVAC from recognized institute affiliated with Punjab Technical Board with 3 years' hands on experience of work in the relevant field. | By initial recruitment | 20 | 30 |
| 69. | Assistant Supervisor (Electrical) (BS-11) | -do- | Additional Director General | Diploma of Associate Engineer (Electrical) from recognized institute affiliated with Punjab Technical Board with 3 years' experience of work in the relevant field. | By initial recruitment | 20 | 30 |
| 70. | Hardware Technician (BS-11) | -do- | Additional Director General | (i) Diploma of Associate Engineer in Computer Technology, Electronics or Electrical from recognized institute affiliated with Punjab Technical Board with 3 years' experience in the relevant field; or (ii) Higher Secondary School Certificate with 1 year Diploma in Computer Hardware with 3 years hands on experience in the relevant field. | By initial recruitment | 20 | 30 |
| 71. | Network Technician (BS-11) | -do- | Additional Director General | (i) Diploma of Associate Engineer in Computer Technology or Electronics or Electrical from recognized institute affiliated with Punjab Technical Board with 3 years' experience in the relevant field; or (ii) Higher Secondary School Certificate with 1 year Diploma in Computer Networking with three (03) years' experience in the relevant field. | By initial recruitment | 20 | 30 |
| 72. | Sanitary Supervisor (BS-11) | -do- | Additional Director General | Higher Secondary School Certificate in (second division) 3 years' experience in the relevant field. | By initial recruitment | 25 | 45 |
| 73. | Electrician (BS-06) | -do- | Director Administration | Secondary School Certificate with 3 years' experience in the relevant field. | By initial recruitment | 20 | 30 |
| 74. | Motor Mechanic (BS-06) | -do- | Director Administration | Secondary School Certificate with 3 years' experience in the relevant field. | By initial recruitment | 20 | 30 |
| 75. | Plumber (BS-05) | -do- | Director Administration | Middle Pass with 3 years' experience in relevant field. | By initial recruitment | 20 | 30 |
| 76. | Lift Operator (BS-03) | -do- | Director Administration | Secondary School Certificate with 2 years' experience in relevant field. | By initial recruitment | 20 | 30 |