

**THE PUNJAB HIGHWAYS DEPARTMENT (ROAD
RESEARCH AND REGIONAL LABORATORIES)
RECRUITMENT RULES, 1984**

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

The 21st August, 1984

NOTIFICATION

No.SOR-III-1-15/83.- In exercise of the powers conferred on him by Section 23 of the Punjab Civil Servants Act,1974, the Governor of the Punjab is pleased to make the following rules namely:-

THE PUNJAB HIGHWAYS DEPARTMENT (ROAD RESEARCH AND REGIONAL LABORATORIES) RECRUITMENT RULES, 1984.

- 1) These rules may be called the Punjab Highways Department (Road Research and Regional Laboratories) Recruitment Rules, 1984.
- 2) They shall come into force at once.
- 3) The method of recruitment, minimum qualifications, age limits and other matters related thereto for the posts shall be as given in the schedule annexed.
- 4) The following rules, in their application to the province of the Punjab, are hereby repealed:-
 - (a) The west Pakistan Highways Department (Road Research Laboratory) (Gazetted Posts) Recruitment Rules, 1968.
 - (b) The West Pakistan Buildings and Roads Department (Road Research Laboratory) Subordinate Establishment Recruitment Rules, 1963.
 - (c) The West Pakistan Buildings and Roads Department (Road Research Laboratory) Ministerial Establishment Recruitment Rules, 1963.

**BY ORDER OF THE GOVERNOR OF THE PUNJAB
ADDITIONAL CHIEF SECRETARY**

SCHEDULE

Name of Department	Functional Unit	Name of the Post	Appointing Authority	Minimum qualification for appointment by		Method of recruitment	Age for initial recruitment		Examination/ Training and other conditions required for confirmation.
				Initial recruitment	Promotion		Min.	Max	
1	2	3	4	5	6	7	8	9	10
Communication and Works Department	Road Research Laboratory Highways	¹ [1. Director (BS-19)]	Chief Minister	-	-	² [(i) By promotion on the basis of selection on merit with particular reference to fitness for higher responsibilities from amongst Senior Research Officer possessing: a) Ph.D. in a science subject from a recognized University with 14 year experience in the Laboratory out of which 7 years' experience must be as a Senior Research Officer; or b) Master's Degree (second division) from a recognized University in a science subject with 17 years experience in the laboratory out of which 7 years' experience must be as Senior Research Officer; or c) B.Sc. in Civil Engineering from a recognized University with 15 years experience in the laboratory out of which 7 years' experience must be as Senior Research Officer; and (ii) Successful completion of six weeks in service Training Course from the Government Engineering Academy Punjab Lahore. If none is available for promotion, then by transfer of officer already working as Superintending Engineer in the Department.	-	-	As prescribed under the Punjab Civil Servants (Appointment & Conditions of Service) Rules 1974.]

¹ Sr. 1&2, Substituted vide Notification No. SORIII (S&GAD) 1-19/2008 dated 23.11.2009

² Substituted vide Notification No.SOR- III(S&GAD)1-3/2015, dated 14.08.2015,.

-- do--	-- do--	2. Sr. Research Officer (BS-18)	Administrative Secretary	<p>i. Ph.D in Physics/Chemistry/Engineering, Geology or M.Sc. engineering OR</p> <p>ii. M.Sc. (1st division) in physics/ Chemistry /Engineering Geology or M.Sc. engineering OR</p> <p>ii. B.Sc. Engineering (1st Div) with at least 2 years service as research officer.</p>	<p>1) Master's Degree in the related Science Subject in second division from a recognized with 7 years experience as Junior Research Officer; or</p> <p>2) B.Sc. in Civil Engineering from a recognized University with 5 years' experience as Junior Research Officer.</p>	<p>³[i] 50% by initial recruitment</p> <p>ii) 50% by promotion on the basis of seniority-cum-fitness from amongst Junior Research Officers in the functional unit with 5 years experience as such, supported by Research Publications in a standard journal recognized for the purpose and successful completion of eight weeks in service training Course from Government Engineering Academy Punjab, Lahore.]</p>	26	40	⁴ [Successful completion of four months post induction Training Course from Government Engineering Academy Punjab, Lahore.]
-- do--	-- do--	3. Junior Research Officer	Government.	M.Sc. (1 st division) in Physics/Chemistry/Engineering Geology B.Sc. Engineering (1 st division)	<p>Master's Degree in the related Science Subject in 2nd division from a recognized University with at least 3 years experience in the laboratory. Or B.Sc. degree in the related Science Subject in 2nd division from recognized University with at least 5 years' experience as</p>	<p>³[(i) 50% by initial recruitment (ii) 50% by promotion on the basis of seniority-cum-fitness from amongst Research Assistants in the functional unit possessing: (a) M.Sc. in Physics, or Engineering Geology with 3 years research experience as such and successful completion of eight weeks' in-service Training Course from Government Engineering Academy Punjab, Lahore; or (b) B.Sc. in Physics,</p>	21	28	⁶ [Successful completion of four months post induction training Course from Government Engineering Academy Punjab, Lahore.]

³ Substituted vide Notification No.SOR-III(S&GAD)1-3/2015, dated 14.08.2015,.

⁴ Substituted vide Notification No.SOR-III(S&GAD)1-3/2015, dated 14.08.2015,.

⁵ Substituted vide Notification No.SOR-III(S&GAD)1-3/2015, dated 14.08.2015,.

⁶ Substituted vide Notification No.SOR-III(S&GAD)1-3/2015, dated 14.08.2015.

					research officer.	Chemistry or Geology with 5 years research experience as such and successful completion of eight weeks' in-service Training Course from Government Engineering Academy Punjab, Lahore.]			
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--do--	--do--	4. Research Assistant.	-do-	B.Sc.Physics/Chemistry/ Geology (1 st Division) OR B.Sc Physics / Chemistry / Geology (2 st Division) with one years research experience	-	i) 75% by initial recruitment; and ii) 25% by promotion on the basis of seniority cum fitness from among the persons holding the posts of Laboratory Assistant in the functional unit possessing F.Sc.(2 nd division) with physics or Chemistry as one of the subjects and having at least 6 years experience as such after F.Sc.	21	28	-
--do--	--do--	5. Assistant Draftsman	Director	Diploma or certificate in Draftsmanship from a recognized Institute.	-	i) Eighty percent by initial recruitment; and ii) Twenty percent by promotion on the basis of seniority- cum-fitness from among the members of establishment holding the posts of tracers in the functional unit with a minimum experience of 5 years as such. if no suitable person is available for promotion then by transfer of a official already employed in any other office or department of Government.	18	25	-
		6. Tracer	- do-	Matriculation from a recognized University or Board.	-	By initial recruitment	18	25	-

		7. Movie Photographer	-- do-	<p>i) Matriculation from a recognized University or Board.</p> <p>ii) Experience of shooting, processing and editing of Movie film as well as stills and knowledge of Technicolor films on 16 mm</p>	-	By initial recruitment	18	25	-
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		8. Overseer.	- do-	Diploma or certificate from a recognized Institute.	-	By initial recruitment and if no suitable candidate is available then by transfer of a suitable official already employed in any other office or department of Government.	18	25	-
		9. Laboratory Assistant	Director	Matriculation from a recognized University or Board.	-	i) By initial recruitment	18	25	-
		10. Head Clerk.	-- do-	-	-	By promotion on the basis of seniority-cum-fitness from amongst the persons of establishment holding the posts of Accounts Clerk with at least one year experience as such. If no suitable person is available for promotion then by transfer of an official already employed as Assistant / Head Clerk in any other office or department of Government.			-
		11. Accounts Clerk	-- do-	---	-	By promotion on the basis of seniority-cum-fitness from amongst the Senior Clerk with at least 2 year experience as such.—If no suitable person is available for promotion then by transfer of an official already employed as Accounts Clerk / Senior Clerk in any other office or department of Government.	-	-	-
		12. Senior Clerk	-- do -	-	-	By promotion on the basis of seniority-cum-fitness from amongst the person holding posts of Junior Clerk / Store Keeper with at least 2 year experience as such	-	-	-

		13. Junior Clerk/ Store Keeper	Director	Matriculation from a recognized University or Board.	-	By initial recruitment	18	25	-
		14. Stenographer	Do	i) Matriculation from a recognized University or Board; and ii) a speed of 100 word per minute in Shorthand in English and 35 W.P.M in its typing	-	By initial recruitment; OR By promotion on the basis of seniority - cum - fitness from amongst the persons holding the posts of Steno-typists with at least 2 years' experience as such			
		15. Steno-typist	Do	i) Matriculation from a recognized university or Board. ii) a speed of 80 word per minute in Shorthand in English and 30 W.P.M in its typing	-	By initial recruitment	18	25	
Communication and Works Department	Road Research Laboratory Highways	16. Computer Programmer	Administrative Secretary	ii) Bachelor's degree in Computer Science (BCS) (second division) from a recognized University or Institute or equivalent qualification and one year experience in line.	-	i) 50 % by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst the persons holding the post of Computer Operator in the functional unit having five years' experience as such.	18	25	-
Communication and Works Department	Road Research Laboratory Highways	17. Superintendent	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Assistants or Head Clerks or Stenographers having five years' experience as such proportionate of their strength.	-	-	-

Communication and Works Department	Road Research Laboratory Highways	18. Computer Operator	Director	Intermediate (second division) from a recognized Board and one year experience in line along with Diploma in Computer Science.	-	By initial recruitment	18	25	-
Communication and Works Department	Road Research Laboratory Highways	19. Khateeb cum Imam Masjid	Director	Hafiz-e-Quran, Sand from Dars-Nizami, Proficiency in Khaitabat and public speaking.	-	By initial recruitment	18	25	-
Communication and Works Department	Road Research Laboratory Highways	20. Caretaker	Director	Intermediate (second division) from a recognized Board having two years' experience in line.	-	i. 50% by initial recruitment; and ii. 50% by promotion on the basis of seniority-cum-fitness from amongst the persons holding post of "Work Taker" having five years' experience as such.	18	25	-
Communication and Works Department	Road Research Laboratory Highways	21. Mechanic / Instrument Mechanic	Director	i) Matric (second division) from a recognized Board; and ii) Two years Diploma or Certificate from a Vocational Training Institute in relevant trade; and three years' experience in the relevant field.	-	i. 50% by initial recruitment; and ii. 50% by promotion on the basis of seniority-cum-fitness from amongst the persons holding post of Electrician having two years' experience as such and prescribed qualification.	18	25	-
Communication and Works Department	Road Research Laboratory Highways	22. Assistant Photographer / Photocopier Operator	Director	Matric (second division) from a recognized Board and five years' experience in line.	-	By initial recruitment	18	25	-

Communication and Works Department	Road Research Laboratory Highways	23. Assistant Librarian	Director	Matric (second division) from a recognized Board with Certificate in Library Science from recognized Institute and one year experience in line.	-	By initial recruitment	18	25	-
Communication and Works Department	Road Research Laboratory Highways	24. Electrician	Director	Matric (second division) from a recognized Board and three experience in line from a vocational Training Institute.	-	By initial recruitment	18	25	-
Communication and Works Department	Road Research Laboratory Highways	25. Laboratory Assistant	Director	Matric (second division) from a recognized Board.	-	i. 67% by initial recruitment; and ii. 33 % by promotion on the basis of seniority-cum-fitness amongst persons holding post of Laboratory Attendant having two years' experience in line.	18	25	-
Communication and Works Department	Road Research Laboratory Highways	26. Work Taker	Director	Matric (second division) from a recognized Board.	-	By initial recruitment	18	25	-
Communication and Works Department	Road Research Laboratory Highways	27. Driver	Director	Middle and LTV driving license having three years experience.	-	By initial recruitment	18	25	-
Communication and Works Department	Road Research Laboratory Highways	28. Naib Qasid	Director	Literate	-	By initial recruitment	18	25	-
Communication and Works Department	Road Research Laboratory Highways	29. Laboratory Attendant	Director	Literate	-	By initial recruitment	18	25	-

Communication and Works Department	Road Research Laboratory Highways	30. Mali	Director	Literate	-	By initial recruitment	18	25	-
Communication and Works Department	Road Research Laboratory Highways	31. Chowkidar	Director	Literate	-	By initial recruitment	21	35	-
Communication and Works Department	Road Research Laboratory Highways	32. Sweeper	Director	Literate	-	By initial recruitment	21	35	-