



**INSPECTORATE GENERAL OF PRISONS
KHYBER PAKHTUNKHWA PESHAWAR**

☎ 091-9210334, 9210406 🏢 091-9213445

No. _____ /-

Dated 20 - 04 - 2022 /-

To,

1. The Deputy Inspector General,
Regional Prisons Office Peshawar, Mardan, Bannu & Abbottabad. *Swat*
2. The all Superintendent Jails/Internment Centres,
In the Khyber Pakhtunkhwa.
3. Office Accountant,
Inspectorate Prisons of Peshawar.

Subject: **REVISED SERVICE RULES OF KHYBER PAKHTUNKHWA PRISONS
DEPARTMENT**

Memo;

I am directed to refer to the subject and to forward herewith a copy of Home Department notification No.SO(P&R)/1-33/2021 dated 15-04-2022 on the captioned subject (self-explanatory) for information and placing the same for your office record.

Appendix of the above referred notification containing 23 pages may be downloaded from your respective official Email please.

— Swat

**ASSISTANT DIRECTOR(E)
INSPECTORATE GENERAL OF PRISONS,
KHYBER PAKHTUNKHWA PESHAWAR**

Endst: No. 13706 - 1-WE

Copy of the above along with a copy of Home Department notification under reference is forwarded to Incharge Computer Branch for sending the same to all concerned via official Email addresses please.

[Handwritten Signature]

**ASSISTANT DIRECTOR(E)
INSPECTORATE GENERAL OF PRISONS,
KHYBER PAKHTUNKHWA PESHAWAR**

[Handwritten Initials]

Pl circulate to all concerned for compliance
19-4-2022

GOVERNMENT OF KHYBER PAKHTUNKHWA HOME AND TRIBAL AFFAIRS DEPARTMENT

NOTIFICATION

Peshawar, dated the 15TH April, 2022

No. SO(P&R)/1-33/2021. In exercise of the powers conferred by sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, and in supersession of all previous notifications issued in this regard, the Home & Tribal Affairs Department, in consultation with the Establishment Department and the Finance Department, hereby lays down the method of recruitment, qualifications and other conditions, applicable to post, born on the strength of the Inspectorate of Prisons Khyber Pakhtunkhwa, as specified in column No.2 of the attached appendix:

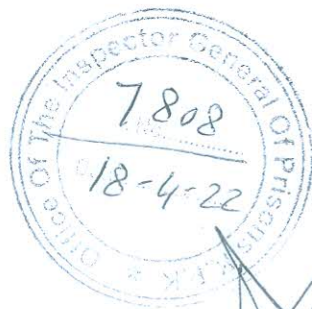
SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA
HOME AND TRIBAL AFFAIRS DEPARTMENT

Endst No. and Date even: Copy forwarded to:-

- 1- The Secretary to Government of Khyber Pakhtunkhwa, Establishment Department Peshawar.
- 2- The Secretary to Government of Khyber Pakhtunkhwa, Finance Department Peshawar.
- 3- The Secretary to Government of Khyber Pakhtunkhwa, Law & Parliamentary Affairs Department Peshawar.
- 4- The Secretary to Government of Khyber Pakhtunkhwa, Health Department, Peshawar.
- 5- The Secretary to Government of Khyber Pakhtunkhwa, P & D Department Peshawar.
- 6- The Inspector General of Prisons Khyber Pakhtunkhwa, Peshawar.
- 7- The Manager, Government Printing Press Peshawar for publication in the Government Gazette. He is further requested to send ten (10) copies of the said Gazette Notification to the Law Department as well as Home and Prisons Departments for record.
- 8- PS. to Home Secretary Khyber Pakhtunkhwa.

DEPUTY SECRETARY (P&R)

Deputy Secretary (Recs & Regulation)
Govt. of Khyber Pakhtunkhwa
Home & Tribal Affairs Department



Handwritten signature and date: 20/4/2022

APPENDIX.

UPPER EXECUTIVE STAFF

1 SERIAL NO	2 NOMENCLATURE OF POST	3 MINIMUM QUALIFICATION FOR APPOINTMENT BY INITIAL RECRUITMENT OR BY TRANSFER	4 MINIMUM QUA LIFICATION PRESCRIBED FOR PROMOTION	5 AGE LIMIT	6 METHOD OF RECRUITMENT
1.	Inspector General Prisons (BPS-20)	---	---	---	<p>By promotion, on the basis of selection on merit, from amongst the holders of the posts of Deputy Inspector General of Prisons, Commandants and Superintendents Central Prisons, with at least seventeen (17) years service in BPS-17 and above, who have successfully completed Senior Management Course:</p> <p>Provided that if no suitable officer is available for promotion then by transfer from PAS / PMS Officers.</p> <p>Note: For the purpose of promotion to the post of Inspector General of Prisons, a joint seniority list of Deputy Inspector General Prisons, Commandants and Superintendents Central Prisons shall be maintained.</p>
2.	Deputy Inspector General Prisons/ Commandant/ Superintendent Central Prisons (BPS-19)	---	-	-	<p>By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of the Assistant Inspector General Prisons, Deputy Commandants and Superintendents, District Jails, with at least twelve (12) years service in BPS-17 and above, who have passed departmental examination prescribed for Superintendent Jail Class-I:</p> <p>Provided that if no suitable officer is available for promotion then by transfer from amongst PAS / PMS Officers.</p> <p>Note: For the purpose of promotion, to the posts of Deputy Inspector General Prison, Commandants and Superintendent Central Prison, a joint seniority of the Assistant Inspectors General Prisons, Deputy Commandants and Superintendents District Jail shall be maintained.</p>



1	2	3	4	5	6
3.	Assistant Inspector General Prisons /Deputy Commandant/ Superintendent District Jail (BPS-18)	---	-	-	<p>By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Deputy Superintendents Jail, PSO to Commandant and Senior Instructors (Prisons Management), with at least five years service as such, and who have successfully qualified departmental examination prescribed for Superintendent Jail Class-II.</p> <p>Note: For the purpose of promotion to the post of Assistant Inspector General Prisons/Deputy Commandant/ Superintendent District Jail, a joint seniority of Deputy Superintendents Jail/PSO to Commandant and Senior Instructors (Prisons Management) shall be maintained.</p>
4.	Deputy Superintendent Jails/PSO to Commandant/ Senior Instructor (Prison Management) (BPS-17)	<p>(a) At least Second Class Bachelor's Degree or its equivalent qualification from a recognized University; and</p> <p>(b) Physical standard:</p> <p>(i) height 5 feet and 7 inches;</p> <p>(ii) chest 33x34 inches without expansion and 33x34 1/2 with expansion.</p> <p>(iii) vision of eyes 6/6 without glasses;</p> <p>(iv) free from any kind of disability.</p>	-	21 To 30 Years	<p>(a) Seventy percent by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts Assistant Superintendents Jail and Assistant Superintendent Jail (Female), with at least five years service as such, subject to-</p> <p>(i) successful completion of promotion course prescribed for Deputy Superintendent Jail; and</p> <p>(ii) clearance of mandatory departmental examination prescribed for Deputy Superintendent Jail;</p> <p>(b) ten percent by initial recruitment through Public Service Commission from amongst the holders of the posts in service Assistant Superintendents Jail, who have atleast three years service and possess minimum qualification or eligibility criteria prescribed for initial recruitment as specified in column No.3; and</p> <p>(c) Twenty percent by initial recruitment.</p> <p>Note: For the purpose of promotion to the posts of Deputy Superintendent jails/PSO to commandant/Senior Instructor (Prison Management), a joint seniority of Assistant Superintendents Jail and Assistant Superintendent Jail (Female) shall be maintained.</p>

1	2	3	4	5	6
5.	Assistant Superintendent Jail (BPS-16)	<p>(a) At least Second Class Bachelor's Degree or its equivalent qualification from a recognized University; and</p> <p>(b) Physical standard:</p> <p>(i) height 5 feet and 7 inches;</p> <p>(ii) chest 33x34 inches without expansion and 33x34 1/2 with expansion;</p> <p>(iii) vision of eyes 6/6 without glasses;</p> <p>(iv) free from any kind of disability.</p>	-	21 To 30 Years	<p>(a) Thirty percent by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Chief Head Warders, having Secondary School Certificate or its equivalent qualification from a recognized Board with at least five years service as Head Warder and Chief Head Warder, subject to-</p> <p>(i) successful completion of promotion course prescribed for Assistant Superintendent Jail; and</p> <p>(ii) clearance of mandatory departmental examination prescribed for Assistant Superintendent Jail;</p> <p>(b) ten percent by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts in service Senior Clerks, who possess minimum qualification or eligibility criteria prescribed for initial recruitment, with at least five years service as Junior Clerk and Senior Clerk, subject to-</p> <p>(i) successful completion of promotion course prescribed for Assistant Superintendent Jail; and</p> <p>(ii) clearance of mandatory departmental examination prescribed for Assistant Superintendent Jail; and</p> <p>(c) sixty percent by initial recruitment.</p>
6.	Assistant Superintendent Jail (Female)(BPS-16)	<p>(a) At least Second class Bachelor's Degree or its equivalent qualification from a recognized University; and</p> <p>(b) Physical standard:</p> <p>(i) height 5 feet & 01 inch;</p> <p>(ii) Vision of eyes 6/6 without glasses; and</p> <p>(iii). Free from any kind of disability.</p>	-	21 To 30 Years	<p>(a) Twenty five percent by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Chief Head Warders (Female), with Secondary School Certificate or its equivalent qualification from recognized Board, and at least five years service as Head Warder (Female) and Chief Head warder (Female), subject to-</p> <p>(i) successful completion of promotion course prescribed for Assistant Superintendent Jail; and</p> <p>(ii) clearance of mandatory departmental examination prescribed for Assistant Superintendent Jail; and</p> <p>(b) seventy-five percent by initial recruitment;</p>


 Deputy Secretary (BPS) - Jail (F)
 Govt. of Punjab
 Home & Prison Department

WATCH AND WARD STAFF

1	2	3	4	5	6
7.	Chief Head Warder (BPS-11)	---	(a) Middle passed for those officials who were appointed prior to 04.11.2002; and (b) Secondary School Certificate or its equivalent qualification from a recognized Board for those officials who were appointed on or after 04.11.2002	-	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Head warders, with at least five years service as such, subject to- (a) successful completion of promotion course prescribed for Chief Head Warder; (b) clearance of Departmental Professional Examination prescribed in their own cadre; and (c) Possess minimum qualification as specified in column No.4. Note: Head Warders, who possess Middle pass qualification, are exempted from condition of clause (b) above.
8.	Chief Head Warder (Female)(BPS-11)	---	(a) Middle passed for those officials who were appointed prior to 04.11.2002; and (b) Secondary School Certificate or its equivalent qualification from a recognized Board for those officials who were appointed on or after 04.11.2002	-	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Head warders (Female), with at least five years service as such, subject to- (a) successful completion of promotion course prescribed for Chief Head Warder (Female); (b) clearance of departmental professional examination prescribed in their own cadre; and (c) Possess minimum qualification as specified in column No.4. Note: Head Warders (Female), who possess Middle pass qualification, are exempted from condition of clause(b) above;

Deputy Secretary to Government
 Govt of Punjab
 Department of Public Safety

1	2	3	4	5	6
9.	Gate Keeper (BPS-11).	(i) Secondary School Certificate in Second Division from a recognized Board; and (ii) Ex-Junior Commissioned Officer from Armed /Paramilitary forces.	---	30 to 45 Years	By initial recruitment.
10.	Head Warder (BPS-09).	---	(a) Middle passed for those officials who were appointed prior to 04.11.2002; and (b) Secondary School Certificate or its equivalent qualification from a recognized Board for those officials who were appointed on or after 04.11.2002	---	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Warders, with at least five years service as such, subject to- (a) successful completion of promotion course prescribed for Head Warder. (b) Clearance of Departmental Professional Examination prescribed in their own cadre; and (c) Possess minimum qualification as specified in column No.4. Note: Warders appointed prior to 04-11-2002, are exempted from condition of clause(b) above;


 Deputy Secretary (General & Regulations)
 Govt. of Khyber Pakhtunkhwa
 Home & Tribal Affairs Department

1	2	3	4	5	6
11.	Head Warder (Female) (BPS-09)	---	<p>(a) Middle passed for those officials who were appointed prior to 04.11.2002; and</p> <p>(b) Secondary School Certificate or its equivalent qualification from a recognized Board for those officials who were appointed on or after 04.11.2002</p>	-	<p>By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Female Warders, with at least five years service as such, subject to-</p> <p>(a) successful completion of promotion course prescribed for Head Warder Female;</p> <p>(b) clearance of Departmental Professional Examination prescribed in their own cadre; and</p> <p>(c) possess minimum qualification as specified in column No.4.</p> <p>Note: Female Warders, appointed prior to 04-11-2002 are exempted from condition of clause (b), above.</p>



Deputy Secretary (Prison & Probation),
Govt of Jharkhand
Home & Tribal Affairs Department

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12.	Warder (BPS-07)	<p><u>For fresh candidates.</u></p> <p>(a) At least Secondary School Certificate, in Second Division or its equivalent qualification from a recognized Board;</p> <p>(b) for fresh candidates, with minimum physical standard-</p> <p>(i) height: 5 feet and 7 inches; and</p> <p>(ii) chest: 33x34 inches without expansion and 33x34¹/₂ inches with expansion.</p> <p><u>For Ex-Uniform Personnel of Pakistan Armed Forces/Para-military forces.</u></p> <p>(a) at least Secondary School Certificate, or its equivalent qualification from recognized Board;</p> <p>(b) minimum physical standard-</p> <p>(i) height: 5 feet and 6 inches; and</p> <p>(ii) Chest: 32x33 inches without expansion and 32x33¹/₂ inches with expansion.</p> <p>Note: All Candidates shall be-</p> <p>(i) Free from any kind of disability</p> <p>(ii) with vision of eyes 6/6 without glasses.</p>	-	<p>(a) For fresh candidates 18 to 30 years and-</p> <p>(b) For Ex-Uniform personnel of Pakistan Armed Forces/Para-Military Forces upto maximum 40 years</p>	<p>By initial recruitment:</p> <p>Provided that preference shall be given to Ex-Uniform Personnel of Pakistan Armed Forces i.e Army, Navy, Air Force, Marines (Combat Arms Services) and Ex-Para-military Forces i.e Defence Services Guards, Pakistan National Guards (Mujahid Force), Frontier Constabulary, Rangers, Frontier Corps, Gilgit Baltistan Scouts, Coast Guards, Baluchistan Scouts, Militia (Combat Arms Services) and Ex-Police personnel, retired from service within the last five years and not dismissed or retired from service on medical board grounds, having atleast five years service at credit with discharge certificate, graded as "Satisfactory / Good / Exemplary.</p>



Deputy Secretary (General)

Home & Welfare

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13.	Warder (Female) (BPS-07)	(a) At least Secondary School certificate in Second division or its equivalent qualification from recognized Board; and. (b) Physical Standard: (i) height 5 feet & 1 Inch; (ii) vision of eyes 6/6 without glasses; and (iii) Free from any kind of disability	-	18 to 30 years	By initial recruitment.

MEDICAL & PARAMEDICAL STAFF

14.	Principal Medical Officer (BPS-19)	---	--	-	By transfer from Health Department.
15	Senior Medical Officer (BPS-18)	---	--	-	By transfer from Health Department.
16	Surgical Specialist (BPS-18)	---	--	-	By transfer from Health Department.
17	Cardiologist Specialist (BPS-18)	---	--	-	By transfer from Health Department.
18	Physiotherapist (BPS-18)	---	--	-	By transfer from Health Department.
19	Psychiatrist (BPS-18)	---	--	-	By transfer from Health Department.
20	Psychologist (BPS-17)	At least Second class Master's Degree in Psychology or its equivalent qualification from a recognized University.	--	21 to 35 Years	By Initial recruitment.
21	Medical Officer (BPS-17)	---	--	-	By transfer from Health Department.
22	Women Medical Officer (BPS-17)	----	--	-	By transfer from Health Department.
23	Dental Surgeon (BPS-17)	---	--	-	By transfer from Health Department.

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24	Technologist (BPS-17)	At least Second Class Bachelor's Degree in the relevant Technology(Pharmacy/Pathology/Dental/Surgical etc) from a recognized University/ Institution	--	20 to 32 Years	(a) Sixty percent by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Chief Technicians, with atleast three years' service as such; and (b) forty per cent by initial recruitment.
25	Chief Technician (BPS-16)	---	--	-	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Senior Technicians with at least two years service as such.
26	Senior Technician (BPS-16)	----	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Technicians , with at least five years service as Junior Technician and Technician.
27	Nurse (BPS-16)	---	-	-	By transfer from Health Department.
28	Female Nurse (BPS-16)	---	-	-	By transfer from Health Department
29	Technician (BPS-14)	---	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Junior Technicians , with at least three years service as such."
30	Junior Technician (BPS-12)	(a) At least Secondary School Certificate with Science in Second division or its equivalent qualification from recognized Board; and (b) A diploma from a recognized Institution in the relevant field duly enrolled with Khyber Pakhtunkhwa Medical Faculty.	-	18 to 30 Years	By initial recruitment.
31	Lady Health Visitor	---	-	-	By transfer from Health Department.



Regd. Pharmacy
Khyber Pakhtunkhwa
Home & Health

MINISTERIAL STAFF

1	2	3	4	5	6
32.	Deputy Director (BPS-18)	---	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the holders of the posts of Assistant Directors, with at least five years service in BPS-17: Provided that if no suitable officer is available for promotion then by transfer.
33.	Assistant Director (BPS-17)	---	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Superintendents and Budget and Accounts Officers, with at least three years service as such. Note:- For the purpose of promotion to the post of Assistant Director, a joint seniority list of Superintendents and Budget and Accounts Officers shall be maintained.
34.	Superintendent/ Budget and Accounts Officer (BPS-17)	---	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Assistants and Accountants, with at least 5 years service as such. Note:- For the purpose of promotion to the post of Superintendent/Budget and Accounts Officer, a joint seniority of Assistant and Accountants and Accountants shall be maintained.
35.	Assistant/ Accountant (BPS-16)	At least Second Class Bachelor's Degree or its equivalent qualification from a recognized University.	-	20 to 32 Years	(a) Seventy-five percent by promotion, on the basis of seniority-cum fitness, from amongst the holders of the posts of Senior Clerks and Assistant Accountants, with at least five years service as Junior Clerk and Senior Clerk or Assistant Accountant. Note: For the purpose of promotion to the post of Assistant/Accountant, a joint seniority of Senior Clerk and Assistant Accountant shall be maintained; and (b) Twenty- five percent by initial recruitment":
36.	Senior Clerk/ Assistant Accountant (BPS-14)	---	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Junior Clerks, with at least two years service as such.



1	2	3	4	5	6
37.	Junior Clerk (BPS-11)	<p>(a) FA/F.Sc with Second Division or its equivalent qualification from a recognized Board; and</p> <p>(b) a speed of thirty (30) words per minute in typing in English on computer.</p>	Matriculation or its equivalent qualification from a recognized Board.	18 to 30 Years	<p>(a) Twenty five percent by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Restorers, Naib Qasids, Bahishtis/Water Carriers, Photostate Machine Operators, Tubewell Operators, Plumbers, Malis, Engine Men, Dhobis, Chowkidars, Pipe Fitters, Sweepers, including holders of other equivalent posts in the Department, with two years service as such, having qualification as specified in column No.3:</p> <p>Provided that if no suitable official is available for promotion then by initial recruitment;</p> <p>(b) twenty-five percent by initial recruitment from amongst Warders, who have at least five years service and possess minimum qualification prescribed for initial recruitment.</p> <p>Provided that :-</p> <p>(i) if two or more officials have acquired the F.A/F.Sc qualification in the same session, the inter-se-seniority in the lower post shall be maintained for the purpose of determining seniority in the higher post; and</p> <p>(ii) where a senior official does not possess the requisite qualification at the time of filling up a vacancy, the official, next junior to him possessing the requisite qualification, shall be promoted in preference to the senior official or officials:</p> <p>Provided further that the condition F.A/F.Sc or its equivalent qualification from a recognized Board, as laid down at clause (a), shall not apply till the expiration of a period as specified in the second proviso in column No.5, against Serial No.4 of the Establishment Department's Amending Notification No. SO(E&D)/1-35/2014, dated 18-07-2019, to the existing matriculate incumbents of the posts of Restorer, Naib Qasid, Bahishti / Water Carrier, Photostate Machine Operator, Tubewell Operator, Plumber, Mali, Engine Men, Dhobi, Chowkidar, Pipe Fitter, Sweeper, including holders of other equivalent posts, for promotion to the post of Junior Clerk.</p> <p><u>Note:</u> For the purpose of promotion, there shall be maintained a joint seniority list of Restorer, Naib Qasid, Bahishti/Water Carrier, , Photostate Machine Operator, Tubewell Operator, Plumber, Mali, Engine Men, Dhobi, Chowkidar, Pipe Fitter, Sweeper etc; with reference to the dates of their acquiring the F.A /F.Sc or its equivalent qualification from a recognized Board; and</p> <p>(c) Fifty percent by initial recruitment.</p>

TRAINING STAFF

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38.	Senior Instructor (BPS-17)	At least Second Class LLB or its equivalent qualification from a recognized University		21 to 35 Years	By initial recruitment;
39.	Senior Instructor (Criminology) (BPS-17)	At least Second Class Master's Degree or its equivalent qualification in Criminology from a recognized University.	-	21 to 35 Years	By initial recruitment;
40.	Senior Drill Instructor (BPS-16)	(a) Ex-Servicemen of Pakistan Army of the rank of Subedar or Naib Subedar, who is qualified from Pakistan Military Academy in Drill Course; and (b) qualified color service from Army.	-	40 to 50 Year	By initial recruitment".
41.	Senior Band Master (BPS-16)	Ex-Servicemen of Pakistan Army of the rank of Naib Subedar or Havaldar, who is qualified from Army School of Music as a Band Master.	-	40 to 50 years	By initial recruitment".
42.	Instructor (BPS-14)	-	-	-	By promotion, on the basis of seniority-cum-fitness from amongst the holders of the posts of Drill Instructors, with at least three years service as such.
43	Junior Physical Training Instructor (BPS-11)	Ex-Servicemen of Pakistan Army of the rank of Naib Subedar or Havaldar who has qualified PET course from Army School of Physical Training Abbottabad.	-	40 to 50 years	By initial recruitment.


 Director General
 Government of Punjab
 Home & Interior Department

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44	Drill Instructors (BPS-11)	Qualified Drill Instructor from Armed/ Para-military Forces, with Secondary School Certificate or its equivalent qualification from a recognized Board.	-	30 to 45 Years	By initial recruitment through open merit.
45	Junior Weapon Instructor (BPS-11)	Ex-Servicemen of Pakistan Army of the rank of Naib Subedar or Havaldar, who has qualified from School of Infantry and Tactics or any other, recognized Institution.	-	40 to 50 years	By initial recruitment.
46	Assistant-Sub Inspector (BPS-11)	(a) Ex-Junior Commissioned Officer of Army at the rank of Subedar or Naib Subedar, preferably SSG qualified; and (b) Medical category-A.	-	40 to 50 years.	By initial recruitment.
47	Head Constable (BPS-09)	(a) Ex-Non Commissioned Officer of Pakistan Army of the rank of Havaldar; and (b) Medical category-A.	-	40 to 50 years.	By initial recruitment.
48	Constable (BPS-07)	---	-	---	By transfer of Jail Warders preferably ex-servicemen.
49	Band Master (BPS-07)	Qualified Band Master from Armed/ Para-military Forces, with Secondary School Certificate or its equivalent qualification from a recognized Board.	-	30 to 45 Years	By initial recruitment through open merit.

Deputy Secretary (Police & Recruitment)
Govt. of Punjab
Home & Tribal Affairs

IT CADRE STAFF

1	2	3	4	5	6
50	Network Administrator/ Computer Programmer/ Database Administrator (BPS-17)	---	---	---	By Promotion, on the basis of seniority-cum-fitness from amongst the holders of the posts of Assistant Programmers, Assistant Network Administrators, Assistant Database Administrators, Network Engineers and Computer Operators, with at least five years service as such. Note: For the purpose of promotion, a joint seniority list of Assistant Programmers, Assistant Network Administrators, Assistant Database Administrators, Network Engineers and Computer Operators shall be maintained
51	Assistant Programmer (BPS-16)	At least Second Class Master's Degree in Computer Science or four years Bachelor's Degree in Information Technology or its equivalent qualification from a recognized University	-	22 to 32 years	By initial recruitment.
52.	Assistant Network Administrator (BPS-16)	(a) At least second Class Master's Degree in Computer Science or Information Technology or four year Bachelor Degree in Computer Science; or its equivalent qualification from a recognized university; and (b) two years post qualification experience in latest version networking design, development of networks and strong solutions in open source and windows environment.	-	22 to 32 years	By initial recruitment



1	2	3	4	5	6
53	Assistant Database Administrator (BPS-16)	(a) Second Class Bachelor's Degree in Computer Science/Information Technology (BCS/BIT four years), from a recognized University; or (a) Second Class Bachelor's Degree from a recognized University with one year Diploma in information Technology from a recognized Board of Technical Education.	-	22 to 32 years.	By initial recruitment.
54	Network Engineer (BPS-16)	Atleast Second Class Bachelor's Degree in Computer Science (BCS,BSCS,BE(CE), BS(IT) and MCS or its equivalent qualification from a recognized University. Note: Preference shall be given to those having certificate in Computer Networking like MCSE/CCNA/ any other latest certification in Networks from recognized Institute.	-	22 to 32 years.	By initial recruitment.

55	Computer Operator (BPS-16)	<p>(a) Second Class Bachelor's Degree in Computer Science/Information Technology (BCS/BIT four years), from a recognized University;</p> <p>(b) Second class Bachelor's Degree from a recognized University with one year Diploma in Information Technology from a recognized Board of Technical Education.</p>	-	22 to 32 years	By initial recruitment.
56	Stenographer (BPS-16)	<p>(a) At least Second Class Bachelor's Degree, or its equivalent qualification from a recognized University;</p> <p>(b) a Speed of seventy words per minute in shorthand in English and forty-five words per minute in typing; and</p> <p>(c) Knowledge of computer in using MS Word, MS Excel.</p>	-	20 to 32 years.	<p>(a) Fifty percent by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of steno- typist and Junior Scale Stenographers, with at least five years service as such; and</p> <p>Note: For the purpose of promotion, a joint seniority list of Steno-typists and Junior scale stenographers (BPS-14) shall be maintained.</p> <p>(b) Fifty percent by initial recruitment.</p>
57	Steno-Typist/Junior Scale Stenographer (BPS-14)	<p>(a) Intermediate or its equivalent qualification from a recognized Board;</p> <p>(b) a Speed of fifty words per minute in shorthand in English and thirty-five words per minute in typing; and</p> <p>(c) Knowledge of Computer in using MS-Word, MS-Excel".</p>	-	18 to 30 Years	By initial recruitment

TEACHING STAFF

1	2	3	4	5	6
58.	Senior English Teacher (BPS-16)	BA/BSc with B.Ed or its equivalent qualification from a recognized university.	-	21 to 35 years.	By initial recruitment.
59.	Librarian (BPS-16)	At least Second class Master's Degree in Library Science or its equivalent qualification from a recognized University.	-	21 to 35 years.	By initial recruitment.
60.	Senior Vernacular Teacher (BPS-15)	At least Second Class Bachelor's Degree or its equivalent qualification from a recognized university with Certified Teacher Certificate or two years Associate Degree in Education from a recognized University or eighteen months Diploma in Education from a recognized Board.	-	18 to 35 Years	By initial recruitment from respective District.
61.	Religious Teacher (BPS-15)	(a) At least Second Division Secondary School Certificate from a recognized Board, with Shahdatul Alamia from a recognized Tanzimatul Wafaqul Madaris or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh, Swat, Darul Uloom Chitral, Darul Uloom Darosh, Chitral and any other Government run Darul Uloom, as notified by Government from time to time; or (b) Second Class Master's Degree in Islamiyat from a recognized University.	-	20 to 35 Years	By initial recruitment from respective District.

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62.	Certified Teacher (BPS-15)	At least Second Class Bachelor's Degree or its equivalent qualification from a recognized university with Certified Teacher Certificate or two years Associate Degree in Education from a recognized university or eighteen months Diploma in Education from a recognized Board.	-	18 to 35 Years	By initial recruitment from respective District.
63	Junior Vernacular Teacher (BPS-12)	(a) At least Second Division Intermediate or its equivalent qualification, from a recognized Board, with Primary School Teacher Certificate or Diploma in Education from a recognized Institute; or (b) at least Second Division Secondary School Certificate from a recognized Board, with two years Associate Degree in Education from a recognized University.	-	18 to 35 Years	By initial recruitment from respective District.
64	Primary School Teacher (BPS-12)	(a) At least Second Division Intermediate or its equivalent qualification, from a recognized Board, with Primary School Teacher Certificate or Diploma in Education from a recognized Institute; or (b) At least Second Division Secondary School Certificate from a recognized Board, with two years Associate Degree in Education from a recognized University.		18 to 35 Years	By initial recruitment from respective District


 Deputy Secretary to Government
 Government of Punjab
 Home & Public Relations Department
 Lahore

TECHNICAL STAFF

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65	Law Officer (BPS-17)	(a) At least Second Class LLB or its equivalent qualification from a recognized University; and (b) at least two year experience as practicing registered lawyer.	--	25 to 35 Years	By initial recruitment.
66	Physical Training Instructor (BPS-15)	At least Second Class Bachelor's Degree from a recognized university, with one year Junior Diploma in Physical Education course or Army equivalency or other equivalent qualification.	---	18 to 35 Years	By initial recruitment from respective District.
67	Instructor (Tailoring) (BPS-14)	(a) Diploma in relevant field from a Government Polytechnic Institute / College of Technology with two years experience in the relevant field; or; (b) Secondary School Certificate with trade proficiency certificate in the relevant trade from a Government Technical Training Centre / Apprenticeship Training Centre or a recognized institute, with five years practical experience with relevant trade.	---	21 to 30 Years	By initial recruitment.

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68	Instructor (Electrician) (BPS-14)	(a) Diploma in relevant field from a Government Polytechnic Institute / College of Technology, with two years experience in the relevant field; or; (b) Secondary School Certificate with trade proficiency certificate in the relevant trade from a Government Technical Training Centre / Apprenticeship Training Centre or a recognized institute, with five years practical experience with relevant trade.	---	21 to 30 years	By initial recruitment.
69	Armourer (BPS-07)	Qualified Armourer from Armed/ Para-military Forces with Secondary School Certificate or its equivalent qualification from a recognized Board	---	30 to 45 Years	By initial recruitment through open merit.
70	Driver (BPS-06)	Computerized driving license for L.T.V/H.T.V.	---	18 to 30 Years	By initial recruitment.
71	Mason (BPS-05)	Knowledge in masonry	---	18 to 30 Years	By initial recruitment after practical tests.
72	Tailor Master (BPS-05)	Skill in cutting and tailoring	---	18 to 30 Years	By initial recruitment
73	Carpenter(BPS-05)	Skilled in carpentry	---	18 to 30 Years	By initial recruitment
74	Weaving Master (BPS-05)	Certificate of skill in line	---	18 to 30 Years	By initial recruitment
75	Motor Mechanic (BPS-05)	A certificate of skill in line	---	18 to 30 Years	By initial recruitment.

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76	Lady Embroider (BPS-05)	Qualified in Embroidery and Weaving work from a recognized Institution	-	18 to 30 Year	By initial recruitment
77	Photostat Machine Operator (BPS-05)	At least Secondary School Certificate in Second Division or its equivalent qualification from a recognized board, with sufficient experience in operating and maintenance of photostate-machine and other office equipment.		18 to 40 Years	By initial recruitment from the respective District.
78	Electrician (BPS-05)	(a)At least Second Division Secondary School Certificate or its equivalent qualification from a recognized Board; and (b)Diploma in Electrical Technology from a recognized Technical Board.		18 to 30 Year	By initial recruitment.

CLASS-IV STAFF

79	Tube Well Operator (BPS-05)	Preferably literate.	-	18 to 40 Years	By initial recruitment from the respective Districts.
80	Engine Man (BPS-03)	Qualified Boiler		18 to 40 Year	By initial recruitment.
81	Cook (BPS-03)	Literate having expertise in relevant field.	-	18 to 40 Years	By initial recruitment.
82	Waiter / Bearer (BPS-03)	Literate having expertise in relevant field.	-	18 to 40 Years	By initial recruitment.
83	Restorer (BPS-03)	Middle pass	-	18 to 40 Years	By initial recruitment.
84	Mali (BPS-03)	Expert in gardening	-	18 to 40 Years	By initial recruitment

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85	Bahishti/Water Carrier (BPS-03)	Primary Pass	-	18 to 40 Years	By initial recruitment
86	Naib Qasid (BPS-03)	Primary Pass	-	18 to 40 Years	By initial recruitment
87	Chowkidar (BPS-03)	-----	-	18 to 40 Years	By initial recruitment
88	Sweeper (BPS-03)	-----	-	18 to 40 Years	By initial recruitment
89	Plumber (BPS-03)	Preferably Literate	-	18 to 40 years	By initial recruitment from the respective Districts.
90	Barber (BPS-03)	Preferably Literate and skilled in the relevant trade	-	18 to 40 years	By initial recruitment from the respective Districts.
91	Baker (BPS-03)	Preferably Literate and skilled in the relevant trade	-	18 to 40 years	By initial recruitment from the respective Districts.
92	Dhobi (BPS-03)	Preferably Literate and skilled in the relevant trade	-	18 to 40 years	By initial recruitment from the respective Districts.
93	Attendant (BPS-03)	Preferably Literate	-	18 to 40 years	By initial recruitment from the respective Districts.
94	Female Attendant (BPS-03)	Preferably Literate	-	18 to 40 years	By initial recruitment from the respective Districts.
95	Executioner (BPS-03)	Young energetic literate persons.	-	18 to 40 years	By initial recruitment from the respective Districts.
96	Piper (BPS-03)	Having practical skill in the relevant field.	-	18 to 40 years	By initial recruitment.
97	Drummer (BPS-03)	Having practical skill in the relevant field.	-	18 to 40 years	By initial recruitment.
98	Pipe Fitter (BPS-03)	Qualified in pipe fitting	-	18 to 40 years	By initial recruitment. after practical test.

Deputy Secretary
Govt. of Punjab
Home & Tribal Affairs