

PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION
(PEDO)

NOTIFICATION

Dated Peshawar, the 29th September, 2020.

No.2507-14/PEDO/CEO/5-G In exercise of the powers conferred by section 31 of the Khyber Pakhtunkhwa Energy Development Organization (Amendment) Act, 2014, read with section 19 thereof, the Board of Directors of the Pakhtunkhwa Energy Development Organization, hereinafter called as “the Organization”, is pleased to make the following Rules, namely:

**PAKHTUNKHWA ENERGY DEVELOPMENT ORGANIZATION EMPLOYEES
(APPOINTMENT, PROMOTION AND TRANSFER) RULES, 2020.**

(PEDO APT RULES OF 2020)

CHAPTER–1

(PRELIMINARY)

- 1. Short title, application & commencement:-** (1) These rules may be called the Pakhtunkhwa Energy Development Organization Employees (Appointment, Promotion and Transfer) Rules, 2020.
- (2) They shall apply to all employees of the Organization.
- (3) They shall come into force at once.
- 2. Definitions:-** (1) In these Rules, unless there is anything repugnant to the subject or context, the following terms and expressions shall have the meanings assigned to them as under:
- i. “Act” means the Khyber Pakhtunkhwa Energy Development Organization (Amendment) Act, 2014;

- ii. **"Appointing Authority"** means authority to appoint employees of the Organization, as provided by the Act;
- iii. **"Appointment"** means appointment by initial recruitment, promotion or transfer including transfer on the basis of deputation or absorption;
- iv. **"Basic Pay Scale"** means pay scale prescribed by Government and adopted by the Organization;
- v. **"Cadre"** means the strength of a service or a post of a service sanctioned as a separate unit;
- vi. **"Confirmation"** means the substantive appointment to a regular or permanent post;
- vii. **"Employee"** means an officer or servants in the employment or service of the Organization on regular basis;
- viii. **"Initial recruitment"** means appointment other than by promotion or transfer;
- ix. **"Lien"** means the right of an employee to hold substantively, a permanent post to which he has been appointed and confirmed;
- x. **"Permanent post"** means a post sanctioned without limit of time and carrying a definite scale;
- xi. **"Schedule"** means any schedule appended to these Rules.

- (2) The terms and expressions used but not defined in these Rules shall have the same meanings as assigned to them under the Act.

CHAPTER-II

TERMS AND CONDITIONS OF SERVICE

3. Qualification and other conditions:- (1) Appointment in the Organization shall be made by initial recruitment, promotion or transfer, as prescribed in these Rules.

(2) The minimum qualification, experience, age limit and method of appointment, as specified in columns 3 to 5 of Schedule-I shall be applicable to the posts borne on the strength of the Organization, as specified in column 2 of the said Schedule.

4. Method of Appointment:- (1) Appointment by initial recruitment and promotion to posts in BPS-17 and above, shall be made by the PEDO Board in the manner specified against each such post in column 5 of Schedule-I, on the recommendations of the Selection and Promotion Board consisting of:

(i)	Chief Executive Officer	Chairman
(ii)	General Manager Finance	Member
(iii)	General Manager Hydel	Member
(iv)	General Manager Private Power / Renewable Energy Projects / Policy	Member
(v)	Additional Secretary, Energy & Power Department, Government of Khyber Pakhtunkhwa	Member
(vi)	Head of the concerned wing	Member
(vii)	Director Admin & HR of the Organization	Member Cum Secretary

Provided that where the promotion of a Member is under consideration, he shall not act as a Member of the Board.

(2) Appointment by initial recruitment and promotion to posts in Basic Pay Scales-16 and below shall be made by the Chief Executive Officer in the manner specified against each such post in column 5 of Schedule-I on the recommendations of the Selection and Promotion Committee, consisting of:

i.	Director Admin & HR of the Organization	Chairman
ii.	Director Finance of the Organization	Member
iii.	Director Planning of the Organization	Member
iv.	Director Information Technology of the Organization	Member
v.	An officer of the concerned wing not below the rank of Director	Member
vi.	Deputy Director Human Resource of the Organization	Secretary

(3) Criteria for appointment to the posts in the Organization shall be as specified in Schedule-II.

5. Advertisement:- (1) All vacancies to be filled in by initial recruitment on regular basis, shall be advertised in at least two (02) leading newspapers, one English and one Urdu and shall also be placed on the Organization's website.

6. Medical Fitness:- (1) No person shall be appointed to a post by initial recruitment unless he is certified to be medically fit:

- a. by a Standing Medical Board, constituted by the Government, in relation to a post in Basic Pay Scale-17 and above; or
- b. by the Medical Superintendent of a District Headquarter hospital in relation to a post in Basic Pay Scale 16 and below.

7. Criteria for appointment by promotion:- (1) In case of appointment by promotion, besides the qualification and experience/length of service, the performance of the employees shall be evaluated in accordance with the promotion policy and instructions for guidance, circulated by the Government from time to time.

(2) Appointment by promotion shall be made within the cadre on the basis of inter se seniority of the employees in the relevant cadre.

8. Appointment by transfer:- (1) subject to approval by the Board, appointment to a post in the Organization may, subject to Schedule-I, be made by transfer in the

2

manner as may be determined by the Board and agreed to between the Organization and the lending departments,

Provided that appointment by transfer shall be made from amongst the persons holding appointment on regular basis in the same basic pay scale and similar cadre, in which the post to be filled in exists.

(2) Appointment by transfer under sub-paragraph (1) includes temporary transfer on deputation basis for a specified period, of an employee of the Federal Government, the Government or an autonomous body in the public sector under the administrative control of the Federal Government or the Government, as the case may be, on such terms and conditions as may be determined by the lending authorities and the Organization.

(3) In case of appointment by transfer on deputation basis, the qualification mentioned in column 3 of Schedule-I in respect of such post shall apply. However, such appointment shall not require recommendations of the Selection and Promotion Board or the Selection and Promotion Committee, as the case may be.

9. Domicile:- No person shall be appointed to a post by initial recruitment, unless he is a bona fide resident of the Province.

10. Orientation and Training. (1) Every fresh appointee shall undergo the required training, if specified in his appointment order.

11. Probation and confirmation. (1) The person appointed to a post in the Organization by initial recruitment or promotion shall be on probation for a period of one year. In case of the posts of GM and Chief Engineers, the probation period shall however, be two years instead of one year.

(2) In the case of appointment to posts in BPS-17 and above:

- (i) the Appointing Authority, if considers necessary, may extend the probation period for one year; and
- (ii) On the successful completion of the probation period and required training, if any, the Appointing Authority shall, by specific order, terminate the probation;

Provided that if no specific order is issued on the expiry of the first year of probation period, the period of probation shall be deemed to have been extended under clause (i) of sub rule (2);

Provided further that if no specific order is issued on the expiry of the extended period of probation, the period of probation shall be deemed to have been successfully completed.

Provided further that in the case of initial appointment to a post, an employee shall not be deemed to have completed his period of probation satisfactory until his character and antecedents have been verified as satisfactory in the opinion of the appointing authority.

- (3) If in the opinion of the Appointing Authority, the work or conduct of an appointee during the period of probation has not been satisfactory, it may, notwithstanding that the period of probation has not expired, dispense with his services;

Provided that if such appointee was holding a post before his appointment, he shall be reverted to his former post or if there be no such post then the junior most employee in the hierarchy of that lower post may be reverted to make room for adjustment of such appointee.

- (4) After satisfactory completion of the probationary period and successful completion of the required training, if any, the Appointing Authority shall confirm the appointment by issuing notification in the official gazette.

12. Seniority:- (1) For proper administration of a cadre or post, the Appointing Authority/ Organization shall cause a seniority list of the members for the time being of such cadre or post to be prepared in the prescribed manner.

Provided that nothing herein contained shall be construed to confer any vested right to a particular seniority in such cadre or post, as the case may be.

- (2) Subject to the provision of sub-rule (1), the seniority of an employee shall be reckoned in relation to other employees belonging to the same cadre.
- (3) The seniority *inter-se* of an employee appointed to a cadre or post shall be determined:

- a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Selection Board or Selection Committee, as the case may be, provided that persons selected for appointment to a post in an earlier selection shall rank senior to the persons selected in a later selection; and
- b) in the case of an employee appointed by promotion, with reference to the dates of their continuous regular appointment in the post, provided that employees appointed to a higher post in the same batch shall, on their promotion to the higher post, retain their *inter-se* seniority as in the lower post.

Explanation-1: If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely affect the interest of his erstwhile seniors in fixation of his seniority in the higher post.

Explanation-II: If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted, the person promoted first shall rank senior to the person promoted subsequently;

Provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributable to him.

- (4) The *inter-se* seniority of the employees in a certain cadre to which promotion is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment or promotion.

13. Lien:- (1) An employee on substantive appointment to any permanent post acquires a maximum lien of two years on that post and ceases to hold any lien earlier acquired on any other post.

- (2) Subject to sub-rule (1), an employee holding substantively a permanent post retains a lien on that post:

- a. while on duty on that post;
- b. while holding a temporary post or officiating in another post;
- c. while on joining time or transfer to another post;
- d. while on leave; and
- e. while under suspension.

14. Retirement from service:- (1) The employee shall retire from service:

- a. on such date after he has completed twenty-five (25) years of service qualifying for retirement benefits admissible under the rules as the Appointing Authority may, in the public interest direct; or
- b. on completion of sixty (60) years of age.

(2) An employee may, however, apply for voluntary retirement on completion of 25 years' qualifying service.

15. Cadres in the Organization:- The Organization shall consist of the cadres specified in Schedule-III.

16. Transferring Authorities and transfers:- (1) All employees of the Organization shall be liable to serve anywhere in the Province.

(2) Except as a matter of stop-gap arrangement, transfer shall not be made from one cadre to another cadre.

(3) The following authorities shall be competent to issue transfer orders of employees within the Organization. namely:

Sr. No.	Officers/employees to be transferred	Authority competent to transfer
1.	Civil servants in the Organization	Secretary to Government, on the recommendation of Chief Executive Officer
2.	All other officers in BPS-17 and above	Chief Executive Officer
3.	Employees in BPS-1 to BPS-16	Director Admin & HR

17. Maintenance of service record:- Proper service record of all the employees in the shape of personal file / service book and History of Service shall be maintained.

19. General Provisions: - (1) In matters not provided for in these rules, the rules or instructions issued by Government from time to time in respect of civil servants shall apply to the employees of the Organization.

20. Status of civil servants:- (1) The services of civil servants in the Organization whose service have been protected under section 12 of the PEDO Act, 2014, shall be governed by the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

(2) The existing joint seniority list shall remain intact.

21. Wherever these rules are silent on any matter, the same shall be placed before the Board on case to case basis for decision.

22. Repeal: - The Sarhad Hydel Development Organization Rules 1995 and Sarhad Hydel Development Organization Appointment of Employees Rules 1995, amended from time to time so far as they pertain to the matters covered by these Rules, are hereby repealed.

Sd/-

PEDO BOARD OF DIRECTORS

No:- 8507-14/PEDO/CEO/5-G

Dated:- 29th September, 2020

Copy to the:

1. Chairman PEDO Board of Directors.
2. All Members of the PEDO Board of Directors.
3. Secretary to Government of Khyber Pakhtunkhwa Law, Parliamentary Affairs & Human Rights Department.
4. Director (Finance & Administration) for further necessary action.
5. Manager Government Stationery and Printing Department, Peshawar with the request to publish the same in the official gazette.
6. PS to Advisor to Chief Minister Khyber Pakhtunkhwa for (Energy & Power).
7. PS to Secretary to Government of Khyber Pakhtunkhwa Energy & Power Department.

(Engr. Muhammad Naeem Khan)
Chief Executive Officer/
Secretary to PEDO Board

SCHEDULE-I

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
1.	General Manager Hydel (BPS-20)	First Class Bachelor's Degree in Civil, Electrical / Electronic and Mechanical Engineering from a recognized University, having a minimum of 17 years' experience in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national or international repute.	---	By selection, on merit from the engineering cadre holding the post of Chief Engineer, on the basis of Seniority-cum-fitness, having at least 17 years' service in BPS-17 and above. In case no suitable candidate is available as above, then by transfer on deputation basis from government Department / autonomous / semi-autonomous bodies with the same qualification and experience.
2.	General Manager Private Power / Renewable Energy Project / Policy (BPS-20)	First Class Bachelor's Degree in Civil, Electrical / Electronic or Mechanical Engineering from a recognized University, having a minimum of 17 years' experience in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national or international repute.	Up to 55 years	By selection, on merit from the engineering cadre holding the post of Chief Engineer, on the basis of Seniority-cum-fitness, having at least 17 years' service in BPS-17 and above. In case no suitable candidate is available, then a) by transfer on deputation basis from government Department / autonomous / semi-autonomous bodies with the same qualification and experience, or b) by Initial recruitment on contract basis;

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
3.	General Manager Finance (BPS-20)	CA, ACMA, CFA, ACCA or MBA, or M. Com with Major in Finance 1 st Division from a recognized University with 17 Years' experience in BPS-17 and above or equivalent in the field of Finance in Government, Semi Government, autonomous body or private sector of international or national repute.	Up to 55 years	i) By promotion on the basis of seniority-cum-fitness from among the Director Finance/Audit having 17 year experience in BPS-17 and above. ii) In case no suitable candidate is available, then: a) by transfer on deputation basis from government department / autonomous / semi-autonomous bodies with the same qualification and experience subject to concurrence of the Finance Department Government of Khyber Pakhtunkhwa or b) By initial recruitment
4.	Chief Engineer (BPS-20)	i. First Class Bachelor's Degree in Civil or, Electrical/Electronic or Mechanical Engineering from recognized University with at least 17 years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national or international repute. OR ii. M.Sc in Civil or Electrical / Electronic or	Up to 50 Years	1(a) 50% by promotion, on the basis of seniority-cum-fitness, from amongst the BPS-19 officers of the engineering cadre having 17 years' service in BPS-17 and above. (b) In case no eligible candidate is available by promotion, then by transfer on deputation basis from Government

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		Mechanical Engineering from recognized University with at least 15 years' experience in BPS-17 and above or equivalent in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national or international repute.		Department or autonomous or semi-autonomous bodies with the same qualification and experience. 2. 50 % by initial recruitment
5.	Director (BPS-19) (i) Planning (ii) Development (iii) Operation & Maintenance (iv) Electro & Mechanical (v) Private Power/Renewable Energy (vi) Policy (vii) Monitoring & Evaluation (viii) Procurement & Contract (ix) Hydrology	i. First Class Bachelor's Degree in Civil or Electrical/Electronic or Mechanical Engineering from recognized University with at least 12 years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national or international repute. OR ii. M.Sc in Civil or Electrical / Electronic or Mechanical Engineering from a recognized University with at least 10 years' experience in BPS-17 and above or equivalent in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national or international repute.	Up to 45 years	1(a) 60% by promotion, on the basis of seniority-cum-fitness, from amongst (BS-18) officers of Engineering Cadre having at least 12 years' experience in BPS-17 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. (b) If no suitable candidate is available by promotion, then by transfer on deputation basis from Government departments or autonomous or semi-autonomous bodies. 2. 40% by initial recruitment.

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
6	Director (BPS-19) Commercial & Tariff	i. Chartered Accountant or Bachelor's Degree in Civil Engineering from a recognized University with MBA Finance (Regular) having 12 years' experience in BPS-17 and above in the field of Electricity Tariff in Government, autonomous/ semi-autonomous bodies or private sector of national and international repute.	Up to 40 years	1. (a) By promotion, on the basis of seniority-cum-fitness, amongst the BPS-18 officers having 12 years' experience in BPS-17 and above in Commercial and Tariff cadre and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. In case no suitable candidate is available, by promotion, then; (a) by transfer on deputation basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience, or (b) By initial recruitment.

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
7.	Director (BPS -19) Geology	First class Master degree in Geology or equivalent qualification from recognized University with at least 12 years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national and international repute.	Up to 45 years	1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 Officer from Geology cadre having 12 years' experience in BPS-17 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. In case no eligible candidate is available by promotion, then; (a) By transfer on deputation basis from Government. Department or autonomous or semi-autonomous bodies with the same qualification and experience or (b) By initial recruitment.

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
8	Director (BPS -19) Environment / Social	First Class Master degree in Environmental Sciences / Sociology / Social Work or Equivalent Qualification from HEC recognized University with at least 12 years' experience in BPS-17 & above in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national and international repute;	Up to 45 years	1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 officers from Environmental cadre having 12 years' experience in BPS-17 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. In case no suitable candidate is available, by promotion, then; (a) by transfer on deputation basis from Government Departments or Autonomous or semi-autonomous bodies with the same qualification and experience or (b) By initial recruitment.
9.	Director (BPS-19) (i) Finance (ii) Audit	CA, ACMA, CFA, ACCA or MBA Finance/M. Com 1 st Division from a recognized University (duly qualified)	Up to 45 years	1. By promotion, on the basis of seniority-cum-fitness from amongst the BPS-18 officers from the

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
		PIPFA exam) with 12 Years' experience in BPS-17 and above or equivalent in the field of Finance/Accounts / Audit in Government, autonomous / semi-autonomous bodies or private sector of national and international repute.		Finance & Audit Cadre having 12 years' experience in BPS-17 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
				2. In case no suitable candidate is available by promotion, then; (a) By transfer on deputation basis from AGP/CGA/ Finance Department having the same qualification and experience, or (b) By initial recruitment.
10.	Director Information Technology (BPS-19)	Ph.D in Computer Science with (07) seven years' experience of Programming, System Analysis and Operational Management; OR Second Class Master Degree in Computer Science from a HEC recognized university	Up to 45 years	1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 officers of IT Cadre having at least 12 years of service in BPS- 17

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
		with twelve (12) years' experience in BPS-17 and above or equivalent in the field of Programming, System Analysis and Operational Management in Government, autonomous / semi-autonomous bodies or private sector of national and international repute.		and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
				2. In case no suitable candidate is available by promotion, then; (a) By transfer on deputation basis from Government Department or autonomous or semi- autonomous bodies with the same qualification and experience. or (b) By initial recruitment
11.	Director Administration and Human Resources (BPS-19)	BBA (Hons) in Human Resource or MBA in Human Resource or MPA (16 years Education) in Human Management or Equivalent Qualification from HEC recognized University with at least twelve (12) years' experience in BPS-17 and above or equivalent in the relevant field in Government, autonomous, semi-	Up to 45 years	1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-18 officers of Admin and HR Cadre having 12 years' experience in BPS-17 and above and qualified departmental training mandatory

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
		autonomous bodies or private sector of national and international repute.		for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
				2. In case no suitable candidate is available by promotion, then; (a) By transfer on deputation basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience. Or (b) By Initial recruitment
12.	Deputy Director (BPS-18) (i) Planning (ii) Development (iii) Operation & Maintenance/ RE (iv) Electro & Mechanical (v) Private Power/ Renewable Energy (vi) Policy (vii) Monitoring & Evaluation (viii) Procurement & Contract (ix) Hydrology	First Class Bachelor's Degree in Civil or Electrical / Electronic or Mechanical Engineering from recognized University with at least five (05) years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national and international repute. M. Sc in Civil or Electrical/Electronic or Mechanical Engineering from a recognized University with at least 03 years' experience	Up to 40 years	1.(a) 75% by promotion on the basis of seniority-cum-fitness, from amongst the BPS-17 officers in engineering cadres (Engineering degree holder), having at least 05 year experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national and international repute.		take effect after one year from the date of commencement of these rules. (b) In case no suitable candidate is available by promotion, then by transfer on deputation basis from Government departments or autonomous or semi-autonomous bodies having the same qualification and experience; 2. 25% by initial recruitment.
13.	Deputy Director (BPS-18) Commercial Tariff	Chartered Accountant or Bachelor's Degree in Civil Engineering with MBA(finance-regular) from a HEC recognized University with five (05) Years' in BPS-17 and above or equivalent experience in the field of Electricity Tariff in Government, autonomous/ semi-autonomous bodies or private sector of national and international repute.	Up to 45 years	1. By promotion, on the basis of seniority-cum-fitness, amongst the BPS-17 officers of commercial and Tariff cadre having five (5) years' experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
14.	Deputy Director Geology (BPS-18)	First class BS Geology Degree (16 years education) or equivalent qualification from recognized University with at least 05 years' relevant experience in BPS-17 and above or equivalent in Government, autonomous, semi-autonomous bodies or private sector of national and international repute. OR MSC / MS Geology Degree or equivalent qualification from recognized University with at least 05 years' relevant experience in BPS-17 and above or equivalent in Government, Autonomous, Semi-Autonomous bodies or private sector of national and international repute.	Up to 40 Years	2. In case no suitable candidate is available, by promotion, then (a) By transfer on deputation basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience, or (b) By initial recruitment. 1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Geology Cadre having 5 years' experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. In case no suitable candidate is available by promotion, then; (a) By transfer on deputation

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
15.	Deputy Director/ Senior Economist (BPS-18)	Ph.D in Economics has 05 year experience from a recognized university, or Master Degree in Economics / Commerce or Business Administration from a recognized university having 07 years' experience in development economics, public finance, international economics or any field of planning or development.	Up to 40 years	basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience or by Initial Recruitment (b). 1 50% By promotion, on the basis of seniority-cum- fitness, from amongst the BPS-17 officers of the Economist Cadre having 5 years' experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. 50% by initial recruitment

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
16.	Deputy Director Environment / Social (BPS-18)	BS degree in Environmental Sciences / Sociology / Social Work or equivalent qualification from HEC recognized University with at least 05 years' experience in BPS-17 and above or equivalent in the relevant field in Government, autonomous, semi-autonomous bodies or private sector of national and international repute.	Up to 40 years	1. By promotion, on the basis of seniority-cum-fitness, from amongst the BPS-17 officers of the Environment Cadre having 5 years' experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. In case no suitable candidate is available by promotion, then; (a) By transfer on deputation basis from Government Department or autonomous or semi- autonomous bodies with the same qualification and experience of 07 years. OR (b) By Initial Recruitment

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
17.	Deputy Director (BPS-18) (i) Finance (ii) Audit	CA (Inter), ACMA, CFA, ACCA Or MBA Finance/M. Com 1 st Division from a HEC recognized University (duly qualified PIPFA exam) with 05 Years' experience in BPS-17 and above or equivalent in the field of Finance/ Accounts / Audit in Government, Semi Government, Autonomous bodies or private sector of national and international repute.	Up to 40 years	1.(a) 75% by promotion, on the basis of seniority-cum- fitness, from amongst the BPS-17 officers of the Accounts / Finance & Audit cadre with 05 year experience in BPS- 17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. (b) In case no suitable candidate is available, by promotion, then by transfer on deputation basis from AGP / CGA / Finance Department having the same qualification and experience. 2. 25% by initial recruitment.
18.	Deputy Director (BPS-18) I. System Analyst/ Database Admin II. IT Infrastructure	Second Class Master degree or equivalent qualification in Computer Science from a recognized university with a least 05 years of experience in BPS-17 and above in the	Up to 40 years	1. By promotion on basis of Seniority Cum fitness from BPS-17 officer of IT Cadre having at least 05 years'

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
		relevant field in Government, autonomous, semi-autonomous bodies or private sector of national and international repute.		experience in BPS-17 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
				2. In case no suitable candidate is available by promotion, then; (a) By transfer on deputation basis from Government Department or autonomous or semi-autonomous bodies with the same qualification and experience. Or (b) By initial recruitment
19.	Deputy Director (BPS-18) I. Administration & Coordination II. Human Resource Management	BBA (Hons) in Human Resource or MBA in Human Resource or MPA (16 years Education) with 05 years' experience in BPS-17 and above or equivalent in the relevant field of HR/ Administration in Government, autonomous/ semi-autonomous bodies or private sector of	Up to 40 years	1. By promotion, on the basis of seniority-cum-fitness, from amongst BPS-17 officer of Admin / HR cadre having at least 05 year experience in BPS-17 and qualified departmental t

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
		national and international repute.		raising mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. In case no suitable candidate is available by promotion, then; (a) By transfer on deputation basis from Government Departments or Autonomous or semi-autonomous bodies having the same qualification & experience. or (b) By initial recruitments.
20.	Deputy Director Legal (BPS-18)	LLB degree in Law from recognized University with 10 years' practice at the bar or 05 years' service in BPS-17 and above or equivalent in legal field in Government, autonomous/ semi-autonomous bodies or private sector of national and international repute.	Up to 40 years	1. By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Assistant Directors Legal having at least 05 year experience in BPS-17 and qualified departmental training mandatory for

1.	2.	3.	4.	5.
Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
				promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. 2. In case no eligible candidate is available by promotion, then; (a) By transfer on deputation basis from Government Departments or autonomous or semi-autonomous bodies having the same qualification & experience OR (b) By initial recruitments.
21.	Assistant Directors/Junior Engineers (Civil) (BPS-17)	First Class Bachelor's Degree in Civil from a HEC recognized University.	Up to 35 years	A. By Promotion i. 10% on the basis of seniority-cum-fitness from amongst the Degree Holder (Civil) Sub Engineer with five years' service in BPS-12 and above of the Technical Support Cadre and qualified departmental training mandatory for promotion. However, the

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. ii. 10% on the basis of seniority-cum-fitness from the person having B.Tech Degree (Civil) from Sub Engineer of Technical Support Cadre, with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. iii. 10% by promotion, on the basis of seniority-cum-fitness from Technical Support Staff

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				Cadre possessing D.A.E (Civil) Sub Engineer with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. B. 70% by Initial Recruitment Provided that in case no suitable candidates are available by promotion against any of the above quotas, the seats of such quotas shall be distributed equally among the remaining quotas.
22.	Assistant Directors / Junior Engineers (Mechanical) (BPS-17)	First Class Bachelor's Degree in Mechanical Engineering from a HEC recognized University.	Up to 35 years	A. By Promotion i. 10% on the basis of seniority-cum-fitness from amongst the Degree Holder Sub Engineer with five years' service in BPS-12 and above of the

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				Technical Support Staff Cadre and departmental training for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. ii. 10% on the basis of seniority-cum-fitness from the person having B.Tech Degree (Mechanical) from Sub Engineer of Technical Support Cadre, with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. iii. 10% by promotion, on the basis of seniority-cum-fitness from Technical Support Cadre

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
23.	Assistant Directors / Junior Engineers/ ARE (Electrical/Electronics)/ (BPS-17)	First Class Bachelor's Degree in Electrical/Electronic from a HEC recognized University.	Up to 35 years	possessing D.A.E (Mechanical) Sub Engineer with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. B. 70% by Initial Recruitment Provided that in case no suitable candidates are available by promotion against any of the above quotas, the seats of such quotas shall be distributed equally among the remaining quotas. A. By Promotion i. 10% on the basis of seniority-cum-fitness from amongst the Degree Holder (Electrical/Electronics) Sub Engineer / Line Supt: Grade-I with five years' service in BPS-12 and above of the Technical

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				Support Cadre and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. ii. 10% on the basis of seniority-cum-fitness from the person having B.Tech Degree (Electrical/ Electronics) from Sub Engineer/ Line Supt: Grade-I of Technical Support Cadre, with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. iii. 10% by promotion, on the basis of seniority-cum-fitness from Technical

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				Support Cadre possessing D.A.E (Electrical)/ Electronics Sub Engineer/ Line Supdt: Grade-I with at least 5 years' service in BPS-12 and above and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
				B. 70% by Initial Recruitment Provided that in case no suitable candidates are available by promotion against any of the above quotas, the seats of such quotas shall be distributed equally among the remaining quotas.
24.	Assistant Director(BPS-17) Commercial & Tariff	CA (Inter), ACMA, CFA, ACCA or MBA Finance with duly qualified PIPFA or Bachelor's Degree in Civil Engineering with MBA- Finance (regular) from HEC a recognized University.	Up to 35 years	By initial recruitment.

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
25.	Assistant Director Geology (BPS-17)	First class BS Geology Degree (16 years education) or equivalent qualification from recognized University.	Up to 35 years	By initial recruitment
26.	Assistant Director/ Junior Economist (BPS-17)	Master's Degree in Economics/ Commerce, Business Administration from a HEC recognized university	Up to 35 years	By initial recruitment
27.	Assistant Director Environment / Social (BPS-17)	BS degree in Environmental Sciences / Sociology / Social Work or equivalent qualification from HEC recognized University.	Up to 35 years	By initial Recruitment
28.	Assistant Director (BPS-17) (i) Finance (ii) Audit (iii) Accounts; (iv) Revenue; and (v) Budget.	CA (Inter), ACMA, CFA, ACCA or Master Degree in Economics/ Commerce or Business Administration 1st Division or equivalent qualification from HEC recognized University	Up to 35 years	1(a). 50% by promotion on the basis of seniority-cum-fitness, amongst the Accountants / Auditors from Finance and Audit cadre, with at least five (05) years' service in BPS-16 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				(b). In case no suitable candidate is available by promotion, then by transfer on deputation basis from the department of Auditor General of Pakistan having the same qualification & experience.
				2. 50% by Initial Recruitment.
29.	Assistant Director (BPS-17) i. Web Administrator ii. Business Application Developer iii. Network Infrastructure /Lan-Administrator	Second Class Master Degree or equivalent qualification in Computer Science from a HEC recognized University.	Up to 35 years	i.) 40% promotion, on the basis of seniority-cum-fitness, amongst the Computer Operators from IT Cadre, with at least 5 years' service in BPS-16 and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. ii) 20% on the basis of promotion from amongst the Computer Operators with Masters' degree in Computer Science or equivalent in the relevant field and 5 years' experience in

1. Sr. No.	2. NOMENCLATURE OF POST	3. MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	4. AGE LIMIT FOR INITIAL RECRUITMENT	5. METHOD OF APPOINTMENT
				BPS-16 after completion of mandatory departmental training. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
30.	Assistant Director (BPS-17) i. Administration ii. Human Resources iii. Training iv. Transport	BBA (Hons) in Human Resource Management or MBA in Human Resource Management or MPA (16 years Education).	Up to 35 years	iii) 40% by Initial Recruitment. i) 50% by selection, on the basis of seniority-cum-fitness, amongst the Superintendent / Private Secretary having relevant experience and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
				ii) 50% by Initial Recruitment

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
31.	Assistant Director Legal (BPS-17)	L.L.B with at least 5 years' practice in law including 2 years practice in High Court.	Up to 40 years	By initial recruitment
32.	Public Relation Officer (BPS-17)	BS Mass Communication & Media / Journalism or equivalent qualification from recognized University.	Up to 35 years	a. By initial recruitment or b. transfer on deputation basis from the Government Information Department
33.	Private Secretary (BPS-17)	i. BS Degree or equivalent qualification from a HEC recognized university with 05 Years' experience as Personal Assistant in Government, autonomous, semi-autonomous bodies and a. one year diploma in computer science or DIT b. 100 word per minute in shorthand c. 40 word per minute in typing test in English.	Up to 35 years	i) 50% by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Senior Scale Stenographer or Personal Assistant of Ministerial-I Cadre with at least 02 years' service as such and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules. ii) 50% by initial recruitment.

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
34.	Office Superintendent (BPS-17)	BS degree at least 2 nd Division or equivalent qualification from a HEC recognized university.	Up to 35 years	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Office Assistant of Ministerial Cadre having five (5) years' service as such and qualified departmental training mandatory for promotion. However, the condition of mandatory departmental training shall take effect after one year from the date of commencement of these rules.
35.	Accountant/Auditor (BPS-16)	Bachelor Degree in Commerce/BBA Finance or equivalent in the relevant field from a HEC recognized University.	Up to 32 years	(i) 50% by deputation from AGP /CGA (ii) 50% by Initial Recruitment
36.	Store Officer (General) (BPS-16)	Bachelor degree having at least one of the subjects i.e. Statistics or Mathematics or Economics, with computer certificate of one year at least five years relevant experience.	Up to 32 years	i) 50% by initial recruitment. ii) 50% by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Senior Store of Ministerial-II Cadre keeper having 05 years' service as such.
37.	Store Officer (Technical) BPS-16	DAE in Electrical and Mechanical from a recognized Technical Board		i. 50% by initial recruitment ii. 50% by promotion from DAE of Technical Support Cadre

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
38.	Foreman (BPS-16)	Diploma of Associate Engineers in Electrical/ Mechanical Technology from a recognized Technical Board with five (05) years' experience in Government department or autonomous / semi-autonomous organization	Up to 32 years	(i) 75% By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Machine Operator possessing Diploma of Associate Engineering in Electrical or Mechanical from a recognized Board, with 05 years' service as such. (ii) 25% by initial recruitment
39.	Senior Scale Stenographer (BPS-16)	i. BS Degree at least 2 nd division or equivalent qualification from a HEC recognized university. a. 100 word per minute in shorthand b. 40 word per minute in typing test in English c. one year diploma in computer science or DIT	Up to 32 years	(i) 75% by promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Junior Scale Stenographer with at least 05 years' service as such. (ii) 25% by initial recruitment
40.	Office Assistant (BPS-16)	BS Degree at least 2 nd division or equivalent qualification from a HEC recognized university.	Up to 32 years	(i) 75% by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Senior Clerks and having 05 years' service as such. (ii) 25% by initial recruitment
41.	Computer Operator (BPS-16)	2 nd Class Bachelor Degree in Computer Science/ Information Technology (BCS/ BIT four years) or equivalent qualification from HEC recognized university. or	Up to 32 years	By Initial recruitment

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
42.	Senior clerk (BPS-14)	Second Class Bachelor Degree or equivalent qualification with Statistics/Economics/Mathematics/ Physics as one of the subject with one year Diploma in Information Technology from Technical Board.		
43.	Junior Scale Stenographer (BPS-14)	i) BS Degree at least 2 nd Division Intermediate or equivalent qualification from HEC recognized University with a speed of 80 words per minute in English Shorthand and 40 words per minute in English typing & ii) One year Diploma in information Technology from Technical Board	Up to 30 years	by promotion on the basis of seniority-cum-fitness, from amongst holders of the post of Junior Clerk having 02 years' service as such; By initial recruitment
44.	Security Supervisor (BPS-15)	Higher Secondary School Certificate from recognized Board retired as Subedar from Pakistan Army, Frontier Constabulary or Frontier Crops.	Up to 45 years	By initial recruitment.
45.	Electrical Supervisor (BS-12)	Higher Secondary School Certificate along with 2 years Electrician certificate having 3 years relevant experience	Upto 30 Years	By promotion on the basis of seniority-cum-fitness from amongst the holders of the post of Lab Assistant having 5 years' service as such.

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
46.	Sub Engineer (Civil/Electric/Mechanical) (BPS-12)	Diploma of Associate Engineers in relevant field of Engineering from a recognized Board.	Up to 28 years	By initial recruitment
47.	Line Superintendent (Grade-I) (BPS-12)	(i) Diploma of Associate Engineers in Electrical Engineering from a recognized Board . or (ii) Higher Secondary School Certificate or equivalent qualification from a recognized Board; and 02 years certificate in Electrical trade from a recognized Technical Board	Up to 28 years	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Line Superintendent (Grade-II), having 05 years' service as such. In case no suitable candidate is available then by initial recruitment.
48.	Head Draftsman (BPS-12)	Higher Secondary School Certificate from a recognized Board; and Certificate or Diploma in Architecture or Drafting from a recognized Technical Board.		By promotion, on basis of seniority-cum-fitness, from amongst holders of the post of Draftsman of Drawing Cadre.
49.	Draftsman (BPS-11)	Secondary School Certificate from a recognized Board; and Certificate or Diploma in Architecture or Drafting from a recognized institute.	Up to 28 years	i. 20% by promotion, on basis of seniority-cum-fitness, from amongst holders of the post of Tracer of Drawing Cadre with 05 years' service as such; ii. 80% by initial recruitment
50.	Junior Clerk (BPS-11)	Bachelor Degree or equivalent qualification from recognized University. Computer Certificate from a recognized institute.	Up to 28 years	i. 40% by promotion, on the basis of seniority-cum-fitness, from amongst. Naib Qasid, Helper and Dispatch Rider and equivalent posts having passed Intermediate

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
51.	Line Superintendent Grade-II (BPS-11)			or equivalent examination from a recognized Board with 02 years' service as such; ii. 60% by initial recruitment.
52.	Machine / Turbine Operator (BPS-12)	Diploma of Associate Engineering in Mechanical or Electrical Technology from a recognized Technical Board	Up to 28 years	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Lineman (Grade-I) and having 05 years' service as such. By initial recruitment
53.	Senior Store Keeper (General) (BPS-12)	Bachelor's Degree or equivalent qualification from a recognized university.	Up to 28 years	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Store Keeper (BPS-7) of Ministerial-II Cadre with 05 years' service as such. If no suitable candidate is available by promotion, then by initial recruitment.
54.	Senior Store Keeper (Technical) (BPS-12)	Diploma of Associate Engineering in Mechanical or Electrical Technology from a recognized Technical Board with two (02) years' experience.	Up to 28 years	By initial recruitment.

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
55.	Care Taker (BPS-12)	Diploma of Associate Engineers or B. Tech (Hons) in Civil or Electrical or Mechanical from a recognized Institute.	Up to 28 years	By initial requirement
56.	Pesh Imam (BPS-9)	Sanad from Wafaq-ul-Madaress.	Up to 40 years	By Initial recruitment
57.	Lab Assistant (BPS-8)	Preference will be given to Hafiz-e- Quran Secondary School Certificate along with 2 years Electrician certificate having 2 years relevant experience	Up to 25 years	By promotion on the basis of seniority-cum-fitness from the holders of the post of Helper/Naib Qasid who possess the qualification of initial recruitment and having 5 years' service in calss-4 cadre
58.	Store Keeper (General) (BPS-7)	Higher Secondary School Certificate or equivalent in 2 nd division from a recognized Board.	Up to 28 years	By Initial recruitment
59.	Lineman (Grade-I) (BPS-7)	Higher Secondary School Certificate or equivalent qualification from a recognized Board.	Up to 28 years	By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Lineman (Grade-II) with 05 years' service as such.
60.	Driver (BPS-6)	Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board, with LTV or HTV Driving License.	Up to 40 years	By initial recruitment
61.	Security Guard (BPS-6)	Secondary School Certificate in 2 nd Division retired from Army, police, FC etc.	Up to 40 years	By initial recruitment

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
62.	Telephone Operator (BPS-7)	Higher Secondary School Certificate with 02 years' experience in relevant field.	Up to 28 years	By initial recruitment
63.	Lift Technician (BPS-7)	Secondary School Certificate 2 nd Division with one-year certificate (Grade-III) in Mechanical or Electrical Technology from Trade Testing Board, with 02 years' experience of Lift Operation.	Up to 40 years	By initial recruitment
64.	Receptionist (BPS-7)	Higher Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board	Up to 35 years	By initial recruitment
65.	Electrician (BPS-5)	Secondary School Certificate in 2 nd Division and 02 years certificate course in Electrical trade from a recognized Board.	Up to 28 years	i. 20% by promotion on basis of seniority-cum-fitness, from amongst holders of the post of Helper of Ministerial-IV Cadre having passed SSC Examination with two years certificate course in electric trade from recognized Board 05 years' service as such; and ii. 80% by initial recruitment.
66.	Lineman (Grade-II) (BPS-5)	Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board; and 02 years certificate in Electrical trade from a recognized institute.	Up to 28 years	By initial recruitment

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Sr. No.	NOMENCLATURE OF POST	MINIMUM QUALIFICATION AND EXPERIENCE FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE LIMIT FOR INITIAL RECRUITMENT	METHOD OF APPOINTMENT
67.	Meter Reader (BPS-5)	Secondary School Certificate in 2 nd Division from a recognized Board	Up to 28 years	By initial recruitment
68.	Tracer (BPS-5)	Secondary School Certificate in 2 nd Division from a recognized Board	Up to 28 years	By initial recruitment
69.	Dispatch Rider (BPS-4)	Secondary School Certificate in 2 nd Division or equivalent qualification from a recognized Board; and possessing valid Driving License of Motor Cycle	Up to 40 years	By initial recruitment
70.	Khadim Masjid (BPS-4)	Sanad from Wifaqul Madris Or Hifz Certificate from Wifaqul Madris	Up to 40 years	By initial recruitment
71.	Naib Qasid (BPS-2)	Secondary School Certificate in 2 nd Division from a recognized Board	Up to 40 years	By initial recruitment
72.	Chowkidar (BPS-2)	Preferably literate.	Up to 40 years	By initial recruitment
73.	Mali (BPS-2)	Preferably literate.	Up to 40 years	By initial recruitment
74.	Sweeper (BPS-2)	Preferably literate.	Up to 40 years	By initial recruitment
75.	Cook (BPS-2)	Preferably literate.	Up to 40 years	By initial recruitment

SCHEDULE-II

i. **SELECTION/RECRUITMENT CRITERIA FOR BPS 7 TO BPS 16:**

Basic Qualification	Weightage (Total)
1 st division or equivalent CGPA	30
2 nd division or equivalent CGPA	20
3 rd division or equivalent CGPA	10

Relevant Higher Qualification	Weightage (Total)
One step higher qualification	7
Two steps & above higher qualification	10

Post Qualification Relevant Experience	Weightage (Total)
One Year	5
Two Years	7
Three Years	10

Minimum Qualifying Marks shall be 50%

For one vacancy maximum numbers of 10 candidates shall be called for Interview

ii. SELECTION CRITERIA FOR BPS- 17:

Selection criteria for recruitment and selection of posts in BPS-17 shall remain the same as mentioned above however separate test shall be conducted for posts in BPS-17.

iii. SELECTION CRITERIA FOR BPS- 18 AND ABOVE:

For selection & recruitment of posts in BPS-18 and above the following criteria shall be adopted:

1 st division or equivalent CGPA	30
2 nd division or equivalent CGPA	20
3 rd division or equivalent CGPA	10

Minimum Higher Qualification	Minimum Years of Experience
One step higher qualification	7
Two steps & above higher qualification	10
Post Qualification Relevant Experience	20 Years (Total)
Qualification	Minimum
3-5 years	10
6-9 years	15
10 years or above	20
Presented to the Selection Board	15 Marks (Total)
Interview	25 Marks (Total)

iv.

SELECTION CRITERIA FOR PROJECT POSTS:

The above mentioned selection and recruitment rules shall also be adopted for recruitment and selection in Project Posts in PEDO.

SCHEDULE-III

CADRES IN THE ORGANIZATION

There shall be the following cadres in the Organization, namely:

(I) ENGINEERING CADRE:

This cadre shall comprise officers in BPS-17 & above of the following Engineering Disciplines.

- i. Civil Engineering;
- ii. Electrical / Electronic Engineering;
- iii. Mechanical Engineering,

Provided that a scale-wise joint seniority list of all such officers shall be maintained for the purpose of promotion under these rules.

(II) TECHNICAL SUPPORT STAFF CADRE:

This cadre shall comprise Technical Staff in BPS-11 to BPS-16 of the employees holding Diploma in Associate Engineering. / B.Tech in the following disciplines:

- i. Civil Technology
- ii. Electrical / Electronic Technology;
- iii. Mechanical Technology; and

Provided that a discipline wise seniority list of all such officers shall be maintained for the purpose of promotion under these rules.

(III) GEOLOGY CADRE:

This cadre shall comprise officers in BPS-17 & above of the following Disciplines:

- i. Geology; and
- ii. Geotechnical Engineers

Provided that a scale-wise joint seniority list of all such officers shall be maintained for the purpose of promotion under these rules.

(IV) ENVIRONMENTAL CADRE:

- a. Director;
- b. Deputy Director; and
- c. Assistant Director.

(V) ECONOMIST CADRE:

- a. Deputy Director/Senior Economist
- b. Assistant Director/ Junior Economist

(VI) COMMERCIAL & TARIFF CADRE

- a. Director Commercial & Tariff;
- b. Deputy Director Commercial & Tariff; and
- c. Assistant Director Commercial & Tariff

(VII) FINANCE AND AUDIT CADRE:

This Cadre shall comprise officers and officials in BPS- 11 to BPS- 19 of the following disciplines:

- a. Audit;
- b. Finance;
- c. Accounts;
- d. Revenue;
- e. Budget; and

Provided that a scale-wise joint seniority list of all such officers and officials shall be maintained for the purpose of promotion under these rules.

(VIII) ADMINISTRATION & HUMAN RESOURCE (ADMN & HR) CADRE:

This Cadre shall include officers and officials in BPS-11 to BPS- 19 of employees of the following disciplines:

- a. Administration;
- b. Human Resource;
- c. Training;
- d. Transport;
- e. Superintendent;
- f. Senior Clerk;

- g. Junior Clerk;
- h. Typist;
- i. Assistant Care Taker;

Provided that a scale-wise joint seniority list of all such officers and officials shall be maintained for the purpose of promotion under these rules.

(IX) INFORMATION TECHNOLOGY (IT) CADRE:

This Cadre shall include officials and officers in BPS-16 to BPS-19 of the following disciplines:

- a. Director IT
- b. Deputy Directors
 - i. Deputy Director (System Analyst/ Data Base Admin)
 - ii. Deputy Director (IT Infrastructure)
- c. Assistant Directors
 - i. Assistant Director (Web Administrator)
 - ii. Assistant Director (Business Application Developer)
 - iii. Assistant Director (Network infrastructure/ Lan Administrator)
- d. Computer Operator

(X) DRAWING CADRE:

This Cadre shall comprise the following disciplines:

- a. Head Draftsman;
- b. Draftsman;
- c. Tracer;

(XI) MINISTERIAL-I CADRE:

This Cadre shall comprise the following disciplines;

- a. Personal Secretary
- b. Personal Assistant
- c. Steno Typist;
- d. Stenographer;
- e. Telephone Operator; and
- f. CCTV Operator
- g. Receptionist;

(XII) MINISTERIAL-II CADRE:

This Cadre shall comprise the following employees:

- a. Store Officer;
- b. Senior Store Keeper
- c. Store Keeper;

(XIII) MINISTERIAL-III CADRE

- a. Pesh Imam
- b. Khadim Mosque

(XIV) MINISTERIAL-IV CADRE:

This Cadre shall comprise the following employees:

- a. Driver;
- b. Naib Qasid;
- c. Helper;
- d. Chowkidar;
- e. Security Guards; and
- f. Sanitary Worker.
- g. Bildar

Explanation I; In the event where officials/officers from two or more cadres are eligible for promotion to a particular post, the senior most official/officer among all such cadres shall be promoted.

Explanation II; For the purpose of promotion to BPS-17 on the Ministerial side, a joint seniority list of officials in BPS-16 of Ministerial-I and Ministerial-II cadres shall be maintained.

2