

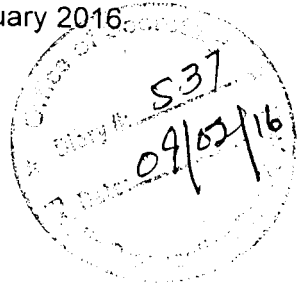
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No.SOR-IV(S&GAD) 10-1/2003
GOVERNMENT OF THE PUNJAB
SERVICES & GENERAL ADMINISTRATION
DEPARTMENT (REGULATIONS WING)

Dated Lahore, the 1st February 2016

To



1. The Principal Secretary to Governor of the Punjab.
2. The Principal Secretary to Chief Minister, Punjab.
3. The Senior Member, Board of Revenue Punjab.
4. All the Administrative Secretaries in the Punjab.
5. The Registrar, Lahore High Court, Lahore.
6. The Secretary, Provincial Ombudsman, Punjab, Lahore.
7. All Heads of Attached Departments in the Punjab.
8. All Heads of Autonomous/Semi-Autonomous Bodies in the Punjab.
9. The Registrar, Punjab Service Tribunal, Lahore.
10. The Secretary, Punjab Public Service Commission, Lahore.
11. The Secretary, CMIT, Lahore.
12. All District Coordination Officers in the Punjab.
13. The Secretary, TEVTA, Lahore.

SUBJECT: AMENDMENT IN RECRUITMENT POLICY — 2004

Kindly refer to the subject noted above.

2. In pursuance of the approval accorded by the Chief Minister, Punjab, para-11 of Recruitment Policy - 2004 shall be substituted as under:

"11. SELECTION CRITERIA FOR APPOINTMENT

The following criteria shall be observed for selection against posts in **BS-1 to 4, BS-5 to 10 and BS-11 & above:**

A. CRITERIA FOR POSTS IN BS-1 TO 4

Total Marks

100

(i) EDUCATIONAL QUALIFICATION

Maximum Marks

65

a. Where prescribed minimum qualification is literate

Literate	45
Primary	50
Middle	60
Matric	65

b. Where prescribed minimum qualification is Primary

Primary	50
Middle	60
Matric	65

c. Where prescribed minimum qualification is Middle

Middle	50
Matric	60
Intermediate	65

8/1/16

d. Where prescribed minimum qualification is Matric

Matric	50
Intermediate	60
Bachelor	65

(ii) **EXPERIENCE IN THE RELEVANT FIELD**

Maximum Marks

10

(Over and above the experience prescribed in the service rules)

a)	One year	05
b)	Two years	07
c)	Three years	10

(iii) **EX-SERVICE MAN/HAFIZ-E-QURAN**

Marks

05

(iv) **INTERVIEW**

Maximum Marks

20

B. CRITERIA FOR POSTS IN BS-5 TO 10

Total Marks

100

(i) **EDUCATIONAL QUALIFICATION**

Maximum Marks

70

a. Where prescribed minimum qualification is Matric/equivalent

		A+ Grade	A Grade	B Grade	C Grade	D Grade	E Grade
1.	Matric	70	63	56	49	42	35

b. Where prescribed minimum qualification is Intermediate/equivalent

		A+ Grade	A Grade	B Grade	C Grade	D Grade	E Grade
1.	Intermediate 67%	47	42	38	33	28	23
2.	Matric 33%	23	21	18	16	14	12

c. Where prescribed minimum qualification is Bachelor's degree/equivalent

			1st Div.	2 nd Div	3 rd Div
1.	Bachelor	50%	35	31	21
2.	Intermediate	33%	23	21	14
3.	Matric	17%	12	11	07

(ii) **HIGHER QUALIFICATION**

Maximum Marks

10

Next above the qualification prescribed under the rules:

1.	One stage higher	05
2.	Two stages higher	07
3.	Three stages higher	10

(iii) **EXPERIENCE IN THE RELEVANT FIELD**

Maximum Mark

10

a)	One year	05
b)	Two years	07
c)	Three years	10

- (iv) HAFIZ-E-QURAN/EX-SERVICEMAN
Marks 05
- (v) INTERVIEW
Maximum Marks 05

C. CRITERIA FOR POSTS IN BS-11 & ABOVE

Total Marks 100

(i) EDUCATIONAL QUALIFICATION

Maximum Marks 70

a. Where prescribed minimum qualification is Matric/equivalent

		A+ Grade	A Grade	B Grade	C Grade	D Grade	E Grade
1.	Matric	70	63	56	49	42	35

b. Where prescribed minimum qualification is Intermediate / equivalent

		A+ Grade	A Grade	B Grade	C Grade	D Grade	E Grade
1.	Intermediate 67%	47	42	38	33	28	23
2.	Matric 33%	23	21	18	16	14	12

c. Where prescribed minimum qualification is Bachelor's degree/equivalent

			Ist Div.	2 nd Div	3 rd Div
1.	Bachelor	50%	35	31	21
2.	Intermediate	33%	23	21	14
3.	Matric	17%	12	11	7

d. Where prescribed minimum qualification is Master's degree/equivalent

			Ist Div	2 nd Div	3 rd Div.
1.	Master	50%	35	32	21
2.	Bachelor	25%	18	16	11
3.	Intermediate	17%	12	11	7
4.	Matric	8%	6	5	3

(ii) HIGHER QUALIFICATION IN THE RELEVANT FIELD

Maximum Marks

10

Next above the qualification prescribed under the rules:

1.	One stage higher	05
2.	Two stages higher	07
3.	Three stages higher	10

(iii) POSITION IN THE BOARD/UNIVERSITY IN THE PRESCRIBED QUALIFICATION

Maximum Marks

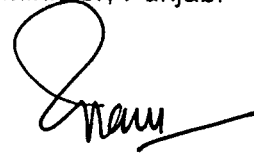
05

1.	1 st position	05
2.	2 nd position	03
3.	3 rd position	02

4

(iv)	HAFIZ-E-QURAN/EX-SERVICEMAN	
	Marks	05
(v)	EXPERIENCE IN THE RELEVANT FIELD	
	Marks	05
(vi)	INTERVIEW	
	Maximum Marks	05

Note:- Departments may change the selection criteria for specific specialized posts, if required, but the criteria must be clearly elaborated in order to ensure transparency in the selection process and should be got approved from the Chief Minister, Punjab."



(IKRAM ULLAH KHAN NIAZI)
Additional Secretary (Regulations), S&GAD

CC:

- i) The PS to Chief Secretary, Punjab.
- ii) The PS to Additional Chief Secretary, Punjab
- iii) The PS to Secretary, Regulations Wing, S&GAD.
- iv) All Addl. Secretaries / Deputy Secretaries / Section Officers in S&GAD.