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GOVERNMENT OF THE PUNJAB
LAW AND PARLIAMENTARY AFFAIRS DEPARTMENT

NOTIFICATION
(144 of 2024)

19 SEPTEMBER 2024

Notification No.SOR-III(S&GAD)1-3/2022, dated 13.09.2024 issued by the Regulations Wing of Services and General Administration Department, is hereby published in the Punjab Gazette (Extraordinary) for general information:

"GOVERNMENT OF THE PUNJAB
SERVICES AND GENERAL ADMINISTRATION
DEPARTMENT
(REGULATIONS WING)

Dated Lahore, the 13th September, 2024

NOTIFICATION

No.SOR-III(S&GAD)1-3/2022.- In exercise of the powers conferred under section 23 of the Punjab Civil Servants Act, 1974 *(VIII of 1974)*, Governor of the Punjab is pleased to make the following rules:

1. **Short title and commencement.-** (1) These rules may be cited as the Punjab Irrigation Department (Water Resources Zone) Service Rules 2024.

(2) They shall come into force at once.

2. **Method of recruitment.-** The method of recruitment, minimum qualification, age limit and other incidental matters for the posts in the functional unit shall be such as are given in the Schedule appended to these rules.

SECRETARY (REGULATIONS)
GOVERNMENT OF THE PUNJAB
SERVICES AND GENERAL ADMINISTRATION
DEPARTMENT"

(MUHAMMAD ASIF BALAL LODHI)
SECRETARY
Government of the Punjab
Law and Parliamentary Affairs Department

SCHEDULE

Name of the Department	Functional Unit	Name of the post with basic scale	Appointing Authority	Minimum Qualification for Appointment by		Method of Recruitment	Age limit for Initial Recruitment		Examination, training and other conditions required for confirmation
				Initial recruitment	Promotion		Min.	Max.	
1	2	3	4	5	6	7	8	9	10
I. Executive									
Irrigation Department	Water Resources Zone	1. Chief Water Resources (BS-20)	Chief Minister	-	-	By promotion on the basis of selection-on-merit from amongst Chief Chemists (BS-19), Directors Salinity Research (BS-19), Chief Surveyors (BS-19), Directors Development (BS-19) and Directors Planning (BS-19) with seventeen years' service as such and who have successfully completed in-service mandatory training course for senior officers from Punjab Engineering Academy. If none is available for promotion then by posting from amongst Chief Engineers (BS-20) of Irrigation Department.	-	-	-
Irrigation Department	Water Resources Zone	2. Executive Engineer (Operations) (BS-18)	Administrative Secretary	-	-	By posting from amongst Executive Engineers (BS-18) of Irrigation Department.	-	-	-
Irrigation Department	Water Resources Zone	3. Sub Divisional Officer (BS-17)	Administrative Secretary	-	-	By posting from amongst Sub Divisional Officers (BS-17) of Irrigation Department.	-	-	-
Irrigation Department	Water Resources Zone	4. Assistant Director Communication (BS-17)	Administrative Secretary	Master's degree (second division) in Mass Communication or Public Policy from a university recognized by Higher Education Commission.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.

Irrigation Department	Water Resources Zone	6. Sub-Engineer (BS-14)	Administrative Secretary	-	-	By posting from amongst Sub-Engineers (BS-14) of Irrigation Department.	-	-	-
(a) Planning Wing									
Irrigation Department	Water Resources Zone	6. Director Planning (BS-19)	Chief Minister	-	-	By promotion on the basis of selection-on-merit from amongst Deputy Directors Allocation (BS-18) and Deputy Directors Groundwater (BS-18) with twelve years' service as such and who have successfully completed promotion related training course from Punjab Engineering Academy. If none is available for promotion then by posting from amongst Superintending Engineers (BS-19) of Irrigation Department.	-	-	-
Irrigation Department	Water Resources Zone	7. Deputy Director Water Resource Management Information System (BS-18)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Assistant Directors Water Resource Management Information System (BS-17), Assistant Directors Geographical Information System (BS-17) and Assistant Directors Information Technology (BS-17) with five years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy. If none is available for promotion then by posting from amongst Executive Engineers (BS-18) of Irrigation Department.	-	-	-

Irrigation Department	Water Resources Zone	8. Deputy Director Groundwater (BS-18)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Assistant Directors Groundwater (BS-17) with five years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy. If none is available for promotion then by posting from amongst Executive Engineers (BS-18) of Irrigation Department.	-	-	-
Irrigation Department	Water Resources Zone	9. Deputy Director Allocation (BS-18)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Assistant Directors Allocation (BS-17) with five years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy. If none is available for promotion then by posting from amongst Executive Engineers (BS-18) of Irrigation Department.	-	-	-
Irrigation Department	Water Resources Zone	10. Assistant Director Water Resource Management Information System (BS-17)	Administrative Secretary	M.Sc (second division) in Computer Science or Computer Engineering or Software Engineering or Master's degree in Computer Science or Information Technology or Geographical Information System from a university recognized by Higher Education Commission.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.
Irrigation Department	Water Resources Zone	11. Assistant Director Geographical Information System	Administrative Secretary	Master's degree (second division) in Geographical Information System or Remote Sensing or	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.

		(BS-17)		equivalent qualification from a university recognized by Higher Education Commission.					
Irrigation Department	Water Resources Zone	12. Assistant Director Information Technology (BS-17)	Administrative Secretary	M.Sc (second division) in Computer Science or Computer Engineering or Software Engineering or Master's degree in Computer Science or Information Technology from a university recognized by Higher Education Commission.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.
Irrigation Department	Water Resources Zone	13. Assistant Director Groundwater (BS-17)	Administrative Secretary	(i) B.Sc. (second division) in Civil Engineering from a university recognized by Higher Education Commission; and (ii) valid registration certificate from Pakistan Engineering Council.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.
Irrigation Department	Water Resources Zone	14. Assistant Director Allocation (BS-17)	Administrative Secretary	(i) B.Sc. (second division) in Civil Engineering from a university recognized by Higher Education Commission; and (ii) valid registration certificate from Pakistan Engineering Council.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.
(b) Development Wing									
Irrigation Department	Water Resources Zone	15.Director Development (BS-19)	Chief Minister	-	-	By promotion on the basis of selection-on-merit from amongst Deputy Directors Development (BS-18) with twelve years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy. If none is available for	-	-	-

						promotion then by posting from amongst Superintending Engineers (BS-19) of Irrigation Department.			
Irrigation Department	Water Resources Zone	16. Deputy Director Development (BS-18)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Assistant Directors Development (BS-17) with five years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy. If none is available for promotion then by posting from amongst Executive Engineers (BS-18) of Irrigation Department.	-	-	-
Irrigation Department	Water Resources Zone	17. Assistant Director Development (BS-17)	Administrative Secretary	(I) B.Sc (second division) in Civil Engineering from a university recognized by Higher Education Commission; and (II) valid registration certificate from Pakistan Engineering Council.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.
(c) Surveyor Wing									
Irrigation Department	Water Resources Zone	18. Chief Surveyor (BS-19)	Chief Minister	-	-	By promotion on the basis of selection-on-merit from amongst Deputy Surveyors (BS-18) with twelve years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy.	-	-	-
Irrigation Department	Water Resources Zone	19. Deputy Surveyor (BS-18)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Assistant Surveyors (BS-17) with five years' service as such	-	-	-

						and who have successfully completed promotion related training from Punjab Engineering Academy.			
Irrigation Department	Water Resources Zone	20. Assistant Surveyor (BS-17)	Administrative Secretary	B.Sc (Hons) (second division) in Agriculture (Soil Science or Agronomy) from a university recognized by Higher Education Commission.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.
(d) Salinity Research Wing									
Irrigation Department	Water Resources Zone	21. Director Salinity Research (BS-19)	Chief Minister	-	-	By promotion on the basis of selection-on-merit from amongst Deputy Directors Salinity Research (BS-18) and Deputy Directors Farms (BS-18) with twelve years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy.	-	-	-
Irrigation Department	Water Resources Zone	22. Deputy Director Salinity Research (BS-18)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Assistant Directors Salinity Research (BS-17) and Assistant Directors Farms (BS-17) with five years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy.	-	-	-
Irrigation Department	Water Resources Zone	23. Deputy Director Farms (BS-18)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Assistant Directors Salinity Research (BS-17) and Assistant Directors Farms (BS-17) with five years' service as such and who have successfully completed promotion related training from	-	-	-

						Punjab Engineering Academy.			
Irrigation Department	Water Resources Zone	24. Assistant Director Salinity Research (BS-17)	Administrative Secretary	B.Sc (Hons) (second division) in Agriculture (Soil Science or Agronomy) from a university recognized by Higher Education Commission.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.
Irrigation Department	Water Resources Zone	25. Assistant Director Farms (BS-17)	Administrative Secretary	B.Sc (Hons) (second division) in Agriculture (Soil Science or Agronomy) from a university recognized by Higher Education Commission.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.
(e) Chemist Wing									
Irrigation Department	Water Resources Zone	26. Chief Chemist (BS-19)	Chief Minister	-	-	By promotion on the basis of selection-on-merit from amongst Deputy Chiefs Chemist-I (BS-18) and Deputy Chiefs Chemist-II (BS-18) with twelve years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy.	-	-	-
Irrigation Department	Water Resources Zone	27. Deputy Chief Chemist-I (BS-18)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Research Officers (BS-17) with five years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy.	-	-	-
Irrigation Department	Water Resources Zone	28. Deputy Chief Chemist-II (BS-18)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Research Officers (BS-17) with five years' service as such and who have successfully completed promotion related training from Punjab Engineering	-	-	-

						Academy.			
Irrigation Department	Water Resources Zone	29. Research Officer (BS-17)	Administrative Secretary	M.Sc or BS (second division) in Chemistry, or B.Sc (Hons) in Agriculture (Soil Science) from a university recognized by Higher Education Commission.	-	By initial recruitment.	21	28	Post induction training course from Punjab Engineering Academy.
II. Ministerial									
Irrigation Department	Water Resources Zone	30.Superintendent (BS-17)	Administrative Secretary	-	-	By promotion on the basis of seniority-cum-fitness from amongst Head Clerks (BS-16) and Senior Scale Stenographers (BS-16) with three years' service as such and who have successfully completed promotion related training from Management and Professional Development Department.	-	-	-
Irrigation Department	Water Resources Zone	31. Senior Scale Stenographer (BS-16)	Chief Water Resources	-	-	By promotion on the basis of seniority-cum-fitness from amongst Stenographers (BS-15) with three years' service as such and who have successfully completed promotion related training from Management and Professional Development Department.	-	-	-
Irrigation Department	Water Resources Zone	32. Head Clerk (BS-16)	Chief Water Resources	-	-	By promotion on the basis of seniority-cum-fitness from amongst Senior Clerks (BS-14) with three years' service as such and who have successfully completed promotion related training from Management and	-	-	-

						Professional Development Department.			
Irrigation Department	Water Resources Zone	33. Accountant (BS-15)	Director Salinity Research	Bachelor of Arts or B.Com (second division) from a university recognized by Higher Education Commission.	-	By initial recruitment.	21	28	Post induction training course from Management and Professional Development Department.
Irrigation Department	Water Resources Zone	34. Stenographer (BS-15)	Director Salinity Research	(i). Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; (II) speed of 70 words per minute of shorthand in English and 35 words per minute of typing in English on computer; and (iii) three months' Office Automation Certificate in computer operations covering MS Word, MS Excel, MS Power Point, usage of internet and e-mail from a recognized institute. **Note:** Preference shall be given to those who have speed of 60 words per minute of shorthand in Urdu and 25 words per minute of typing in Urdu on computer.	-	By initial recruitment.	18	25	Post induction training course from Management and Professional Development Department.
Irrigation Department	Water Resources Zone	35. Senior CAD Operator (BS-15)	Director Salinity Research	-	-	By promotion on the basis of seniority-cum-fitness from amongst CAD Operators (BS-12) with five years' service as such and who have successfully completed promotion related training from	-	-	-

						Punjab Engineering Academy.			
Irrigation Department	Water Resources Zone	36. Senior Clerk (BS-14)	Director Salinity Research	-	-	By promotion on the basis of seniority-cum-fitness from amongst Junior Clerks (BS-11) with three years' service as such and who have successfully completed promotion related training from Management and Professional Development Department.	-	-	-
Irrigation Department	Water Resources Zone	37. Principal Field Supervisor (BS-14)	Director Salinity Research	Bachelor's degree or B.Sc (Hons) or B.Sc (second division) in Agriculture from a university recognized by Higher Education Commission.	-	i) 50% by initial recruitment; and ii) 50% by promotion on the basis of seniority-cum-fitness from amongst Senior Field Supervisors (BS-11) with three years' service as such and who have successfully completed promotion related training from Punjab Engineering Academy.	21	28	Post induction training course from Punjab Engineering Academy.
Irrigation Department	Water Resources Zone	38. CAD Operator (BS-12)	Director Salinity Research	(i) Intermediate in Computer Science from a recognized Board; and (ii) diploma in Auto-CAD from a recognized institute.	-	By initial recruitment.	18	25	Post induction training course from Punjab Engineering Academy.
Irrigation Department	Water Resources Zone	39. Junior Clerk (BS-11)	Director Salinity Research	(I) Higher Secondary School Certificate (second division) or equivalent qualification from a recognized Board; (II) speed of 25 words per minute of typing in English on computer; and (III) proficient in Microsoft Office or any other	The qualification as prescribed for initial recruitment.	i) 80% by initial recruitment; and ii) 20% by promotion on the basis of seniority-cum-fitness from amongst the employees of all categories from (BS-1 to BS-8) having three years'	18	25	Four-week training course for probationers (appointment by initial recruitment as well as those promoted against 20% quota) in office management from Management and

				compatible office application. Note: Preference shall be given to those who have speed of 25 words per minute of typing in Urdu on computer.		service as such. If none is available for promotion then by initial recruitment.			Professional Development Department or Technical Education and Vocational Training Authority or any other departmental training institution to be notified by the Administrative Department.
Irrigation Department	Water Resources Zone	40. Senior Field Supervisor (BS-11)	Director Salinity Research	-	-	By promotion on the basis of seniority-cum-fitness from amongst Junior Field Supervisors (BS-7) with three years' service as such.	-	-	-
Irrigation Department	Water Resources Zone	41. Store Keeper (BS-11)	Director Salinity Research	-	-	By promotion on the basis of seniority-cum-fitness from amongst Junior Store Keepers (BS-7) with five years' service as such.	-	-	-
Irrigation Department	Water Resources Zone	42. Junior Field Supervisor (BS-7)	Director Salinity Research	(i) (a) Intermediate (second division) from a recognized Board with three months diploma in MS Office from a recognized institute; or (b) ICS (second division) from a recognized Board; and (II) speed of 25 words per minute of typing in English on Computer.	-	By initial recruitment.	18	25	Post induction training course from Punjab Engineering Academy.
Irrigation Department	Water Resources Zone	43. Junior Store Keeper (BS-7)	Director Salinity Research	(i) Secondary School Certificate (second division) from a recognized Board;	-	By initial recruitment.	18	25	-

				and (ii) speed of 25 words per minute of typing in English on Computer.					
Irrigation Department	Water Resources Zone	44. Field Attendant (BS-5)	Director Salinity Research	Secondary School Certificate (second division) from a recognized Board.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	45. Carpenter (BS-5)	Director Salinity Research	(i) Secondary School Certificate (second division) from a recognized Board; and (ii) six months diploma in relevant field from a recognized technical vocational institute.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	46. Electrician (BS-5)	Director Salinity Research	(i) Secondary School Certificate (second division) from a recognized board; and (ii) six months certificate of Electrician Course from a recognized technical / vocational institute; and (iii) two years' experience in the relevant field from a public or private sector organization.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	47. Tractor Driver (BS-5)	Director Salinity Research	(i) Middle Pass; (ii) valid LTV Driving License; and (iii) five years' experience in LTV driving.	-	) 80% by initial recruitment; and) 20% by promotion from amongst Tractor Cleaners (BS-1) with three years' service as such.	21	35	-
Irrigation Department	Water Resources Zone	48. Driver (BS-5)	Director Salinity Research	(i) Middle Pass; (ii) valid LTV Driving License; and (iii) five years' experience in LTV	-	By initial recruitment.	25	35	-

				driving.					
Irrigation Department	Water Resources Zone	49. Head Laboratory Attendant (BS-4)	Director Salinity Research	-	-	By promotion on the basis of seniority-cum-fitness from amongst Laboratory Attendants (BS-1) with five years' service as such.	-	-	-
Irrigation Department	Water Resources Zone	50. Photocopier Operator (BS-2)	Director Salinity Research	Secondary School Certificate (second division) from a recognized Board.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	51. Mate (BS-2)	Director Salinity Research	-	-	By promotion on the basis of seniority-cum-fitness from amongst Beldars (BS-1) with three years' service as such.	-	-	-
Irrigation Department	Water Resources Zone	52. Tube Well Operator (BS-2)	Director Salinity Research	(I) Secondary School Certificate (second division) from a recognized Board; and (II) two years' experience in the relevant field from a public or private sector organization.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	53. Restorer (BS-2)	Director Salinity Research	Secondary School Certificate (second division) from a recognized Board.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	54. Head Mali (BS-2)	Director Salinity Research	-	-	By promotion on the basis of seniority-cum-fitness from amongst Malis (BS-1) with three years' service as such.	-	-	-
Irrigation Department	Water Resources Zone	55. Laboratory Attendant (BS-1)	Director Salinity Research	Secondary School Certificate (second division) from a recognized Board.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	56. Beldar (BS-1)	Director Salinity Research	(I) Literate; (II) Height 5'– 4", Chest 33"; and (III) have ability to pass the following tests: (a) kassi work; (b) racing; and	-	By initial recruitment.	21	35	-

				(c) swimming.					
Irrigation Department	Water Resources Zone	57. Mali (BS-1)	Director Salinity Research	(i) Literate; and (ii) one year experience in nursery or plantation from a public or private sector organization.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	58. Tractor Cleaner (BS-1)	Director Salinity Research	(i) Literate; and (ii) one year experience in relevant field from a public or private sector organization.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	59. Naib Qasid (BS-1)	Director Salinity Research	Literate.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	60. Dak Runner (BS-1)	Director Salinity Research	(i) Secondary School Certificate (second division) from a recognized Board; and (ii) valid motorcycle driving licence.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	61. Chowkidar (BS-1)	Director Salinity Research	Literate.	-	By initial recruitment.	18	25	-
Irrigation Department	Water Resources Zone	62. Sanitary Worker (BS-1)	Director Salinity Research	Literate.	-	By initial recruitment.	18	25	-