EXTRA ORDINARY ISSUE

REGISTERED No. L-7532

The Punjab Gazette

PUBLISHED BY AUTHORITY

LAHORE MONDAY AUGUST 31, 2026

GOVERNMENT OF THE PUNJAB
LAW AND PARLIAMENTARY AFFAIRS DEPARTMENT

NOTIFICATION
(186 of 2026)

31 AUGUST 2026

Notification No.SO.ADMN-I(LG)1-39/2017(P), dated 24.08.2026 issued by the Local Government and Community Development Department, is hereby published in the Punjab Gazette (Extraordinary) for general information:

"GOVERNMENT OF THE PUNJAB
LOCAL GOVERNMENT AND COMMUNITY
DEVELOPMENT DEPARTMENT

Dated Lahore, the 24th August, 2026

NOTIFICATION

No.SO.ADMN-I(LG)1-39/2017(P).- In exercise of the powers conferred under section 189 of the Punjab Local Government Act 2025 (*LXXX of 2025*), 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 Local Government Union Council Employees Service Rules 2026.

(2) They shall come into force at once.

2. Definitions.- (1) In the rules, unless the subject or context requires otherwise:

(a) "appointing authority" means an authority as reflected in column 4 of the Schedule;

(b) "employee" means the employee of the Service;

(c) "Lump Sum pay package" means a lump-sum amount of salary notified by the Selection Board constituted by the Government for positions to be filled through initial appointment;

(d) "post" means a post as reflected in column 3 of the Schedule;

(e) "rules" means the Punjab Local Government Union Council Employees Service Rules 2026;

(f) "Schedule" means the Schedule appended to the rules; and

(g) "Service" means the Union Council Employees Service.

(2) A word or expression used but not defined in the rules shall have the same meaning as assigned to it in the Act.

3. Nomenclature, terms and conditions of a post.- (1) The nomenclature of a post, appointing authority, its lump-sum pay package, minimum qualification and experience, method of recruitment, minimum and maximum age limit and mode of appointment shall be such as given in the Schedule.

(2) The existing employees on basic pay scale shall continue till their retirement as dying cadre.

4. Appointment by initial recruitment.- (1) An initial recruitment against posts given in Schedule shall be made on the

basis of test or interview or both, conducted by the appointing authority through Departmental Selection Committee or such other recruitment agency as determined by the Secretary, after advertisement of the vacancies in more than one national daily newspaper of wide circulation as per the recruitment policy of the Government.

(2) The age for a post shall be reckoned on the last date fixed for submission of applications for the post.

(3) Notwithstanding, anything contained in the rules, provisions of these rules shall apply to the employees recruited on lump-sum pay package to the extent of their recruitment; however, they shall be governed as per terms and conditions mentioned in the contract and they shall neither be regularized nor shall claim any benefit such as pay & allowances, leave, pension, gratuity, seniority and promotion etc. meant for an existing regular employee under these rules.

5. Departmental Selection Committee.- The Departmental Selection Committees shall consist of following:

For appointment as Naib-Qasid / Chowkidar	
Deputy Director, Local Government and Community Development Department of the concerned District	Chairperson
representative of the Director General, Local Government and Community Development, Punjab	Member
representative of the Deputy Commissioner of the concerned District	Member
For appointment of Secretary Union Council	
Divisional Director, Local Government and Community Development Department of the concerned Division	Chairperson
Deputy Director, Local Government and Community Development Department of the concerned District	Member
representative of the Director General, Local Government and Community Development, Punjab	Member
representative of the Deputy Commissioner of the concerned District	Member.

6. Age relaxation.- Age relaxation, for appointment by initial recruitment, shall be admissible as per policy of the Government.

7. Domicile.- An appointment shall be made from amongst the candidates domiciled in the concerned District.

8. Pay and allowances.- (1) The existing employees on basic pay scale shall be entitled to such salary and allowances as admissible to the corresponding categories of the Government servants.

(2) Pay and allowances of employees recruited on lump-sum

pay package shall be governed as per terms and conditions of the contract.

9. Leave.- (1) The Punjab Revised Leave Rules, 1981 shall *mutatis mutandis* apply to the employees.

(2) Leave of employees recruited on lump-sum pay package shall be governed as per terms and conditions of the contract.

10. Retirement from service.– An existing employee on pay scale shall retire from service:

(a) on such date after he has completed twenty years of service qualifying for pension or other retirement benefits or twenty years of service participating in Defined Contribution Pension Scheme or other retirement benefits, as the case may be, as the competent authority may, in public interest, direct; or

(b) where no direction is given under clause (a):

(i) on completion of the sixtieth year of his age; or

(ii) voluntarily, on completion of twenty-five years of service or on attaining fifty-five years of age, whichever is later.

11. Pension and gratuity.- (1) An employee appointed under the repealed Punjab Local Government and Rural Development Department Service Rules, 1981, on his retirement shall be entitled to pensionary benefits under the Punjab Civil Servants Pension Rules.

(2) For the employees mentioned in sub-rule (1), the Government shall bear the pension liability and their pension cases shall be processed and finalized by the concerned Divisional Director, Local Government and Community Development.

(3) The employees appointed under the repealed Punjab Local Governments District Service (Tehsil/Town Municipal Administration Cadre) Rules, 2005, shall be entitled to pension with effect from 23.08.2016 in terms of the letter No. LCS (Acctt-Misc.)-2(6)/2015 dated 23.12.2016.

(4) A Fund to be called as "TMA Cadre Pension Fund" shall be established at Directorate General for the employees mentioned in sub-rule (3) which shall be maintained and operated by the Director General and Director (Audit & Accounts) of Directorate General.

(5) Pension contribution of an employee mentioned in sub-rule (3), as per rate prescribed by the Punjab Local Government Board from 23.08.2016 till the commencement of the rules, shall be borne by the respective Union Council to the extent of the period, the employee served.

(6) After commencement of the rules, the Secretary shall determine the rate of pension contribution.

(7) The TMA Cadre Pension Fund shall be governed under the provisions of the Punjab Civil Servants Pension Rules.

(8) An employee mentioned under sub-rule (3), on his retirement shall be entitled to pensionary benefits out of TMA Cadre Pension Fund.

(9) In case of deficit in the TMA Cadre Pension Fund, all Union Councils shall contribute to abridge the deficit as per the rate determined by the Secretary.

12. Conduct.- The Punjab Government Servants (Conduct) Rules, 1966 shall *mutatis mutandis* apply to the employees.

13. Efficiency and discipline.- (1) The competent authority, at its own or on a complaint in writing, may initiate disciplinary proceedings, against an employee.

(2) The procedure for holding disciplinary proceedings shall, subject to the provisions of the Act, be as provided in the Punjab Employees Efficiency, Discipline and Accountability Act 2006 (XII of 2006).

(3) The competent authority may suspend, punish and remove from service an employee or terminate the contract whom it is empowered to appoint.

14. Residuary.- If no provision or sufficient provision exists in the rules with respect to any terms and conditions of the Service of an employee, the rules or instructions or policies governing the service of a civil servant under the Punjab Civil Servants Act, 1974 (VIII of 1974) shall, as nearly as possible, apply to the Service of the employee.

15. Repeal.- The Punjab Local Government District Service (Tehsil/Town Municipal Administration Cadre) Rules, 2005 are hereby repealed.

SECRETARY
GOVERNMENT OF THE PUNJAB
LOCAL GOVERNMENT AND COMMUNITY
DEVELOPMENT 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 pay scale	Appointing Authority	Minimum Qualification for Appointment By		Method of Recruitment	Age for Initial Recruitment		Examination, training and other conditions required for confirmation
				Initial Recruitment	Promotion		Min.	Max.	
1	2	3	4	5	6	7	8	9	10
Local Government and Community Development Department	Directorate General, Local Government and Community Development Department, Punjab	1. Secretary Union Council on Lump Sum pay package.	Divisional Director concerned	Graduation (minimum 2nd Division) in IT, Computer Science, Public Administration, Business Administration, Accounting and other Administrative & Mathematical Sciences or equivalent qualification from a university recognized by Higher Education Commission.	-	By initial recruitment	22	28	-
Local Government and Community Development Department	Directorate General, Local Government and Community Development Department, Punjab	2. Naib Qasid/Chowikdar on Lump Sum pay package.	Deputy Director concerned District	Secondary School Certificate (second division) or equivalent qualification from a recognized Board.	-	By initial recruitment.	18	25	-