

**TO BE SUBSTITUTED VIDE EVEN NUMBER & DATE**



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

**(REGULATIONS WING)**

Dated Lahore, the 1<sup>st</sup> 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 Punjab.
13. The Secretary, TEVTA, Lahore.

**SUBJECT:- AMENDMENT IN RECRUITMENT POLICY-2004**

Kindly refer to the subject noted above.

In Pursuance of 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 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

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 Degree equivalent

		1st Div.	2 <sup>nd</sup> Div.	3 <sup>rd</sup> 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 Marks

10

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

(iv) EX-SERVICE MAN/HAFIZ-E-QURAN

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 Degree equivalent

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

d) Where prescribed minimum qualification is Master's degree equivalent

		1st Div.	2 <sup>nd</sup> Div.	3 <sup>rd</sup> Div.
1	Master's 50%	35	32	21
2	Bachelor 25%	17	16	11
2	Intermediate 17%	12	11	7
3	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

a)	1 <sup>st</sup> Position	05
b)	2 <sup>nd</sup> Position	03
c)	3 <sup>rd</sup> Position	02

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

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.