

GOVERNMENT OF KHYBER PAKHTUNKHWA
LOCAL GOVERNMENT, ELECTION AND RURAL DEVELOPMENT
DEPARTMENT

NOTIFICATION

Peshawar, dated the 11th April, 2012.

No. SO(LG-I)4-7/GDA/2011.-- In exercise of the powers conferred by section 30 of the Khyber Pakhtunkhwa Galiyat Development Authority Act, 1996 (Khyber Pakhtunkhwa Act No. VII of 1996), the Government of the Khyber Pakhtunkhwa is pleased to make the following rules; namely.

THE GALIYAT DEVELOPMENT AUTHORITY
(TERMS AND CONDITIONS OF SERVICE) RULES, 2012

PART I
GENERAL

1. Short title, application and commencement.--- (1) These rules may be called the Galiyat Development Authority (Terms and Conditions of Service) Rules, 2012.

- (2) It shall apply to all employees of the Galiyat Development Authority.
- (3) It shall come in to force at once.

2. Definitions.--- In these rules, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say,-

- (a) "Appendix" means the Appendix to these rules;
- (b) "Appointing Authority" in relation to post, means the person authorized under rule 4 to make appointment to that post;
- (c) "Authority" means the Galiyat Development Authority established under sub-section (1) of the section 3, the Galiyat Development Authority Act, 1996 (Khyber Pakhtunkhwa Act No. VII of 1996);
- (d) "Chairman" means the Chairman of the Authority;
- (e) "employee" means an employee holding any of any of the posts specified in the Appendix;
- (f) "Government" means the Government of the Khyber Pakhtunkhwa;
- (g) "initial recruitment" means appointment made otherwise than by promotion or transfer or deputation;
- (h) "pay" means the amount drawn monthly by an employee other than-
 - (a) special pay or pay granted in view of his personal qualification, which has been sanctioned for a post held by him substantively or in an officiating capacity, or to which he is entitled by reason of his position in a cadre;
 - (b) overseas pay, technical pay and personal pay; and

- (c) any other emoluments which may be¹ socially classed as pay by Provincial Government for the purposes of those rules;
- (i) "post" means a post specified in the Appendix;
- (j) "Province" means the Province of the Khyber Pakhtunkhwa;
- (k) "Selection and Promotion Board" means a Selection and Promotion Board constituted for making selection for initial recruitment and promotion/transfer/deputation to posts in the Authority in Basic Pay Scale-17 and above; and
- (l) "Selection and Promotion Committee" means a Selection and Promotion Committee constituted for making selection for initial appointment and promotion/transfer/ deputation to posts in the Authority in Basic Pay Scale 1 to 16.

3. Application of certain provisions of the fundamental rules. --- Chapter-1 to XI the Fundamental Rules and the Supplementary Rules shall, so far as they are not inconsistent with the provision of these rules, apply mutatis mutandis to the employees:

Provided that notwithstanding any authority competent to take action under these rules, the appointing authorities as defined in rule 6 shall be the authorities competent to take action there under in their respective field.

4. Composition of service. --- The service shall comprise of the posts specified in column 2 of the Appendix and such other posts as may be added to it subsequently by the Authority from time to time.

5. Appointing Authority. --- The authorities competent to make appointment to posts various basic pay scales shall be as follows:

S. NO.	Posts.	Recommended Authority.	Appointing Authority.
1.	2.	3.	4.
1.	Posts in Basic Pay Scale 17 and above.	Selection and Promotion Board.	Chairman
2.	(a) Posts in Basic, Pay Scale 1 to 16; (b) Consultant, Legal Advisor, Experts.	Selection and Promotion Committee	Director General

6. Selection and Promotion Board. --- The Selection and Promotion Board constituted by the Authority shall consist of atleast three members. One of whom shall be appointed as Chairperson.

7. Selection and Promotion Committee. ---The Selection and Promotion Committee constituted by the Director General shall consist of atleast three members. One of the whom shall be appointed as Chairperson.

8. Procedure when recommendation is not accepted. ---When an Appointing Authority for Basic Pay Scale 10 or below does not accept the recommendation of a Selection and Promotion Committee, it shall record its reasons and obtain order of the next higher authority.

PART-II
APPOINTMENT BY PROMOTION OR TRANSFER OR DEPUTATION

9. Method of appointment. ---- Appointment to posts shall be made by any of the following methods, namely:

- (a) by initial recruitment in accordance with the provisions contained in the Appendix; and
- (b) by promotion or transfer or deputation in accordance with the provisions contained in the Appendix.

10. Appointment by promotion or transfer or deputation. --- (1) Except as otherwise provided in any service rules for the time being in force, appointment by promotion or transfer or deputation to posts in respect whereof the Appointing Authority under rule 4 is the Chairman or Director General, as the case may be, shall ordinarily be made on the recommendation of the Selection and or Promotion Board or Selection and Promotion Committee, as the case may be.

(2) Appointment by deputation or transfer shall be made from amongst the persons holding appointment on regular basis in the same basic pay scale, in which the posts to be filled, exist.

(3) Persons possessing such qualifications and fulfilling such conditions as laid down for the purpose of promotion or transfer or deputation to a post shall be considered by the Selection and Promotion Board or the Selection and Promotion Committee for promotion or transfer or deputation, as the case may be.

(4) No promotion on regular basis shall be made to posts in Basic Pay Scale 1 to 17 unless the officer or official concerned has completed such minimum length of service as may be specified in column No. 5 of the Appendix.

11. Inter-Departmental/Local Areas Authorities Transfer.---(1) Persons holding appointment in BPS-1 to 17 in Local Areas Authorities and other offices under Government may be transferred to equivalent posts under these rules:-

Provided that:

- (a) the Department or Local Area Authorities concerned, as the case may be, has no objection to such a transfer;
- (b) the person seeking transfer possesses the requisite qualification and experience and the post to which his transfer is intended can, under the rules, be filled by transfer;
- (c) the person concerned holds appointment to the post in his parent Department on regular basis;
- (d) the person concerned is a bona fide resident of the Province; and

(e) a vacancy exists to accommodate the request for such a transfer; provided that in most deserving cases, the merit of which shall be determined on case to case basis and the decision of the Competent Authority in that behalf shall be final, Government may allow transfer of a civil servant in BPS-16 and above, subject to the aforesaid conditions.

(2) A person so transferred shall be placed at the bottom of the cadre strength which he joins for the purpose of determining his seniority vis-a-vis other members borne on the cadre.

(3) It will be the sole discretion of the Appointing Authority to accept or refuse a request for transfer under these rules and any decision made in this behalf shall be final and shall not be quoted as precedent in any other case.

12. Appointment on acting charge or current charge basis. ---(1) Where the Appointing Authority considered it to be in the public interest to fill a post reserved under these rules for promotion and the most senior employee belonging to the cadre or service concerned, employee is otherwise eligible for promotion, does not possess the specified length of service the Appointing Authority may appoint him to that post on acting charge basis:

Provided that no such appointment shall be made, if the presented length of service is short by more than three years.

(2) So long as an employee holds the acting charge appointment, a an employee junior to him shall not be considered for regular promotion but may be appointed on acting charge basis to a higher post.

(3) in the case of a post in Basic Pay Scale 17 and above, reserved under these rules to be filled in by initial recruitment, where the Appointing Authority is satisfied that no suitable officer drawing pay in the basic scale in which the post exists is available in that category to fill the post and it is expedient to fill the post, ii may appoint to that post on acting charge basis the most senior officer otherwise eligible for promotion in the authority, cadre or service, as the case may be, in excess of the promotion quota.

(4) Acting charge appointment shall be made against posts which are likely to fall vacant for period of six months or more. Against vacancies occurring for less than six months, current charge appointment may be made according to the orders issued from time to time.

(5) Appointment on acting charge basis shall be made on the recommendations of the Selection and Promotion Board or Selection and Promotion Selection Committee, as the case may be.

(6) Acting charge appointment shall not confer any vested right for-regular promotion to the post held on acting charge basis.

PART-III **INITIAL APPOINTMENT.**

13. Appointment by initial recruitment.---(1) Initial appointment to posts in various basic pay scales shall be made in the manner as may be specified in the Appendix.

(2) Initial recruitment to posts in BPS-1 to 16 shall be made on the recommendation of the Selection and Promotion Committee, after vacancies have been advertised in newspapers, as the case may be:

Provided that the appointment in Basic Pay Scale-1 to 4 shall be made on the recommendations of the Selection and Promotion Committee through the District Employment Exchange Abbottabad or after advertising the posts in the leading newspapers, as the case may be.

(3) A candidate for initial appointment to a post must possess the educational qualification or technical qualifications and experience and except as provided in the rules framed for the purpose of relaxation of age limit, must be within the age limit as laid down for the post, provided that-

- (a) where recruitment is to be made on the basis of written examination, then, notwithstanding anything to the contrary contained in any other rules for the time being enforce, age shall be reckoned on 1st January of the year in which the examination is proposed to be held; and
- (b) in other cases as on the last date fixed for submission of applications for appointment.

(4) Where an employee dies during service, then notwithstanding the procedure provided for in sub-rule (2), the Appointing Authority may appoint one of the children of such employee, or if the child has not attained the age, prescribed for the service, the widow of such employee to a post in any of the Basic Pay Scales 1 to 15:

Provided that the child or the widow, as the case may be, possesses the minimum qualification prescribed for appointment to the post:

Provided further that if there are two widows of the deceased civil servant, preference shall be given to the elder widow:

Provided also that the appointment under this sub-rule is subject to availability of a vacancy and if more than one vacancies in different pay scales is available at a time, and the child or the widow, as the case may be, possesses the qualifications making him or her eligible for appointment in more than one post he or she shall ordinarily be appointed to the post carrying higher pay scale.

(5) Notwithstanding anything contained in any rule for the time being in force, two percent of all posts in each basic pay scale to be filled in by initial recruitment shall be reserved for disabled candidates and ten percent of all posts meant for initial recruitment shall be reserved for female candidates:

Explanation-I. -For the purpose of reservation under this sub-rule "disability" does not include such disability which hampers in the smooth performance of the duties required of a disabled candidate.

Explanation-II. Ten per cent quota reserved above shall be in addition to the posts exclusively reserved for female candidates.

(6) Notwithstanding anything contained in any rule for the time being in force, 0.5 percent of all the posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates belonging to minorities in addition to their participation in the open merit:

Provided that, the reservation shall not apply to-

- (a) the percentage of vacancies reserved for recruitment on merit;

- (b) short term vacancies likely to last for less than one year; and
- (c) isolated posts in which vacancies occur only occasionally.

14. Eligibility. ---(1) A candidate for appointment shall be a citizen of Pakistan and bona fide resident of the Province:

Provided that for reasons to be recorded in writing, competent authority, in a particular case, relax this restriction.

(2) No person, not already in Government service, shall be appointed to a post unless he produces a certificate of character from the principal, academic officer of the academic institution last attended and also certificates of character from two responsible persons, not being his relatives, who are well acquainted with his character and antecedents.

(3) Notwithstanding anything contained in sub-rule (2), an appointment by initial recruitment shall be subject to the verification of character and antecedents of the candidate or the person appointed, to the satisfaction of appointing authority.

(4) No candidate shall be appointed to a post unless he is found, after such medical examination as Government may prescribe, to be in good mental and bodily health and free from physical defect likely to interfere in the efficient discharge of his duties.

15. Divisional and district representation. ---(1) Initial recruitment to posts in Basic Pay Scales 16 and 17 shall be made from amongst bonafide residents of the Province.

(2) Initial recruitment to posts in Basic Pay Scales 3 to 15 borne on district cadre shall be made from amongst bona fide residents of the Hazara Division or District Abbottahad, as the case maybe.

(3) Initial recruitment to posts in Basic Pay Scales I and 2 or equivalent shall ordinarily be made from amongst bona fide residents of the District Abhottabad.

PART-IV

TEMPORARY/CASUAL SEASONAL APPOINTMENT

16. Temporary, casual or seasonal appointment.---(1) When the Appointing Authority considers it to be in the public interest to fill in a post urgently, proceed to fill in such post on a purely temporary or casual basis in order to meet the immediate requirements of the Authority for a period not exceeding one year or six month by advertising the same, as the case may be, in accordance with the procedure laid down for initial appointment.

(2) An employee appointed on the starting of seasons for a specific period of six months on fixed pay as admissible under these rules or instructions from time to time issued by the Appointing Authority within the sanction budget.

PART-V

PROBATION AND CONFIRMATION

17. Probation.---(1) Persons appointed to posts by initial recruitment, promotion or transfer shall be on probation for a period of one year.

(2) The Appointing Authority, if considers necessary, may extend the probation period for one year as may be specified at the time of appointment.

(3) On the successful completion of probation period, 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 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.

18. Confirmation.--- After satisfactory completion of the probationary period, an employee shall be confirmed; provided that he holds a substantive post, provided further that an employee shall not be deemed to have satisfactorily completed his period of probation, as the case may be.

PART-VI **SENIORITY**

19. Seniority.---(1) The seniority inter se of the employees (appointed to a service, 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 and Promotion Board or Selection and Promotion Committee, as the case may be:

Provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and

(b) in the case of employee appointed otherwise, with reference to the date of their continuous regular appointment in the post:

Provided, that, employee selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

Explanation-I.-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 effect the interest of his senior's 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 incomplete record or for any other reason not attributing to his fault or demerit.

Explanation-III.-A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

(2) Seniority in various cadres of employees appointed by initial recruitment vis-a-vis those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre:

Provided that if two dates are the same, the person appointed otherwise shall rank senior to the person appointed by initial recruitment.

(3) In the event of merger or restructuring of the organization, the inter se seniority of employees affected by the merger or restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.

(4) The inter-se-seniority of 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 of the employees in the lower post:

Provided that if the date of regular appointment of two or more employees in the lower post is the same, the employee older in age, shall be treated senior.

20. General rules.---In all matters not expressly provided for in these rules, employees shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

SECRETARY TO
GOVERNMENT OF THE KHYBER PAKHTUNKUWA
LOCAL GOVERNMENT, ELECTIONS AND RURAL
DEVELOPMENT DEPARTMENT

S.NO.	Nomenclature.	Minimum qualification prescribed for appointment of by initial recruitment.	Age limit	Method of recruitment
1.	2.	3.	4.	4.
1.	Director General (BPS-20).			By transfer, or deputation.
2.	Director (BPS- 18).			By transfer, or deputation.
3.	Deputy Director (BPS-18).			By transfer, or deputation.
4.	Accounts (BPS- 18)			By transfer, or deputation.
5.	Assistant Director Technical (BPS-17).			By transfer, or deputation.
6.	Assistant Director Planning/ Project (BPS- 17).			By transfer, or deputation.
7.	Office Superintendent (BPS- 16).	MBA or M.Com or AC MA from a recognized University /Institute. <u>Note:</u> Experience in the relevant field is preferable.	21 to 30 years	By promotion, on the basis of seniority-cum-fitness, from amongst the Office Assistants with at least five years service as such: Provided that if no suitable person is available, then by initial recruitment.
8.	Private Secretary (BPS-16).	Second Class Bachelor's Degree in Computer Programming/Operation Course from, a recognized University. <u>Note:</u> Experience in the relevant field is preferable.	-	By promotion, on the basis of seniority-cum-fitness, from amongst the Senior Scale Stenographers with at least five years service as such: Provided that if no suitable person is available, then by

				initial recruitment.
9.	Senior Scale Stenographer (BPS-15).	(i) Bachelors Degree or equivalent qualification from a recognized University; and (ii) speed of 100 words per minute in shorthand in English and 40 word per minute in typing and having Computer knowledge.	18 to 30 years	By promotion, on the basis of seniority-cum-fitness. from amongst the Stenographers with at least three years service as such: Provided that if no suitable person is available, then by initial recruitment
10	Office Assistant (BPS-14).	Bachelor's Degree or equivalent qualification from a recognized University and having knowledge or experience in Computer Operation Essential.	18 to 30 years	By promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerks with at least five years service as such: Provided that if no suitable person is available, then by initial recruitment
11.	Legal Assistant (BPS-14).	BA. LLB from a recognized University and registered with Bar Council. Note: Preference will be given having ten years experience in lower or High Court.	30 to 40 years	By initial recruitment.
12.	Head draftsman (BPS-14).	Diploma in Civil Draftsman from a recognized Institute. <u>Note:</u> Experience in the relevant field is preferable.	18 to 30 years	By promotion, on the basis of seniority-cum-fitness, from amongst the Draftsman with at least three years service as such: Provided that if no suitable person is available then by initial recruitment.
13.	Assistant Accountant (BPS-	BBA or B.Com or Bachelor's Degree from a recognized	18 to 30	By initial recruitment.

	13).	University. <u>Note:</u> Experience in the relevant field is preferable.	years	
14.	Stenographer (BPS-12).	(i) Secondary School Certificate form a recognized Board; and (ii) speed of 80 words per minute in short hand and forty words per minute in Typewriting and having Computer knowledge.	18 to 30 years	By initial recruitment.
15.	Computer Operator (BPS-12).	(i) Bachelor's Degree with Statistics/ Economics/ Mathematics/ Physics as one of the subject; and (ii) a minimum speed of thousand key depressions per hour for Punch/data entry/verification.	18 to 30 years	By initial recruitment.
16.	Sub-Engineer (BPS-11).	Diploma in Civil/Electrical/ Mechanical Engineering from a recognized Institute.	18 to 30 years	By initial recruitment.
17.	Building/Road Inspector (BPS-11).	Diploma in Civil Engineering from a recognized Institute.	18 to 40 years	By Promotion, on the basis of seniority-cum fitness, from amongst the Assistant Building Inspectors with at least five years service as such: Provided that if no suitable person is available then by initial recruitment.
18.	Draftsman (BPS-	Diploma in Civil Draftsman from a	18 to	By promotion, on the basis of

	11).	recognized Institute.	30 years	seniority-cum-fitness, from amongst the Tracers with at least five years service as such: Provided that if no suitable person is available, then by initial recruitment.
19.	Supervisor (Electrical & Mechanical) (BPS-11).	Diploma in Electrical or Mechanical engineering from a recognized I Institute.	18 to 30 years	By initial recruitment.
20.	Senior Clerk (BPS-09).	intermediate from a recognized Board or Institute,	18 to 25 years	By promotion, on the basis of seniority-cum-fitness, from amongst the Junior Clerks with at least five years service as such: Provided that if no suitable person is available, then by initial recruitment.
21.	Junior Clerk (BPS-07).	(i) Secondary School Certificate with second division or equivalent qualification from a recognized Board: and (ii) a speed of 30 words per minute in Typing having Computer. Knowledge. Note: Experience in the relevant field is preferable.	18 to 30 years	(a) twenty per cent by promotion, on the basis of seniority-cum-fitness. From amongst the Class-IV employees, having at least 3 years service as such: and (b) eighty per cent by initial recruitment. Note: For the purpose of promotion there shall be maintained a common seniority list of eligible

				Class-IV or holders of other equivalent post with particular reference to the dates of their continues Appointment: provided that officials in BPS-02 shall rank senior to officials in BPS-01 irrespective of their length of service.
22.	Tracer (BPS-05).	Secondary School Certification with Certificate of Skill of Technical Training Centre or equivalent qualification from a recognized Institute/Board.	18 to 30 years	By initial recruitment.
23.	Plot Demarcator (BPS-05).	Secondary School Certification with Certificate of Skill of Technical Training Centre or equivalent qualification from a recognized Institute/Board.	18 to 30 years	By initial recruitment.
24.	Assistant Building Inspector (BPS-05).	Certificate, in relevant held from a recognized Vocational/Technical Institute.	18 to 40 years	By initial recruitment.
25.	Tax Collector (BPS-05).	Intermediate from a recognized Board. Experience in the relevant field is preferable.	18 to 30 years	By initial recruitment.
26.	Water/Electric Meter Reader (BPS-05).	Intermediate from a recognized Board and having three years experience in the relevant field.	18 to 30 years	By initial recruitment.
27.	Booking Clerk (BPS-05).	Intermediate or equivalent qualification from a recognized	18 to 30 years	By promotion, on the basis of seniority-cum-fitness. from

		Board and having Computer knowledge.		amongst the Attendants with atleast live years service as such: Provided that if no suitable person is available, then by initial recruitment;
28.	Electrician/Lineman (BPS-05).	Certificate in the relevant field from a recognized Institute	18 to 30 years	By promotion, on the basis of seniority-cum-fitness. from amongst the Street Light Chowkidar with at least live ears service as such: Provided that if no suitable person is available then by initial recruitment.
29.	Sanitary Inspector {BPS-05}.	Certificate in the relevant field from a recognized Institute	18 to 30 years	By initial recruitment.
30.	Reservoir Keeper (BPS-05).	Experience in the relevant field.	18 to 40 years	By initial recruitment.
31.	Complaint Receiver (BPS-05).	Intermediate or equivalent qualification from a recognized Board.	18 to 30 years	By initial recruitment.
32.	Pump Mechanic (BPS-05).	five years experience in operation of pump machine.	18 to 30 years	By initial recruitment.
33.	Vehicle Mechanic (BPS-05).	Certificate in Mechanical from a recognized Institute.	18 to 30 years	By initial recruitment.
34.	Care Taker (BPS-04).	Secondary School Certification with five years experience in the relevant field.	18 to 32 years	By initial recruitment.

35.	Carpenter/Painter (BPS-04).	Three years experience in relevant field.	18 to 40 years	By initial recruitment.
36.	Pump Operator (BPS-04).	Five years experience in operation of pump machine.	18 to 40 years	By initial recruitment.
37.	Pipe Fitter (BPS-04).	Three years experience in relevant field.	18 to 40 years	By initial recruitment.
38.	Driver (BPS-04).	Having valid HTV/LTV driving licenses. Note: Experience in the relevant field is preferable.		By initial recruitment.
39.	Fire Fighter (BPS-04).	Certificate in the relevant field from a recognized Institute.	18 to 40 years	By initial recruitment.
40.	Head Cook (BPS-04).	Ten years cooking experience in a Four Star Hotel.	18 to 40 years	By promotion, on the basis of seniority-cum-fitness, from amongst the Cooks with at least five years service as such: Provided that if no suitable person is available, then by initial recruitment.
41.	Chairlift Mechine Mechanic/Operator (BPS-04).	Diploma in Mechanical Engineering from a Polytechnic Institute.	18 to 30 years	By initial recruitment.
42.	Daftri /Photostat Machine Operator (BPS-02).	Secondary School Certificate from a recognized Board. Note: Experience in the relevant field is preferable.	18 to 40 years	By initial recruitment.
43.	Mali (BPS-02).	Ten years experience in gardening.	18 to 40 years	By initial recruitment.
44.	Qasid (BPS-02).	-	18 to 40 years	By promotion, on the basis of seniority-cum-fitness, from amongst the Cooks with at least five years service as such.

45.	Building Chowkidar (BPS-01).	Preferably ex-service man.	18 to 40 years	By initial recruitment.
46.	Forest Chowkidar (BPS-01).	Preferably ex-service man.	18 to 40 years	By initial recruitment.
47.	Naib Qasid (BPS-01).	Preferably literate.	18 to 40 years	By initial recruitment.
48.	Mali (BPS-01).	Experience in gardening.	18 to 40 years	By initial recruitment.
49.	Cook (BPS-01).	Five years cooking experience in a Four Star Hotel.	18 to 40 years	By initial recruitment.
50.	Valve man/ Chowkidar Pump Station (BPS-01).	Three years experience in relevant field.	18 to 40 years	By initial recruitment.
51.	Seasonal weeper/Dhobi/ Bearer/Store Attendant/ Cook/Chowkidar (BPS-01).	Preferably experience in relevant field/ job.	18 to 40 years	By initial recruitment.
52.	Coole (BPS-01).	Preferably experience in relevant field.	18 to 40 years	By initial recruitment.
53.	Attendant (BPS-01).	Secondary School Certificate from a recognized Board and having Computer knowledge.	18 to 40 years	By initial recruitment.
54.	Chainman (BPS-01).	Preferably literate.	18 to 40 years	By initial recruitment.
55.	Sweeper	Preferably literate.	18 to 40	By initial recruitment.

	(BPS-0I).		years	
56.	Street Light Chowkidar	Certificate in the relevant field from a recognized Institute.	18 to 40 years	By initial recruitment.
