

**GUJRANWALA DEVELOPMENT AUTHORITY
GUJRANWALA (APPOINTMENT AND CONDITIONS) OF SERVICES
REGULATIONS**

(Dated Lahore, the 12th October, 1991)

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**GOVERNMENT OF THE PUNJAB
HOUSING PHYSICAL AND ENVIRONMENTAL
PLANNING DEPARTMENT**

Dated Lahore, the 12th October, 1991

NOTIFICATION

No.SO(PAC)HP&EP-10-3/89.- In exercise of the powers conferred by Section 16 of the Punjab Development of Cities Act 1976 (Punjab Act No. XIX of 1976), the Governor of the Punjab, is pleased to allow the Director General and all the Officers of the Gujranwala Development Authority Gujranwala to exercise the powers and functions presently in force in Faisalabad Development Authority, Faisalabad in all respects.

BY ORDER OF THE GOVERNOR OF THE PUNJAB

(ANWAR KABIR SHEIKH)
SECRETARY, HP & EP DEPARTMENT

No.SO(PAC) HP&EP-10-3/89

Dated Lahore, the 12th October, 1991.

**GUJRANWALA DEVELOPMENT AUTHORITY GUJRANWALA
(APPOINTMENT AND CONDITIONS OF SERVICES) REGULATIONS 1991**

1. (1) These Regulations may be called the Gujranwala Development Authority (Appointment and Conditions of Service) Regulation, 1991.
- (2) They shall come in to force at once.
- (3) They shall apply to all employees of the Gujranwala Development Authority.

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

- (a) "**Appointing Authority**" in relation to a post means the person authorized under Regulation 6 to make appointment to that post.
- (b) "Autonomous or Semi-Autonomous Organization" means an organization set up under a law by the Government.
- (c) "Committee" means a Promotion Committee or a Selection Committee.
- (d) "Competent Authority" means the Appointing Authority or person duly authorized by the Appointing Authority in that behalf not being a person lower in rank to the employee concerned.
- (e) "**Director General**" means the Director General of the Authority.
- (f) "Employee" means an employee of the Authority but does not include:-
- (i) A person on deputation to the Authority from the Govt. of Pakistan or an autonomous or semi-autonomous organization; and
- (ii) a person who is employed on contract, or on work charged basis who is paid from contingencies.
- (g) "Group" means a group of employees in the same grade performing similar duties.
- (h) "Initial Recruitment" means appointment made otherwise than by promotion or transfer from Government or the Government of Pakistan or Autonomous or Semi-Autonomous organization.
- (i) "**Managing Director**" means the Managing Director of an Agency or Authority.
- (j) "Post" means a post in connection with the affairs of the Authority.
- (k) "Prescribed" means prescribed by these Regulations.
- (l) "Regulations" means the Gujranwala Development Authority (Appointment and Conditions & Services) Regulations 1991.
- (m) "Schedule" means the schedule to these Regulations.
- (n) "Service" means the service of the Authority.
- (o) "Temporary post" means a post created for a limited period of time.
- (p) "University" means any University incorporated under law in Pakistan.

(q) Words and expressions used but not defined shall bear the same meanings as they bear in the Punjab Civil Servants Act, 1974 and the Gujranwala Development Authority Act, 1991.

3. (1) Appointment to posts shall be made by promotion, transfer or initial recruitment, as specified in the schedule.

(2) Appointment by promotion or transfer shall be made in accordance with part-II and by initial recruitment in accordance with part-III of these Regulations.

4. (1) There shall be one or more Promotion Committees and Selection Committees to be constituted by the Chairman.

(2) Each such Committee shall consist of at least three members, one of whom shall be appointed as Chairman of that Committee.

5. Where an Appointing Authority other than the Gujranwala Development Authority does not accept the recommendation of a Committee, it shall record reasons thereof and submit a summary of the case for the information to the next higher authority.

6. The authorities competent to make appointment to various grades shall be as specified in column 4 of the schedule.

7. (1) A person appointed to a post, other than a temporary post, shall remain on probation for a period of two years if appointed by initial recruitment, and for a period of one year, if appointed otherwise, provided that the appointing authority may extend the period of probation by a further period not exceeding two years in all.

Explanation: Service spent on deputation to a corresponding or a higher post may be allowed to count towards the period of probation.

(2) No employee shall be confirmed in a post unless he has successfully completed such training and passed such Departmental Examination as may be ¹prescribed by the Chairman from time to time.

(3) If no orders have been made by the day following the completion of the initial probationary period of probation shall be deemed to have been extended.

(4) Subject to the provisions of Sub-clause (2) of this Regulations, a probationer, who has satisfactorily completed his period of probation shall be confirmed with effect from the date of his continuous appointment.

(5) ²Provided that where the period of his probation has been extended under the provisions of sub-clause (1) of this Regulations, the date of confirmation shall subject to the other provisions of this regulations, be the date on which the period of probation was last extended.

(6) If the work or conduct of an employee during the period of probation has been un-satisfactory the Appointing Authority may, without notice, notwithstanding that the period of probation has not expired, dispense with his service if he has been appointed by initial recruitment and if he has been appointed otherwise revert him to his former appointment or if there be no such appointment, dispense with his service.

(7) There shall be no confirmation against any temporary post.

¹ printed in Notification as "presisibed"

² printed in the Notification as "Provident"

8. The seniority *inter se* of employees appointed to posts in the same grade in a group shall be determined.

- (1) (a) In the case of employees appointed by initial recruitment in accordance with the order of merit assigned by the Selection Committee provided that employees selected for appointment to the grade in an earlier selection shall rank senior to the employees selected in a latter selection: and
- (b) In the case of employees appointed otherwise with reference to the dates of their continuous appointment in the grade provided that if the date of continuous appointment in the grade provided that if the date of continuous appointment in the case of two or more employees appointed to the grade is the same, the older if not junior to the younger in the next below grade shall rank senior to the younger employee.

Explanation-I. If an employee junior in a lower grade is promoted to a higher grade by superseding his senior and subsequently the latter is also promoted, the promoted first shall rank senior to the one promoted subsequently.

Explanation-II. subject to the provisions of Regulation 11 a junior appointed to a higher grade shall be deemed to have superseded his senior only if both the junior and the senior were considered for the higher grade and junior was appointed in preference to the senior.

(2) The seniority of employees appointed by initial recruitment to the grade vis-a-vis those appointed otherwise shall be determined with reference to the date of continuous appointment to the grade, provided that if two dates are the same, the employees appointed otherwise shall rank senior to the employees appointed by initial recruitment provided further that *inter se* seniority of employees belonging to the same category will not be altered.

Explanation. In case a group of employees is selected for initial appointment at one time, the ³earliest date on which any one of the group join the service will be deemed to be the date of appointment of all employees in the group. Similarly in case a group of employees is appointed otherwise at one time in the same office order the ⁴earliest date on which any one of the group joins the service will be deemed to be the date of appointment of all employees in the group.

PART -II

APPOINTMENT BY PROMOTION TRANSFER OR DEPUTATION

9. (1) Appointments by promotion to posts in various grades shall be made on the recommendations of the appropriate committee.

(2) Promotion including proforma Promotion shall not be claimed as of right by any employee.

10. Only such employees as possess the qualifications and meet the conditions laid down for the purpose of promotion to a post shall be considered by the Promotion Committee.

³Printed in the Notification as "earilst"

⁴ printed in the Notification as "earilst"

11. (1) A person in the service of Government or Autonomous or Semi-Autonomous Organization who possesses the minimum educational qualification experience or length of service prescribed for a post shall be eligible for appointment to the said post on deputation, in accordance with the policy prescribed by Government.

(2) An employee of the Authority may be sent on deputation to Government Department or ⁵an Autonomous or Semi-Autonomous Organization, on such terms and conditions as may be decided by the Director General in consultation with the borrowing organization, provided that the leave and pension contribution shall invariably be paid by the borrowing organization.

(3) The Director General may transfer any employee from the authority to any of its agencies and vice versa, against equivalent posts and no deputation pay or allowance shall be admissible in such cases.

PART-III

INITIAL APPOINTMENT

12. (1) Initial appointment to posts in grade 15 and above, shall be made on the basis of examination test or interview conducted by the appropriate Committee whither after advertisement of the vacancies in the newspapers.

(2) Initial appointment to all posts in grade 1 to 15 shall be made on the basis of examination test or interview to be held by the appropriate committee whither after advertisement of the vacancies in newspapers or after reference to the Employment Exchange.

13. (1) A candidate for initial appointment to a post must possess the educational qualification and experience and must be within the age limit prescribed in the schedule provided that:-

(i) In suitable cases for reasons to be recorded in writing the appointing authority may relax the upper age limit up to a maximum of 5 years and the Director General may relax the upper age limit beyond the 5 years.

(ii) The restriction regarding age shall not apply to a candidate who is an employee of the Authority in some other capacity; and

(iii) Experience, where prescribed, would include equivalent experience, in a profession or in the service of an Autonomous or Semi-Autonomous Organization or a Private Organization.

(2) (i) Where recruitment is to be made on the basis of written examination, age shall be reckoned as on the first of the January of the year in which the examination is proposed to be held; and

(ii) In other cases, as on the last date fixed for submission of applications for appointment.

14. No person shall be ⁶appointed to a post unless he is a citizen of Pakistan, provided that this restriction may be relaxed by Government of Pakistan in suitable case.

⁵ printed in the gazette as "a"

⁶ Printed in the notification as "appointed"

15. A candidate for appointment must be in good mental and bodily health and free from any physical defect likely to interfere with the discharge of his duties. A candidate who after such medical examination as the Authority may ⁷prescribe is found not to satisfy these requirements shall not be appointed.

16. (1). No person, not already in the service of the Authority shall be appointed to a post unless he produced certificates of character from two responsible persons not being his relatives who are well acquainted with his character and antecedents and a certificates of character from the head of the academic institution last attended, where applicable.

(2) Notwithstanding anything in sub-clause (91) an appointment by initial recruitment shall be subject to the verification of character and antecedents of the candidate to the satisfaction of the Appointing Authority.

17. Where the interests of the Authority so require, a person may be appointed on contract, for a period not exceeding three years at a time on terms and conditions to be specified in the contract, against a specified post. All such appointments shall require the prior approval of the Chairman.

(PART - IV)

REGULATION OF TERMINATION AND RETIREMENT

18. An employee may resign from service by giving three months' notice or forfeit three months' pay in lieu thereof: provided that if the notice falls short of three months the employee shall have to forfeit pay for the period falling short of three months.

19. The services of an employee recruited against a temporary post may be terminated on 30 days' notice or pay in lieu therefore.

20. In the event of post being abolished or the posts in a group of the same grade being reduced in number, the services of the junior most employee in such a group (shall) be terminated after giving such employee thirty days' notice or pay in lieu thereof.

21. An employee of the Authority shall retire from service:-

- (i) On such date after he has completed twenty five years of service qualifying for pension on or other retirement benefits, as the competent authority may, in the public interest, direct; or
- (ii) Where no direction is given under clause (i) on the completion of sixty years of his age.

(PART.V)

APPLICATION OF RULES / AMENDMENTS

22. Subject to the provision of the Act, these regulation and the schedule, the following rules/amendments shall apply *mutatis mutandis* to the employee of the Authority.

- i. The West Pakistan Government Servants (Conduct) Rules 1966.
- ii. The Punjab Civil Servants (Efficiency and Discipline) Rules, 1975.

⁷ Misprinted in the Notification as "prescribed"

- iii. The West Pakistan Civil Services Pension Rules, 1963.
- iv. The Punjab Civil Servants Revised Leave Rules, 1981.
- v. The Punjab Civil Services Rules.
- vi. The Punjab Travelling Allowances Rules, 1976.
- vii. The Punjab Financial Rules.
- viii. The Punjab Civil Servant Pay Revision Rules 1977.
- ix. Government Medical Attendance Rules.
- x. Amendments made by G. D. A. from time to time.
- xi. Amendments made by the Government of Punjab from time to time.

PROVIDED THAT

- (a). any reference to a Government Servant Or Civil Servant Shall be construed to be reference to an employee of the Authority.
 - (b). any reference to the Head of Department shall be construed to be a reference to the Director General in the case of the Authority and to the Managing Director in the case of an agency.
 - (c). any reference to a Secretary to Government shall be construed to be a reference to the Director General in the case of both the Authority and its Agencies.
 - (d). any reference to the Government shall be construed to be a reference to the Chairman; and
 - (e). the Chairman, the Director General and a Managing Director may be by general or special order, delegate to any officer or officers of the Authority, any of these powers under these rules, subject where necessary, to such conditions as may be specified.
23. (1). Where a right to prefer an appeal or apply for review in respect of any order relating to the terms and conditions of the service is allowed to an employee by any of the rules mentioned in Regulation 22 such appeal or application shall be made except as may otherwise be prescribed under the relevant rules, within sixty days of the communication to him of such order.
- (2) Where no provision for appeal of review exists in respect of any order under these Regulations, or the rules mentioned in Regulation 22, an employee aggrieved by any such order may except where such order is made by the Chairman, make a representation it to the Authority next above the Authority which made the order.
24. The Chairman may in individual cases of hardship or where the public ⁸interest so requires, and for reasons to be recorded in writing, relax the provision of any of ^{9*} these Regulations except Regulation 14.

Director (ADMN)
For Director General
Gujranwala Development Authority Gujranwala

⁸ Printed in the Notification as "interest"

⁹ Omitted "the" being printed unnecessarily in the Notification"

SCHEDULE

Name of the Department	Pay Scale	Name of the Post	Appointing Authority	Minimum Qualification for Initial Recruitment	Method of Recruitment	Age for Initial Recruitment		Remarks
						Mini Years	Maxi Years	
1	2	3	4	5	6	7	8	
Gujranwala Development Authority.	20	Director General	Govt.		By ¹⁰ deputation from Govt. or in special case by hiring on contract.			
Directorate of Administration, Finance, Estate Management and Town Planning.	19	Director	Director General		By deputation from Govt. or by selection on merit from amongst the 03 senior most Deputy Director (Accounts) provided he is a graduate with at least 12-years' service in Grade-17 or above including 5-years' service in Grade-18.			
-	19	President Tribunal	Government		By Deputation from Govt.			
-	18	Deputy Director	Director General		By deputation from Govt. or promotion on the basis of seniority-cum-fitness from amongst the Assistant Director who are Graduate with at least 5 years' service in Grade-17.			
-	18	Deputy Director (Accounts)	-do-		By deputation or promotion on the basis of seniority-cum-fitness from amongst the Assistant Director (Accounts) who have passed B. Com or who have passed the S.A.S examination and have at least			

¹⁰ Printed in the Notification as "depatation"

					7 years' service in Grade-17.		
Gujranwala Development Authority.	18	Officer on Special Duty (Budget)	Government		By Deputation from the Government.		
	18	Medical Officer (Male)	Director General	M.B.B.S with 5 years' experience	By Initial Recruitment or Deputation from the Govt:	(26 40)	
	18	Medical Officer (Female)	Director General	M.B.B.S with 5 years' experience	By Initial Recruitment or Deputation from the Govt:	(26 40)	
	18	Deputy Director (Horticulture)	-do-		By deputation from Govt. or (promotion) on the basis of seniority cum fitness from amongst the Assistant Director (Hort.) with at least 05 years' service in Grade-17.		
	17	Asst Director / Staff Officer to Director General / Estate Officer.	Director General	M.A/M.Sc. or B.A & L.L.B	75% by initial recruitment /deputation & 25% by promotion on the basis of seniority-cum-fitness from amongst the Admin: Officers, who hold B.A/ B.Sc. or equivalent Degree with at least 5 years' experience service in Grade-16.	(21 25)	Post of Staff Officer to Dir. General carrying BS-17 whereas Admin Officer are posted in BS-16 in GDA
Gujranwala Development Authority.	17	Asstt: Director (Legal)/Law Officer	Director General	L.L.B with 5 years practice as Advocate.	By initial recruitment or promotion on the basis of seniority-cum-fitness from amongst the Admin. Officer who are law graduates and have at least 5 years' service as Admin. Officer in the Legal ¹¹ Branch.	26 40	Private Practice will not be allowed. Initial recruitment to be resorted to only if no suitable candidate is available for

¹¹ Printed in the notification as "Brach"

							promotion.
	17	Asstt: (Accounts)/ Director Finance	Director Asstt: Director General				By deputation or promotion on the basis of seniority-cum-fitness from amongst the senior Accountants who hold B.Com degree or who have passed the S.A.S examination with at least 5-years' service as Senior Accountant.
	17	Audit Officer	Government				By deputation from Government.
	17	Magistrate	Government				By deputation from Government.
	17	Land Acquisition Collector	Director General				By deputation from Government.
	17	Deputy Superintendent Police	Government				By Deputation from Govt:
	17	Security Officer	-do-	Retired JCO and above or a person or with not less than 5-years' service as Security Officer in Private Organization, Semi-Autonomous or Autonomous Agency or Govt. Deptt.			By deputation from Govt: or initial recruitment. (30 50)
	17	Asstt: (Horticultural)	Director ---do---				By deputation from Govt. or promotion on the basis of seniority-cum-fitness from amongst Horticulture Assistant with at least 10 years' service as Horticulture Assistant.

	16/17	Private Secretary	---do---		By promotion on the basis of seniority-cum-fitness from amongst Personal Assistants with at least 5-year service.		
	16	Administrative Officer	Director (Admn)		By promotion on the basis of seniority-cum-fitness from amongst Assistants with at least 5-year service as Assistant.		
Gujranwala Development Authority.	16	Horticulture Assistant	---do---	B.Sc. Agri. with Horticulture as special subject.	By initial recruitment	(21 25)	
	16	Senior Accountant	---do---	M.Com. or B.Com. with 03 years' experience or Matriculation with SAS and 5 years' experience.	¹² [50% by initial recruitment and 50% by promotion on the basis of seniority-cum-fitness basis from amongst the Junior Accountant with at least 03 years service as such.]	(21 25)	In GDA post of Sr. Acctt. carries BS-16 post of Acctts Asstt. in GDA is at par with the post of Jr. Accountant of BS-11 in LDA.
	15	Personal Assistant/ Stenographer-I	---do---		By promotion on the basis of Seniority-cum-fitness amongst the Stenographer-II with at least 5 years service in the clerical grades.	-	Senior scale stenographer in GDA or designate as stenographer- I.
	14	Naib Tehsildar	-do-		By deputation from Govt. or by promotion on the basis of seniority-cum-fitness from amongst Qanungos who are Matriculates with at least 10 years' service as Qanungo and who have passed the Govt. Departmental Examination for promotion of	-	

¹² Inserted vide Notification No.GDA/Admn/46th G.B/A-2/12/499 dated 13.09.2012, published in the Punjab Weekly Gazete, Part-II, dated: 15.02.2017, pp.608-611.

					Qanungos to Naib Tehsildar.		
Gujranwala Development Authority.	12	Steno typist/ Stenographer-II	---do---	F.A/D.Com with a short hand speed of 90 w.p.m. and typing speed of 40 w.p.m.	By initial recruitment	(21 25)	Nomenclature revised to stenographer II by the Government.
	11	Junior Accountant/Accounts Assistant.	---do---	B.Com.	25% by initial recruitment & 75% by promotion on the basis of seniority-cum-fitness from amongst Junior Accounts Asstt: with at least 5 years service.	21 25	Post of JR. Asstts: BS-9 is at par with the post of Accts: Clerk BS-9
	11	Head Driver	---do---		By promotion on the basis of seniority-cum-fitness amongst drivers with at least 15-years' service.		
	11	Assistant	---do---	B.A/B.Sc or equivalent degree	25% by initial recruitment and 75% by promotion on the basis of seniority-cum-fitness from amongst senior clerks with at least 5 years' service in the clerical grades.	21 25	-
	9	Junior Accounts Assistant/ Accounts Clerk	---do---	F.A or I.Com.	By Initial recruitment	18 25	Govt: has revised the pay scale from BS-7 to BS-9.
Gujranwala Development Authority.	9	Qanungo	Director (Admn)	-	By deputation from the Govt. or by promotion on the basis of seniority-cum-fitness from amongst Patwaries with at least 10-years' service as Patwari.	-	Pay scale revised by the Govt. from BS-6 to BS-10.
	8	Assistant Supervisor Demolition	---do---	-	By promotion on the basis of seniority-cum-fitness from amongst the Encroachment Inspector.	-	-
	7	Senior Clerk	---do---	-	By promotion on the basis of	-	Govt: has

					seniority-cum-fitness from amongst the Junior Clerks with at least 5-years service as Junior Clerk.		revised the pay scale from BS-6
	7	Budder	---do---		By Initial recruitment	18 25	-
	6	Encroachment Inspector	---do---	Matriculate & Ex-serviceman.	By Initial recruitment	18 25	-
	6	Driver	---do---	-	By promotion on the basis of seniority-cum-fitness from amongst the drivers of BS-4 and BS-5 with at least 7 years' experience.	21 35	Posts of drivers in Bs-6 are held in GDA.
	6	Field Supervisor	---do---	Matriculate with Field Assistants Course.	By initial recruitment	18 25	
Gujranwala Development Authority.	5	Junior Clerk	Director (Admn)	Matriculation with a speed of ¹³ [35] w.p.m. in typewriting.	By initial recruitment	18 25	-
	4/5	Driver	---do---	Middle pass with driving license and reasonable driving skill.	By initial recruitment	21 35	Posts of Drivers in BS-4 & BS-5 are held in GDA.
	5	Dispenser	---do---	Matriculation with a Dispenser Course from a recognized Institution.	By initial recruitment	21 35	-
	5	Patwari	---do---	Matriculation with Patwar Course from any recognized Govt. School.	By deputation from Govt. By initial recruitment	-	In GD Patwaris are appointed by initial ¹⁴ recruitment.

¹³ Substituted vide Notification No.GDA/Admn/46th G.B/A-2/12/499 dated 13.09.2012, published in the Punjab Weekly Gazete, Part-II, dated: 15.02.2017, pp.608-611.

¹⁴ Printed in the Notification as "revruitment"

	5	Electrician	---do---	Matriculate with a certificate from a recognized school of Electricians and with at least one years experience.	By initial recruitment	18 25	-
	5	Plumber	---do---		By initial recruitment	18 25	
Gujranwala Development Authority.	4	Head Mali	Director (Admn)	-	By promotion on the basis of seniority-cum-fitness from amongst Malis with at least 10-years' service.	--	The post of Beldar is at par with the post of Mali in GDA.
	2	Spray man	---do---	-	By initial recruitment	18 25	-
	2	Daftri	---do---	-	By promotion on the basis of seniority cum-fitness from amongst Naib Qasid who are Middle pass and have at least 5-years' service as Inspector.	--	The post of Daftri in GDA is BS-2.
	1	Naib Qasid/Dak Runner/Orderly	---do---	Middle Pass	By initial recruitment	18 25	-
	1	Chowkidar	---do---	-	By initial recruitment	18 25	-
	1	Waterman	---do---	-	By initial recruitment	18 25	-
	1	Sanitary Worker	---do---	-	By initial recruitment	18 25	-
	1	Mali	---do---	-	By initial recruitment	18 25	-
	1	Dispensary Attendant	---do---	-	By initial recruitment	18 25	-
	1	Khalasi	---do---	-	By initial recruitment	18 25	-
Gujranwala Development Authority.	1	Mid-wife	Director (Admn)	Midwives course from any recognized Institution.	By initial recruitment	21 35	-
	1	Waterman	---do---	-	By initial recruitment	18 25	-

SCHEDULE

Name of the Department	Pay Scale	Name of the Post	Appointing Authority	Minimum Qualification	Method of Recruitment	Age for Initial Recruitment	Remarks
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				for Initial Recruitment		Mini Years	Maxi Years	
1	2	3	4	5	6	7	8	
Gujranwala Development Authority Engineering Wing	20	Chief Engineer	Chairman	-	By deputation from Government or promotion by selection on merit from amongst the 3 senior most Directors (Engg.)/Technical with least 15 years service in Grade-17 and above including 5 years service as Director Engg. Who hold at least B.Sc. (Engg.) degree.	-	-	
	19	Director Engineering/ Inspection.	Director General	-	By deputation from Government or promotion by selection on merit from amongst 3- senior most Deputy Director (Engg.)/Technical officers with at least 12-years' service in Grade-17 and above including 5-years' service in Grade-18 who hold at least B.Sc (Engg) degree.			
	18	Deputy Director (Engg)/ Technical Officer/ Inspection	-do-		By deputation from Govt. or promotion on the basis of seniority-cum-fitness from amongst the Asstt. Directors (Engg.) with at least 5-years service in Grade-17 who hold at least B.Sc (Engg.) degree.			
Gujranwala Development Authority.	17	Assistant Director Engineering / Inspection	---do---	Bachelors Degree in Civil/Mechanical or Electrical Engg. from a recognized University.	80% by initial recruitment or deputation from Govt. and 20% by selection on basis of seniority-cum-fitness from amongst the Sub-Engineers with at least 10 years' service as Sub-Engineers.	21	25	-

					If suitable candidates are not available, vacancies to be filled in by deputation from Government.			
	17	Assistant Architect	Director	---do---	Degree or Diploma in Architecture 5 - years full time course from a Pakistani University or any other institution recognized by Govt. and 5-years practical experience after obtaining the <u>basic</u> (basic) degree or diploma in Architecture. (OR) Associate Membership of the Institute of Architects in Pakistan and 3-years practical experience after obtaining Associated Membership of the Institute of the Architects in Pakistan.	By initial recruitment.	(21 35)	-
Gujranwala Development Authority.	17	Chief Draftsman	Director General	-	-	By promotion on the basis of seniority-cum-fitness from amongst the Circle Head Draftsman who are Diploma	--	In GDA the Grade of Chief Draftsman is 17 instead of

					Holders (3-years Course) with at least 3-years service as Circle Head Draftsman.		Grade 14.
	16	Sub-Engineer	Director (Admn)	-	By selection on the basis of seniority-cum-fitness from amongst the Sub-Engineers in Grade-11 who have passed a 3-Years Diploma course from an Institute recognized by the Board of Technical Education and have 10-years' service as sub-Engineer and have passed Departmental Promotion Examination.	--	25% of the total number of posts of Sub-Engineer shall be placed in BS-16.
	16	Asstt: Research Officer	---do---	B.Sc. from a recognized University.	By deputation or initial recruitment.	--	-
Gujranwala Development Authority.	16	Circle/Senior Head Draftsman	Director (Admn)	-	By promotion on the basis of seniority-cum-fitness from amongst the Divisional Head Draftsman who have diploma holder (3-years course) with at least 5-years service as Divisional Head Draftsman.	--	In GDA the post of Sr: Draftsman is at par with Circle Head Draftsman in LDA. 25% of the total number of posts of Sr: Draftsman. Circle Head Draftsman & Divisional Head Draftsman shall be placed in Grade-16 and shall be restricted to holders (3-years course) with not less

							than 10 years' service)
	13	Divisional Draftsman Head	---do---	-	75% by promotion on the basis of seniority-cum-fitness from amongst the draftsman who are diploma holders (3 years course) with at least 5 years' service as Draftsman. 25% by promotion on the basis of seniority- cum-fitness from amongst the Draftsman who unqualified or who have complete 2 year course with a tleast 10 years service as Draftsman.	--	
Gujranwala Development Authority.	11	Draftsman	Director (Admn)	3-years Diploma in Drafting and Designing in Civil, Elec. & Mechanical from a recognized Institute.	75% by initial recruitment & 25% by promotion on the basis of seniority-cum-fitness from amongst the Tracers with at least 5-years' service as Tracer for holders of 1 or 2 years certificates and 10 years' service as Tracer in case of un-qualified persons.	21 25	Promotess shall be placed in Grade-10.
	11	Sub-Engineer	---do---	3-years Diploma course in relevant subject from a recognized Institute.	By initial recruitment.	21 25	
	11	Laboratory Assistant	---do---	B.Sc.	By initial recruitment.	21 25	
	11	Auditor	Government	-	By deputation from Government	--	
	7	Urdu Typist	Director (Admn)	D.Com. with a Urdu Typing speed of 30 W.P.M.	By initial recruitment	18 25	

	7/5	General Mechanic	---do---	Certificate in respective ¹⁵ field from a recognized Institute.	By initial recruitment	18 25	-
Gujranwala Development Authority.	5/6	Carpenter	Director (Admn)	Certificate of Carpentry from a recognized Institute.	By initial recruitment	18 25	-
	4	Material Mistri	---do---	-	By initial recruitment	18 25	
	2	Material ¹⁶ Checker	---do---		By initial recruitment	18 25	
	2	Mate	---do---		By initial recruitment	18 25	-
	1	Laboratory (Attendant)	---do---	Middle Pass	By initial recruitment	18 25	- -
	1	General Operator	---do---		By initial recruitment	18 25	-
	1	Cleaner	---do---		By initial recruitment	18 25	-
	1	Gangman/ Bailder	---do---		By initial recruitment	18 25	-

¹⁵ Printed in the Notification as "respect"

¹⁶ Printed in the Notification as "checher"

SCHEDULE

Name of the Department	Pay Scale	Name of the Post	Appointing Authority	Minimum Qualification for Initial Recruitment	Method of Recruitment	Age for Initial Recruitment		Remarks
						Mini Years	Maxi Years	
1	2	3	4	5	6	7	8	8
Gujranwala Development Authority. Town Planning Wing	20	Town Planner	Chairman	Master degree in Town Planning or Urban and Regional Planning from a recognized University and 15 years' experience in relevant field.	By Deputation from Govt. or by initial recruitment.	35	50	-
	20	Chief Metropolitan Planner	-do-	Master degree in Town Planning or Urban and Regional Planning and 15-years experience in the relevant field.	By deputation from Govt. or by initial recruitment.	35	50	-
	19	Director Metropolitan Planner/Town Planning/Director (E.C)	Director General	-	By deputation from Govt. or promotion by selection on merit from amongst the Dy. (TP)/(EC)/ Arch./Deputy (Metropolitan Planning) with at least 12-years' service in Grade-17 & above.	--		
Gujranwala Development Authority.	18	Deputy Town Planning / Deputy Director (M.P)/ Deputy Director (E.C).	Director General	B.Sc. Town Planning with 5 years' experience in the relevant field.	50% by initial recruitment & 50% by promotion on the basis of seniority-cum-fitness from amongst the Assistant Directors (TP/E.C) Arec. with at least 5-years'	26	40	-

					service as Assistant Director.		
	17	Assistant Director Town Planning(EC)	---do---	B.Sc Town Planning	¹⁷ [20% quota is fixed for promotion of Building Inspectors as Assistant Director (Town Planning/IC) BS-17 on the basis of seniority-cum-fitness who hold 3 years diploma in relevant field with at least 5 years' service as Building Inspector].	21 25	
	17	Asst. Director Architect	---do---	Degree or Diploma in Arch. (5-years full time course) from a Pakistani University or any other Institution recognized by Govt. and 5-years practical experience after obtaining the basic degree or diploma or Arch. Associate Membership of the Institute of Arch. in Pakistan & 3-years practical experience after obtaining Associate Membership of the	50% by initial recruitment & 50% by promotion on the basis of seniority-cum-fitness from amongst the Architectural Assistants with at least 5-years experience as Arch. Assistant.	21 35	The Post of Asstt. Dir. Arch. is at par with Assistant Arch. of LDA.

¹⁷ Inserted vide Notification No.GDA/Admn/46th G.B/A-2/12/499 dated 13.09.2012, published in the Punjab Weekly Gazete, Part-II, dated: 15.02.2017, pp.608-611.

				Institute of Arch. in Pakistan.			
Gujranwala Development Authority.	17	Research Officer	Director (Admn)	M.A in Geography, ¹⁸ Statistics, Economics, Sociology or Social Work.	By initial recruitment	21 25	The post of Research Off. in GDA is BS-17.
	16	Evaluation Officer	--do--	M.A. in Statistics or Economics	By initial recruitment	21 25	-
	16	Architectural Assistant	--do--	Bachelor's degree or diploma in Architecture 5-years full time course from a recognized University or Institute or Associate Membership of the Institute of Architects in Pakistan.	50% by initial recruitment & 50% by promotion on the basis of seniority-cum-fitness from amongst the senior Draftsman with at least 5-year service as senior Draftsman.	21 25	-
	16	Assistant Estate Officer	---do---	-	By promotion from amongst the Demolition Supervisor who hold B.A/ B.Sc or equivalent degree.	-	
	Fixed	Legal Advisor	Law & Parliamentary Affairs Department.	B.A, L.L.B with practical experience as Lawyer.	-	-	-
Gujranwala Development Authority.	15	Foreman	Director (Admn)	Matric with 3-years diploma in Mechanical Technology or Auto-technology.	By Initial Recruitment or by promotion from amongst the vehicle mechanics with 10 year experience.	18 25	-
	14	Sub-Inspector	Government	-	By deputation	-	The post of the

¹⁸ Printed in the Notification as "statics"

							Sub-Inspector was upgraded by the Govt. in BS-14.
	13	Senior Draftsman	Director (Admn)		By promotion on the basis of seniority-cum -fitness from amongst the junior draftsman who are diploma holders with at least 5-years service as Junior Draftsman.		In GDA post of Divisional Draftsman is at par with Junior Draftsman in LDA.
	12	Junior/Divisional Draftsman	-do-		By Promotion on the basis of Seniority-cum-fitness amongst the Draftsman/Architect Draftsman with at least 5-years' service as Draftsman/Architect Draftsman.		In GDA post of Draftsman is at par with the post of Assistant Draftsman in LDA.
Gujranwala Development Authority.	11	Asstt. Draftsman /Draftsman /Architect Draftsman	Director (Admn)	Metric 2 nd Div. with a 3 years diploma in Architectural Draftsmanship from a recognized Institute.	75% by initial recruitment and 25% by promotion on the basis of seniority-cum-fitness from amongst the Tracer with at least 5-years' service as a Tracer.	21 25	In ¹⁹ GDA post of Draftsman is at par with the post of Assistant Draftsman in LDA.
	11	Building Supervisor / Inspector.	---do---	3-years Diploma course in relevant subject from a recognized Institute.	²⁰ [By selection on the basis of seniority-cum-fitness amongst the Building Inspectors in Grade-11 who have passed a 3 years diploma course from an Institute recognized by the Board of Technical Education and who have 15 years' service at their credit.]	21 25	In GDA no post of Building Supervisor exists. who hold qualifications at par with Sub-Engr. will be eligible for selection grade as per policy

¹⁹ Printed in the Notification as "DGA"

²⁰ Inserted vide Notification No.GDA/Admn/46th G.B/A-2/12/499 dated 13.09.2012, published in the Punjab Weekly Gazete, Part-II, dated: 15.02.2017, pp.608-611.

								for Sub-Engineer.
	11	Assistant Inspector	Sub-Government	By deputation				The post of ASI was upgraded by Govt. in BS-11
Gujranwala Development Authority.	10	Surveyor	Director (Admn)	2-years diploma in surveying from Government recognized Institute or Trade Diploma with 5 years experience.	25% by initial recruitment. 75% by promotion from amongst the Assistant Surveyor of Grade-4 with 5 years' experience and possessing required qualification.	18	25	-
	10	Demolition Supervisor	Director (Admn)	-	Promotion on the basis of seniority-cum-fitness from amongst the Assistant Supervisor Demolition.	21	25	-
	10	Dispenser-cum Medical Store Keeper.	---do---	Metric with Dispensers Diploma/Certificate from a recognized Institute.	By initial recruitment.	18	25	-
	7	Bulldozer Operator	---do---	Literate with requisite driving license.	By initial recruitment.	18	25	-
	7	Head Constable	Government	By deputation.	-	-	-	-
	6	Auto Electrician	Director (Admn)	Under Metric with at least 5-years experience in relevant field.	By initial recruitment.	18	25	-