

ELECTION COMMISSION OF PAKISTAN



**I- ELECTION COMMISSION
(OFFICERS AND SERVANTS) RULES, 1989**

**II- METHODS, QUALIFICATIONS, EXPERIENCE
AND OTHER CONDITIONS FOR APPOINTMENT
TO VARIOUS POSTS UNDER
THE ELECTION COMMISSION OF PAKISTAN**

ELECTION COMMISSION OF PAKISTAN



- I- ELECTION COMMISSION (OFFICERS AND SERVANTS)
RULES, 1989
- II- METHODS, QUALIFICATIONS, EXPERIENCE AND OTHER
CONDITIONS FOR APPOINTMENT TO VARIOUS POSTS
UNDER THE ELECTION COMMISSION OF PAKISTAN

I. ELECTION COMMISSION (OFFICERS AND SERVANTS)
RULES, 1989

REGISTERED No. M - 302
L.-7646

The Gazette **of Pakistan**

EXTRAORDINARY
PUBLISHED BY AUTHORITY

ISLAMABAD, THURSDAY, FEBRUARY 9, 1989

PART II

Statutory Notifications (S.R.O.)

ELECTION COMMISSION OF PAKISTAN

NOTIFICATION

Islamabad, the 5th February, 1989

S.R.O. 128 (I)/89.—In exercise of the powers conferred by Article 221 of the Constitution of the Islamic Republic of Pakistan, the Chief Election Commissioner, with the approval of the President, is pleased to make the following rules, namely :—

**THE ELECTION COMMISSION (OFFICERS AND SERVANTS)
RULES, 1989**

PART-I.—PRELIMINARY

1. **Short title and commencement.**— (1) These rules may be called the Election Commission (Officers and Servants) Rules, 1989.

(2) They shall come into force at once.

2. **Definitions.**—In these rules, unless there is any thing repugnant in the subject or context—

- (a) "Attached Department", "Federal Secretariat" and "Subordinate Office" have the same meanings as in the Rules of Business, 1973;
- (b) "Commissioner" means the Chief Election Commissioner appointed **under the Constitution**;
- (c) "Secretary" means the person appointed as Secretary in the Secretariat; and
- (d) "Secretariat" means the Secretariat of the Commissioner.

PART-II.—THE SECRETARIAT AND PROVINCIAL OFFICES

3. (1) The Commissioner shall have—

- (a) a Secretariat headed by the Secretary and
- (b) Offices of the Provincial Election Commissioners of Baluchistan the North-West Frontier Province, the Punjab and Sind and their subordinate offices at divisional and district level.

(2) For the efficient performance of his functions under the Constitution and other laws, the Commissioner may set up such other offices at such places as he may deem expedient.

4. **Strength and composition of the Secretariat and Provincial offices, etc.**—(1) The Secretariat, the offices of the Provincial Election Commissioners and the offices at divisional and district level shall have such permanent or temporary posts and in such scales of pay as may, from time to time, be sanctioned by Commissioner with the approval of the President in addition to the existing strength of permanent and temporary posts.

(2) The Commissioner may, by order, direct that his powers under sub-rule (1) may, in such circumstances and under such conditions, if any, as may be specified in the direction, be exercisable also by the Secretary.

(3) The posts in the Secretariat, except the post of the Secretary, shall carry the same pay or scale of pay and other emoluments, and the persons appointed to such posts shall have the same status and terms and condition of service, as are, for the time being, applicable to the corresponding posts in the Federal Secretariat and the persons appointed thereto.

THE GAZETTE OF PAKISTAN, EXTRA., FEB. 9, 1989

(4) The post of the Secretary shall carry the same pay or scale of pay and other emoluments and persons appointed thereto shall have the same terms and conditions of service as are, for the time being, applicable to a Secretary or an Additional Secretary as the case may be, in the Federal Secretariat.

(5) The posts in the offices of the Provincial Election Commissioners and in their subordinate offices at divisional and district level shall carry the same pay or scale of pay and other emoluments, and the persons appointed to such posts shall have the same terms and conditions of service, as are, for the time being, applicable to the corresponding posts in an Attached Department or a Subordinate Office and the persons appointed thereto.

(6) Any post in the Secretariat or in the offices of the Provincial Election Commissioners and their subordinate offices at divisional and district level which does not correspond to a post in the Federal Secretariat or, as the case may be, in an Attached Department or a Subordinate Office shall carry such pay or scale of pay and other emoluments, and the persons appointed to such posts shall have such terms and conditions of service, as the Commissioner may, with the approval of the President, determine.

PART-III.—RECRUITMENTS

5. **Methods of Appointment.**—(1) Appointment to a post or class of posts may be made by one or more of the following methods, namely:—

- (a) by promotion of a person employed in the Secretariat, an office of a Provincial Election Commissioner or any of his subordinate offices at divisional and district level;
- (b) by transfer on deputation of a person serving outside the Secretariat, and the other offices referred to in clause (a) in connection with the affairs of the Federation or of a Province, on such terms and conditions as may, by general or special order, be specified by the Commissioner; and
- (c) by direct recruitment.

(2) A person appointed under clause (b) of sub-rule (1) shall—

- (a) unless he is permanently absorbed in any post under the Commissioner, be liable to be reverted at any time to the service from which he was transferred; and
- (b) on his permanent absorption in any post under the Commissioner, be entitled to draw such pay and allowances as are attached to that post.

- (3) The Commissioner may, from time to time, by general or special order—
- (a) specify the method or methods by which recruitment to a post or class of posts shall be made;
 - (b) specify the percentage of vacancies to be filled by each method; and
 - (c) specify the constitution of—
 - (i) Selection Boards or Committees for the purpose of appointment by direct recruitment or, as the case may be, by transfer; and
 - (ii) Departmental Promotion Committees for the purpose of appointment by promotion.
- (4) The qualifications and experience required for appointment to the posts under the Commissioner shall be—
- (a) in the case of posts in the Secretariat, the same as are required for appointment to the corresponding posts in the Federal Secretariat; and
 - (b) in the case of posts in the offices of the Provincial Election Commissioners and their subordinate offices at divisional and district level, the same as are required for appointment to the corresponding posts in the Attached Departments and Subordinate Offices.
- (5) The qualifications and experience required for appointment to any post in the Secretariat or in the offices of the provincial Election Commissioners and their subordinate offices at divisional and district level, which does not correspond to a post in the Federal Secretariat or, as the case may be, in an Attached Department or Subordinate office shall be such as may be specified by the Commissioner.
- 6. Qualification, etc., for appointment by promotion.—**(1) The qualifications and experience for appointment to the various categories of posts by promotion shall be the same as are applicable and prescribed for the employees of the Federal Government from time to time.
- (2) No employee shall have any claim for promotion as a matter of right.
- (3) Any office set up by the Commissioner under sub-rule (2) of rule 3 shall have such posts as the Commissioner may, with the approval of the President, create from time to time.

THE GAZETTE OF PAKISTAN, EXTRA., FEB. 9, 1989

(4) The posts created under sub-rule (3) shall carry the same pay or scales of pay and other emoluments, and the persons appointed to such posts shall have same terms and conditions as are applicable to the corresponding posts in the Sub-ordinate offices.

7. **Quota for recruitment to posts.**—The posts in the Secretariat, and its Attached and Subordinate Offices required to be filled in by direct recruitment shall be filled according to the Provincial and Regional quota system observed by the Federal Government.

8. **Appointing authorities.**—The authorities competent to make appointments to the various posts shall be as follows:—

APPOINTING AUTHORITIES

Posts	Secretariat	Office of the Provincial Election Commissioners and their subordinate offices at divisional and district level.
1	2	3
BPS-17 and above	Commissioner	Commissioner
BPS-16	Secretary	Secretary
BPS 11-15	Joint Secretary (Admn)	Provincial Election Commissioner
BPS 3-10	Deputy Secretary (Admn)	Provincial Election Commissioner
BPS 1-2	Section Officer (Estt.)	*Joint Provincial Election Commissioner

9. **Posting and transfer.**—A person holding any appointment under the Commissioner shall be liable to serve anywhere in Pakistan and in any post under the Commissioner.

10. **Conditions of service, etc.**—(1) Subject to these rules, the rules and orders for the time being in force and applicable to civil servants of corresponding

*Substituted *vide* Election Commission's Notification No.F.3(23)/79-Estt-I, dated the 8th June, 1998

posts of the Federal Government shall regulate the terms and conditions of service of officers and servants of the Election Commission of Pakistan :

Provided that the powers exercisable by the President under the rules and orders applicable to civil servants, or any other authority, subordinate to the President, shall be exercisable by the Commissioner or by such person as the Commissioner may, by general or special order, direct.

(2) The Commissioner may, with the approval of the President, relax any of the prescribed conditions of appointment in case; where he considers it desirable to do so in the interest of public service.

PART-IV.—RE-EMPLOYMENT

11. **Re-employment.**— A retired employee shall not ordinarily be re-employed in any post under the Commissioner unless such re-employment is necessary in the public interest and is made with the prior approval of the Commissioner. Such re-employment shall be regulated by such terms and conditions as may be laid down by the Federal Government from time to time.

PART-V.—METHOD OF DEPARTMENTAL PROCEEDINGS

12. **Conduct and discipline.**— (1) In the matter of conduct, efficiency and discipline, the employees of the Commissioner shall be governed by the Government Servants (Efficiency and Discipline) Rules, 1973 the Government Servants (Conduct) Rules, 1964 and all other rules and orders in this regard, which are applicable to the employees of the Federal Government.

(2) The following shall be the authorities and the authorised officers in respect of the employees of the Commissioner in terms of sub rule (2) and (3) of rule 2 of the Government Servants (Efficiency and Discipline) Rules, 1973:—

Sl. No.	Posts	Authority	Authorised Officer
1	2	3	4
<u>SECRETARIAT</u>			
1.	BPS-17 and above	Commissioner	Secretary
2.	BPS-16	Secretary	Joint Secretary (Admn)
3.	BPS-11 to 15	Joint Secretary (Admn)	Deputy Secretary (Admn)
4.	BPS-1 to 10	Deputy Secretary (Admn)	Section officer (Estt.)

(7)

THE GAZETTE OF PAKISTAN, EXTRA., FEB. 9, 1989

OFFICES OF THE PROVINCIAL ELECTION COMMISSIONERS
AND THEIR SUBORDINATE OFFICES AT DIVISIONAL AND
DISTRICT LEVEL

Sl. No.	Posts	Authority	Authorised Officer
1	2	3	4
1.	BPS-17 and above	Commissioner	Secretary
2.	BPS-16	Secretary	Joint Secretary (Admn.)
3.	BPS-3 to 15	Provincial Election Commissioner	*Joint Provincial Election Commissioner
4.	BPS-1 to 2	*Joint PEC	Assistant Election Commissioner (Estt/Admn)

PART-VI.—MISCELLANEOUS

13. **Interpretation.**— Any question as to the interpretation of any provision of these rules shall be resolved by a decision of the Commissioner and such decision shall be final.

14. **Relaxation of rules.**— Where the Commissioner is satisfied that the operation of any provision of these rules causes undue hardship on any particular case, he may, with the approval of the President, dispense with or relax the requirements of that provision to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

15. **Repeal.**— The Election Commission (Officers and Servants) Rules, 1967, are hereby repealed.

[No.F.3(23)/70-Estt.I]

*Substituted *vide* Election Commission's Notification No.F.3(23)/79-Estt-I, dated the 8th June, 1998

II. METHODS, QUALIFICATIONS, EXPERIENCE AND OTHER
CONDITIONS FOR APPOINTMENT TO VARIOUS POSTS
UNDER THE ELECTION COMMISSION OF PAKISTAN

8

REGISTERED No. M - 302
L.-7646

The Gazette of Pakistan

EXTRAORDINARY
PUBLISHED BY AUTHORITY

ISLAMABAD, THURSDAY, DECEMBER 16, 1989

PART III

Other Notifications, Orders, etc.

ELECTION COMMISSION OF PAKISTAN

NOTIFICATION

Islamabad, the 14th December, 1989

No. F.3(5)/89-Estt.I.— In exercise of the powers vested under clauses (a) & (b) of sub-rule (3) of Rule 5 and sub-rule (5) of Rule 5 of the Election Commission (Officers and Servants) Rules, 1989, the Chief Election Commissioner is pleased to specify the following methods, qualifications, experience and other conditions for appointments to various posts in the Election Commission Secretariat, its attached departments *i.e.* offices of Provincial Election Commissioners and subordinate offices *i.e.* field offices :-

A. METHODS OF APPOINTMENTS

Sl. No.	Name of post	BPS	Method of appointment
---------	--------------	-----	-----------------------

GAZETTED OFFICERS

*1.	Additional Secretary.	21	By promotion or by transfer
1-A	Joint Secretary/Provincial Election Commissioner	20	By promotion or by transfer

*Inserted vide Notification No. F. 3 (5)/89-Estt- I dated 10-9-1990.

THE GAZETTE OF PAKISTAN, EXTRA, DEC. 16, 1989

1	2	3	4
2	Deputy Secretary/Joint Provincial Election Commissioner	19	By promotion or by transfer
3.	Director Public Relations	19	By direct recruitment or by transfer
4.	Section Officer/Deputy Election Commissioner	18	By promotion.
5.	Section Officer/Assistant Election Commissioner.	17	-Do-
*5-A	Section Officer (Law).	17	By direct recruitment or by promotion.
6.	Deputy Director Public Relations.	18	By direct recruitment or by transfer.
7.	Research Officer.	17	By direct recruitment.
8.	PS to C.E.C./Secretary.	17	By direct recruitment or by promotion.
9.	Accounts Officer.	17	By transfer from Office of the Auditor General/Accountant General, Pakistan Revenues.
10.	Election Officer.	16	50% by promotion and 50% by direct recruitment.
11.	APS to C.E.C.	16	By direct recruitment or by promotion.
12.	Superintendent.	16	By promotion.
13.	Librarian	16	By direct recruitment.
14.	A.P.R.O.	16	-Do-
**14-A	Legal Assistant	16	By direct recruitment or by transfer.
15.	Stenographer	15	50% by promotion and 50% by direct recruitment.
16.	Data Processing Supervisor.	14	By direct recruitment.
17.	Publicity Officer	14	By direct recruitment.
18.	Stenotypist	12	-Do-
19.	Assistant	11	50% by promotion and 50% by direct recruitment.
20.	Draughtsman.	11	By direct recruitment.
21.	Cataloguer	7	-Do-
22.	Telex Operator	7/8	-Do-
23.	Upper Division Clerk	7	50% by promotion and 50% by direct recruitment.
24.	Lower Division Clerk	5	90% by direct recruitment and 10% by promotion of eligible officials in BPS-1-2.
***25.	Fax/Photostat Machine Operator	7	50% by direct recruitment and 50% by promotion
***26.	Telephone Operator	7	By direct recruitment or by transfer

*Inserted vide Notification No.F.3(11)/92-Estt-I dated 21-11-1992

** Inserted vide Notification No.F.3(5)/89-Estt-I dated 10-9-1990

*** Inserted vide Notification No.F.3(5)/89-Estt-I dated 9-4-1997

9

THE GAZETTE OF PAKISTAN, EXTRA, DEC. 16, 1989

B. QUALIFICATIONS AND EXPERIENCE

The qualifications and experience required for the following posts, which do not correspond to the posts in the Federal Secretariat or their attached departments and subordinate offices will be as under :-

Sl. No.	Name of post with BPS	Educational Qualification	Experience/length of service	Age limit
1	2	3	4	5
GAZETTED OFFICERS				
1.	Director Public Relations (BPS-19)	<u>For direct recruitment</u> M.A. Journalism (at least 2 nd Division).	12 years experience of Public Relations work in any Govt. Department/Agency or Semi-Government Department or in a private organization of standing and repute.	Upto 40 years (relaxable in suitable cases).
2.	Deputy Director Public Relations (BPS-18)	<u>For direct recruitment</u> M.A. Journalism (at least 2 nd Division).	8 years experience of Journalism or Public Relations work in any Govt. Department/Agency or Semi-Government Department or in a private organization of standing and repute.	Upto 36 years (relaxable in suitable cases).
3.	Research Officer (BPS-17)	2 nd Class Master's degree in political science/Law degree.	5 years research/teaching experience or 5 years experience as public prosecutor/practising lawyer.	Upto 35 years (relaxable in suitable cases).
	*3(A) S.O.(Law) (BPS-17).	Bachelor's Degree in Law from a recognised University or a Barrister-at-Law	At least 5 years experience as practicing lawyer or public prosecutor. Well versed in Constitutional law, Election Laws and procedural laws.	Upto 35 years.
			Or	
			** At least 5 years experience as Legal Assistant in any Federal/ Provincial Government Department dealing with matters relating to Constitutional Law, Election Laws and Procedural Laws.	
4.	PS to C.E.C/ Secretary (BPS-17)	<u>For promotion</u> Personal selection by the C.E.C./Secretary from amongst the Stenographers.	As in case of Federal Government officers.	Not applicable.
		<u>For direct recruitment</u> Graduate with Shorthand speed 120 w.p.m. and typing speed 50 w.p.m.	7 years experience as Stenographer/Private Secretary	Upto 25 years (relaxable in suitable cases).

*Inserted vide Notification No.F.3(11)/92-Estt-I dated 21-11-1992.

**Inserted vide Notification No.F.3(5)/89-Estt-I dated 10-7-1994

THE GAZETTE OF PAKISTAN, EXTRA, DEC. 16, 1989

1	2	3	4	5
5.	Election Officer (BPS-16)	<u>A. FOR PROMOTION</u> For becoming eligible for <u>Promotion as Election Officer</u> The qualifications/experience required for departmental candi- dates for becoming eligible for promotion to the post of Election Officer (BPS-16) will be as under:-		
		<u>Qualification</u>	<u>Experience</u>	
		(i) B.A./B.Sc	Three years service as Stenographer /five years service as Assistant in the Election Commission Secretariat or concerned P.E.C's Office (including field offices).	Not applicable
		(ii) B.A/B.Sc.	OR Six years service as Stenotypist or 8 years service as UDC in the Election Commission Secretariat or concerned P.E.C's office (including field offices)	-Do-
		(iii) Matric	OR eight years service as Assistant/six years service as Stenographer in the Election Commission Secretariat or concerned P.E.C's office (including field offices).	-Do-
		(iv) Matric	OR 10 years service as Stenotypist/ 12 years service as UDC in the Election Commission Secretariat or concerned P.E.C's Office (including field offices).	-Do-
		<u>B. FOR DIRECT RECRUITMENT</u>		
		* (i) M.A./M.Sc. (2 nd Division)	-	28 years (relaxable in suitable cases)
		(ii) B.A.(Hons.)/ B.Sc (Hons.)/ B.Com(Hons.) (2 nd Division)	-	-do -
		OR		
		(iii) Law Graduate (2 nd Division)	-	- do -
		OR		
		(iv) B.A./B.Sc. (2 nd Division)	Two years service experience in any Govt. Organization	

*Substituted vide Notification No.F.3(5)/89-Estt-I dated 4-9-2000.

THE GAZETTE OF PAKISTAN, EXTRA, DEC. 16, 1989

1	2	3	4	5
		Notes:--(A) The holders of degree of L.L.B (Sharia)/B.S. (Hons), B.Sc. (Hons) in Usul—ud-Din/ Economics from International Islamic University, Islamabad will be treated equal to candidates, who carry degree of M.A/M.Sc. in respective disciplines from other Universities in Pakistan and will be considered as eligible for appointment as Election Officer. (B) Graduates of Dar-ul-Uloom recognised by the University Grants Commission will also be considered as eligible for appointment as Election Officer. (C) All these qualifications will be equally applicable in case of Election Commission Secretariat, its attached offices i.e. offices of Provincial Election Commissioners and subordinate field offices.		
6. APS to C.E.C. (BPS-16)		<u>For Promotion</u> Seniority <i>cum</i>-fitness from amongst the Stenographers, subject to personal selection by the C.E.C. <u>For direct recruitment</u> Intermediate with Shorthand speed 100 w.p.m. Typing speed 50 w.p.m. subject to personal selection by the C.E.C.	Experience as Stenographer/ PS desirable	Not applicable Upto 25 years (relaxable in suitable cases)
7. Librarian (BPS-16)		At least second class Bachelor's degree with diploma in Library science <i>OR</i> Bachelor of Library Science.	Two years experience as Librarian <i>or</i> four years experience as Cataloguer.	Upto 25 years (relaxable in suitable cases).
8. APRO (BPS-16)		2 nd Class Master's degree in Journalism.	Two years research or Public Relations experience in any Govt. Organization.	-Do-
*8-B Legal Assistant (BPS-16)		Bachelor's degree in Law from a recognised University or a Barrister at Law.	Two years experience as an advocate or as a Government Servant in BPS-11 or above.	Upto 30 years (relaxable in suitable cases)
9. Data Processing Supervisor (BPS-14)		Second Class Bachelor's degree with Mathematics/ Physics/Statistics/ Economics	Three years experience in the field of Data Processing and Supervisory experience in Data Control and/or punch/ Verifier operation.	Upto 30 years (relaxable in suitable cases)

*Inserted vide Notification No. F.3(5)/89-Estt-I, dated 10-9-1990.

THE GAZETTE OF PAKISTAN, EXTRA, DEC. 16, 1989

1	2	3	4	5
10. Publicity Officer (BPS-14)	Second Class Bachelor's degree. In addition a Diploma in Journalism.	One year experience as a Press Correspondent, Journalist <i>or</i> Some experience in Public Relations and Publicity work.	Upto 25 years (relaxable in suitable cases)	
11. Draughtsman (BPS-11)	Matric with diploma in Draftsmanship (3 years course from any Govt. Polytechnical Institute; <i>Or</i> Tracer.	Seven years experience in case of Tracer.	-do-	
12. Cataloguer (BPS-7)	Matric with certificate in Library Science from an Institution recognized and notified by the Ministry of Education.		-do-	
13. Telex Operator, (BPS-7/8)	Matric with typing speed of 30 w.p.m.	Preference will be given to those who already know handling of telex machine.	-do-	
14. Fax/Photostat Machine Operator(BPS-7)	Intermediate	Experience for operating the photostat and telex machines will be considered as an additional qualification.	-do-	
15. Telephone Operator (BPS-7)	Matric	Sufficient knowledge and experience of handling PBX system of at least 50 lines.	-do-	

REGISTERED No. M - 302
L.-7646

The Gazette of Pakistan

EXTRAORDINARY
PUBLISHED BY AUTHORITY

ISLAMABAD, THURSDAY, DECEMBER 4, 2003

PART III

Other Notifications, Orders etc.

ELECTION COMMISSION OF PAKISTAN NOTIFICATION

Islamabad, the 4th December, 2003

No. F. 3 (5)/89-Estt-I.—In exercise of the powers vested under clauses (a) & (b) of sub-rule (3) of Rule 5 and sub-rule (5) of Rule 5 of the Election Commission (Officers and Servants) Rules, 1989 and in continuation of this Commission's Notification of even number, dated the 14th December, 1989, the Chief Election Commissioner is pleased to specify the following methods, qualifications, experience and other conditions for appointments against below mentioned posts in the Election Commission of Pakistan:—

A. METHODS OF APPOINTMENTS

Sl.No.	Name of post	BPS	Method of appointment
1	Director MIS/IT (System Analyst)	18	by direct recruitment or by transfer
2.	Software Developer (Computer Programmer)	17	by direct recruitment or by transfer

(5293)

Sl.No.	Name of post	BPS	Method of appointment
3	Network Administrator	16	by direct recruitment or by transfer
4	Database Administrator/Data Control Supervisor	16	by direct recruitment or by transfer
5	Hardware Technician	12	by direct recruitment or by transfer
6	Data Entry Operator	12	by direct recruitment or by transfer

B. QUALIFICATIONS AND EXPERIENCE

The qualifications, experience and age limit required for the above mentioned posts will be as under:—

Sl. No.	Name of Post with BPS	Educational Qualification	Experience	Age limit
1.	Director MIS/IT (Systems Analyst) BPS-18	Minimum 2nd Class or CGPA 3.0 Master's Degree in Computer Science or Bachelor's Degree (4 years after HSSC) in Computer Science or Software Engineering or Information Technology.	5 years experience in the relevant field.	35 years
2.	Software Developer (Computer Programmer) BPS-17.	Minimum 2nd Class or CGPA 3.0 Master's Degree in Computer Science or Bachelor's Degree (4 years after HSSC) in Computer Technology.	-Nil-	30 years
3.	Network Administrator BPS-16	2nd Class or "C" grade Bachelor's Degree (two years after FA/F.Sc.). Certificate in MCSE, RHCE. Cisco Router Management will be preferred.	2 years experience in System Network Administration. Experience relaxable by one year for persons possessing any one of the specified certifications.	28 years
4.	Database Administrator/Data Control Supervisor BPS-16	2nd Class or "C" grade Bachelor's Degree (two years after FA/F.Sc.).	2 years experience in supervising data entry operations, data coding and data control.	28 years

PART III] THE GAZETTE OF PAKISTAN, EXTRA., DEC. 4, 2003 5295

Sl. No.	Name of Post with BPS	Educational Qualification	Experience	Age limit
5.	Hardware Technician BPS-12	2nd Class or "C" grade in HSSC with one year Diploma in Hardware and Maintenance from Technical Board. Certificate in A+ desirable.	2 years practical experience in Hardware Maintenance.	28 years
6.	Data Entry Operator BPS-12	2nd Class or "C" grade or equivalent in F.A./F.Sc. with typing speed of 10,000 key depression per hour.	-Nil-	28 years

Sd/-
AKHTAR HUSSAIN SABIR,
Deputy Secretary (Admn)