

QUALIFICATIONS, EXPERIENCE AND AGE LIMITS FOR INITIAL APPOINTMENT

4. A candidate must possess the educational qualifications and experience and must be within the age limits as mentioned against the posts concerned in the Schedule to this Notification provided that:—

- (i) “Experience” means, experience gained in a regular full-time paid job after obtaining the required qualifications;
- (ii) the period spent by a candidate in obtaining degree of M.Phil or Ph.D in the relevant field shall be treated as practical experience up to a maximum period of two and four years respectively for the purpose of initial appointment, provided that:
 - (a) a candidate who has obtained the degree of M.Phil or Ph.D during service shall not be entitled to a double benefit of counting the said period as service towards experience prescribed for the post; and
 - (b) this concession shall not be available for the posts for which the prescribed qualification is M.Phil/Ph.D.
- (iii) the maximum age limit shall be relaxed in respect of the candidates specified and to the extent indicated in the Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 1993 as amended from time to time; and
- (iv) eligibility of candidates shall be reckoned, as on the closing date fixed for submission of applications in accordance with these Recruitment Rules and the Instructions issued by the Federal Government and the Federal Public Service Commission from time to time.

APPOINTMENT BY TRANSFER

5. (1) Appointment by transfer shall be made from amongst the persons holding appointments on regular basis in the Federal Government/Armed Forces/Police/ Customs & Excise/FIA and any other law Enforcing Agency under the Federal/Provincial Government or from any other Occupational Groups/Department in the same Basic Pay Scale or equivalent to the post to be filled provided the person concerned possesses the qualification and experience prescribed for initial appointment or promotion to the post concerned.

(2) A person appointed under rule 5 (1) may, with the approval of the appointing authority, be absorbed on regular basis in the Anti Narcotics Force against the quota of appointment by transfer after obtaining the consent of the person concerned and the agreement of his parent department. Seniority of the incumbents shall be determined in the cadre from the date of regular appointment in the Anti Narcotics Force.

PROBATION

6. Persons appointed by initial appointment or promotion or transfer shall be on probation for a period of one year. This period may be curtailed for good and sufficient reasons to be recorded, or if considered necessary, it may be extended for a period not exceeding one year as may be specified at the time of appointment. Appointment on probation shall be subject to the provisions of Section 6 of the Civil Servants Act, 1973 read with Rule 21 of the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973.

7. This Notification issues with the concurrence of the Establishment Division *vide* their O.M. No. 27/2/2008.R-5, dated 15-12-2008 and FPSC *vide* its letter No.F-12-5/2009-RR, dated 3rd May, 2010. This supersedes the Recruitment Rules notified *vide* SRO 35(KE)/96, dated 1.4.1996, as amended from time to time.

SCHEDULE

(See Rule -4)

S. No.	Designation and BS of the post	Qualifications and experience	Age limit	
			Min	Max
1	2	3	4	5
1.	Director General (BS-21/22)	(i) Second Class or Grade 'C' Master's Degree or equivalent qualification recognized by HEC. (ii) 21 years experience in Law Enforcement. Agency.	42 years	50 years
2.	Deputy Director General (BS-20/21)	(i) Second Class or Grade 'C' Master's Degree or equivalent qualification recognized by HEC. (ii) 17 years experience in Law Enforcement Agency.	37 years	45 years
3.	Director (BS-20)	(i) Second Class or Grade 'C' Master's Degree or equivalent qualification recognized by HEC. (ii) 17 years experience in Law Enforcement Agency.	37 years	45 years

1	2	3	4	5
4.	Joint Director (BS-19)	(i) Second Class or Grade 'C' Master's Degree or equivalent qualification recognized by HEC.	32 year	40 years
		(ii) 12 years experience in Law Enforcement Agency.		
5.	Joint Director (Computer) (BS-19)	(i) Second Class or Grade 'C' Master's Degree in Computer Science/ IT or equivalent qualification recognized by HEC.	32 years	40 years
		(ii) Twelve years experience in System Analysis/ Programming or Data Base Management.		
6.	Deputy Director (BS-18)	(i) Second Class or Grade 'C' Master's Degree or equivalent qualification recognized by HEC.	25 years	35 years
		(ii) Five years experience in Law Enforcement Agency.		
7.	Deputy Director (Law) (BS-18)	(i) LLB or equivalent qualification recognized by HEC.	25 years	35 years
		(ii) Minimum Five years experience/ Practice in the lower Courts.		
8.	Deputy Director (System Analyst) (BS-18)	(i) Second Class or Grade 'C' Master's Degree in Computer Science/ IT or equivalent qualification recognized by HEC.	25 years	35 years
		(ii) Five years experience in System Analysis/ Programming or Database Management.		
9.	Deputy Director (Database Administration) (BS-18)	(i) Second Class or Grade 'C' Master's Degree in Computer Science/ IT or equivalent qualification recognized by HEC.	25 years	35 years
		(ii) Five years experience in Data Base Administration.		
10.	Assistant Director (BS-17/18)	Second Class or Grade 'C' Master's Degree or degree in Law or equivalent qualification recognized by HEC.	22 years	30 years
11.	Assistant Director (Law) (BS-17/18)	(i) LLB or equivalent qualification recognized by HEC.	22 years	30 years
		(ii) Minimum Two years Practice/ experience in the Lower Courts.		

1	2	3	4	5
12.	Assistant Director (Programmer) (BS-17)	(i) Second Class or Grade 'C' Master's Degree in Computer Science/ IT or equivalent qualification recognized by HEC. (ii) Two years experience in Programming .	22 years	30 years
13.	Assistant Director (Net working) (BS-17)	(i) Second Class or Grade 'C' Master's Degree in Computer Science/ IT or equivalent qualification recognized by HEC. (ii) Two years experience in Net working.	22 years	30 years
14.	Assistant Director (Computer Hardware Manager) (BS-17).	(i) Second Class or Grade 'C' Master's Degree in Computer Science/ IT or equivalent qualification recognized by HEC. (ii) Two years experience in Computer Hardware.	22 years	30 years
15.	Project Officer (BS-17)	(i) Second Class or Grade 'C' Master's Degree in Sociology/ Anthropology/ Social Work. (ii) Two years experience in one of the above fields.	22 years	30 years
16.	Accounts Officer (BS-17)	(i) Second Class or Grade 'C' Master Degree in Commerce/ MBA / Finance Accounts or equivalent qualification recognized by HEC. (ii) Two years experience in Accounts/Budget.	22 years	30 years
17.	Administrative Officer (BS-17)	(i) Second Class or Grade 'C' Master Degree or equivalent qualification recognized by HEC. (ii) Two years experience in Establishment/Administration, fields.	22 years	30 years
18.	Inspector (BS-16)	(i) Second Class or Grade 'C' Bachelor's Degree or equivalent qualification recognized by HEC. (ii) Two years experience in Law Enforcement Agency/Security Agency.	20 years	28 years

1	2	3	4	5
19.	Inspector (Legal) (BS-16)	Second Class or Grade 'C' Bachelor Degree in Law or equivalent qualification recognized by the HEC.	20 years	28 years

[No. 2/1/95-ANF.]

SAJJAD AHMED
Deputy Secretary.