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EXTRAORDINARY

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**PART II**

Statutory Notifications containing Rules and Orders issued by all Ministries and Divisions of the Government of Pakistan and their Attached and Subordinate Offices and the Supreme Court of Pakistan

GOVERNMENT OF PAKISTAN

MINISTRY OF FEDERAL EDUCATION AND PROFESSIONAL TRAINING

NOTIFICATION

*Islamabad, the 15th August, 1995  
alongwith amended schedule  
16th April, 2007*

**S.R.O. 70(KE)/2019 :**

In exercise of powers under Section 14 of National College of Arts Ordinance 1985.the Controlling Authority has been pleased to approve the "National College of Arts. Lahore Employees Service Regulations 1995 alongwith amended schedule16th April, 2007" with immediate effect and until further orders.

NATIONAL COLLEGE OF ARTS, LAHORE

"EMPLOYEES SERVICE REGULATIONS, 1995 AMENDED SCHEDULE  
16TH APRIL, 2007"

In exercise of the powers conferred by Section 14 of the National College of Arts Ordinance.1985 (Ordinance XXVIII of 1985), the Board of Governors of the National College of Arts.Lahore, is pleased to make the following Regulations with the approval of the Controlling Authority.

(387)

Price : Rs. 60.00

1. **Short title, Application and Commencement.**—(i) These Regulations may be called the National College of Arts, Lahore, Employees Service Regulations, 1995.

(ii) These shall apply to all the regular employees of the college other than the deputationists, part-time employees, contract employees and those paid from contingency.

(iii) These Regulations shall come into force at once.

2. **Definitions.**—In these Regulations, unless there is anything repugnant in the subject or context :—

(a) Appointing Authority in relation to a post means the authority authorized under these Regulations or any order of the Board to make appointment to that post.

(b) 'Board' means the Board of Governors of the National College of Arts, Lahore, as constituted under Section 10 of the Ordinance.

(c) 'College' means the National College of Arts, Lahore.

(d) 'Committee' means Selection Committee.

(e) 'Competent Authority' means an authority (other than an Appointing Authority or Authority for the purpose of E&D Rules) authorized under these Regulations or any adopted rule or regulation to pass an order or exercise power in respect of any terms and conditions of service.

(f) 'Employee' means employee of the Board but does not include.

(i) a person on deputation to the college from the Government or any other body and'

(ii) a person who is employed on contract or on work-charged basis or who is paid from contingencies.

(g) 'Government' means the Federal Government.

(h) 'Initial appointment' means appointment made other-wise than by promotion or transfer.

(i) 'Ministry' means the Ministry of Education, Government of Pakistan.

(j) 'Ordinance' means National College of Arts Ordinance, 1985 (Ordinance No.XXVIII of 1985).

- (k) 'Pay' means the amount drawn monthly by an employee as pay and includes technical pay, special pay, personal pay and other emoluments declared by the Board to be pay.
- (l) 'Permanent Post' means a post sanctioned without limit of time.
- (m) 'Prescribed' means prescribed by regulations and in the matters not provided by the Regulations such Rules or regulations of Government as adopted or may be adopted by the Board from time to time.
- (n) 'Regulations' means National College of Arts Employees Service Regulations, 1995.
- (o) 'Selecting Authority' means Committee or other authority or body on the recommendations of or in consultation with which any appointment, promotions or transfer, as may be prescribed, is made.
- (p) 'Service' means, service of the College.
- (q) 'Sub-Selection Committee' means Committee constituted for making recommendations for appointment to the posts in BPS 1 to 15.
- (r) 'Temporary Post' means a post other than permanent post.
- (3) For the purpose of these Regulations, an appointment whether by promotion or otherwise shall be deemed to have been made on regular basis if it is made in the prescribed manner.
- (4) Words and expressions used but not defined in these Regulations shall bear the same meanings as they bear in the Ordinance and in other cases in the Civil Servants Act, 1973 (Act LXXI of 1973) or the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973 and other rules or orders instructions on the subject as applicable to civil servants of government.
- (5) **Matters not provided for in the Regulations.**—In all matters not provided for in these Regulations the orders or decision of the Board shall, subject to approval of the Controlling Authority, where necessary, be final.
- (6) Appointments, to posts shall be made in the prescribed manner by the Board or by a person authorized by the Board, by promotion, or initial recruitment, as specified in the Schedule I to these Regulations, or any decision or Order of the Board.
- (7) Promotions and direct recruitment to the posts carrying Basic Pay Scales 1 to 15 shall be made by the Principal on the recommendations of sub-Selection Committee:

**TERMS AND CONDITIONS**

(8) The terms and conditions of service of employees shall be as provided in these regulations or such orders as may be passed by the Board from time to time.

(9) Appointment by promotion to posts in BPS-16 and above shall be made by the appointing authorities prescribed in Schedule I, and promotions to posts in BPS-1 to 15 shall be made by the Principal on the recommendations of the Sub-Selection Committee.

Promotion shall not be claimed as a right by any employee.

(10) Only such employees as possess the qualifications and meet the conditions laid down for promotion in Schedule I shall be considered by the Committee or the Sub-Selection Committee for promotion to higher post.

(11) A person in the service of Government or any Body who possesses the minimum prescribed qualification and experience shall be eligible for appointment on deputation in accordance with the policy prescribed by Government.

(12) Where appointing authority considers it to be in college's interest that the senior most person does not fulfill the conditions of specified length of service for promotion to a higher post or no suitable candidate is available for direct recruitment to posts in BPS-17 to 21 it may appoint an employee on acting charge basis on the recommendations of the Committee for a period of six months or more. Such appointment on acting charge basis shall not amount to regular appointment for any purpose including seniority nor shall it confer any vested right for regular promotion.

**INITIAL APPOINTMENT**

(13) (i) Initial recruitment to posts in BPS-16 and above shall be made by the Board on the basis of examination or test or interview to be conducted by the Committee after advertising the post in the newspapers of wide circulations.

(ii) Initial recruitment to all posts in BPS-1 to 15 shall be made by the Principal on the basis of examination; tests or interview after advertising vacancies in newspapers of wide circulation or after inviting names from the Employment Exchange and on the recommendation of the Sub-Selection Committee.

(iii) Direct recruitment to posts in BPS-3 and above in the college shall be made on the basis of Provincial/Regional quota as prescribed by Government.

(14) A candidate for initial appointment to a post must possess the educational qualification and experience prescribed in Schedule-I and must be within the prescribed age limit provided that: —

- (a) experience where prescribed would include equivalent post, qualification and experience in a profession or in the service of a government department or in a body
- (b) age shall be reckoned on the last date fixed for submission of applications for a post to be filled by direct recruitment.

(15) No person shall be appointed to a post unless he is a citizen of Pakistan provided that in suitable cases this restriction may be relaxed by the Board with the approval of Government.

(16) A Candidate for direct appointment must be in a good mental and bodily health and free from any physical defect likely to interfere with the discharge of his duties. A candidate will not be appointed if he does not satisfy these requirements after such medical examination as Board may prescribe.

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

- (2) Notwithstanding anything in sub-clause (1) an appointment by direct recruitment shall be subject to the verification of character and antecedents of the candidates to the satisfaction of appointing authority.

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

### PROBATION

(19).—(1) Persons appointed by direct recruitment. Promotion or transfer shall be on probation for a period of one year, which may be, for good and sufficient reasons to be recorded, curtailed, or, if considered necessary. It may be extended for a period not exceeding one year.

- (2) On successful completion of probation period the appointing authority shall by specific order terminate the probation. If no such order is passed on the expiry of the first year of probation, it shall be deemed to have been extended under sub clause (1):

Provided that subject to the provision of sub clause (3) in the absence of any order under sub-clause (2) the period of probation shall, on the expiry of the extended period under sub-clause (2) be deemed to have successfully been completed.

- (3) Where, in respect of any post the satisfactory completion of probation includes passing of a prescribed examination, test or course or training, a person appointed on probation to such post who before expiry of original or extended period of probation, has failed to pass such examination or test or to successfully complete course or the training shall except as may be prescribed otherwise:-
- (a) if he was appointed to such service or post by direct recruitment be discharged ; or
  - (b) if he was appointed to such post by promotion or transfer, be reverted to the post from which he was promoted or transferred and against which he holds a lien or, if there be no such post, be discharged:

Provided that in the case of direct recruitment to a post an employee shall not be deemed to have completed his period, of probation satisfactorily until his character and antecedents have been verified as satisfactory in the opinion of the appointing authority.

### CONFIRMATION

20. An employee appointed on probation shall, on satisfactory completion of his probation be eligible for confirmation in the post, as may be prescribed.

An employee promoted to a post on regular basis shall be eligible for confirmation after rendering satisfactory service for the period prescribed for confirmation therein.

There shall be no confirmation against any temporary post.

An employee who, during the period of his service was eligible to be confirmed in any post retires from service before being confirmed shall not, merely by reason of such retirement, be refused confirmation in such post or any benefits accruing therefrom.

Confirmation of any employee in a service or post shall take effect from the date of occurrence of permanent vacancy in that post or from the date of continuous appointment whichever is later.

21. Seniority *inter-se* of employees regularly appointed to posts in the same cadre shall be determined: —

- (1) (a) In the case of employees appointed by direct recruitment, in accordance with the order of merit assigned by the Selection Committee, provided that employees selected for appointment to a post in earlier selection shall rank senior to the employees selected in a latter selection, and
- (b) In the case of employee appointed otherwise; with reference to the dates of their regular continuous appointment in the post or cadre provided that if date of continuous appointment in the case of two or more employees is the same the older if not junior to the younger in the next below post, shall rank senior to the younger employee. Employees who are selected for promotion to a higher post in one batch shall, on their promotion to higher post, retain their *inter-se* seniority in the lower post.

*Explanation I.*—if an employee junior in a lower post is promoted to a higher post by superceding his senior and subsequently the latter is also promoted, the promoted first shall rank senior to the one promoted subsequently.

*Explanation II.*—A junior appointed to a higher post shall be deemed to have superseded his senior only if both the junior and the senior were considered for the higher post and junior was promoted in preference to the senior.

- (2) Seniority of employees appointed by direct recruitment to the same post *vis-a-vis* those appointed otherwise (*i.e.* by promotion or transfer *etc.*) shall be determined with reference to the date of continuous appointment to the post provided that if two dates are the same the employee appointed otherwise shall rank senior to the employee appointed by direct recruitment, provided that seniority of employees belonging to the same category will not be altered.

*Explanation.*—In case a group of employees is selected for direct recruitment at one time, the earliest date on which anyone employee of such group joins the said date will be deemed to be the date of appointment of all the employees in the group. Similarly in case of a group of employees appointed otherwise at one time as a result of same recommendations/selection, the earliest date on which anyone of the group joins the same will be deemed to be the date of appointment of all the employees in the group.

In cases where these Regulations are silent in a particular situation then General Principles of Seniority as laid down by the Government for civil servants and instructions issued by the Government from time to time shall apply.

**TEMPORARY APPOINTMENTS**

22. Appointing Authority may fill a post on temporarily basis for a period of six months without the recommendations of Committee and such an appointment shall not confer any right for regular' appointment or any other right upon the appointee except right of pay and allowance for the period for which temporary appointment is made.

**PAY**

23. An employee appointed to a post shall be entitled in accordance with the Regulations or Rules framed by the Board or Government to pay sanctioned for such post.

Provided that when the appointment or promotion is made on a current charge basis or by way of additional charge his pay shall be regulated in the manner as provided under the Rules of the Federal Government.

Provided further that where an order of dismissal, removal or retirement from service or termination of service or reduction in rank is *set aside* the employee shall be entitled to such arrears of pay as the authority setting aside such order may determine.

**TERMINATION OF SERVICE**

24. (1) The service of an employee may be terminated without notice:
- (i) during initial or extended period of his probation provided that this Clause shall not be applicable to an employee who was on probation in higher post with a lien on lower post or to an employee who was appointed by transfer from any other service or cadre and retained his lien in that service or cadre; in such cases he shall be reverted to his former post, service or cadre.
  - (ii) services of a temporary employee shall automatically stand terminated without any order of termination on the expiry of fixed term of appointment unless such an appointment is extended by further order of appointing authority.
- (2) Where, on the abolition of a post or reduction in the number of posts in a cadre or service the services of a permanent or temporary employee are required to be terminated, the person whose services are terminated shall ordinarily be the one who is the most junior in such cadre or service.
- (3) Notwithstanding the provisions of para (1) but subject to the provisions of para (2) services of a temporary employee shall be liable to termination on fourteen day's notice or pay in lieu thereof without assigning any reason.

### REVERSION TO A LOWER POST

25. An employee appointed or promoted to a higher post on temporary or provisional or officiating or current charge or additional charge basis shall be liable to reversion to his lower post at any time without assigning any reason or without notice.

### RETIREMENT

26. An employee shall retire from service on the completion of the sixtieth year of his age or such age as fixed by the Government as retiring age for civil servants. Even before attaining such age of retirement an employee shall retire from service on such date as fixed by an appointing authority in respect of the post held by him after employee has completed 25 years of service qualifying for pension or other retirement benefits in the interest of college.

### RE-EMPLOYMENT

27. Re-employment of a retired employee may be made in the interest of the college with the approval of competent authority in accordance with such instructions and rules as issued/made by the Government for civil servants.

### RESIGNATION

28. An employee may resign from his post at any time after giving three months notice in writing. However, such an employee shall not be relieved of his duties until his resignation is accepted by appointing authority. Immediately when order of acceptance of resignation is sent to the employee his resignation shall be final. Temporary employee may however resign after giving one month's notice subject to the other conditions as laid down in respect of other employees.

### MEDICAL FACILITIES

29. Medical allowance shall be admissible to the employees of various grades as under:

- (a) For married employees 20% of the pay subject to a minimum of Rs.150 and a maximum of Rs.300 P.M. for unmarried 10% of pay subject to a minimum of Rs.75 and maximum of Rs.150.
- (b) The employees/retired employees and their families/dependents shall be reimbursed all the expenditure incurred on account of medical treatment on hospitalization including consultation fee laboratory charges, X-Ray and Ultra sound charges, supply of medicines, vaccines, sera or other therapeutic substances, accommodation provided in the hospital and suited to the status of the patient or as required by the nature of his disease and nursing as provided to indoor patients in the hospital, or any other treatment recommended by the Authorized Medical Officer subject to the production of bills/vouchers. Indoor medical facilities will be allowed in hospitals approved by the Board of Governors.

- (c) In case of a serious, continuous or chronic disease, if the Authorized Medical Officer is of opinion that the case of a outdoor patient is of such a serious or special nature as to require medical attendance by some person other than himself or that such attendance or treatment is not possible at the hospitals mentioned in clause (b) above, he may recommend the patient to get treatment at a place and manner thought fit by him subject to approval by the Principal. The expenditure so incurred shall be reimbursed on the production of receipts/vouchers provided that the amount shall not exceed Rs.5,000/- in any particular case and further provided that such reimbursement shall not exceed Rs. 20,000/- for one patient in one financial year. Cases involving reimbursements beyond the afore-mentioned limits shall be referred to the Board of Governors for approval.
- (d) The reimbursement ceilings mentioned in clause (c) above may be revised with concurrence of Finance Division.
- (e) For the purposes of this Regulation the words 'family' and 'dependents' shall have the same meanings as given to them in Rule 2(d) of Federal Services (Medical Attendance) Rules 1990.
- (f) The Principal may nominate, from amongst the Medical Officers in employment of hospitals mentioned in clause (b) above as Authorized Medical Officers for the purposes mentioned hereinabove.
- (g) In case of bogus/fraudulent claims, the claimants shall be dealt with under the Efficiency and Discipline Rules for the recovery of amount drawn by them and such other punishment as is deemed necessary for misconduct.

#### HOUSE RENT ALLOWANCE

(30) The Principal shall be entitled to unfurnished residential accommodation. The hiring of Principal accommodation should be within the prescribed limit fixed by Federal Government for Civil Servants of equivalent grades/status.

Subject to availability of funds employees of the College will be entitled to house hiring facility at such rates and on such conditions as admissible to Civil Servants enjoying equivalent grades/status in, the Government. The employees provided with residential, accommodation shall not be entitled to house rent allowance. They shall also be required to pay house rent recovery @ 5 percent of their emoluments as per Federal Government Orders.

#### ALLOWANCES

(31) Employees of the College shall be entitled to conveyance' allowance and house rent allowance as are applicable to Civil Servants enjoying equivalent grades/status in Government.

**FINANCIAL ASSISTANCE IN CASE OF DEATH  
OF AN EMPLOYEE**

(32) Dependant of employees will be entitled to such assistance as permissible under the rules and instructions of Government.

**HONORARIUM**

(33) Honorarium upto one month pay in each case as defined in the Rules of Business 1973 may be granted by the Chairman in any financial year to the employees for performing work of occasional and of laborious nature, which does not form part of their normal duties subject to the same terms and conditions as are applicable to the Government servants.

**CONSULTATION ETC.**

- (34) (a) An employee of the College may be authorized to undertake work on behalf of another organization or person with the prior permission of the relevant authority. Permission shall be given where the authority is satisfied that this can be done without interference with or detriment to the duties of such employee in the college. The relevant authority for such permission shall be 'The Chairman' in the case of the Principal and 'The Principal' in the case of the other employees.
- (b) (i) The Principal in consultation with the Committee of Heads of Departments, may reward work on behalf of the college to undertake work of another organization or person by an employee or constitute a working party to provide consultation service on behalf of the College.
- (ii) An employee who is allowed to undertake work on behalf of the college shall credit to the college 20% of the consultancy fee so received. 20% of the fee shall be the share of the employee/college working party, whereas 60% will be deemed to be the expenditure.
- (c) The provisions of para (a) and (b) shall not apply to work done and income earned by an employee as an examiner, paper setter, paper checker, book writer, author/translator etc. and from the sale of books. In this regard the rules framed in the Fundamental Rules and Supplementary Rules Vol.-I will be followed.

**UNIFORMS/LIVERIES TO NAIB QASIDS, DRIVERS, ATTENDANTS AND  
CHOWKIDARS.**

(35) These will be provided by the Principal in accordance with the rules applicable to corresponding classes of Civil Servants.

### CONDUCT AND DISCIPLINE

(36) Employees shall be liable to disciplinary action and penalties on the grounds laid down and subject to procedure as prescribed in Government Servants (Efficiency & Discipline) Rules 1973. Authorities, Authorized Officers and Appellate Authorities in respect of various categories of employees will be such as prescribed in Schedule-II.

### PERFORMANCE EVALUATION

(37) A performance Evaluation Report of each employee (except employees in Pay Scales I to 4) other than the Drivers and Despatch Riders in respect of performance, integrity, conduct etc. shall be initiated in the prescribed form and countersigned by the authorities as prescribed in Schedules of these Regulations, Instructions and Rules as laid down by the Government for Civil Servants with regards to recording of such remarks, communication and expunction of adverse remarks and other matters related to Evaluation Reports etc. will be applicable to employees of the college. Authorities competent to expunge adverse remarks will be such as prescribed in schedule-III.

### LEAVE RULES

(38) Leave Rules shall be framed from time to time by the Board of Governors keeping in view the particularities of the college being a centre for promotion of excellence in instruction, training, research demonstration and service in the fields of arts and allied disciplines. Till such Rules are framed, Leave Rules as framed by Government in respect of vacation and non-vacation Civil Servants will apply to employees.

### RIGHT OF APPEAL, REVIEW, REPRESENTATION

39. Where a right to prefer an appeal, review, revision, or representation is provided by any regulations or order of the Board such appeal, review revision or representation shall be made within a period of thirty days of the date of communication of such order to the employee. In the absence of any Provision of appeal, review or revision in any regulation, an employee-aggrieved from any order in respect of terms and conditions of service or matters connected thereto may make a representation to the next higher authority within thirty days from the date of communication of such an order.

### RELAXATION

40. Chairman may for special reasons to be recorded in writing relax the upper age limit in any individual case to the extent and in accordance with the rules of the Federal Government.

### MISCELLANEOUS

41. Nothing in these Regulations shall be construed to limit or abridge the power of the Board to deal with the case of any employee in such manner as may appear to it to be just and equitable.

Provided that where these regulations are applicable to the case of an employee the case shall not be dealt with in any manner less favorable to him than that provided by these regulations.

42. Subject to the provisions of the Ordinance, these Regulations and the Schedule; the following Rules and such other rules/instructions framed by Government for Civil Servants as may be adopted by the Board for application to employees shall apply *mutatis mutandis* to the employees:

- (i) Government Servants Conduct Rules, 1964.
- (ii) Pension Rules of National College of Arts, which were vetted by the Finance Division *vide* its O.M. No.F.7(9) R-14/87-757 dated 26th June, 1989. For the matters not provided in these Rules, Civil Service Regulations will be adopted.
- (iii) Scheme of Basic Pay Scales and Fringe Benefits of Civil employees of Federal Government and Revision of pay scales of Civil Employees of Federal Government and all other rules, regulations, instructions, O.Ms, *etc.* regarding pay structure and pay scales of Civil Servants as framed/issued from time to time.
- (iv) Fundamental Rules and Civil Service Regulations as applicable to Civil Servants.
- (v) T.A. Rules as applicable to civil servants.
- (vi) General Provident Fund Rules as applicable to Civil Servants and all instructions and directives issued by Government from time to time.
- (vii) Federal Employees Benevolent Fund and Group Insurance Act, 1969 and Federal Employees Benevolent Fund and Group Insurance Rules, 1972, and instructions issued by Government from time to time.

Provided that:

- (a) any reference to a Government Servant or Civil Servant shall be construed to be a reference to an employee.
- (b) any reference to the Secretary or Head of Deptt. shall be construed to be a reference to the Principal.
- (c) any reference to the Government shall be construed to be a reference to the Chairman.

## AMENDED SCHEDULE I, 2007

## (REGULATIONS No. 6, 9, 10, 14)

Promotion to the non-teaching posts in column (2) of this schedule shall be made by selection from amongst the person, who hold the post specified in column (7) and possesses qualification/experience as specified in column (3)

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1.	2	3	4	5	6	7
1.	Principal BPS-21 Approved salary package	Ph.D. with minimum 20 years teaching experience having 10 years post Ph.D, and first professional degree in the discipline of Arts, Design and Architecture will be assessed according to their academic and leadership abilities and attainments, as well as significant evidence of meaningful administration, professional competence in art, design, architecture, strategic planning, financial management and resource development.	Direct Recruitment	50-65 Years	Federal Govt. as per Section 9 (2) of NCA Ordinance No.XXVIII dated 31.3.1985	Direct Recruitment
<b>Eligibility Conditions for appointment of faculty in Architecture Discipline</b>						
2.	Professor BPS-21	a. Ph.D. in the relevant field from HEC recognized University / Institution.  OR  b. Master's Degree (Foreign) or M.Phil. or equivalent degree in the relevant field from HEC recognized University / Institution.	Direct Recruitment	35-50 Years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
		<p>a. 12-years teaching/research experience from an HEC recognized University or a post-graduate Institution or Professional experience in the relevant field in a National or International Organization.</p> <p>OR</p> <p>a. 10-years post-Ph.D. teaching / research experience from an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization.</p> <p>and</p> <p>12/15 research publications (with at least 3/5 publications in last five years, in HEC/PCATP recognized Journals. Or Recognition in at least 4 national / international architectural design competitions or design excellence awards.</p> <p>b. 15 years teaching / research experience from an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization.</p>				

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3 b. 12/15 research publications (with at least 3/5 publications in last five years, in HEC/PCATP recognized Journals. Or Recognition in at least 5 national / international architectural design competitions or design excellence award.	4	5	6	7
3.	Associate Professor BPS-20	<p>a. Ph.D. in the relevant field from HEC recognized University / Institution.</p> <p>OR</p> <p>b. Master's Degree (Foreign)/M.Phil. or equivalent degree awarded after 19-years of education in the relevant field from HEC recognized University / Institution.</p> <p>a. 09-years teaching/research experience from an HEC recognized University or a post-graduate Institution or Professional experience in the relevant field in a National or International Organization.</p> <p>OR</p> <p>4-years post-Ph.D. teaching / research experience from an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization.</p>	Direct Recruitment	32-45 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3  And  8/10 research publications (with at least 2/4 publications in last five years, in HEC / PCATP recognized Journals, or Recognition in at least 2 national / international architectural design competitions or design excellence awards.  b. 10 years teaching / research experience (with at least 3 years' experience after the Masters (Foreign) or equivalent degree from an HEC recognized University or a post graduate Institution or professional experience in the relevant field in a National or International Organization.  And  8/10 research publications (with at least 2/4 publications in last five years, in HEC/PCATP recognized Journals. OR Recognition in at least 3 national / international architectural design competitions or design excellence award.	4	5	6	7

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
4.	Assistant Professor BPS-19	<p>a. Ph.D. in the relevant field from HEC recognized University / Institution.</p> <p>Or</p> <p>b. Master's Degree (Foreign)/M.Phil. or equivalent degree awarded after 19-years of education in the relevant field from HEC recognized University / Institution.</p> <p>Or</p> <p>c. First Professional Degree (5 years minimum , First Division) or equivalent from an HEC recognized University / Institution.</p> <p>b. 03-years teaching / research experience from an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization.</p> <p>c. 05-years teaching / research experience from an HEC recognized University or a post-graduate Institution or professional experience in a relevant field in a National or International Organization.</p>	Direct Recruitment	25-35 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
5.	Lecturer BPS-18	First Professional Degree (5 years minimum or Master / equivalent degree (first class) in the relevant field from an HEC recognized University/ Institution with no 3rd Division in the academic career.	Direct Recruitment	22-30 years	Board	Direct Recruitment
<b>Eligibility Conditions for appointment of faculty in Arts &amp; Design</b>						
6.	Professor BPS-21	<p>a. Ph.D. in the relevant field from an HEC recognized University / Institution.</p> <p style="text-align: center;">OR</p> <p>b. Master's Degree (Foreign) or M.Phil. or equivalent degree in the relevant field from an HEC recognized University / Institution.</p> <p>a. 15-years teaching/research experience from an HEC recognized University or a post-graduate Institution or Professional experience in the relevant field in a National or International Organization.</p> <p style="text-align: center;">OR</p> <p>10-years post-Ph.D. level experience from an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization.</p>	Direct Recruitment	35-50 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3 b. 17 years teaching / research experience (with at least 08-years' experience after Master's degree (foreign) or M.Phil or equivalent degree in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization.  And  a. b. Outstanding and substantial level of professional art activity and a national or international contribution to the development of Arts and Design in general. (Demonstrated by at least 8 exhibitions at national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or equivalent work in any other discipline of Arts and Design as specified in the research criteria).	4	5	6	7

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
7.	Associate Professor BPS-20	<p>a. Ph.D. in the relevant field from HEC recognized University / Institution.</p> <p>OR</p> <p>b. Master's Degree (Foreign) or M.Phil. or equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University / Institution.</p> <p>a. 10-years teaching/research experience in an HEC recognized University or a post-graduate Institution or Professional experience in the relevant field in a National or International Organization.</p> <p>Or</p> <p>a. 5-years post-Ph.D. level experience in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization.</p> <p>b. 12 years teaching / research experience (with at least 04-years' experience after Master's degree (foreign) or M.phil or equivalent degree in HEC recognized University or a post-graduate Institution or Professional experience in the relevant field in a National or International Organization.</p>	Direct Recruitment	32-45 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3 And a. b. (outstanding and substantial level of professional art activity (demonstrated by participation in 6 exhibitions at national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or equivalent work in any other discipline of Arts and Design as specified in the research criteria).	4	5	6	7
8.	Assistant Professor BPS-19	a. Ph.D. in the relevant field from an HEC recognized University / Institution. OR b. Master's Degree (Foreign) or M.Phil. or equivalent degree awarded after 18 years of education in the relevant field from an HEC recognized University / Institution. OR c. First Professional Degree (04 years minimum, First Division) with no 3rd division in the academic career from an HEC recognized University/Institution.	Direct Recruitment	25-35 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
		<p>a. No experience required.</p> <p>b. 04-years teaching/research experience in an HEC recognized University or a post-graduate Institution or Professional experience in the relevant field in a National or International Organization.</p> <p>c. 06-years teaching/research experience in an HEC recognized University or a post-graduate Institution or Professional experience in the relevant field in a National or International Organization.</p>				
9.	Lecturer BPS-18	First Professional Degree (4 Years minimum, First Division) from HEC recognized University / Institution which no third Division in the academic career.	Direct Recruitment	22-30 years	Board	—
<b>Eligibility Conditions for appointment of faculty in Cultural Studies discipline</b>						
10.	Professor BPS-21	Ph.D. in the relevant field from an HEC recognized University/ Institution. <b>And</b> 15-years teaching/research experience in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization. <b>Or</b>	Direct Recruitment	35-50 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3 10-years post-Ph.D teaching / research experience in a recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization. And 15 research publications with at least 5 publications in the last 5 years in HEC recognized journals.	4	5	6	7
11.	Associate Professor BPS-20	<p><b>Ph.D. in the relevant field from an HEC recognized University/Institution.</b></p> <p>10-years teaching/research experience in an HEC recognized University or a postgraduate Institution or professional experience in the relevant field in a National or International organization.</p> <p><b>Or</b></p> <p>05-years post-Ph.D teaching/ research experience in an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.</p> <p><b>And</b></p> <p>10 research publications (with at least 4 publications in the last 5 years in the HEC recognized Journals).</p>	Direct Recruitment	32-45 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
12.	Assistant Professor BPS-19	<p>a. Ph.D. in relevant field from an HEC recognized University/ Institution.</p> <p>Or</p> <p>b. Master's degree (foreign) or M.Phil. (Pakistan) or equivalent degrees awarded after 18 years of education as determined by the HEC in the relevant field from an HEC recognized University /Institution.</p> <p>a. No experience required.</p> <p>b. 04-years teaching/research experience in an HEC recognized University or a postgraduate institution or professional experience in the relevant field in a National or International organization.</p>	Direct Recruitment	25-35 years	Board	Direct Recruitment
13.	Lecturer BPS-18	<p>First Class Master's Degree OR equivalent degree awarded after 16 years of Education in the relevant field from an HEC recognized University / Institution with no 3rd division in the academic career.</p> <p>Condition of no 3rd division shall not be applicable in the qualification of appointment as lecturer in Universities or degree awarding Institutions provided that the candidate holds a higher degree viz. M.Phil./Ph.D. or equivalent degree with not more than one 3rd division in entire academic career.</p>	Direct Recruitment	22-30 years	Board	---

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3 Furthermore, the candidate with 2nd division in the Master's Degree but holding higher degree i.e. M.Phil/Ph.D. or equivalent degree with 18 years of education may be considered. No Experience required.	4	5	6	7
<b>Eligibility Conditions for appointment of faculty in Film &amp; Television discipline</b>						
14.	Professor BPS-21	<p>a. Ph.D. in the relevant field from an HEC recognized University/ Institution.</p> <p>Or</p> <p>b. Master's (Foreign) or M. Phil or equivalent degree in the relevant field from an HEC recognized University / Institution.</p> <p>a. 15-years teaching/ research experience in HEC recognized University or a Post-graduate Institution or professional experience in the relevant field in a national or international organization.</p> <p>OR</p> <p>a. 10-years post Ph.D teaching/ research experience in a recognized University or a post-graduate Institution or professional experience in the relevant field in a national or International organization.</p>	Direct Recruitment	35-50 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3 b. 17-years teaching / research experience with at least 08-years experience after Masters (foreign) or M. Phil or equivalent degree in HEC recognized University or a post-graduate institution or professional experience in the relevant field in a national or international organization.  And a.b. Outstanding and substantial level of professional activity and a national or international contribution to the development of profession in general. Demonstrated by at least Six Films produced as Director / Producer / Script Writer and Screen at national / international level.	4	5	6	7
15.	Associate Professor BPS-20	a. Ph.D. in the relevant field from an HEC recognized University/ Institution. Or b. Master's degree (foreign) or M.Phil OR equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University/ Institution.	Direct Recruitment	32-45 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	<p>3</p> <p>a. 10-years teaching/ research experience in HEC recognized University or a Post-graduate Institution or professional experience in the relevant field in a national or international organization.</p> <p><b>OR</b></p> <p>10-years post Ph.D. teaching/ research experience in a recognized University or a post-graduate Institution or professional experience in the relevant field in a national or International organization.</p> <p>b. 12-years teaching/research experience (with at least 4-years' experience after the Masters (Foreign) or equivalent degree in an HEC recognized University or a Post-graduate Institution or professional experience in the relevant field in a National or International organization.</p> <p><b>And</b></p> <p>a.b. Outstanding and substantial level of professional activity and a national or international contribution to the development of profession in general. Demonstrated by at least Six Films produced as Director / Producer / Script Writer and Screen at national / international level.</p>	4	5	6	7

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
16.	Assistant Professor BPS-19	<p>a. Ph. D in the relevant field from HEC recognized University / Institution.</p> <p>OR</p> <p>b. Master degree (Foreign) or M. Phil OR equivalent degree awarded after 18 years of Education in the relevant field from HEC recognized University / Institution.</p> <p>OR</p> <p>First professional degree (04 years minimum, First Division) in the relevant field from HEC recognized University / institution.</p> <p>a. No experience required.</p> <p>b. 4-years teaching/research experience in a recognized University or a Post Graduate Institution or professional experience in the relevant field in a National or International organization.</p> <p>c. 6-years teaching/research experience in a recognized University or a Post Graduate Institution or professional experience in the relevant field in a National or International organization.</p>	Direct Recruitment	25-35 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
17.	Lecturer BPS-18	First Professional Degree (4-year minimum, First Division) with no 3rd Division in the academic career from HEC recognized University/Institution	Direct Recruitment	22-30 years	Board	---
<b>Eligibility Conditions for appointment of faculty in Musicology discipline</b>						
18.	Professor BPS-21	<p>a. Ph.D. in the relevant field from an HEC recognized University/ Institution.</p> <p>Or</p> <p>b. Master's (Foreign) or M. Phil or equivalent degree in the relevant field from an HEC recognized University / Institution.</p> <p>a. 15-years teaching/ research experience in HEC recognized University or a Post-graduate Institution or professional experience in the relevant field in a national or international organization.</p> <p>Or</p> <p>10-years post Ph.D teaching/ research experience in a recognized University or a post-graduate Institution or professional experience in the relevant field in a national or International organization.</p>	Direct Recruitment	35-50 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	<p>3</p> <p>b. 17-years teaching / research experience with at least 08-years experience after Masters (foreign) or M. Phil or equivalent degree in HEC recognized University or a post-graduate institution or professional experience in the relevant field in a national or international organization.</p> <p style="text-align: center;"><b>And</b></p> <p>a. b. Outstanding and substantial level of professional activity and a national or international contribution to the development of profession in general. Evidence of performance / recognition at six (6) national or international music forums or six (6) research publications related to the relevant field at national / international level.</p>	4	5	6	7
19.	Associate Professor BPS-20	<p>a. PhD in the relevant field from HEC recognized University/ Institution</p> <p style="text-align: center;">Or</p> <p>b. Master's degree (foreign) or M.Phil OR equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University/Institution.</p>	Direct Recruitment	35-50 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	<p>3</p> <p>a. 10-years teaching research experience in an HEC recognized University or a Post-graduate Institution or professional experience in the relevant field in a National or International organization.</p> <p>Or</p> <p>5-years post Ph.D level experience in an HEC recognized University or a Post-graduate Institution or professional experience in the relevant field in a National or International organization.</p> <p>b. 12-years teaching/research experience with at least 04-years' experience after the Masters (Foreign) or equivalent degree in an HEC recognized University or a Post-graduate Institution or professional experience in the relevant field in a National or International organization</p> <p>And</p> <p>6-research papers delivered at prestigious international / national forums.</p> <p>And</p> <p>5-performances at national/ international music conferences/meets festivals.</p> <p>3-original piece of music.</p>	4	5	6	7

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
20.	Lecturer BPS-18	First Professional Degree (04 Years minimum, First Division) with no 3rd Division in the academic career from HEC recognized University / Institution. No Experience Required.	Direct Recruitment	22-30 years	Board	---
21.	Registrar BPS-19	Master's degree or equivalent qualification, preferably in Management Sciences / Public / Business Administration from an HEC recognized University / Institution, with 08 years relevant experience preferably in an academic institution, HEIs/DAIs.	Direct Recruitment or by promotion	35-45 years	Board	---
22.	Deputy Registrar BPS-17	Master's degree or equivalent qualification, preferably in Management Sciences/Public / Business Administration from an HEC recognized University / Institution, with 02 years relevant experience preferably in an academic institution, HEIs/DAIs.	Direct Recruitment or by promotion	25-35 years	Board	---
23.	Admin Officer BPS-17	Graduate degree or equivalent qualification (14 years of education) from an HEC recognized University /Institution, HEIs/DAIs.	By promotion	25-35 years	Board	Office Superintendent
24.	Accounts Officer BPS-17	Master's Degree (2nd Division) in Commerce from a recognized University with 5 years experience or a B.Com with S.A.S qualification with 5 years experience in accounts 50% by direct recruitment.	Direct Recruitment or by promotion from among Accountants	22-30 years	Board	Accountant

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
25.	Audit Officer BPS-17	Master's Degree (2nd Division) in Commerce from a recognized University with 5 years professional experience S.A.S. persons will be preferred.	Direct Recruitment/ Deputation/ transfer	22-30 years	Board	---
26.	Senior Librarian BPS-17	Master's Degree (2nd Division) in Library Science from a recognized University. Person with experience will be preferred.	Direct Recruitment or promotion from among Librarians. 50% promotion and 50% by Direct Recruitment.	25-35 years	Board	Librarian
27.	Librarian BPS-16	Master's Degree (2nd Division) in Library Science from a recognized University.	Direct Recruitment	22-30 years	Board	---
28.	Estate Superintendent BPS-16	Diploma in Civil Technology from a Government Poly Technical Institute with at least 7 years experience in the field.	Direct Recruitment	20-28 years	Board	---
29.	Office Supdt. BPS-16	Bachelor Degree (2nd Division) from a recognized University with at least 5 years experience in Office Administration in Grade 11 and above.	Direct Recruitment or by promotion.	20-28 years	Board	Selection Grade Asstt. / Stenographer

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
30.	Supdt. Hostel BPS-16	Graduate (2nd Division) from a recognized University with at least five years experience NCE in Hostel Management.	Direct Recruitment or by promotion	20-28 years	Board	---
31.	Accountant BPS-11	B.Com (2nd Division) from a recognized University with 5 years experience in the field.	Direct Recruitment or by promotion	20-28 years	Board	Assistant
32.	Stenographer BPS-15	Graduate (2nd Division) from a recognized University with shorthand/typing speed 120/50 w.p.m and 5 years experience as Stenotypist and Diploma in Short-Hand/typing from a recognized Institute.	50% by Direct recruitment 50% by promotion	18-25	Principal	Stenotypist
33.	Technician BPS-10	Three years Diploma in the relevant subject from a recognized technical institute with 5 years experience or Matric with 10 years experience in profession.	Direct Recruitment	18-25 years	Principal	---
34.	Stenotypist BPS-12	Intermediate (2nd Division) with a speed of 80/40 w.p.m. in short hand and typing respectively, and Diploma in short-hand and typing from a recognized Institute.	Direct Recruitment	18-25 years	Principal	---
35.	Assistant BPS-11	Graduate (2nd Division) from a recognized University and 3 years experience as UDC.	50% by direct recruitment 50% by promotion	18-25 years	Principal	U.D.C.

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
36.	Audit/Account Assistant BPS-11	B.Com in 2nd Division from a recognized Institute and 5 years practical experience of Audit and Accounts in the Government and semi-Government Organization.	Direct Recruitment	18-25 years	Principal	---
37.	Audio Visual Aid Assistant BPS-11	Matric with three years Diploma in electronics from a recognized Institute with 5 years experience in the profession.	Direct Recruitment	18-25 years	Principal	---
38.	Machine Mechanic BPS-6	Diploma in Mechanical/Electrical from Government Polytechnic Institute and 5 years experience in the field.	Direct Recruitment	18-25 years	Principal	---
39.	Senior Electrician BPS-10	Matric with three years Diploma in Electricity from a recognized Tech. Institute with 5 years experience in the field.	50% by Direct Recruitment and 50% from promotion	18-25 years	Principal	Junior Electrician
40.	Weaver BPS-6	Literate / read and write Urdu knowledge in weaving and 7 years experience on hand looms.	Direct Recruitment	18-25 years	Principal	---
41.	Junior Electrician BPS-7	Matriculate with Certificate in Electrical Technology from a recognized technical Institute with 5 years practical experience in the field.	Direct Recruitment	18-25 years	Principal	---

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
42.	Assistant Caretaker BPS-7	Matriculate with Certificate in Civil / electrical from a Technical Institute with 5 years experience in the field.	Direct Recruitment	18-25 years	Principal	---
43.	U.D.C. BPS-7	Intermediate (2nd Division) from a recognized Board with 2 years experience as LDC from amongst LDCs.	50% by Direct Recruitment and 50% by promotion	18-25 years	Principal	LDC
44.	L.D.C. BPS-5	Matric (2nd Division) from a recognized Board with type writing speed 30 w.p.m.	Direct Recruitment	18-25 years	Principal	---
45.	Machine Operator BPS-5	Matric (2nd Division) with Certificate of training from the Institute providing training in the field.	Direct Recruitment	18-25 years	Principal	---
46.	Bus Driver BPS-4	Heavy Duty Licence having 5 years experience, should read and write Urdu.	Direct Recruitment	18-25 years	Principal	---
47.	Van Driver BPS-4	Light Duty Licence with 5 years experience, should read and write Urdu.	Direct Recruitment	18-25 years	Principal	---
48.	Daftri BPS-4	Matric and 3 years experience in the field.	50% by Direct Recruitment and 50% by promotion from among Naib Qasids / Studio Attendants	18-25 years	Principal	Naib Qasid/ S. Attendants

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
49.	Restorer BPS-3	Matric with three years experience in the field	50% by Direct Recruitment and 50% by promotion from among Naib Qasids / Studio Attendants	18-25 years	Principal	Naib Qasid/ S. Attendants
50.	Naib Qasid BPS-1	Should read and write Urdu	Direct Recruitment	18-25 years	Principal	---
51.	Studio Attendant BPS-1	Should read and write Urdu	Direct Recruitment	18-25 years	Principal	---
52.	Bus Conductor BPS-1	Should read write Urdu with two years experience in the field.	Direct Recruitment	18-25 years	Principal	---
53.	Head Mali BPS-1 with special pay Rs.20.	Should read and write Urdu with 5 years experience in the field.	Direct Recruitment or by promotion	18-25 years	Principal	Mali
54.	Mali BPS-1	Should read and write Urdu with two years experience in the field.	Direct Recruitment	18-25 years	Principal	---
55.	Chowkidar BPS-1	Should read and write Urdu with two years experience as Chowkidar.	Direct Recruitment	18-25 years	Principal	---

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
56.	Bahishti BPS-1	Should read and write Urdu with two years experience as Bhishti.	Direct Recruitment	18-25 years	Principal	---
57.	Sweeper BPS-1	Should read and write Urdu with two years experience as Sweeper.	Direct Recruitment	18-25 years	Principal	---
58.	Director / Curator BPS-19	Post Graduate Diploma/Degree in Art Galleries and Museum Studies (Art and Design) with 12 years experience of handling International exhibitions.	Direct Recruitment	32-45 years	Board	---
59.	Assistant Professor (Computer / I.T) BPS-19	Master Degree in Architecture/Design from an HEC recognized University/ Institution. OR Post Graduate Diploma in Architecture / Design from an HEC recognized University/ Institution. OR Five years Diploma or Bachelor degree in Architecture/ Design (NCA). OR As equivalent degree / diploma from a recognized University/ Institution from Pakistan or abroad. And 5 years experience in teaching/ Professional in the field from a recognized University/ Institution out of which two years experience as Auto Cad/ (computer added designs). and	Direct Recruitment	32-45 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3 Command on PC computers and allied peripherals. and Command on architectural software (i.e. Auto Cad, 3D Studio etc.	4	5	6	7
60.	Lecturer (Computer/ I.T) BPS-18	Master Degree in Design/ Architecture from an HEC recognized University/ Institution. OR Post Graduate Diploma in Architecture/ Design from an HEC recognized University/ Institution. OR Four years diploma or Bachelor degree in Architecture / Design (NCA) OR As equivalent in teaching / Professional University / Institutions from Pakistan or abroad. OR 2 years experience in teaching/ Professional in the field from a recognized University/ Institution. And Command on PC computers and allied peripherals. and Command on architectural software (i.e. Auto Cad, 3D Studio etc.	Direct Recruitment	25-35 years	Board	Direct Recruitment

Sr. No.	Nomenclature of the Post	Qualification/Experience	Method of Recruitment	Age	Appointing Authority	Person eligible for promotion
1	2	3	4	5	6	7
61.	Computer Operators/Instructors BPS-16	3 years diploma in computer application with stress on Data base from a recognized Institute and 5 years experience with minimum two years experience in hardware maintenance of a recognized professional Institution.	Direct Recruitment	20-28 years	Board	---
62.	Technical/Assistant BPS-16	3 years Diploma in Computer hardware from a recognized institution and 5 years experience with minimum two-years experience in hardware maintenance of a recognized professional Institute.	Direct Recruitment	20-28 years	Board	---
63.	Storekeeper BPS-10	F./F.Sc. 2nd Div. with five years experience as Junior Clerk (Store).	Direct Recruitment or by promotion	18-25 years	Principal	U.D.C.
64.	Typist/LDC BPS-5	Certificate from an Industrial School or trade Institution with sufficient experience in the relevant field.	Direct Recruitment	18-25 years	Principal	---
65.	Plumber/Tube well Operator BPS-2	Should be Primary Pass with sufficient experience in the relevant field.	Direct Recruitment	18-25 years	Principal	---

**SCHEDULE -II**  
**(REGULATION NO. 36)**

<b>BPS</b>	<b>Authorized Officer</b>	<b>Authority</b>	<b>Appellate/Revision Authority</b>
BPS-17 to 21	Chairman, Executive Committee.	Board	Board
BPS-16	Principal	Chairman	Board
BPS-1 to 15	Heads of Departments concerned in case of teaching staff and Registrar in case of clerical, miscellaneous and Class-IV employees.	Principal	Chairman Executive Committee.

**SCHEDULE -III**  
**(REGULATION NO. 37)**

<b>Designation/BPS</b>	<b>Initiating Authority</b>	<b>Countersigning Authority</b>	<b>Authority Competent to expunge adverse remarks</b>
Lecturer, Assistant Professor, Associate Professor	Professor	Principal	Chairman Executive Committee.
Professor	Principal	Chairman Executive Committee.	Chairman
Non-teaching Posts in BPS-5 to 20.	Registrar	Principal	Chairman Executive Committee.

[No. F. 5-2/2018(IC)].

KANWAL JAVED,  
Deputy Secretary (Admn.).