PAKISTAN RAILWAYS POLICE RULES, 1980.

(Published in the Gazette of Pakistan, Extraordinary, Part-II, dated 18th August, 1980).

S.R.O. 854 (1)/80.—In exercise of the powers conferred by Section 17 of the Pakistan Railways Police Act, 1977 (VII of 1977) the Federal Government is pleased to make the following rules, namely—

1. Short title and commencement.—(1) These rules may be called the Pakistan Railways Police Rules, 1980.

(2) They shall come into force at once.

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

(*a*) "Act" means the Pakistan Railways Police Act, 1977 (VII of 1977);

(*b*) "Appendix" means an appendix to these rules ;

(*c*) "appointing authority", in relation to a member ro ministerial staff, means the Inspector-General or an Officer to whom the power is delegated by the Inspector-General under sub-section (1) of Section 8 and in other cases the Federal Government ;

(*d*) "Departmental Promotion Committee" means a committee constituted under rule 11 for the purpose of making selection for appointment, promotion or transfer to posts under the Pakistan Railways Police;

(*e*) "Grade" means the National Scale of Pay in which a post or group of posts is placed;

(*f*) "Ministerial staff" means a person other than an officer or member; and

(*g*) "Section" means section of the Act.

3. Constitution of the Pakistan Railways Police.—(1) The Pakistan Railways Police shall be constituted by transfer of persons referred to in Section 5 and by appointment of persons under Section 7 and Section 8.

(2) The Pakistan Railways Police shall consist of two wings, namely—

(*a*) Investigation and Prosecution Wing ; and

(*b*) Preventive Wing.

(3) The Investigation and Prosecution Wing shall consist of two groups, namely, Investigation Group and Prosecution Group and comprise of persons referred to in clause (*a*) of sub-section (1) of Section 5 and shall also include persons appointed or transferred to it.

(4) Preventive Wing shall comprise of persons referred to in clause (*b*) of sub-section (1) of Section 5 and shall also include persons appointed or transferred to it.

4. Headquarters and Divisional Offices.—(1) The Pakistan Railways Police shall have its Headquarters at Lahore and Divisional Offices at the places specified in column (2) of Appendix I with territorial limits specified in column (3) thereof.

(2) The members and ministerial staff posted at Walton Training School, Lahore shall, until otherwise directed by the Federal Government by a notification in the Official Gazette, be within the administrative control of the Workshops Division, Moghalpura.

5. Transfer and appointment under Section 5.—(1) The person holding any rank or post in or under the Railway Police of the Provinces and the persons holding any rank or post in the Railway Watch & Ward as specified in column (1) and column (2), respectively of Appendix II on transfer to the Pakistan Railways Police under sub-section (*i*) of Section 5 stand appointed to the corresponding ranks and posts specified in column (3) of that Appendix, subject to the following conditions, namely :—

(*a*) The transfer shall not alter the pay of the transferred to their disadvantage ;

(*b*) The service rendered by the transferees shall count towards leave, pension provident fund and other benefits applicable to Railway employees ; and

(*c*) The transferees shall be paid from the Railways Budget from the date of their transfer to the Pakistan Railways Police.

6. Methods of appointment.—Appointment to the posts under the Pakistan Railways Police shall be made by any of the following methods, namely—

(*a*) by direct appointment ;

(*b*) by promotion ; or

(*c*) by transfer from other Departments of the Federal Government or a Provincial Government.

7. Appointment under Section 7.—The qualifications and other conditions for appointment to the posts specified in Section 7 shall be such as may be determined by the Federal Government from time-to-time.

8. Direct appointments.—(1) A candidate for direct appointment to a post must possess the educational qualifications and experience, must be within age limit and fulfil other conditions laid down for the post in Appendix III.

Provided that the Inspector-General may, in special circumstances relax any of such qualifications, experience, age and other conditions in respect of members and ministerial staff.

(2) A candidate for appointment must be in good mental and bodily health and free from any physical defects likely to interfere in the discharge of his duties.

(3) All direct appointments shall be made subject to the verifications, of the character and conduct of the candidates.

9. Appointment by promotion.—(1) Appointment by promotion to a post shall be made on the recommendations of the appropriate Departmental Promotion Committee on officiating basis for a period of one year after which a promotee will be given regular promotion if his performance is considered satisfactory by the appointing authority.

(2) Only such persons in order of seniority who possess the qualifications and meet the conditions laid down for the purpose of appointment by promotion to a post shall be considered by the Depatrmental Promotion Committee.

(3) Promotion to the following grades shall be subject to the passing of such training courses as may be specified by the appointing authority, from time-to-time, namely—

(*a*) Head Constable ;

(*b*) Assistant Sub-Inspector ; and

(*c*) Deputy Superintendent.

Provided that SP may for reasons to be recorded in special circumstances relax any of the conditions laid down in sub-para (3) (a) (b) & (c) above in respect of

10. Appointment by transfer.—Appointment by transfer to a post shall be made from amongst the persons holding appointment on a regular basis in the same Grade in which the post to be filled exists.

11. Departmental Promotion Committee.—(1) There shall be constituted four Departmental Promotion Committees specified in column (2) of Appendix IV, each consisting of three members, specified in column (3) of the said Appendix, one of whom shall be nominated as Chairman thereof by the officers specified in column (4) ~~of that Appendix, for making recommendation for appointment by direct recruitment,~~ transfer or promotion to various Grades.

(2) Appointments to the posts in Grade 18 and below shall be made on the recommendations of the appropriate Departmental Promotion Committee.

Provided that the Inspector-General may in special cases appoint persons up to Grade 5 without the recommendations of the Departmental Promotion Committee.

12. Appointment on ad hoc basis.—Where the appointing authority considers it to be in the public interest to fill a post on urgent basis, it may make appointment to such post on *ad hoc* basis for a period not exceeding six months.

13. Probation and training.—(1) Persons appointed by direct recruitment shall be on probation for a period of one year and if considered necessary it may be extended for a period not exceeding one year.

(2) The persons appointed by direct recruitment shall be subject to passing of such training courses as may be specified by the appointing authority, from time-to-time.

(3) In the event of an employee failing to successfully complete the probationary period or pass the training course, if any, the appointing authority may terminate his services by giving fourteen days notice or pay in lieu thereof.

14. Confirmation.—Subject to availability of a permanent post, on satisfactory completion of the probationary period, an employee shall be eligible for confirmation in his post.

15. Quota.—(1) The quota for direct appointment *vis-a-vis* promotion and the channel of promotion shall be regulated in the manner given in Appendix V.

(2) Appointment by transfer from other departments shall be adjusted against the quota reserved for direct appointment.

(3) Appointment in Grade 8 and below shall be made on divisional basis, preferably from the candidates having domicile in a district falling within the limits of the Divisional Office concerned.

16. Citizenship.—Every person for appointment to the post in the Pakistan Railways Police shall be a citizen of Pakistan.

17. Seniority.—(1) The seniority lists of employees in Grade 1 to 6 working—

(*a*) in the jurisdiction of the Superintendents of Pakistan Railways Police shall be maintained separately in the concerned offices of the Superintendents;

(*b*) in the office of Inspector-General shall be maintained in the office of the Inspector-General; and

(*c*) at Walton Training School shall be maintained jointly with the employees working in the jurisdiction of Superintendent, Pakistan Railways Police (Workshop Division), Moghalpura.

(2) The combined seniority lists of members and ministerial staff in Grade 7 and above shall be maintained in the Office of Inspector-General.

(3) Separate seniority lists of the members of Preventive Wing, Investigation Group and Prosecution Group shall be maintained.

(4) In case of transfer of a member or ministerial staff, at his own request or on a complaint, from one Wing to another or from the jurisdiction of one Divisional Office to another, shall, in the new list of seniority, stand junior to the member or ministerial staff of the Wing or Divisional Office to which he has been transferred drawing the pay in the same Grade and stage.

(5) Persons appointed directly through an earlier advertisement would rank senior to those appointed through a subsequent advertisement.

(6) The *inter-se* seniority of persons appointed through the Public Service Commission shall be determined in the order of merit assigned to them by the commission, and the *inter-se* seniority of persons appointed by direct requirement through the Departmental Promotion Committee shall be determined in the order of merit assigned to them by the Committee.

(7) If only one candidate is recommended in advertisement he would count his seniority from the date of appointment as approved by the Federal Public Service Commission or the Departmental Promotion Committee or the date of joining the post, whichever is later.

(8) If the person was already holding the same post on *ad hoc* basis, he would count his seniority from the date of recommendation by the Federal Public Service Commission or the Departmental Promotion Committee.

(9) If the person was not already holding the same post, he would count his seniority from the date of his joining the post after being recommended by the Federal Public Service Commission or the Departmental Promotion Committee.

(10) Persons who are recommended by the Federal Public Service Commission or the Departmental Promotion Committee for promotion to the higher grade on an earlier date shall rank senior to those who are recommended on a later date :

Provided that where a person eligible for promotion who is inadvertantly omitted from consideration in the earlier reference and is superseded but is subsequently considered and approved for promotion, he shall take his seniority with the person recommended earlier for such promotion :

Provided further that, when Federal Public Service Commission or the Departmental Promotion Committee is asked to recommend more than one person and the recommendations of the Federal Public Service Commission or the Departmental Promotion Committee are held up in respect of one or more persons for want of complete papers or for any reason beyond the control of the person concerned, the recommendations of the Federal Public Service Commission or the Departmental Promotion Committee, as the case may be, in respect of such person or persons, when made subsequently shall be deemed to have been made on the date when the recommendations were originally made.

(11) Persons approved by the Departmental Promotion Committee on regular basis for promotion to higher grades in the same batch shall retain the same seniority on promotion as they were having in the lower grades.

Provided that in case the date of continuous appointment of two or more persons in the lower grades is the same and there is no specific rule, whereby their *inter se* seniority in the lower grades can be determined, the person older in age shall be treated senior.

(12) The seniority of departmental promotees to higher grades shall count from the date of their regular promotion to the higher grade.

Explanations.—For this rules, the expression "regular promotion" means that—

(*a*) the promotions to higher grades were made in the vacancies reserved for departmental promotion in accordance with Appendix V, and

(*b*) the promotion to higher grades were made on the recommendation of the Departmental Promotion Committee, or in consultation with Federal Public Service Commission where such consultation was necessary and with the approval of the authority competent to make these appointments.

(13) Persons promoted to the higher grade in a continuous or regular basis in a particular year shall as a class be senior to those appointed by direct recruitment in the same year.

(14) Where an employee is permanently reduced in rank to a lower grade, he shall be placed on top of the list of employees in the grade to which he has been demoted and on promotion he shall be placed at the bottom of the list of employees in that grade, whether he is allowed to draw the same pay which he was receiving prior to his reduction in rank or is allowed the minimum pay of the grade to which he is restored.

(15) If two or more persons are reduced to a lower Grade, their relative seniority will not be disturbed in the lower grade.

(16) Reduction in pay as a result of disciplinary action as distinct from a reduction to a lower grade does not affect the position of an employee in the seniority list.

(17) Reduction as a result of disciplinary action to a lower grade for a specified period shall not affect the seniority on restoration of the employee to the grade from which he was originally reduced.

18. Application of rules.—(1) All officers, members and ministerial staff shall be governed in respect of the following matters by the Punjab Police Rules, 1934, with such modifications as may be notified from time-to-time by the Federal Government in the official Gazette, namely—

(*a*) functions and powers of the officers and Magistrates ;

(*b*) award of departmental punishments to members, investigations and the trials of offences ; and

(*c*) regulating the grant of reward and commendation certificates.

(2) The terms and conditions of service of the officers, members and ministerial staff shall, in respect of the matters not provided in these rules, be the same as are applicable to the employees of the Pakistan Railways.

19. Competent Authority.—The officers specified in column (2) of Appendix VI shall be the competent authority in respect of the officers, members and ministerial staff specified in column (1) thereof for the purpose of clause (c) of Section 2.

APPENDIX I.

(See rule 4.)

DIVISIONAL OFFICERS.

Serial No.	Name of the Divisional Office.	Territorial limits.
1	2	3
1	Rawalpindi	Lala Musa (inclusive) to Attock (inclusive), Attock to Kundian (inclusive), Mandra to Bhaun, Golra to Basal-Jand (inclusive), Lala Musa to Kundian, Malakwal to Shahinabad (exclusive), Malakwal to Khewra, Malakwal to Bhera, Sargodha to Khushab, Daud Khel to Mari Indus and Mari Indus to Isa Khel.
2	Peshawar ..	Khairabad to Landi Kotal, Taxila (exclusive) Havelian, Jand (exclusive) to Kohat Cantonment, Thal, Nowshera to Durgai, Isa Khel to Bannu, Laki Marwat to Tank.
3	Lahore ..	Lala Musa (exclusive) to Wagah, Lahore to Sahiwal (exclusive), Shahdara Bagh to Narowal, Narowal to Chak Amru, Sialkot to Narowal, Pakpattan (exclusive) to Kasur Tehsil, Raiwind to Canda Singhwala, Wazirabad to Sialkot, Shorkot Cantonment (exclusive) to Wazirabad, Shorkot Cantonment (exclusive) to Qila Sheikhupura, Chak Jhumra to Shahinabad (exclusive) and Shahdara Bagh to Sangla Hill.
4	Multan ..	Sahiwal (inclusive) to Reti (exclusive) via Chord, Sher Shah to Kundian (exclusive), Khanewal to Lodhran via loop, Samasata to Amruka (inclusive), Mandi Sadiq Ganj to Qasimwala, Bahawalnagar to Fort Abbas, Khanewal to Shorkot Cantonment (inclusive), Shorkot Cantonment to Shahinabad (inclusive), Pakpattan (inclusive) to Lodhran and Kashmor Colony (exclusive) to Kot Adu.
5	Sukkur ..	Reti (inclusive) to Tando Adam (exclusive), Rohri to Jacobabad (inclusive), Khanpur to Chachran, Habib Kot Junction to Dadu (exclusive), Tando Adam (exclusive) to Mahrabpur via Sakrand, Nawabshah to Sakrand, Pad Idan to Tharushah, Larkana to Jacobabad and Jacobabad to Kashmor Colony (inclusive).

Serial No.	Name of the Divisional Office.	Territorial limits.
	2	3
6	Karachi	Kiamari to Tando Adam (inclusive), Dadu (inclusive) to Kotri, Hyderabad to Badin, Hyderabad to Kholkhropar, Nawabshah (exclusive) to Mirpur Khas and Jamrao to Pithoro.
7	Quetta	Jacobabad (exclusive) to Chaman, Sibi to Khost, Bostan to Zhob and Spezand to Kuhi-Taftan.
8	Workshops, Moghalpura.	All Workshops and Stores Depots that lie North of the Lahore-Lahore Cantonment (Main Line), excluding Loco Shed, Washing Lines, Moghalpura Railway Station and such other places as lie within the control of Divisional Superintendent, Railways, Lahore.

APPENDIX II.

(*See rule* 5)

Rank or post in the Provincial Railway Police.		Rank or post in Railway Watch & Ward.		Rank or post in Pakistan Railways Police.	
1		2		3	
Rank or post.	Grade.	Rank or post.	Grade.	Rank or post.	Grade.
.. ..		C.S. Watch & Ward	19	Deputy Inspector-General ..	19
Assistant Inspector-General/Superintendent.	18	S.S. Watch & Ward/A.C.S. Watch & Ward.	18	Assistant Inspector-General/Superintendent.	18
Deputy Superintendent of Police ..	17	Superintendent Watch & Ward	16	Deputy Superintendent ..	17
Inspector/Prosecuting Inspector ..	11	Inspector	10—12	Inspector/Prosecuting Inspector ..	11
Sub-Inspector/Prosecuting Sub-Inspector.	7	Assistant Inspector and Sub-Inspector, Grade-II.	8—7	Sub-Inspector/Prosecuting Sub-Inspector.	7
Assistant Sub-Inspector ..	5	Sub-Inspector, Grade-I ..	5	Assistant Sub-Inspector ..	5
Head Constable	3	Head Watchman	2	Head Constable	3
Constable	2	Watchman	1	Constable	2
.. ..	..	Office Superintendent	14	Office Superintendent ..	14
Superintendent/Assistant ..	11 10	Head Clerk	11	Head Clerk	11

APPENDIX II—*contd.*

Rank or post in the Provincial Railway Police.		Rank or post in Railway Watch & Ward.		Rank or post in Pakistan Railways Police.	
1		2		3	
Rank or Post.	Grade.	Rank or post.	Grade.	Rank or post.	Grade.
Senior Clerk	6	Upper Division Clerk	7	Upper Division Clerk ..	7
Junior Clerk	5	Lower Division Clerk	5	Lower Division Clerk ..	5
.. ..		Record Lifter	3	Record Keeper	3
.. ..		Daftry	2	Daftry	2
Peon	1	Naib Qasad	..	Naib Qasid	1
Sweeper	1	.. ..	..	Khakhrob	1
Bhishty/Water Carrier	1	.. ..	..	Waterman	1
Mochi	1	.. ..	..	S. S. Trimmer	3
Khalasi	1	.. ..	..	Khalasi	1
Langri	1	.. ..	..	Langri	1
Mali	1	.. ..	..	Mali	1
Painter	3	.. ..	..	S. S. Painter	3
Carpenter	3	.. ..	..	S. S. Carpenter	3

APPENDIX II—concld.

Rank or post in the Provincial Railway Police.		Rank or post in Railway Watch & Ward.		Rank or post in Pakistan Railways Police.	
1		2		3	
Rank or post	Grade.	Rank or post.	Grade.	Rank or post.	Grade.
Cycle Mistry	3	.. ..		S. S. Fitter	3
Stenotypist	8	Personnel Assistant	14	Personnel Assistant	14
Stenotypist	7	Stenotypist	8	Stenotypist	8
		.. ..	..	.. ..	..

NOTE.—(a) Those Inspectors Watch & Ward who are in grade 12 will retain their Grade as personal to them.

" (b) Assistant Inspector Watch & Ward will be re-designated as Sub-Inspector, Pakistan Railways Police but the existing incumbents will retain their Grades as personal to them.

Rank or post.	Minimum educational qualification.	Age limit.	Medical standard.	Other qualifications.
1	2	3	4	5
Lower Division Clerk ..	Matric 2nd Division or Junior Cambridge	18–25 years 30 years for Graduates.	C-II ..	Type 30 words per minute by touch system.
Upper Division Clerk ..	Graduate or Senior Cambridge	18—30 years ..	C-II ..	
Stenotypist	Matric 2nd Division or Junior Cambridge	18—25 years ..	C-II ..	Good knowledge of English, Shorthand 100—120 words per minute & transcription 30 words per minute.
Naib Qasid	Literate	18—25 years ..	C-II	
Constable ..	Nil, but keeping in view the local conditions and the availability in abundance of literate or educated candidates in a particular are at a particular time, the Inspector-General may lay down a minimum standard of education for that area and for that period.	18—25 years ..	B-I height 5"-7", Chest 33"—34½".	
Assistant Sub-Inspector	Graduate	18—25 years ..	B-I ..	Good physique & active habits.
Prosecuting Sub-Inspector.	Law Graduate	18—30 years ..	B-I ..	....

APPENDIX IV.

[*See rule* 11 (*l*).]

DEPARTMENTAL PROMOTION COMMITTEES.

Serial No.	Departmental Promotion Committee.	Composition of Departmental Promotion Committee.	Authority competent to constitute the Departmental Promotion Committee.
1	2	3	4
1	Grades 16, 17 and 18	(*i*) Two members of the Railway Board .. .. (*ii*) Inspector-General.	Chief Executive.
2	Grades 11 to 15	(*i*) Deputy Inspector-General or Assistant Inspector-General of Pakistan Railways Police. (*ii*) Any Superintendent of Pakistan Railways Police. (*iii*) Any officer of Grade 18 or above from Railways Personnel Branch.	Inspector-General.
3	Grades 7 to 10	(*i*) Assistant Inspector-General or Superintendent of Pakistan Railways Police. (*ii*) Deputy Superintendent or Prosecution Deputy Superintendent of Pakistan Railways Police. (*iii*) Any officer of Grade 16 or above from Railways Personnel Branch.	Inspector-General.
4	Grade 6 & below	(*i*) Any officer from Pakistan Railways Police in Grade 16 or above. (*ii*) A Prosecuting Inspector or Inspector of Pakistan Railways Police. (*iii*) Any officer of Grade 16 or above from Railway Personnel Branch.	Inspector-General.

APPENDIX V.

[*See rule* 15.]

"A"

Investigation 'Wing'.	Prosecution 'Wing'.	Preventive 'Wing'.
1	2	3
Constable (Grade 2) 100% direct appointment.	....	Constable (Grade 2) (100% direct appointment).
Head Constable (Grade 3) 100% by promotion.	....	Head Constable (Grade 3) (100% by promotion).
Assistant Sub-Inspector (Cade 5).	....	Assistant Sub-Inspector (Grade 5).
(25% direct appointment) (75% by promotion).	....	(25% direct appointment) (75% by promotion).
Sub-Inspector (Grade 7) (100% by promotion.)	Prosecuting Sub-Inspector (Grade 7) (100% direct appointment).	Sub-Inspector (Grade 7) (100% by promotion).
Inspector (Grade 11) (100% by promotion.)	Prosecuting Inspector (Grade 11) (100 by promotion.	Inspector (Grade 11) (100% by promotion).
Deputy Superintendent (Grade 17) (20% direct appointment 80% by promotion.)	P.D.S.P. (Grade 17) (100% by promotion.)	Deputy Superintendent (Grade 17) (20% direct appointment) (80% by promotion).
	Superintendent Assistant Inspector-General (Grade 18).	
By promotion	(From Preventive Wing) ..	60%.
	(From Investigation/Prosecution Wing.	40%.

"B".

I. Naib Quasid (Grade 1), Daftry (Grade 2) (100% by promotion.)
Record Keeper (Grade 3) (100% by promotion).

II. Lower Division Clerk (Grade 5) (90% direct appointment),
10% from Matriculate Naib Quasid, Daftries & Record Keepers by promotion having five years service).
Upper Division Clerk (Grade 7), (20% direct appointment) (80% by promotion).
Head Clerk (Grade 11), (100% by promotion).
Office Superintendent (Grade 14), (100% by promotion).

III. Stenotypist (Grade 8) (100% direct appointment).
Stenographer (Grade 11) (100% by promotion.)
Personal Assistant (Grade 14) or Stenographer (100% by promotion.)

APPENDIX VI.

(*See rule* 19).

Officers, members, and ministerial staff.	Competent authority.
1	2
Inspector-General, Deputy Inspector-General, Superintendent and Assistant Inspector-General.	Chief Executive.
Grade 1 to 10 within the Division or Headquarters.	Assistant Inspector-General and Superintendent of Pakistan Railways Police within their respective jurisdiction.
Grade 1 to 17	Inspector-General.

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PART II

Statutory Notifications (S. R. O.)

GOVERNMENT OF PAKISTAN
MINISTRY OF RAILWAYS

NOTIFICATION

Islamabad, the 24th July, 2015

S. R.O. 750 (I)/2015.—In exercise of the powers conferred by sub-rule (2) of Rule 3 of the Civil Servants (Appointment, Promotion & Transfer) Rules, 1973, and Section 7 (I) (b) (i) & (ii) of FPSC Ordinance, 1977 (XLV of 1977) the following amendments shall be made in the Recruitment Rules of Pakistan Railways Police, under the Ministry of Railways, notified *vide* SRO 854(I)/80, dated 18th August, 1980 as amended from time to time namely:—

S. No.	Designation of post	BPS
1	Deputy Superintendent of Police	17
2	Inspector	16

[1183 (2015)/Ex. Gaz.] *Price : Rs. 3.00*

METHOD OF APPOINTMENT

2. The method of appointment to the post(s) shall be as under:—

S. No.	Name of posts	Method of appointment	
		By promotion	By initial
(1)	(2)	(3)	(4)
1.	Deputy Superintendent of Police	100%	—
2.	Inspector	60%	40%

Provided that if no suitable person is available for promotion, the post or posts reserved for promotion shall be filled in by initial appointment and failing that by transfer.

CONDITIONS FOR PROMOTION

3. Promotion to the posts in column 2 below shall be made by selection from amongst the persons who hold the posts specified in column 3 on a regular basis and fulfill the conditions of eligibility as prescribed in column 4:

S. No.	Designation and BPS post	Persons eligible	Conditions of eligibility
(1)	(2)	(3)	(4)
1	Deputy Superintendent of Police (BS-17)	Inspector (BS-16)	i. Seniority-*cum*-fitness. ii. 03 years service as Inspector (BS-16). iii. Qualifying the prescribed departmental training courses as may be specified by the appointing authority, from time to time.
2	Inspector (BS-16)	Sub-Inspector (BS-14)	i. Seniority-*cum*-fitness. ii. Minimum 05 years service as Sub-Inspector (BS-14). iii. Qualifying the prescribed departmental training courses as may be specified by the appointing authority, from time to time.

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 qualification;

(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. Appointment by transfer shall be made by selection from amongst the persons holding appointment on a regular basis under the Federal Government in the same basic pay scale in which the post to be filled exists, provided that the person concerned possesses the qualifications and experience prescribed for initial appointment to the post concerned.

PROBATION

6. Persons appointed by initial appointment or promotion or transfer shall be on probation for a period of one years. 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 Civil Servant Act, 1973, read with Rule 21 of the Civil Servants. (Appointment, Promotion and Transfer) Rules, 1973.

7. This Notification issues with the approval of the Establishment Division *vide* their O.M. No.7/16/2003 R-5, dated 30th April, 2015 and with the concurrence of FPSC *vide* its letter No. F. 15-09/2015-RR, dated 14-07-2015 the post of DSP (BS-17) and Inspector (BS-16) where ever appearing in the existing Recruitment Rules *Vide* SRO 854(I)/80, dated 18-08-1980 shall be treated as deleted.

SCHEDULE
(*See* Rule 4)

S. No.	Designation and BPS of the post	Qualification and experience	Age Limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
1.	Deputy Superintendent of Police (BS-17)	(i) 2nd class or grade 'C' Master's degree from a University recognized by HEC. (ii) **Physical Fitness** Male: Height 5′ — 7″ Chest 33″ — x 34 1/2″ "Running 1 Mile in 7 Minutes. Female: Height: 5′ — 2″ "Running 1 Mile in 10 Minutes.	22 years	30 years
2.	Inspector (BS-16)	(i) 2nd class or grade 'C' Bachelor's degree from a University recognized by HEC. (ii) **Physical Fitness:** Male: Height 5′ — 7″ Chest 33″ — x 34 1/2″ "Running 1 Mile in 7 Minutes. Female: Height: 5′ — 2″ "Running 1 Mile in 10 Minutes.	20 years	28 years

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