



GOVERNMENT OF THE PUNJAB  
SERVICES AND GENERAL ADMINISTRATION  
DEPARTMENT (REGULATIONS WING)

Dated, Lahore the 14<sup>th</sup> October, 2009

**NOTIFICATION**

**No.DS(O&M)5-3/2004/CONTRACT(MF).** In exercise of the powers conferred upon him by rule 23 of the Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974, the Chief Minister, Punjab is pleased to order appointments, on regular basis, in relaxation of the relevant service rules, of the employees in BS-1 to 15, recruited on contract basis under the provisions of the Contract Appointment Policy issued by the S&GAD in 2004 against the posts presently held by them in various Government Departments of the Punjab, with immediate effect. However, the contract employees working against posts in various projects / programmes / PMUs / PMOs and other time-bound (one-time) development activities shall not be covered by this notification.

2. For the purpose of this notification, the Chief Minister, Punjab has further been pleased to withdraw the posts in BS-11 to 15 presently held by the contract employees, as mentioned in rule 16 of the Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974 from the purview of the Punjab Public Service Commission in terms of rule 5 of the Punjab Public Service Commission (Functions) Rules, 1978.

3. These appointments will, however, be subject to fulfillment of requirements of rule 18, 19, 20, 21 and 21-A of the Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974.

4. The contract appointees on their regular appointment shall remain on probation in terms of section 5 of Punjab Civil Servants Act, 1974 and rule 7 of the Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974.

5. The service period of contract employees shall not be counted for any purpose (pension, gratuity, leave, etc.) on their appointment under the Punjab Civil Servants Act, 1974 and the rules framed there-under. The salary component of such employees shall be in accordance with the pay scales plus the usual allowances prescribed for the posts against which they are being appointed. They will, however, not be entitled to the payment of 30% social security benefit in lieu of pension or any other pay package being drawn by them.

6. However, pay of the contract employees being appointed in the basic pay scales shall be fixed at the initial of the respective pay scales and the increment(s) already earned during the contract appointment period shall be converted into Personal Allowance. The pay of those appointed on the basis of pay package will be fixed in consultation with the Finance Department. The decision of the Finance Department in this behalf shall be final. The Finance Department shall constitute an

Anomalies Committee to resolve the issues arising out of appointments of contract employees on regular basis.

7. The contract employees who do not intend to be appointed on regular basis should furnish their option to this effect in writing within 30 days from the date of issuance of their appointment letters by the respective appointing authorities. They may continue with their present employment as per terms and conditions of their contract. However, no extension in their contract period shall be allowed. Those who intend to be appointed on regular basis need not apply. The option once exercised shall be final.

BY THE ORDER OF THE CHIEF MINISTER, PUNJAB

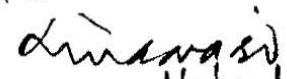
**MUHAMMAD ILYAS**  
SECRETARY (REGULATIONS), S&GAD

**No.DS(O&M)5-3/2004/CONTRACT(MF)**

**Dated Lahore the 14<sup>th</sup> October, 2009**

A copy is forwarded for information and necessary action to:-

1. The Principal Secretary to Governor of the Punjab.
2. The Secretary to Chief Minister, Punjab.
3. The Senior Member, Board of Revenue, Punjab.
4. Chairman Planning & Development Board, Punjab.
5. The Chairman, Chief Minister's Inspection Team, Punjab, Lahore.
6. All Administrative Secretaries to Government of the Punjab.
7. The Registrar, Lahore High Court, Lahore.
8. The Inspector General of Police, Punjab/Provincial Police Officer.
9. All Head of Attached Departments in the Punjab.
10. All Commissioners in the Punjab.
11. All District Coordination Officers in the Punjab.
12. All Heads of Autonomous Bodies in the Punjab.
13. The Secretary, Provincial Assembly, Punjab.
14. The Secretary, Punjab Public Service Commission, Lahore.
15. PS to Chief Secretary, Punjab, Lahore.
16. PSO to Additional Chief Secretary, Punjab, Lahore.
17. PSs to Secretary (Services), Secretary (Regulations), and Secretary (I&C) S&GA Department.
18. All Additional Secretaries/Deputy Secretaries/Section Officers in the S&GAD.
19. The Superintendent, Government Printing Press, Punjab, Lahore. He is requested to publish this notification in the official gazette. copies to this Department.

  
14/10/09  
**(AFZAL NASIR KHAN)**  
**DEPUTY SECRETARY (O&M),**  
**S&GAD**