

HQA-6(115)/2019/Part – A/  
GOVERNMENT OF PAKISTAN  
PAKISTAN METEOROLOGICAL DEPARTMENT  
HEADQUARTERS OFFICE SECTOR H-8/2  
P.O. BOX NO.1214 ISLAMABAD

Islamabad, August, 2019

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Section Officer Met.  
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Islamabad.

Subject:- AMENDMENTS IN RECRUITMENT RULES FOR GAZETTED STAFF OF PMD

Dear Sir,

I have the honor to state that existing Rec Rules for gazetted staff in PMD were framed/notified in the year 2014 vide SRO No.41(KE)/2015 dated 26-11-2014. These rules now warrant incorporation of some comprehensive amendments which mainly revolve around changes in allocation of quota to promotion and Initial recruitment. A thorough examination over the years in productivity level of direct recruits and promotees reveal that the latter have been more instrumental in bringing tangible improvements in organizational productivity rather than the former. Therefore, there is a need to strike a right balance between direct recruits and promotees to attain an optimal level of organizational performance/productivity. The concept of Job Satisfaction is believed to be intrinsically linked to organizational productivity. In so far as the PMD is concerned, the foremost irritant in the way of enhancing job satisfaction is abysmally scarce promotion prospects. The overly excessive quotas allocated to initial recruitments with respect to majority of technical, administrative and engineering posts are chipping away at job satisfaction which in turn spoils any effort to ameliorate organizational productivity while remaining within the scarce financial resources and HR availability.

2. The instant proposal is primarily aimed at enhancing job satisfaction as a vehicle to optimize organizational productivity through striking an equitable balance between direct recruitment and promotion. Besides, some amendments are also due in “Conditions for promotion” portion and “Schedule” portion of existing rec rules. Therefore, the changes being proposed through instant proposal are broadly categorized into following segments:

- (i) Method of Appointment
- (ii) Conditions for Promotion
- (iii) Schedule

## SUMMARY OF PROPOSED AMENDMENTS

### 3. Amendment in “Method of Appointment” (Direct / Promotion Quota)

#### 3.1 Meteorological Branch:-

The quota allocated to promotion enhanced I.R.O **5** cadres:

- (i) Director (BS-19)
- (ii) Deputy Director (BS-18)
- (iii) Meteorologist (BS-17)
- (iv) Programmer (BS-17)
- (v) Assistant Meteorologist (BS-16)

The quota allocated to initial appointment increased I.R.O **1** cadre:

- (i) Assistant Programmer (BS-16)

Sr. No.	Promotion Quota Enhanced		Sr. No.	Initial Appointment Quota Enhanced	
	Name & BPS of Post	Revised Quota Promotion Direct		Name & BPS of Post	Revised Quota Promotion Direct
1	Director (BS-19)	100% --	1	Assistant Programmer (BS-16)	50% 50%
2	Deputy Director (BS-18)	100% --			
3	Meteorologist (BS-17)	50% 50%			
4	Programmer (BS-17)	50% 50%			
5	Assistant Meteorologist (BS-16)	50% 50%			

#### 3.2 Engineering Branch:-

The quota allocated to promotion enhanced I.R.O **3** cadres:

- (i) Deputy Director Engineer (BS-18)
- (ii) Senior Electronic Engineer (BS-18)
- (iii) Electronic Engineer (BS-17)

Sr. No.	Promotion Quota Enhanced		Sr. No.	Initial Appointment Quota Enhanced	
	Name & BPS of Post	Revised Quota Promotion Direct		Name & BPS of Post	Revised Quota Promotion Direct
1	Deputy Director Engr. (BS-18)	100% --			
2	Senior Electronic Engr. (BS-18)	100% --			
3	Electronic Engineer (BS-17)	50% 50%			

#### 3.3 Administrative Branch:-

The quota allocated to promotion enhanced I.R.O **2** cadres:

- (i) Chief Administrative Officer (BS-19)
- (ii) Administrative Officer (BS-17)

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Promotion Quota Enhanced		Initial Appointment Quota Enhanced						
Sr. No.	Name & BPS of Post	Revised Quota		Sr. No.	Name & BPS of Post		Revised Quota	
		Promotion	Direct		Promotion	Direct		
1	Chief Administrative Officer (BS-19)	100%	--					
2	Administrative Officer (BS-17)	50%	50%					

#### 4. Amendments proposed in “Conditions for promotion”

##### 4.1 Meteorological Branch:-

- i. Senior Programmer (BS-18) & Programmer (BS-17) rendered ineligible for promotion as Director (BS-19) & Deputy Director (BS-18), respectively.
- ii. The prescribed condition: “Must have passed the WMO Class-III (Pre-Met) course” omitted for promotion from Programmer (BS-17) to Senior Programmer (BS-18).
- iii. The condition: “Training in Meteorology” replaced with: “Must have passed the WMO Class-II (Basic Forecasting Course)” for promotion from Director (BS-19) to Chief Meteorologist (BS-20) and Deputy Director (BS-18) to Director (BS-19).
- iv. The condition: “Must have passed the WMO Class-III (Pre-Met.) course” replaced with “Must have passed WMO Class-II (Basic Forecasting Course)” for promotion from Meteorologist (BS-17) to Deputy Director (BS-18).
- v. The defunct cadre “Professional Assistant BS-13” as eligible for promotion to the post Assistant Meteorologist BS-16 now has been replaced with the “Meteorological Assistant BS-14”.

##### 4.2 Administrative Branch:-

The Accounts Officer (BS-17) rendered (alongside Administrative Officer BS-17) eligible for promotion as Deputy Chief Administrative Officer (BS-18).

#### 5. Amendment in “Schedule” (Qualification / Experience for Initial Appointment)

- i. The qualification: “Ph.D. / M. Phil / Master degree in Computer Science” omitted for filing the post of:
  - (a) Director General (BS-21)
  - (b) Chief Meteorologist (BS-20)
  - (c) Director (BS-19)
  - (d) Deputy Director (BS-18)
  - (e) Meteorologist (BS-17)
- ii. The addendum: “Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976” added to prescribed qualification for the following posts:
  - (a) Director Engr. / Principal Engineer (BS-19)
  - (b) Deputy Director Engr. (BS-18)
  - (c) Senior Electronic Engineer (BS-18)
  - (d) Electronic Engineer (BS-17)
  - (e) Workshop Engineer (BS-17)
  - (f) Assistant Electronic Engineer (BS-16)
  - (g) Assistant Mechanical Engineer (BS-16)



## 6. Grant of Time Scale Promotion

The incumbents of the following cadres which are faced with non-existent promotion prospects are proposed to be compensated through this arrangement:-

### 6.1 Meteorological Branch:-

Sr. No.	Name of Post	BPS of Post	Time Scale Promotion Scale	Conditions
1	Senior Programmer	BS-18	BS-19	05 years service as Senior Programmer (BS-18)

### 6.2 Engineering Branch:-

Sr. No.	Name of Post	BPS of Post	Time Scale Promotion Scale	Conditions
1	Director Engineering / Principal Engineer	BS-19	BS-20	05 years service as Director Engineering / Principal Engineer (BS-19)
2	Senior Electronic Engineer / Deputy Director Engineering	BS-18	BS-19	05 years service as Senior Electronic Engineer (BS-18) / Deputy Director Engineering (BS-18)

### 6.3 Administrative Branch:-

Sr. No.	Name of Post	BPS of Post	Time Scale Promotion Scale	Conditions
1	Chief Administrative Officer	BS-19	BS-20	05 years service as Chief Administrative Officer (BS-19)
2	Librarian	BS-17	BS-18	03 years service as Librarian (BS-17)
3	Assistant Private Secretary	BS-16	BS-17	03 years service as Assistant Private Secretary (BS-16)

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**Method of Appointment:-**

The changes being proposed under this category seek to upwardly revise promotion quota since the existing rules are heavily tilted in favor of direct recruitments thereby decelerating promotion prospects and demoralizing the experienced/seasoned workforce of PMD. Hence followings amendments proposed:

**Note:- The shaded and highlighted portion reflect change.**

3.1 Meteorology Branch							
Sr. No.	Name & BPS of Post	No. of Sanctioned Post	Existing		Proposed		Justification
			Method of appointment in Percentage		Method of appointment in Percentage		
			By Promotion	By Initial appointment	By Promotion	By Initial appointment	
3	Director / Principal Meteorologist (BS-19)	17	60%	40%	100%	--	Judging by the hindsight, the direct induction at the level of Director and Deputy Director in the purely technical field of Meteorology and allied subjects has proved to be counterproductive. The job market lacks adequately qualified professionals in the field of Meteorology and allied branches.
4	Deputy Director / Senior Meteorologist (BS-18)	35	60%	40%	100%	--	
6	Meteorologist (BS-17)	76	35%	65%	50%	50%	The proposed ratio of 50:50 is evenly poised to strike a correct balance between <b>promotion and initial recruitment.</b>
7	Programmer (BS-17)	8	35%	65%	50%	50%	
8	Assistant Meteorologist (BS-16)	92	35%	65%	50%	50%	
9	Assistant Programmer (BS-16)	18	100%	--	50%	50%	

3.2 Engineering Branch							
Sr. No.	Name & BPS of Post	No. of Sanctioned Post	Existing		Proposed		Justification
			Method of appointment in Percentage		Method of appointment in Percentage		
			By Promotion	By Initial appointment	By Promotion	By Initial appointment	
11	Deputy Director (Engg.) (BS-18)	1	25%	75%	100%	--	Judging by the hindsight, the direct induction at the level of Deputy Director (Engg.) and Senior Electronic Engineer in the purely technical field of Electrical / Mechanical Engineering has proved to be counterproductive. The job market lacks adequately qualified professionals in the field of Electrical / Mechanical Engineering.
12	Senior Electronic Engineer (BS-18)	6	85%	15%	100%	--	

13	Electronic Engineer (BS-17)	26	30%	70%	50%	50%	The proposed ratio of 50:50 is evenly poised to strike a correct balance between promotion and initial recruitment.
<b>3.3</b>	<b>Administrative Branch</b>						
Sr. No.	Name & BPS of Post	No. of Sanctioned Post	Existing		Proposed		Justification
			Method of appointment in Percentage	Method of appointment in Percentage	Method of appointment in Percentage	Method of appointment in Percentage	
			By Promotion	By Initial appointment	By Promotion	By Initial appointment	
17	Chief Administrative Officer (BS-19)	1	75%	25%	100%	--	The Management Services Wing has recommended after an exhaustive study that this particular post be allocated to 100% promotion.
20	Administrative Officer (BS-17)	7	25%	75%	50%	50%	The proposed ratio of 50:50 is evenly poised to strike a correct balance between promotion and initial recruitment.

#### 4 Conditions for Promotion

Some inevitable amendments are proposed to be incorporated at page 5 S. No.3, 4, 5 and 8 in columns titled "Persons Eligible" and "Conditions of Eligibility" of existing rules. Currently 08 incumbents of the post of Programmer (BS-17) are eligible for promotion to the post of Dy. Director/Sr. Meteorologist (BS-18) provided they completed WMO Class-III Course. Once promoted to BS-18 as Dy. Director, the programmers can make their way up to level of Director General (BS-21). This is being viewed by the officers of Meteorology branch as glaring anomaly because programmers are recruited on the strength of their qualification and experience in IT. They lack specialized knowledge and experience in the field of meteorology and allied subjects and their elevation to BS-20 and 21 can prove to be counterproductive. Through this amendment programmers shall continue to be promoted to the post of Sr. Programmer BS-18 (01 post) but their inroad/incursion into higher echelon of meteorology branch shall be discontinued, Likewise, the eligibility of Senior Programmer BS-18) for promotion to the post of Director (BS-19) in Meteorology Branch has also been proposed to be discontinued. The precise content of amendment shall be as follows:

Existing				Proposed			
Sr. No.	Designation and BPS of the post	Persons Eligible	Conditions of Eligibility	Sr. No.	Designation and BPS of the post	Persons Eligible	Conditions of Eligibility
<b>4.1</b>	<b>Meteorological Branch</b>						
2	Chief Meteorologist (BS-20)	Director / Principal Meteorologist (BS-19)	i. 17 years service in BPS-17 or 12 years in BS-18 in case of initial	2	Chief Meteorologist (BS-20)	Director / Principal Meteorologist (BS-19)	i. 17 years service in BPS-17 or 12 years in BS-18 in case of initial

			<p>recruitment in BS-18 or 05 years service in BS-19 in case of initial recruitment in BS-19.</p> <p>ii. Training in Meteorology.</p>				<p>recruitment in BS-18 or 05 years service in BS-19 in case of initial recruitment in BS-19.</p> <p>ii. <b>Must have passed the WMO Class-II Basic Forecasting Course.</b></p> <p>*</p>
3	Director / Principal Meteorologist (BS-19)	Deputy Director / Senior Meteorologist (BS-18) / Senior Programmer (BS-18)	<p>i. 12 years service in BPS-17 &amp; above or 07 years in BS-18 in case of initial appointment in BS-18.</p> <p>ii. Training in Meteorology.</p>	3	Director / Principal Meteorologist (BS-19)	<b>Deputy Director / Senior Meteorologist (BS-18)</b>	<p>i. 12 years service in BPS-17 &amp; above or 07 years in BS-18 in case of initial appointment in BS-18.</p> <p>ii. <b>Must have passed the WMO Class-II Basic Forecasting Course.</b></p> <p>*</p>
4	Deputy Director / Senior Meteorologist (BS-18)	Meteorologist / Programmer (BS-17)	<p>i. 05 years service in BPS-17 as Meteorologist / Programmer.</p> <p>ii. Must have passed the WMO Class-III (Pre-Met) Course.</p>	4	Deputy Director / Senior Meteorologist (BS-18)	<b>Meteorologist (BS-17)</b>	<p>i. <b>05 years service in BPS-17 as Meteorologist.</b></p> <p>ii. <b>Must have passed the WMO Class-II Basic Forecasting Course.</b></p> <p>**</p>
5	Senior Programmer (BS-18)	Programmer (BS-17)	<p>i. 05 years service in BPS-17 as Programmer.</p>	5	Senior Programmer (BS-18)	Programmer (BS-17)	<b>05 years service in BPS-17 as Programmer.</b>

			ii. Must have passed the WMO Class-III (Pre-Met) Course.				***
8	Assistant Meteorologist (BS-16)	Professional Assistant (BS-13)	i. 03 years service in BPS-13 as Professional Assistant. ii. Must have passed the WMO Class-III (Pre-Met) Course. Or "Special course in Seismology & Geomagnetism".	8	Assistant Meteorologist (BS-16)	Meteorological Assistant (BS-14)	i. 03 years service in BPS-14 as Meteorological Assistant. ii. Must have passed the WMO Class-III (Pre-Met) Course. Or "Special course in Seismology & Geomagnetism". ****
4.2	<b>Administrative Branch</b>						
<b>Existing</b>				<b>Proposed</b>			
Sr. No.	Designation and BPS of the post	Persons Eligible	Conditions of Eligibility	Sr. No.	Designation and BPS of the post	Persons Eligible	Conditions of Eligibility
18	Deputy Chief Administrative Officer (BS-18)	Administrative Officer (BS-17)	05 years service in BS-17 as Admin Officer	18	Deputy Chief Administrative Officer (BS-18)	Admin Officer (BS-17) / <b>Accounts Officer (BS-17)</b>	05 years service in BS-17 as Admin Officer / <b>Accounts Officer</b> *****

#### Explanations:-

- \* The evasive / ambiguous phrase: "Training in Meteorology" need to be made more precise and relevant. Therefore, the phrase: "Must have passed the WMO Class-II Basic Forecasting Course" proposed to be inserted.
- \*\* Weather forecasting is the prime responsibility of the Senior Meteorologist / Deputy Director. Hence Basic Forecasting Course is very essential to fulfill the responsibilities of a Forecaster as per WMO standards, rather than Class-III Pre-Met. Course which is beneficial for junior cadres.
- \*\*\* After rendering Programmer (BS-17) ineligible for promotion as Deputy Director and Senior Programmer (BS-18) as Director (BS-19), it is not desirable for Programmer (BS-17) to undergo training in Meteorology.
- \*\*\*\* The cadre "Professional Assistant (BS-13)" has been abolished and incumbents of this cadre upgraded / re-designated as "Meteorological Assistant (BS-14)".

Authority: Establishment Division O.M. No.8/59/2010-R.1, dated 08-08-2011 and Finance Division O.M. No.1(4)R-I/2011-1379/12, dated 21-01-2013.



\*\*\*\*\* The cadre “Accounts Officer” is part and parcel of Admin Staff. Previously, Accounts Officer used to be eligible for promotion as DCAO (BS-18) according to Recruitment Rules of 2005. However, in the existing Recruitment Rules of 2015, Accounts Officer was inadvertently left with no promotion prospects, after rendering him ineligible for promotion as Deputy Chief Administrative Officer (BS-18). This anomaly needs to be corrected forthwith.

## 5 Schedule

**Explanation (i)** The schedule part of Rec rules deal with the qualification/experience required for direct recruitment and instant proposal is aimed at incorporating amendments at Page-8, 9, 10 and 11, S.No.1, 2, 3, 4 and 6 column titled “Qualification and Experience”. The doctorate, master and graduation degree in Computer Science is irrelevant qualification for induction as Director General, Chief Meteorologist, Director, Deputy Director, Meteorologist and hence proposed to be omitted. Through a separate amendment in preceding paragraph, eligibility of Programmer for promotion to the post of Dy. Director has already been discontinued therefore there is hardly any justification for inducting I.T degree holders in the hierarchy of professional meteorological cadres.


**Explanation (ii)** Another amendment under this section is required at page 12, 13 & 14 under S. No. 10 to 16. The holders of all engineering posts are required to meet an obligatory requirement of getting themselves registered with Pakistan Engineering Council vide PEC letter No. PEC/Ch/SS/31/18, dated 12-10-2018, in line with the judgment of Supreme Court of Pakistan dated 03-10-2018 in CP No. 78-K of 2015. Therefore, the following proviso is proposed to be added as necessary qualification for all Engineering Cadre in Gazetted side:  
**“Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976”**

The changed shape of rec rules after amendment shall look like as follows:

**Note:-** The shaded and highlighted portion reflect change.

Existing				Proposed				
Sr. No	Designation and BPS of the Post	Qualification & Experience	Age Limit		Sr. No	Designation and BPS of the Post	Qualification & Experience	Remarks
<b>5.1 Meteorology Branch</b>								
1	Director General (BS-21)	Ph.D in Meteorology / Seismology/ Hydro-Meteorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Sciences / Agriculture Meteorology / Computer Sciences or equivalent qualification from a university recognized by HEC with 18 years experience in the field of Meteorology. OR M. Phil in one of the above subjects from a university recognized by HEC with 20	42 years	50 years	1	Director General (BS-21)	<b>Ph.D in Meteorology / Seismology/ Hydro-Meteorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Sciences / Agriculture Meteorology / or equivalent qualification from a university recognized by HEC with 18 years experience in the field of Meteorology.</b> OR M. Phil in one of the above subjects from a	Computer Science degree omitted.

		<p>years experience in the field of Meteorology.</p> <p>OR</p> <p>i) 2<sup>nd</sup> Class or Grade “C” Master Degree or equivalent qualification from a university recognized by HEC in one of the above subject with 22 years experience in the field of Meteorology.</p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>					<p>university recognized by HEC with 20 years experience in the field of Meteorology.</p> <p>OR</p> <p>i) 2<sup>nd</sup> Class or Grade “C” Master Degree or equivalent qualification from a university recognized by HEC in one of the above subject with 22 years experience in the field of Meteorology.</p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>	
2	Chief Meteorologist (BS-20)	<p>Ph.D in Meteorology / Seismology / Hydro-Meteorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Science / Agriculture Meteorology / Computer Science or equivalent qualification in the field of Meteorology from a university recognized by HEC with 13 years’ experience in BPS-17.</p> <p>OR</p> <p>M. Phil in one of the above subjects from a university recognized by HEC with 15 years’ experience in BPS-17 in the field of Meteorology.</p> <p>OR</p> <p>i) 2<sup>nd</sup> Class or Grade “ C” Masters Degree in one of the above subject from a university recognized by HEC with 17 years experience in BPS-17 in the field of Meteorology.</p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>	37 years	45 years	2	Chief Meteorologist (BS-20)	<p><b>Ph.D in Meteorology / Seismology / Hydro-Meteorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Science / Agriculture Meteorology or equivalent qualification in the field of Meteorology from a university recognized by HEC with 13 years’ experience in BPS-17.</b></p> <p>OR</p> <p>M. Phil in one of the above subjects from a university recognized by HEC with 15 years’ experience in BPS-17 in the field of Meteorology.</p> <p>OR</p> <p>i) 2<sup>nd</sup> Class or Grade “ C” Masters Degree in one of the above subject from a university recognized by HEC with 17 years experience in BPS-17 in the field of Meteorology.</p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>	Computer Science degree omitted.

3	Director / Principal Meteorologist (BS- 19).	<p>Ph.D in Meteorology / Seismology / Hydro-Meteorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Sciences / Agriculture Meteorology / Computer Sciences or equivalent in the field of Meteorology from a university recognized by HEC with 08 years' experience in BPS-17 and above.</p> <p>OR</p> <p>M. Phil in one of the above subjects from a university recognized by HEC with 10 years' experience in BPS-17 or above in the field of Meteorology.</p> <p>OR</p> <p>i) 2<sup>nd</sup> Class or Grade " C" Master Degree in one of the above subject or equivalent in the field of Meteorology from a university recognized by HEC with 12 years' experience in BPS-17 and above.</p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>	32 years	40 years	3	Director / Principal Meteorologist (BS- 19).	<p><b>Ph.D in Meteorology / Seismology / Hydro-Meteorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Sciences / Agriculture Meteorology or equivalent in the field of Meteorology from a university recognized by HEC with 08 years' experience in BPS-17 and above.</b></p> <p>OR</p> <p>M. Phil in one of the above subjects from a university recognized by HEC with 10 years' experience in BPS-17 or above in the field of Meteorology.</p> <p>OR</p> <p>i) 2<sup>nd</sup> Class or Grade " C" Master Degree in one of the above subject or equivalent in the field of Meteorology from a university recognized by HEC with 12 years' experience in BPS-17 and above.</p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>	Computer Science degree omitted.
4	Dy. Director / Senior Meteorologist (BS-18). 	<p>Ph.D in Meteorology / Seismology / Hydro-Meteorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Science / Agriculture Meteorology / Computer Sciences or equivalent in the field of Meteorology from a university recognized by HEC with 01 year</p>	25 years	35 years	4	Dy. Director / Senior Meteorologist (BS-18).	<p><b>Ph.D in Meteorology / Seismology / Hydro-Meteorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Science / Agriculture Meteorology or equivalent in the field of Meteorology from a university recognized by HEC</b></p>	Computer Science degree omitted.

		<p>experience in BPS-17.</p> <p>OR</p> <p>M. Phil in one of the above subjects from a university recognized by HEC with 03 years' experience in BPS-17 in the field of Meteorology.</p> <p>OR</p> <p>i) 2<sup>nd</sup> Class or Grade " C" Master Degree in one of the above subject from a university recognized by HEC 05 years' experience in BPS-17 in the field of Meteorology.</p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>				<p><b>with 01 year experience in BPS-17.</b></p> <p>OR</p> <p>M. Phil in one of the above subjects from a university recognized by HEC with 03 years' experience in BPS-17 in the field of Meteorology.</p> <p>OR</p> <p>i) 2<sup>nd</sup> Class or Grade " C" Master Degree in one of the above subject from a university recognized by HEC 05 years' experience in BPS-17 in the field of Meteorology.</p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>		
6	Meteorologist (BS-17)	<p>i) 2<sup>nd</sup> Class or Grade " C" Master Degree in Meteorology / Seismology / Hydrometeorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Science / Agriculture Meteorology / Computer Science from a university recognized by HEC .</p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>	22 years	30 years	6	Meteorologist (BS-17)	<p>i) <b>2<sup>nd</sup> Class or Grade " C" Master Degree in Meteorology / Seismology / Hydrometeorology / Hydrology / Geophysics / Geology / Geography / Physical Chemistry / Physics / Mathematics / Environment / Space Science / Agriculture Meteorology from a university recognized by HEC .</b></p> <p>ii) Graduation with Physics or Mathematics from a university recognized by HEC.</p>	Computer Science degree omitted.

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10	Director (Engg.) / Principal Engineer (BS-19)	<ul style="list-style-type: none"> <li>i) Ph.D in Electronics / Instrument / Mechatronics / Mechanical from a university recognized by HEC .</li> <li>ii) 08 years experience in installation and maintenance of Electronics / Mechanical equipments OR</li> <li>i) M.S / M. Phil in Electronics / Instrument / Mechatronics / Mechanical from a university recognized by HEC.</li> <li>ii) 10 years experience in installation and maintenance of Electronics / Mechanical equipments OR</li> <li>i) Bachelor's Degree of Engineering in Electronics / Instrument / Mechatronics / Mechanical / Electrical with specialization in communication from a university recognized by HEC.</li> <li>ii) 12 years experience in installation and maintenance of Electronics / Mechanical equipments</li> </ul>	32 years	40 years	10	Director (Engg.) / Principal Engineer (BS-19)	<ul style="list-style-type: none"> <li>i) Ph.D in Electronics / Instrument / Mechatronics / Mechanical from a university recognized by HEC .</li> <li>ii) 08 years experience in installation and maintenance of Electronics / Mechanical equipments.</li> <li>iii) <b><i>Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976.</i></b> OR</li> <li>i) M.S / M. Phil in Electronics / Instrument / Mechatronics / Mechanical from a university recognized by HEC.</li> <li>ii) 10 years experience in installation and maintenance of Electronics / Mechanical equipments</li> <li>iii) <b><i>Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976.</i></b> OR</li> <li>i) Bachelor's Degree of Engineering in Electronics / Instrument / Mechatronics / Mechanical / Electrical with specialization in communication from a university recognized by HEC.</li> <li>ii) 12 years experience in installation and maintenance of Electronics / Mechanical equipments.</li> <li>iii) <b><i>Must be registered as professional engineer with Pakistan Engineering Council</i></b></li> </ul>
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							<i>under PEC Act, 1976.</i>	
11	Deputy Director (Engg.) (BS-18)	<ul style="list-style-type: none"> <li>i). Ph.D in Electronics / Instrument / Mechatronics / Mechanical from a university recognized by HEC .</li> <li>ii). 01 year experience in installation and maintenance of Electronics / Mechanical equipments</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>i). M.S / M. Phil in Electronics / Instrument / Mechatronics / Mechanical from a university recognized by HEC.</li> <li>ii). 03 years experience in installation and maintenance of Electronics / Mechanical equipments</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>i). B.E. / B. Sc. Engineering in Mechanical / Electrical /Electronics / Instruments from a university recognized by HEC.</li> <li>ii). 05 years experience of repairing / Maintenance / Installation of Electronics / Mechanical equipments.</li> </ul>	25 years	35 years	11	Deputy Director (Engg.) (BS-18)	<ul style="list-style-type: none"> <li>i). Ph.D in Electronics / Instrument / Mechatronics / Mechanical from a university recognized by HEC .</li> <li>ii). 01 year experience in installation and maintenance of Electronics / Mechanical equipments</li> <li>iii) <b><i>Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976.</i></b></li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>i). M.S / M. Phil in Electronics / Instrument / Mechatronics / Mechanical from a university recognized by HEC.</li> <li>ii). 03 years experience in installation and maintenance of Electronics / Mechanical equipments</li> <li>iii) <b><i>Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976.</i></b></li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>i). B.E. / B. Sc. Engineering in Mechanical / Electrical /Electronics / Instruments from a university recognized by HEC.</li> <li>ii) 05 years experience of repairing / Maintenance / Installation of Electronics / Mechanical equipments.</li> <li>iii). <b><i>Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976.</i></b></li> </ul>	

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13	Electronic Engineer (BS-17)	B.E. / B. Sc Engineering in Mechanical / Electrical /Electronics / Instruments from a university recognized by HEC.	22 years	30 years	13	Electronic Engineer (BS-17)	<ul style="list-style-type: none"> <li>i. B.E. / B. Sc Engineering in Mechanical / Electrical /Electronics / Instruments from a university recognized by HEC.</li> <li>ii. <b><i>Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976.</i></b></li> </ul>
14	Workshop Engineer (BS-17)	B.E. / B. Sc Engineering in Mechatronics / Electrical /Electronics / Instruments with specialization in Communication from a university recognized by HEC.	22 years	30 years	14	Workshop Engineer (BS-17)	<ul style="list-style-type: none"> <li>i. B.E. / B. Sc Engineering in Mechatronics / Electrical /Electronics / Instruments with specialization in Communication from a university recognized by HEC.</li> <li>ii. <b><i>Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976.</i></b></li> </ul>
15	Assistant Electronic Engineer (BS-16)	<ul style="list-style-type: none"> <li>i). 03 years Post Matric Diploma in Electronics / Instruments / Mechatronics from a recognized institution.</li> <li>ii). 03 years experience in Operation &amp; maintenance of electronic equipment.</li> </ul>	20 years	28 years	15	Assistant Electronic Engineer (BS-16)	<ul style="list-style-type: none"> <li>i. 03 years Post Matric Diploma in Electronics / Instruments / Mechatronics from a recognized institution.</li> <li>ii. 03 years experience in Operation &amp; maintenance of electronic equipment.</li> <li>iii. <b><i>Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976.</i></b></li> </ul>
16	Assistant Mechanical Engineer (BS-16)	<ul style="list-style-type: none"> <li>i) 03 years Post Matric Diploma in Mechanical from a recognized institution.</li> <li>ii) 03 years experience in Operation &amp; maintenance of mechanical equipment.</li> </ul>	20 years	28 years	16	Assistant Mechanical Engineer (BS-16)	<ul style="list-style-type: none"> <li>i. 03 years Post Matric Diploma in Mechanical from a recognized institution.</li> <li>ii. 03 years experience in Operation &amp; maintenance of Mechanical equipment.</li> </ul>

						iii. <i>Must be registered as professional engineer with Pakistan Engineering Council under PEC Act, 1976.</i>	
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## 6 Grant of Time Scale Promotions:-

The existing Recruitment Rules feature many cadres that are facing dead-end in terms of promotion and get capped at the level of BS-19 or even below. The officers employed in Admin and Engineering branch find no promotion prospects beyond BS-19 which is impacting adversely on their productivity and job satisfaction levels. Admittedly, the department can not propose creation / addition of a couple of BS-20 posts in Admin and Engineering Branches only to provide promotion avenues to BS-19 officers of these branches. Therefore, the only viable option appears to be the grant of time scale promotion to the cadres facing dead end at the level of BS-19 and below. Hence following time scale promotions are proposed:-

<b>6.1 Meteorological Branch</b>					
Sr. No.	Sanctioned Posts	Name & BPS of Posts	Time Scale Promotion Scales	Conditions for granting time scale promotion	Justification
	1	Senior Programmer (BS-18)	BS-19	05 years service as Senior Programmer (BS-18).	<p>The combined strength of feeding posts leading up to Senior Programmer, i.e.</p> <p>(i) Assistant Programmer BS-16 (Sanctioned Posts= 18)</p> <p>(ii) Programmer BS-17 (Sanctioned Posts = 8)</p> <p><b>26.</b></p> <p>The incumbents of all these posts get stuck at the level of one (01) post of Senior Programmer (BS-18). The time scale promotion arrangement is essential to retain experienced Senior Programmer (BS-18) and prevent brain drainage.</p>
<b>6.2 Engineering Branch</b>					
	3	Director Engineering / Principal Engineer (BS-19)	BS-20	05years service as Director Engineering / Principal Engineer (BS-19).	<p>The combined strength of feeding posts leading up to Director Engineering / Principal Engineer, i.e.</p> <p>(i) Senior Electronic Engineer / Deputy Director Engineer BS-18 (Sanctioned Posts= 7)</p>



					<ul style="list-style-type: none"> <li>(ii) Workshop Engineer BS-17 (Sanctioned Posts = 1)</li> <li>(iii) Electronic Engineer BS-17 (Sanctioned Posts = 26)</li> <li>(iv) Assistant Electronic Engineer BS-16 (Sanctioned Posts = 18)</li> <li>(v) Assistant Mechanical Engineer BS-16 (Sanctioned Posts = 1)</li> </ul> <p><b>53.</b></p> <p>The incumbents of all these posts get stuck at the level of three (03) posts of Director Engineering / Principal Engineer (BS-19). The time scale promotion arrangement is essential to retain experienced officers of Engineering cadres and to prevent brain drainage.</p>
	7	Senior Electronic Engineer / Deputy Director Engineering (BS-18)	BS-19	05 years service as Senior Electronic Engineer (BS-18) / Deputy Director Engineering (BS-18)	<p>The combined strength of feeding posts leading up to Senior Electronic Engineer, i.e.</p> <ul style="list-style-type: none"> <li>(i) Workshop Engineer BS-17 (Sanctioned Posts = 1)</li> <li>(ii) Electronic Engineer BS-17 (Sanctioned Posts = 26)</li> <li>(iii) Assistant Electronic Engineer BS-16 (Sanctioned Posts = 18)</li> <li>(iv) Assistant Mechanical Engineer BS-16 (Sanctioned Posts = 1)</li> </ul> <p><b>46.</b></p> <p>The incumbents of all these posts get stuck at the level of (07) posts of Senior Electronic Engineer/ Deputy Director Engineering (BS-18). The time scale promotion arrangement is essential to retain experienced officers of Engineering cadres and to prevent brain drainage.</p>

6.3	Administrative Branch				
	1	Chief Administrative Officer (BS-19)	BS-20	05 years service as Chief Administrative Officer (BS-19).	<p>The combined strength of feeding posts leading up to Chief Administrative Officer, i.e.</p> <ul style="list-style-type: none"> <li>(i) Deputy Chief Administrative Officer BS-18 (Sanctioned Posts = 3)</li> <li>(ii) Administrative Officer BS-17 (Sanctioned Posts = 7)</li> <li>(iii) Superintendent BS-16/17 (Sanctioned Posts = 7)</li> </ul> <p><b>17.</b></p> <p>The incumbents of all these posts get struck at the level of (01) posts of Chief Administrative Officer (BS-19). The time scale promotion arrangement is essential to retain experienced officers of Administrative cadre and to prevent brain drainage.</p>
	1	Librarian (BS-17)	BS-18	03 years service as Librarian (BS-17).	<p>There is only one (01) post of Librarian (BS-17). There is no feeding post and promotion prospects are also non-existent. The grant of time scale promotion is the only option to provide solace / comfort to the incumbent of this solitary / isolated post.</p>
	14	Assistant Private Secretary (BS-16)	BS-17	03 years service as Assistant Private Secretary (BS-16).	<p>The combined strength of feeding posts up to Assistant Private Secretary, i.e.</p> <ul style="list-style-type: none"> <li>(i) Stenotypist BS-14 (Sanctioned Posts = 12)</li> </ul> <p><b>12.</b></p> <p>The incumbents of all these posts get stuck at the level of (14) posts of Assistant Private Secretary (BS-16), except for one senior most APS gets promoted as SPS (BS-19) The time scale promotion arrangement is essential to compensate for virtually non-existent promotion prospects.</p>