



Regd. Office: PSEB HEAD OFFICE, THE MALL, PATIALA-147001 (PUNJAB)

CIN No: U40109PB2010SGC033813, GSTIN No.: 03AAF5120Q1ZC, PAN No. AAF5120Q

Recruitment for the Post of Assistant Lineman (ALM) against CRA 299/22 in PSPCL

IMPORTANT DATES	
Start date of online registration and fees Deposit	31.07.2022
Last date of online registration and fees Deposit.	29.08.2022

Punjab State Power Corporation Limited (PSPCL), a Power Generating and Distribution company owned by Government of Punjab, which has played a key role in implementation of Punjab Government plans for 24*7 uninterrupted quality power supply in the State of Punjab, is looking for young & dynamic candidates with brilliant academic record against posts mentioned below:

Pay Scales:

The minimum pay admissible as per 7th CPC Pay Matrix and report of in house committee will be Rs.19900/-. The pay scales will be intimated later and these will be applicable during the probation period mentioned in the offer of appointment or extended probation period whichever is more. However, in case of appointment of candidates already in service in PSPCL, their pay shall be protected if the 'fixed monthly emoluments' in the offer of appointment are lower than the pay actually drawn by them on the post on which they hold lien. But they will not be given any increment or any other allowance except TA during the probation period.

1. Category wise break up of posts:

Sr. No.	Name of Category	Total Posts
1	Gen-General	661
2	EWS -Economically Weaker Section	167
3	SC (MZB) -Scheduled Caste (Mazhabi Balmiki)	171
4	SC (MZB-XSM-Self/Dep.) -Scheduled Caste (Mazhabi Balmiki-Ex-servicemen- Self/Dependent)	34
5	SC (MZB-SP) - Scheduled Caste (Mazhabi Balmiki-Sports person)	8
6	SC (OT) - Scheduled Caste (Others)	167
7	SC (OT-XSM-Self/Dep.) - Scheduled Caste (Others-Ex-servicemen-Self/Dependent)	34
8	SC (OT-SP) - Scheduled Caste (Others-Sports person)	9
9	BC only - Backward Class only	168
10	BC (XSM-Self/Dep.) - Backward Class (Ex-servicemen-Self/Dependent)	34

Sr. No.	Name of Category	Total Posts
11	XSM (Self/Dep.) - Ex-servicemen (Self/Dependent)	118
12	PWD (PD) - Person with disability (Partially deaf/ Hearing Handicapped)	68
13	SP (G) - Sports person (General)	34
14	FF - Freedom Fighter	17
	TOTAL	1690

Note 1: The reservation of posts for reserved categories is applicable for candidates of Punjab Domicile only.

- (i) All reserved category candidates are required to produce ***Punjab Domicile issued on or after 01.01.2022.***
- (ii) PSPCL reserves the right to increase or decrease the number of posts as indicated above or cancel the entire/partial recruitment against the said or make any changes in conditions of this CRA at any stage without giving any reason/notice. Further, actual position of posts under a particular category/sub-category may vary.
- (iii) Candidates are advised to read the category-wise breakup of posts very carefully before filling up the online application. Candidate shall apply only in that category to which he/she belongs and He/she should possess reservation certificates in accordance with GoP instructions for that category/sub-category. Category once filled will be considered as final and no benefit of reserve category/Sub-category will be admissible later on. It is further informed that such candidate who have applied under wrong category shall be considered only in General/Open merit (if fall in General/Open merit) and no benefit of reservation shall be admissible to them.
- (iv) **No separate 33% reservation shall be given to women candidates for the post of Assistant Lineman.**
- (v) It is pertinent to mention here that other than the categories shown in category-wise break up of posts, candidates belonging to Vimukt Jati and Bazigars, can also apply against SC/OT/Vimukt Jati and Bazigars category. However, reservation to Vimukt Jati and Bazigars will be applicable as per Dept. of Welfare (Reservation Cell), Govt. of Punjab instructions 1/3/98-RS1/268 dated 25.03.2011 & clarification letter dated 18.12.2020 subject to outcome of CWP 7436/2020.
- (vi) As per GoP, Department of personnel & Administrative reforms (Personnel policies branch) notification no G.S.R.11/Const./Arts. 309, 234 and 318/82 dated 02.02.1982 and GoP, GoP, Department of Defence services welfare (Defence welfare branch) G.S.R.37/Const./Art. 309, 234 and 318/Amd.(11)/2019 dated 14.10.2019 (Annexure-B) reservation will be given to Ex-servicemen candidates.
- (vii) As per the latest amendment made by the Ministry of Law and justice (Legislative Department) in 'THE RIGHTS OF PERSONS WITH DISABILITY ACT 2016', which have been further adopted by Govt. of Punjab vide memo. no.

- 1/1/2017/3DC-1543557/1 dated 06.08.2019 (Annexure-C), reservation for Person with disability has been increased from 3% to 4%
- (viii) As per Govt. of Punjab letter no. 1/3/2019-RC1/120 dated 28.05.2019 and letter no. 1/3/2019-RCI/700 dated 30.10.2020, 10% reservation has been provided to residents of Punjab belonging to (EWSs) Economically Weaker Sections who are not covered under the existing scheme of reservation for Scheduled Castes and Backward Classes. Reservation of EWS category will be governed by Govt. of Punjab notification no.1/3/2019-RCI/196 dated 18.03.2021 (Annexure-D).
- (ix) As per clause 6.2 of Principal Secy., Social Justice, Empowerment and Minorities (Reservation Cell), Govt. of Punjab letter no. 1/3/2019-RCI/700 dated 30.10.2020 for EWS category candidates, it is mandatory to produce 'Income and Asset Certificate' showing gross annual income of his/her family for financial year 2021-22 which must be valid for the financial year 2022-23.
- (x) Reservation Certificates shall be as per instructions mentioned in Table Below: -

Category	Certificate
EWS (Economically Weaker Section)	Certificate as per the instructions of the concerned department of Govt, of Punjab.
SC/BC (Scheduled Caste/Backward Class)	Certificate as per the instructions of the concerned department of Govt, of Punjab. Note: Head of Dept. or Head of Offices are competent to issue Scheduled Caste certificates to those applicants whose parents are serving or residing in Chandigarh/Mohali on the basis of their parent's service record.
XSM (Ex-servicemen/Self)	Ex-servicemen Certificate submitted by Self should be duly issued by the concerned District Sainik Welfare Officer, Govt. of Punjab.
XSM (Ex-servicemen/Dependent)	Lineal Descendant Certificate duly issued by the concerned District Sainik Welfare Officer, Govt. of Punjab.
FF (Freedom Fighter)	The requisite certificate issued by the Deputy Commissioner of the concerned district as per the instructions of the Govt. of Punjab.
SP (Sports person)	A relevant Sports gradation Certificate as issued by Director Sports Department, Punjab.
PWD (Person with disability)	The PWD certificate for partially deaf /hearing handicapped with permanent disability shall be issued by Civil Surgeon of Govt. of Punjab. For PWD candidates who are applying for this post shall be given the reservation to the extent of disability allowed as per lists of posts identified by Pb. Govt. Please refer <u>Annexure 'A'</u>

- **Candidates must produce reservation related certificate (as per their category mentioned in online application form) at the time of document checking.**

2) Essential Qualifications:

Name of Post	No. of posts	Basic and professional qualification
Assistant Lineman (ALM)	1690	i) Matriculation or equivalent and National Apprenticeship Certificate (NAC) in Lineman Trade. ii) The candidates who possess higher education i.e., Degree/ Diploma in Electrical Engineering will be considered only if they have minimum qualifications i.e., National Apprenticeship Certificate in Lineman Trade. Note: Candidate(s) should have National Apprenticeship certificate in lineman trade as on commencement of first day of first document checking schedule.

3. Knowledge of Punjabi: -

The candidates must have passed Punjabi of at least Matriculation or its equivalent level upto last date of submission of online application.

4. Age limit: -

As per Punjab Govt. Notification G.S.R.20/Const./Art.309/Amd.(10)/2010 dated 24.05.2010, the age limit as on 1/1/2022 for eligibility for these posts will be 18 to 37 years and relaxation in age will be as per Govt. of Punjab instructions.

RELAXATION IN AGE LIMIT: -

Upper age limit is relaxable under rules/instructions of PSPCL/Punjab Government adopted by PSPCL from time to time. Relaxation in age in different categories subject to the condition that the candidate is meeting other eligibility criteria for the post as given below: -

- a) Scheduled Caste and Backward class: 5 years over & above the normal recruitment age.
- b) Ex-Serviceman (Self): Ex-servicemen of Punjab Domicile shall be allowed to deduct the period of his service in the Armed Forces of Union from his actual age and if the resultant age does not exceed the maximum age limit prescribed for direct appointment to such a vacancy in the Service Rules concerned by more than three years, he shall be deemed to satisfy the condition regarding age limit.
- c) Person with disability: 10 years over and above the normal recruitment age.
- d) In case of the following, the upper age limit shall be 40 years:
 - i. Widow;
 - ii. Women who are legally separated from their husbands or have been divorced;

- iii. Women whose husbands have been ordered by Civil or Criminal courts to pay maintenance to them;
- iv. Women who have because of their desertion, been living separately from their husbands for more than two years.
- v. Women whose husbands have re-married; and
- vi. Wives of the serving military personnel and wives of those who are disabled while in Military service.

e) **For serving employees of PSPCL/Punjab Govt.: -**

To the extent of service rendered in PSPCL or erstwhile PSEB/Punjab Govt.

f) **For persons working on contract basis in any dept. of Punjab Govt.: -**

Relaxation in upper age to the extent of period served in any department of Govt. of Punjab for only those posts on which they have served on contract basis for more than atleast 3 months subject to fulfilling all other terms and conditions of Pb govt.'s personnel department letter **no. 9/56/2020-5PP1/33** dated 12.01.21 (Annexure-E).

5. **Scheme of examination**

Sr. No.	Topic	No. of questions
1	Questions related to the concerned discipline of the post applied	50 Questions
2	Knowledge of Punjabi Grammar	20 Questions
3	General Knowledge	10 Questions
4	Reasoning	10 Questions
5	Arithmetic	10 Questions
Total		100 Questions

- Online exam will be bilingual (English/Punjabi). Thus, during online examination candidates will have the option to choose language (English/Punjabi) of examination and the question paper will consist of 100 objective type questions (MCQ).
- There will be 100 multiple choice objective type questions with one marks of each correct answer. **There will be no negative marking.**
- The tentative syllabus for online written exam will be uploaded on website in due course.

6. **Minimum qualifying marks:**

General Category candidates	:	30%
Reserve Category candidates	:	25%

- 6.1 Reserve category candidate includes: Economical Weaker Section, Scheduled Caste, Backward Class, Ex-Serviceman, Freedom Fighter, Sports person & Person with Disability candidates.
- 6.2 If two or more candidates secure same marks, then their relative merit shall be determined by their age with higher age candidates placed at higher merit.

7. About Normalization: -

Normalization means adjusting values measured on different scales to a notionally common scale

Need for Normalization in Exam

Exam pertaining for a particular post/course could be spread across multiple shifts which will have different question paper for each shift. The normalization is to be done by considering the difficulty level of each set, since the questions may be different in different sets and difficulty level of a particular set may be different from other sets.

Hence the normalization of scores needs to be carried out for all the candidates who had written the exam, across shifts for the same post/course.

Normalization Method

The following has to be calculated for every shift for all the candidates who have written the exam for the same post:

- a. Average score for each Shift

X_{av} = total marks scored by candidates in a shift divided by no. of candidates in the shift.

- b. Standard Deviation of score for each Shift. Standard Deviation is a measure that is used to quantify the amount of variation of a set of data values:

N = Number of candidates

X = Raw score of candidates

L = Total Raw score for all candidates in a shift

X_{av} = Average which is total marks divided by no. of candidates.

x = Raw Score of Candidate - Simple Average (X - X_{av})

Standard Deviation(S) = $(\sum x^2)/N$

7.1 Normalization Formula

Normalized Score for each candidate (X_n) = $X_n = (S_2 / S_1) * (X - X_{av}) + Y_{av}$

S2	Is the SD of the shift with the Highest Average Score taken as Base for normalization (Criteria for choosing the base for normalization is generally taken as the shift with 'Highest Average' of raw scores)
S1	Standard Deviation for the corresponding shift (to be scaled to S2)
X	Raw score of a candidate
X_{av}	Simple average of the Shift
Y_{av}	Average corresponding to shift with highest Average (taken as Base for

normalization)

- Criteria for choosing the base for normalization is generally taken as the shift with 'Highest Average' of raw scores. Only exception is made if this shift (with highest average) has far less number of candidates as compared to other shifts. In that case we take the next shift with 'highest Average' as base for normalization.
- 70% of the average attendance is the limit. Any value below this should not be considered for the base.

8. ABOUT THE TEST: -

- 8.1 The online test is tentatively scheduled to be held at any Centre in Punjab which will be intimated while sending the admit card through PSPCL website (www.pspcl.in). **The information regarding the online test will be made available on our website www.pspcl.in or <http://pspcl.in/recruitment/> from time to time.** The test Centre will be allotted by PSPCL while sending the admit card and no change of test Centre will be permissible. The exact date, time and venue of the online test and information regarding dispatch of e-Admit Cards to the candidates, with instructions of the test will be made available prior to the date of the test by email and on website of PSPCL.
- 8.2 After conductance of the online test, the question paper-cum-answer key will be displayed on PSPCL's website (www.pspcl.in) and notice will be issued, wherein, if a candidate have any objection on the answers displayed on website, then he/she can file objection regarding the same as per guidelines in the notice. On the basis of objections received, the question/answer keys will be reviewed by the expert committee of test conducting agency and final merit shall be prepared accordingly. Normalization formula will also be applicable on the final merit list prepared after reviewing of the objections. The decision taken by expert committee of test conducting agency shall be final.

9. Final Merit: -

- 9.1 The final merit shall be prepared based on the marks secured in the online test (except Sports person category which shall be determined as per Sports gradation policy no. 47/26/83-5Edu./2036 dated 10.12.1997 for both the posts).
- 9.2 It is informed that online exam conducted for a particular post could be spread across multiple shifts which will have different question paper for each shift. As such normalization (as per para 7 above) will be done in order to neutralize the effect of difference in difficulty level of each set of papers in different shifts. The final merit list will be prepared on the basis of marks worked out after normalization in case exam is conducted in multiple shifts. Thus, raw marks may vary with normalized marks in the final merit list.
- 9.3 In case online exam is conducted in a single shift, result/final merit list shall be prepared on the basis of actual marks secured by the candidate in online examination.
- 9.4 As per Sports gradation policy no. 47/26/83-5Edu./2036 dated 10.12.1997, the final merit list of Sports person Category candidates is to be prepared only on the

basis of sports achievements. After the process of document checking of candidates of Sportsperson category qualified in the online exam, their Sports Gradation certificates will be sent to Director/Sports, Punjab for verification. Therefore, in view of guidelines issued, final list of Sports persons will be issued by Sports Directorate only.

10. Document checking process: -

On the basis of result/final merit list, candidates who qualify in online examination shall be called for document checking. Checking of original documents/certificates would be conducted by document checking committee, for which the date shall be notified later through registered e-mail IDs (as mentioned by the candidate in his/her online application form) and on PSPCL's website (www.pspcl.in) only. Thus, candidates are advised to mention their email IDs very carefully.

Note: -

- i) It is further clarified that mere calling of any candidate for document checking doesn't entitle him/her for selection/appointment to the said post.
- ii) Candidate shall be notified about the date of document checking through Registered E-mail ID (as mentioned by the candidate in his/her online application form) and on PSPCL's website (www.pspcl.in) only. *In case candidate does not appear on the 1st scheduled date, then 2nd chance (final chance) would be given to such candidate and in case he/she again fails to appear for document checking even on 2nd chance (final chance), then no further chance would be given & his/her candidature shall be cancelled/forfeited without any further notice.*
- iii) Candidate has to himself/herself appear for the process of document checking. Nobody on candidate's behalf can appear in the document checking.

11. Offer of appointment/Joining: -

The offer of appointment for the number of posts to be filled will be given to the successful candidates qualified in the online test provided that the candidate has been found eligible after checking of his/her documents and have successfully completed the process of document checking relating to the various qualifications and eligibility criteria such as age, academic qualification, passing of Punjabi language and certificates in respect of reservation etc.

Note: -

- i) The candidature of a candidate will be rejected without any notice if any certificate or document provided as found to be fake or forged or does not meet the eligibility criteria.
- ii) Candidates who are brought on selection panel shall be issued appointment letters and such candidate shall be given 21 days to join the services of PSPCL. In case, candidate does not report for joining on scheduled date, then final/last notice of 21 days will be given to such candidates. In case, any candidate fails to join PSPCL within stipulated time period, his/her appointment letter shall be cancelled automatically without any further notice.
- iii) The validity of selection panel for the post of Assistant Lineman shall be till issuance of next CRA for this post.

- iv) Candidates working in Government/Semi-Government or Cooperative organizations shall have to submit "No objection certificate" from their organization after resigning and before joining PSPCL.
- v) Candidates working on contract basis in various departments of Punjab Govt. should possess certificate in requisite proforma mentioned in Punjab gov't.'s personnel department letter no. 9/56/2020-5PP1/33 dated 12.01.21., through competent authority not below the rank of Joint Secretary or Head of office in Directorate or Field offices.

12. Training: -

The selected candidates shall undergo training at Technical Training Institute, Shakti Vihar, PSPCL, Patiala as per PSPCL instructions.

13. Online application fee: -

Fees Details (Non-Refundable):				
Sr. No.	Category	Application fees	Applicable GST @ 18%	Total
A	B	C	D	E (C+D)
1	All candidates except Schedule Cast and Person with Disability category	Rs.800/- per Application	144	Rs 944 + Bank Charges (if applicable)
2	Candidates Schedule Cast and Person with Disability Category	Rs. 500/- per Application	90	Rs 590 + Bank Charges (if applicable)

Note :

PSPCL shall match the details in the online payment fee receipt with the details given by the candidate and the final acceptance of the application shall only be done when the details available in the Bank are matching with the details filled by the candidate in the online application. Any mismatch found will lead to the cancellation of application.

14. ACTION AGAINST MISCONDUCT:

- 14.1. Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered, fabricated or should not suppress any material information while filling up the online application.
- 14.2. At any stage of recruitment, if a candidate is or has been found guilty of
- Using unfair means during the examination.
 - Impersonating or procuring impersonation by any person.
 - Misbehaving in the examination hall or taking away/destroying damaging any equipment or any other things in the examination hall.
 - Resorting to any irregular/unfair means in connection with his/her candidature during selection process.
 - Obtaining support for his/her candidature by any means.

- Apart from above, any other unfair means relating to Conduct of Examination or any other relevant matter.

Such candidates in addition to rendering himself/herself liable to criminal prosecution may also be liable to be:

- Disqualified from the examination hall.
- Debarred either permanently or for a specified period from any examination/recruitment.

- 14.3. Mobile phone/Cell Phone/Hand bag/Purse/Ornaments/Electronics/Non-Electronics instrument/Goods/Articles etc. except Pen & Pencil are strictly not allowed and are banned in the examination complex.
- 14.4. Candidates are advised to bring only Admit Card, Photo Identity Card. Frisking will be done at entry point and during the exam. PSPCL or Examination Centre will not be responsible for keeping custody of any of the above prohibited items & the candidate shall be solely responsible for its safe custody outside the examination complex. Candidates should, therefore, read these instructions carefully and follow them strictly. If any of the candidates is found/possessing any of the above prohibited items inside the examination hall he/she shall be straightaway debarred from examination on the spot, apart from action as per law may also be initiated against him/her.

15. TERMS AND CONDITIONS: -

- 15.1. On successful registration of online application, candidates are advised not to attempt for re-registration for the same post since multiple registration number and password may create problem for candidates in future. In case of multiple registrations for the same post, the candidature is liable for cancellation/rejection without any notice/intimation to the candidate.
- 15.2. Admit card for online test, containing the details of the Centre/venue for the examination etc. will be sent to the candidates at their registered e-mail ID. The candidates are required to take a print out of their admit card. Candidate can also download their admit card from the PSPCL website using their registration number and the password. Candidates will not be allowed to enter the examination hall without valid admit card.
- 15.3. Candidates in their own interest are advised, not to wait till the last date & time and register their application well within the time. PSPCL shall not be held responsible, if the candidates are not able to submit their application due to last time rush.
- 15.4. PSPCL does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of the aforesaid reasons or for any other reason whatsoever.
- 15.5. Candidates are also advised to keep copy of application form and e-admit card with them for reference and record.
- 15.6. Please note that the above procedure is the only valid procedure for applying. No other mode of application shall be accepted.
- 15.7. Candidates serving in Govt./Quasi Govt. offices, public sector undertakings are required to submit "No objection Certificate" from their employer at the time of document checking, failing which their candidature may not be considered.
- 15.8. **Candidate should note that his/her candidature is purely "PROVISIONAL" subject to eligibility of candidate after document checking. Mere issue of admit card/passing of online examination will not imply that his/her**

candidature has been finally cleared by the PSPCL. Before submitting the application, the candidate must ensure that he/she fulfills all the eligibility criteria as laid down in this advertisement or amendments if any issued subsequently.

- 15.9. Candidates should only submit their application online and they are not required to send hard copy of online application form or any certificate to PSPCL separately.
- 15.10. The decision of the PSPCL about the mode of selection to the post and eligibility conditions shall be final and binding. No correspondence will be entertained in this regard.
- 15.11. No TA/DA will be paid for the journeys performed for the online test/document checking/counseling etc.
- 15.12. Candidates are requested to mention their sub-category viz-a-viz Caste in online application form.
- 15.13. All information including qualifications, experience, category, age etc. declared by the candidate in their application is presumed to be correct subject to its verification later on in respect of those eligible candidates who may be called for document checking before their appointment for joining PSPCL. There is no mechanism to verify the information/data during the online application. If, at any stage (during document checking before issue of appointment letter or even after his/her joining the PSPCL), any information of the candidate is found to be wrong forged/fictitious/bogus, the candidature of such candidate will be cancelled ab initio and action will be taken against him/her according to law.
- 15.14. Only those Government employees, if selected shall be eligible to be issued appointment letters who are certified by the Head of the Department as not having any pending disciplinary proceedings or undergoing punishment under Punjab Civil Services (Punishment & Appeal) Rules-1970, or any other applicable rules, as the case may be, not undergoing any trial/prosecution or any other material disqualification in terms of integrity and professional misconduct and necessary NOC should be obtained from the Head of the Department.
- 15.15. The selected candidates will be governed by PSPCL Rules & Regulations amended from time to time.
- 15.16. In case the candidate fails to deposit the requisite fee, his/her application shall stand automatically cancelled/rejected and shall not be considered for further processing.
- 15.17. In case, candidate is unable to get the admit card, he/she must contact personally at the facilitation counter to be opened before the online test and will be notified before the said examination.
- 15.18. Candidates must bring print out of Admit Card for verification on the day of online examination at the venue of the Examination Centre along with at least one original valid photo identity proof. Valid photo identification card (e.g., employer ID (Govt.), Driving license, Voter card, Aadhar Card and Passport issued by Govt. authorities. The candidates without admit card/Registration slip will not be allowed to appear in the online examination.
- 15.19. In case of any ambiguity/dispute or interpretation, decision of the PSPCL shall be final and binding on the candidate. Legal jurisdiction shall be subject to Local Courts at Patiala only.

**Date:-15-07-22
Place : Patiala**

**Sd/-
Chief Engineer/HRD,
PSPCL, Patiala.**

ANNEXURE-'A'

ELIGIBILITY OF PERSONS WITH DISABILITY FOR THE POST ADVERTISED AGAINST CRA NO. 299/22 AS PER IDENTIFICATION LIST FOR PSPCL CIRCULATED BY GOVT.OF PUNJAB DEPTT. OF SOCIAL SECURITY AND DEVELOPMENT OF WOMEN AND CHILDREN (SOCIAL SECURITY BRANCH) VIDE ITS NOTIFICATION 3/39/2014-3DS/972-980 DATED 10.07.14.

Sr. No.	Post	Categories of disabled suitable for job
1	Assistant Lineman (ALM)	Hearing: Partially Deaf/Hearing Handicapped (PD)

**GOVERNMENT OF PUNJAB
DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS
(PERSONNEL POLICIES BRANCH)**

Notification

The 2nd February, 1982

No. G.S.R.11/Const./Arts. 309,234 and 318/82. - In exercise of the powers conferred by the proviso to Article 309 read with Articles 234 and 318 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment of Ex-servicemen to the State Civil Services and Posts connected with the affairs of the State of Punjab, namely:-

Short title and commencement. (1) These rules may be called the Punjab Recruitment of Ex-servicemen Rules, 1982.

(2) They shall come into force at once.

2. Definitions - In these rules, unless the context otherwise requires 'Armed Forces of the Union' means the Naval, Military and Air Forces of the Union of India;

*(aa) "lineal descendent" means sons/daughters (married/unmarried/widowed/legally divorced) of the re-employed/unemployed Ex-serviceman.

Explanation : In any case, including the case where the ex-serviceman has died, his sons/daughters shall be treated as "Lineal descendent" only if a certificate to this effect has been issued by the authority appointed by the Government;

*(aaa) "Wife" shall include the widows of an ex-serviceman, provided she has not remarried up to the date of issue of the appointment letter,;

(b) 'direct appointment' means an appointment made otherwise than by promotion or by transfer of a person already in the service of Government of India or of a State Government;

@(c) "Ex-serviceman" means a person who has served in any rank, whether as a combatant or a non-combatant, in the Naval, Military and Air Forces of the Union of India (hereinafter referred to as the Armed Forces of the Union of India), and who has,-

(i) retired or released from such service at his or her own request after earning his or her pension; or

(ii) has been released from such service on medical grounds attributable to military service or circumstances beyond his control and awarded medical or other disability pension; or

(iii) been released, otherwise than on his own request, from such service as a result of reduction in establishment,; or

(iv) been released from such service after completing the specific period of engagement otherwise than at his own request or by way of dismissal or discharge on account of misconduct or inefficiency, and has been given a gratuity; But does not include a person who has served in the Defence Security Corps, the General Reserve Engineering Force, the Lok Sahayak Sena and the Para Military Forces, but includes personnel of the Lok Sahayak Sena of the following categories, namely :-

- (i) pension holders for continuous embodied service.
- (ii) persons with disability attributable to military service; and
- (iii) gallantry award winners.

*Substituted vide Notn. No. GSR 9/Const./Arts.309,234 amd 318/Amd(5)/2003
6.11.2002 @Substituted vide Notification dated 22.9.1992 and 2002

Explanation. - The persons serving in the Armed Forces of the Union who on retirement from service would come under the category of 'Ex-serviceman' may be permitted to apply for re-employment one year before the completion of the specified terms of engagement and avail themselves of all concessions available to Ex-servicemen but shall not be permitted to leave the uniform until they complete the specified terms of engagement in the Armed Forces of the Union: and

- (d) Government' means the Govt. of the State of Punjab.
- (e) Recognized University' means;

- (i) any University, incorporated by law in any of the States of India; or
- (ii) any University which is recognized by the Government for the purpose of the relevant service rules. "reserved vacancy' means a vacancy reserved under sub-rule (1) rule 4 for being filled in by the appointment of an ex-serviceman.

3. **Extent of Application.**- These rules shall apply to all the State Civil Services and posts connected with the affairs of the State of Punjab, except the Punjab Vidhan Sabha Secretariat Service and the Punjab Superior Judicial Service.

4. **Reservation of Vacancies.**(1) Subject to the provision of rule 3, #13% of vacancies to be filled in by direct appointment in all the State Civil Services and posts connected with the affairs of the State of Punjab shall be reserved for being filled in by recruitment of Ex-servicemen;

(Note : As per Pb Govt. Letter No. 15/25/2001-4DW/1591 dated 21.05.2002, an Ex-serviceman is allowed the benefit of Reservation for the second time and even thereafter in subsequent recruitments in accordance with the provisions of these Rules).

##"Provided that where an Ex-serviceman is not available for recruitment against a reserved vacancy, such a vacancy shall be reserved to be filled in by recruitment of the wife or one dependent child of an Ex-serviceman, who has neither been recruitment against a reserved vacancy under these rules;

##"Provided further that the wife or the dependent child of the ex-serviceman shall be recruited against the reserved vacancy subject to the conditions that:-

- (i) he or she possesses the prescribed qualifications and is within the prescribed age limits;
- (ii) he or she is not already in service;
- (iii) he or she will be eligible to avail the benefit only once in life."

@#"Provided further that one grand Child of the Gallantry Award Winner shall be recruited against the reserved vacancy, in case the benefit or reservation has not been availed of by any of the children or dependents such winner or by the winner himself subject to the conditions specified in the second proviso;

Explanation: For the purpose of this proviso, Gallantry Award Winner includes the winner of the Paramvir Chakra, the Mahavir Chakra, the Vir Chakra, the Sena or Nao Sena or Vayu Sena Medal and Mention-in-Despatches."

\$"Provided further that the total number of reserved vacancies including those reserved for the candidates belonging to the SCs, STs and BCs shall not exceed fifty of the posts to be filled in a particular year."

(2) Where a reserved vacancy remains unfilled for non availability of a \$(person eligible for recruitment under these rules) such vacancy may be filled in, temporarily from any other source in accordance with the rules.-

regulating the recruitment and the conditions of service of persons appointed to such posts as if the vacancy was not reserved;

Provided that the reserved vacancies filled in shall be carried forward for the subsequent occasions \$\$ (arising during at least 2 years in each of which such occasion arises for recruitment) where after the vacancy in question shall be treated as un-reserved.

**Added vide Notification dated 22.9.1992.

#Amended vide Notification dated 6.11.2002.

##Added vide Notification dated 22.9.1992

@#Added vide Notification No.2/42/96-4DW/1964 dated 2nd September 1998.

5. **Appointment through competitive examination.** Notwithstanding anything contained in the concerned service Rules, in case an appointment to any post governed by these rules is made through competitive examination;-

(i) the maximum chances to be given to any ex-serviceman for appearing in the said examination shall not exceed three; and

(ii) the Ex-serviceman shall not be required to appear in the optional subject, if any, specified for that examination.

6.*****Age** - For recruitment to any vacancy in the State Civil Services whether reserved or not under these rules an ex-serviceman shall be allowed to deduct the period of his service in the Armed Forces of the Union from his actual age and if the resultant age does not exceed the maximum age limit prescribed for direct appointment to such a vacancy in the concerned Service Rules, by more than 3 years, he shall be deemed to satisfy the condition regarding age limit.

7. **Educational qualifications and Experience** - (1) No person shall be eligible for recruitment to a reserved vacancy, unless he possesses the minimum educational qualifications and experience if any prescribed by the Govt. for direct appointment to such a vacancy in the concerned Service Rules;

\$\$\$Provided that for appointment to Class III posts or Class IV services, against a reserved vacancy, an Ex-serviceman who is a Matriculate or who has obtained the Indian Army Special Certificate of Education or the corresponding certificate of the Naval or Air Forces and who has put in not less than fifteen years of service in the Armed Forces of the Union, shall be considered eligible for appointment to that post for which the essential qualifications prescribed for recruitment by direct appointment in the relevant service rules, is Graduation of a recognized University, and where-

(a) technical or non-technical working experience is not essential; or

(b) the vacancy being non-technical, working experience has been prescribed as essential in the relevant service rules, but the appointing authority is satisfied that the ex-serviceman is expected to perform the duties by undergoing training for a short duration on the job;

Provided further that for appointment against a reserved vacancy, an ex-serviceman who has passed the Indian Army Class I Examination or equivalent examination of the Naval or Air Force and who has put in at least fifteen years of service in the Armed Forces of the Union, shall be considered eligible for appointment to that post for which essential educational qualifications prescribed for recruitment by direct appointment in the relevant service rules, is Matriculation;

8. **Pay.**- The pay of an Ex-serviceman appointed against a reserved vacancy shall be fixed in accordance with the provisions of Chapter VII of the Punjab Civil Services Rules, Volume II.

\$\$8-A, Increments and pension – Period of military service rendered during the First National Emergency from 26th October, 1962 to 9th January, 1968 shall count for increments and pension as under :-

(i) **Increments** -The period spend by a person on military service (restricted to emergency period from 26th October, 1962 to 9th January, 1968) after attaining

the minimum age prescribed for appointment to any service or post, to which he is appointed, shall count for increments. Where no such minimum age is prescribed the minimum age shall be as laid down in Rules 3.9, 3.10 and 3.11 of the Punjab Civil Services Rules Volume II. This concession shall however, be admissible only on first appointment.

(ii) **Pension** - The period of military service mentioned in clause shall count toward pension only in the case of appointments to permanent services of posts, subject to the following conditions:-

(1) The person concerned should not have earned a pension under military rules in respect of the military service in question.
Any bonus or gratuity paid in respect of military service by the defence authorities shall have to be refunded to the State Government.

\$Amended vide Notn No. GSR 45/Consts/Art.309/Amd(2)84 dated 30.4.1984

\$\$Amended vide Notification dated 30.4.1984.

***Amended vide Notification dated 30.4.1984.

\$\$\$Substituted vide Notn dated 22.9.1992

(3) The period, if any, between the date of discharge from military service and the date of appointment to any service or post under the Government shall count for pension, provided such period does not exceed one year. Any period exceeding one year but not exceeding three years may also be allowed to count for pension in exceptional cases under the orders of the Government.

This benefit shall be applicable to all those who were appointed in Government services before or after 11th February, 1982."

(\$\$Added vide Govt. Notn No. GSR 38/Const.Art.309,234 & 318/Amd(7)2004 dt 8th June 2004)

8-B, Increments and pension – Period of military service rendered during the Second National Emergency from 3rd December, 1971 to 25th March, 1977, shall count for increments and pension as under :-

(a) **Increments** -The increments for the aforesaid service shall be paid to those persons only, who rendered service during the aforementioned period. This benefit will, however, be given only at the time of making first appointment on regular basis on a civil post or service under the Government. However, these increments will be taken into account when the pay of a person is subsequently fixed on account of his promotion, selection, new recruitment or revision of pay scale or otherwise;

(b) **Pension** - The period of military service, referred to above, shall count towards pension only in case of an appointment to a permanent post under the Government, subject to the following conditions namely:-

(i) The person concerned should not have earned a pension under military rules in respect of the military service in question;

(ii) Any bonus or gratuity paid in respect of military service by the defence authorities shall have to be refunded to the State Government, and;

(iii) The period, if any, between the date of discharge from military service and the date of appointment to any service or post under the Government shall count for pension, provided such period does not exceed one year. Any period exceeding one year but not exceeding three years may also be allowed to count for pension in exceptional cases under the orders of the Government.

* These benefits shall be available to all the persons who were appointed in Government Service against reserved vacancies and were in Service as on 1st December, 2011 or are appointed thereafter :

Provided that these benefits shall be admissible for pay fixation on notional basis with effect from 1st January, 2012 and arrears on account of pay shall not be paid."

(&&Added vide Govt. Notn No. GSR 47/Const.Art.309,234 & 318/Amd(8)2009 dt 15th October 2009)

(&&"8-B,(a) Amdt vide Govt. Notn no G.S.R.20/Const./Arts.309,234 and 318/Amd. (9) / 2012 dt 10 Apr 2012)

(&&"8-B,(b) (iii) Added vide Govt. Notn no G.S.R.20/Const./Arts.309,234 and 318/Amd. (9) / 2012 dt 10 Apr 2012)

&&"8-C (i) Increments and Pension.---- Short Service Commissioned Officers who joined Government Service shall be granted advance increments equal to the number of completed years of service rendered by them in Armed Forces on basic pay at the time of entry into Government service. They shall also be entitled to counting of military service rendered by them in armed forces for the purpose of Pension in Government Civil Service. The period, if any, between the date of release from military service and the date of appointment to civil service or post under the Government shall also count towards pension.

(ii) Gratuity.---- The gratuity drawn by short Service Commissioned Officer in the armed forces shall be adjusted against the gratuity that becomes due for total service rendered in army and civil service.

These benefits shall be available to all the persons who were appointed in Government Service against reserved vacancies and were in service as on 1st December, 2011 or are appointed thereafter :

Provided that these benefits shall be admissible for pay fixation on notional basis with effect from 1st January, 2012 and arrears on account of pay shall not be paid. ",

&&"8-C(i) and (ii) is Added vide Govt. Notn no G.S.R.20/Const./Arts.309,234 and 318/ Amd. (9)/2012 dt 10 Apr 2012)

9. **General.** (1) In matters not specifically provided for in these rules, a person appointed against a reserved vacancy, shall be governed by the concerned Service Rules. (2) All concerned Service Rules shall be subject to the provisions of these rules and the said rules shall be constructed accordingly.

(3) Nothing in these rules shall be constructed as depriving any person to whom these rules apply of any right which had accrued to him under the rules, notifications or orders in force immediately before the commencement of these rules.

10. **Repeal.** - The following rules are hereby repealed:-

1. The Punjab Government National Emergency (Concessions) Rules 1965.
2. The Demobilized Armed Forces Personnel (Reservation of vacancies in the Punjab State Non Technical Services) Rules, 1968;
3. The Demobilized Indian Armed Forces Personnel (Reservation of Vacancies in the Punjab Civil Services, Executive Branch) Rules, 1972.
4. The Released Indian Armed Forces Personnel (Determination of Eligibility for promotion) Rules, 1977.

Chief Secretary to Govt. Punjab



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LEGISLATIVE SUPPLEMENT

	Contents	<i>Pages</i>
Part - I	Acts <i>Nil</i>	
Part - II	Ordinances <i>Nil</i>	
Part - III	Delegated Legislation Notification No. G.S.R.37/Const./Art. 309, 234 and 318/Amd.(11)/2019, dated the 14th October, 2019, containing the Punjab Recruitment of Ex-Servicemen (First Amendment) Rules, 2019.	.. 527-532
Part - IV	Correction Slips, Republications and Replacements <i>Nil</i>	

PART III

GOVERNMENT OF PUNJAB

**DEPARTMENT OF DEFENCE SERVICES WELFARE
(DEFENCE WELFARE BRANCH)**

NOTIFICATION

The 14th October, 2019

No. G. S. R.37/Const./Art. 309, 234 and 318/Amd.(11)/2019.— In exercise of the powers conferred by the proviso to article 309 read with article 234 and 318 of the Constitution of India, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules further to amend the Punjab Recruitment of Ex-Servicemen Rules, 1982, namely:-

RULES

1. (1) These rules may be called the Punjab Recruitment of Ex-Servicemen (First Amendment) Rules, 2019.
(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.
2. In the Punjab Recruitment of Ex-Servicemen Rules, 1982, in rule 4, for sub-rule (2), the following sub-rule shall be substituted, namely: -

“(2) Where a reserved vacancy remains unfilled for non-availability of a person eligible for recruitment under these rules, in that case such vacancy shall be filled up in the following manner, namely:-

- (A) (a) In case the post reserved for Ex-Servicemen from the Scheduled Castes (Balmiki and Mazhbi Sikhs) category or their lineal descendant, remains un-filled, in that case such post shall be filled up as under: -
 - (i) *firstly*, from amongst the General pool of Balmiki and Mazhbi Sikhs;
 - (ii) *secondly*, from amongst Ex-Servicemen from Scheduled Castes category other than Balmiki and Mazhbi Sikhs or their lineal descendant; and
 - (iii) *thirdly*, from amongst the general pool of Scheduled Castes category other than Balmiki and Mazhbi Sikhs.

- (b) In case the post does not get filled up in the manner as specified in clause (a) above, in that case it shall be carried forward to the next recruitment, as a post of Ex-Servicemen from the Scheduled Castes (Balmiki and Mazhbi Sikhs) category or their lineal descendant;
- (c) In case the post gets filled up, in the manner as specified in clause (a) above, in that case in the next recruitment, one post (if available in the category from which the post had been filled up), shall be reduced, and shall be added to the quota of Ex-Servicemen from Scheduled Castes (Balmiki and Mazhbi Sikhs) category or their lineal descendant;
- (d) If in the next recruitment, no post is available in the category from which it is to be reduced as specified in clause (c) above, in that case the process prescribed in the said clause, for transfer of post, shall again be followed in the subsequent recruitment;
- (e) If even in the subsequent recruitment, no post is available under clause (d) above, in the category from which the post had been filled under clause (a), in that case the post, and the roster point, shall be treated as consumed;
- (f) If a post carried forward under clause (b), or processed under clause (c) or clause (d), still remains unfilled from amongst the Ex-Servicemen from the Scheduled Castes (Balmiki and Mazhbi Sikhs) or their lineal descendant, in that case it shall be carried forward once again to the next recruitment, for being filled up from amongst the Ex-Servicemen from the Scheduled Castes (Balmiki and Mazhbi Sikhs) or their lineal descendant; and

- (g) If the post so carried forward under clause (f) still remains unfilled from amongst the Ex-Servicemen from the Scheduled Castes (Balmiki and Mazhbi Sikhs) or their lineal descendant, in that case the post shall be converted into the post for Scheduled Castes (Balmiki and Mazhbi Sikhs) general pool category.
- (B) (a) In case the post reserved for Ex-Servicemen from Scheduled Castes (other than Balmiki and Mazhbi Sikhs) category or their lineal descendant, remains un-filled, in that case such post shall be filled up as under: -
- (i) *firstly*, from amongst the general pool of Scheduled Castes (other than Balmiki and Mazhbi Sikhs);
- (ii) *secondly*, from amongst Ex-Servicemen from the Scheduled Castes (Balmiki and Mazhbi Sikhs) or their lineal descendant; and
- (iii) *thirdly*, from the general Pool of Scheduled Castes (Balmiki and Mazhbi Sikhs).
- (b) In case the post does not get filled up in the manner as specified in clause (a) above, in that case it shall be carried forward to the next recruitment, as a post of Ex-Servicemen from the Scheduled Castes (other than Balmiki and Mazhbi Sikhs) category or their lineal descendant;
- (c) In case the post gets filled up, in the manner as specified in clause (a) above, in that case in the next recruitment, one post (if available in the category from which the post had been filled up), shall be reduced, and shall be added to the quota of Ex-Servicemen from Scheduled Castes (other than Balmiki and Mazhbi Sikhs) category or their lineal descendant;
- (d) If in the next recruitment, no post is available in the category from which it is to be reduced as specified in clause (c) above, in that case the process prescribed in the said clause, for transfer of post, shall again be followed in the subsequent recruitment;

(e) If even in the subsequent recruitment, no post is available under clause (d) above, in the category from which the post had been filled under clause (a), in that case the post, and the roster point, shall be treated as consumed;

(f) If a post carried forward under clause (b), or processed under clause (c) or clause (d), still remains unfilled from amongst the Ex-Servicemen from the Scheduled Castes (other than Balmiki and Mazhbi Sikhs) or their lineal descendant, in that case it shall be carried forward once again to the next recruitment, for being filled up from amongst the Ex-Servicemen from the Scheduled Castes (other than Balmiki and Mazhbi Sikhs) or their lineal descendant; and

(g) If the post so carried forward under clause (f) still remains unfilled from amongst the Ex-Servicemen from the Scheduled Castes (other than Balmiki and Mazhbi Sikhs) or their lineal descendant, in that case the post shall be converted into the post for Scheduled Castes (other than Balmiki and Mazhbi Sikhs) general pool category.

(C) (a) In case the post reserved for Ex-Servicemen from the Backward Classes or their lineal descendant remains un-filled, in that case it shall be filled from amongst the general pool of Backward Classes;

(b) In case the post does not get filled up in the manner as specified in clause (a) above, in that case it shall be carried forward to the next recruitment, as a post of Ex-Servicemen from the Backward Classes or their lineal descendant;

(c) In case the post gets filled up, in the manner as specified in clause (a) above, in that case in the next recruitment, one post from the general pool of the Backward Classes, shall be reduced, and shall be added to the quota of Ex-Servicemen from Backward Classes or their lineal descendant;

(d) If in the next recruitment, no post is available in the general pool of the Backward Classes category, from which it is to be reduced as specified in clause (c) above, in that case the process prescribed in the said clause, for transfer of post, shall again be followed in the subsequent recruitment;

(e) If even in the subsequent recruitment, no post is available under clause (d) above, in the category from which the post had been filled under clause (a), in that case the post, and the roster point, shall be treated as consumed;

(f) If a post carried forward under clause (b), or processed under clause (c) or clause (d), still remains unfilled from amongst the Ex-Servicemen from the Backward Classes or their lineal descendant, in that case it shall be carried forward once again to the next recruitment, for being filled up from amongst the Ex-Servicemen from the Backward Classes or their lineal descendant; and

(g) If the post so carried forward under clause (f) still remains unfilled from amongst the Ex-Servicemen from the Backward Classes or their lineal descendant, in that case the post shall be converted into the post for Backward Classes.

(D) (a) In case the post reserved for Ex-Servicemen from the General Category or their lineal descendant remains un-filled, in that case it shall be filled from amongst the general pool of the General Category;

(b) In case the post does not get filled up in the manner as specified in clause (a) above, in that case it shall be carried forward to the next recruitment, as a post of Ex-Servicemen from the General Category or their lineal descendant;

(c) In case the post gets filled up, in the manner as specified in clause (a) above, in that case in the next recruitment, one post from the General Category, shall

be reduced, and shall be added to the quota of Ex-Servicemen from General Category or their lineal descendant;

(d) If in the next recruitment, no post is available in the General Category, from which it is to be reduced as specified in clause (c) above, in that case the process prescribed in the said clause, for transfer of post, shall again be followed in the subsequent recruitment;

(e) If even in the subsequent recruitment, no post is available under clause (d) above, in the category from which the post had been filled under clause (a), in that case the post, and the roster point, shall be treated as consumed;

(f) If a post carried forward under clause (b), or processed under clause (c) or clause (d), still remains unfilled from amongst the Ex-Servicemen from the General Category or their lineal descendant, in that case it shall be carried forward once again to the next recruitment, for being filled up from amongst the Ex-Servicemen from the General Category or their lineal descendant; and

(g) If the post so carried forward under clause (f) still remains unfilled from amongst the Ex-Servicemen from the General Category or their lineal descendant, in that case the post shall be converted into the post for General Category.

GURKIRAT KIRPAL SINGH,
Secretary to Government of Punjab,
Department of Defence Services Welfare.

No.1/1/2017-3DC/1588894/1

GOVERNMENT OF PUNJAB
DEPARTMENT OF SOCIAL SECURITY AND WOMEN AND CHILD DEVELOPMENT
(Disability Cell)

The 3 October, 2019

To

1. All the Heads of Departments;
2. All Commissioners of Divisions;
3. All Deputy Commissioners;
4. Registrar General, Punjab and Haryana High Court;
5. All District and Sessions Judges;
6. All the Heads of Boards and Corporations;
7. Chairman, Punjab Public Service Commission;
8. Chairman, State Services Selection Board, Punjab.

Subject: - Instructions regarding four percent reservation under section 34 of the Rights of Persons with Disabilities Act, 2016.

1. In supersession of the Government of Punjab, Department of Social Security, Women and Child Development (Disability Cell), issued vide I.D. No. 9/23/2015-3DC/506 dated the 24th June, 2015 and No.1/1/2017-3DC/1543557/1, dated the 6th August, 2019, the following instructions are hereby issued for the management of reservation in direct recruitment and in promotion for the persons with disabilities as defined in clause (r) of section 2 readwith the Schedule appended to the Rights of Persons with Disabilities Act, 2016 (Central Act No.49 of 2016), in the Services in the Government of Punjab (i.e. in Group 'A', Group 'B', Group 'C' and Group 'D' Services, respectively), in the following manner, namely: -

DISABILITY-WISE PERCENTAGE IN SERVICES

Serial No.	Type of disability (See Schedule appended to the Rights of Persons with Disabilities Act, 2016)	Percentage
1	Blindness and Low-vision;	One percent
2	Deaf and Hard of hearing;	One percent
3	Locomotor disability (including Cerebral palsy, Leprosy cured, Dwarfism, Acid attack victims and Muscular dystrophy);	One percent

Ranjit Bal

4	Intellectual disability (including Autism and Specific learning disability), and Mental illness; OR Multiple disabilities specified in Serial No. 1 to 4 above, including deaf-blindness.	One percent
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NOTE-1: - The reservation in Services specified under these instructions, shall be applicable in all modes of recruitments done in the State of Punjab including the Services filled under Contract Basis or by Out-sourcing.

Note-2: - "Service" for the purposes of these instructions', Service means a post or vacancy in Group-'A', Group- 'B', Group-'C' or Group-'D' Service, as the case may be, being filled up from amongst the persons with disabilities specified above.

Note-3: - "Percentage" for the purposes of these instructions, the percentage means the Service to be offered shall be in the running Roster of hundred vacancies arising in the cadre strength in Group-'A', Group-'B', Group-'C' or Group-'D' Service, as the case may be.

2. **Exemption from reservation.** - If any department considers it necessary to exempt any establishment (in part or fully, as the case may be), from the provision of reservation for persons with disabilities being given under these instructions as per provisions of the said Act, it may make a reference to this department, giving necessary justification for the said purpose. The question of grant of exemption or not to such department shall be considered by an Inter-Departmental Committee, constituted by this department for such matters, in due course as per the fixed norms.

The aforesaid Committee shall consist of the following, namely: -

INTER-DEPARTMENTAL COMMITTEE		
Serial No.	Designation of the officer	
1	Principal Secretary to Government of Punjab, Department of Social Security, women and Child Development;	Chairperson
2	<u>Administrative Secretary</u> of the concerned department;	Member
3	Commissioner for the persons with disabilities; and	Member
4	Director, Social Security, women and Child Development.	Member Secretary

3. **Identification of posts.** - The Government of India, Ministry of Social Justice and Empowerment has identified the services suitable to be offered to the persons with disabilities and the physical requirements for such services has been notified by it vide Notification No. 16-16/2010-DD-III, dated the

Rajiv Bala