



# Punjab State Power Corporation Limited

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

**CIN No: U40109PB2010SGC033813, GSTIN No.: 03AAFCP5120Q1ZC, PAN No. AAFCP5120Q**

**Recruitment for the posts of Revenue Accountant (RA) & Clerk (CLK) (Non-technical) and Junior Engineer/Electrical, Assistant Lineman (ALM) and Assistant Sub-Station Attendant (ASSA) – (Technical) against CRA 298/21 in PSPCL**

IMPORTANT DATES	
Start date of receiving online applications.	31.5.2021
Closing date for online registration.	20.6.2021
Closing date for online application fees.	02.7.2021

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 in Table A & B:

## 1. Category wise break up of posts:

### 1.1 Non-technical posts:

Table 'A'					
Category-wise breakup for the posts Revenue Accountant & Clerk					
Sr. No.	Category (in short)	Total no. of posts	No. of posts reserved for women out of total no. of posts	Total no. of posts	No. of posts reserved for women out of total no. of posts
Post Name		Revenue Accountant (RA)		Clerk (CLK)	
1	Gen. - General	12	3	214	60
2	Gen (EWS) - General (Economically Weaker Section)	0	0	55	18
3	SC (MZB) - Scheduled Caste (Mazhabi Balmiki)	2	1	55	21
4	SC (MZB-XSM-Self/Dep.) - Scheduled Caste (Mazhabi Balmiki-Ex-servicemen- Self/Dependent)	0	0	10	0
5	SC (MZB-SP) - Scheduled Caste (Mazhabi Balmiki-Sports person)	0	0	3	0
6	SC (OT) - Scheduled Caste (Others)	0	0	55	23
7	SC (OT-XSM-Self/Dep.) - Scheduled Caste (Others-Ex-servicemen- Self/Dependent)	0	0	11	0
8	SC (OT-SP) - Scheduled Caste (Others-Sports person)	0	0	3	0

Table 'A'					
Category-wise breakup for the posts Revenue Accountant & Clerk					
Sr. No.	Category (in short)	Total no. of posts	No. of posts reserved for women out of total no. of posts	Total no. of posts	No. of posts reserved for women out of total no. of posts
Post Name		Revenue Accountant (RA)		Clerk (CLK)	
9	BC only - Backward Class only	0	0	55	22
10	BC (XSM-Self/Dep.) - Backward Class (Ex-servicemen-Self/Dependent)	0	0	11	0
11	XSM (Self/Dep.) - Ex-servicemen (Self/Dependent)	1	1	38	22
12	PWD (VH) - Person with disability (Visually Handicapped)	0	0	6	3
13	PWD (HH) - Person with disability (Hearing Handicapped)	0	0	6	3
14	PWD (OH) - Person with disability (Orthopedically Handicapped)	0	0	5	3
15	PWD (MI/MD) - Person with disability (Mental illness/Multiple disability)	1	0	5	2
16	SP (G) - Sports person (General)	1	1	12	6
17	FF - Freedom Fighter	1	0	5	3
<b>Total</b>		<b>18</b>	<b>6</b>	<b>549</b>	<b>186</b>

**1.2 Technical posts:**

Table 'B'							
Category-wise breakup for the posts JE/Electrical, ALM & ASSA							
Sr. No.	Name of Category	JE/Electrical		ALM		ASSA	
		Total Posts	No. of posts reserved for women out of total no. of posts	Total Posts	No. of posts reserved for women out of total no. of posts	Total Posts	No. of posts reserved for women out of total no. of posts
1	Gen. - General	30	9	663	-	112	-
2	Gen (EWS) - General (Economically Weaker Section)	7	1	170	-	29	-
3	SC (MZB) - Scheduled Caste (Mazhabi Balmiki)	7	4	171	-	30	-
4	SC (MZB-XSM-Self/Dep.) - Scheduled Caste (Mazhabi Balmiki-Ex-servicemen-Self/Dependent)	2	-	34	-	5	-
5	SC (MZB-SP) - Scheduled Caste (Mazhabi Balmiki-Sports person)	-	-	8	-	2	-
6	SC (OT) - Scheduled Caste (Others)	7	2	169	-	29	-
7	SC (OT-XSM-Self/Dep.) - Scheduled Caste (Others-Ex-servicemen-Self/Dependent)	1	-	34	-	6	-
8	SC (OT-SP) - Scheduled Caste (Others-Sports person)	1	-	9	-	1	-
9	BC only - Backward Class only	8	3	170	-	29	-



Table 'B'							
Category-wise breakup for the posts JE/Electrical, ALM & ASSA							
Sr. No.	Name of Category	JE/Electrical		ALM		ASSA	
		Total Posts	No. of posts reserved for women out of total no. of posts	Total Posts	No. of posts reserved for women out of total no. of posts	Total Posts	No. of posts reserved for women out of total no. of posts
10	BC (XSM-Self/Dep.) - Backward Class (Ex-servicemen-Self/Dependent)	2	-	34	-	6	-
11	XSM (Self/Dep.) - Ex-servicemen (Self/Dependent)	5	3	119	-	21	-
12	PWD (HH) - Person with disability (Hearing Handicapped)	1	1	68	-	6	-
13	PWD (OH) - Person with disability (Orthopedically Handicapped)	2	1	-	-	6	-
14	SP (G) - Sports person (General)	1	1	34	-	5	-
15	FF - Freedom Fighter	1	-	17	-	3	-
TOTAL		75	25	1700	-	290	-

**Note 1:**

- (i) The reservation of posts for reserved categories is applicable for candidates of Punjab Domicile only.
- (ii) All reserved category candidates are required to produce ***Punjab Domicile issued on or after 01.01.2021.***
- (iii) 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.
- (iv) 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 other category/Sub-category will be admissible later on. It is further informed that candidature of such candidate who have applied under wrong category will be 'Rejected' without giving any further notice.
- (v) The Punjab Civil Services (Reservation for Women) Rules 2020 issued by the Department of Social Security provides 33% reservation in posts to women (except for the post of ALM and ASSA).
- (vi) It is important to mention here that other than the categories shown in category-wise break up of posts in Table 'A & B', 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 and decision of Hon'ble High Court in CWP 7436/2020.



- (vii) It should be noted that as per Punjab Recruitment of Ex-servicemen Rules, 1982, preference shall be given to Ex-servicemen/Self and SC/BC (Ex-servicemen/Self) category candidate over Ex-servicemen/Dependent and SC/BC Ex-servicemen/Dependent category candidate.

*(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;*

**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."*

- (viii) 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, reservation for Person with disability has been increased from 3% to 4%.
- (ix) 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 (whose family income is less than Rs. 8.00 lacs per annum) 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.
- (x) 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 General (EWS) category candidates, it is mandatory to produce 'Income and Asset Certificate' showing gross annual income of his/her family for financial year 2020-21 which must be valid for the financial year 2021-22.

- (xi) Reservation Certificates shall be as per instructions mentioned in Table 'C' Below: -

<b>Table 'C'</b>	
<b>Category</b>	<b>Certificate</b>
Gen (EWS) General (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 with permanent disability shall be issued by Civil Surgeon of Govt. of Punjab.  For PWD candidates who are applying for a particular post shall be given the reservation to the extent of disability allowed as per lists of posts identified by Pb. Govt. Please refer Annexure 'A' for this at page no. 18

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

## 2) Essential Qualifications:

### 2.1 Non-technical posts: RA & Clerk

<b>TABLE 'D'</b>				
<b>Sr. No.</b>	<b>Name of Post</b>	<b>Post Code</b>	<b>No. of Posts</b>	<b>Basic &amp; Professional Qualification</b>
1	Revenue Accountant (RA)	11	18	Full time regular B.Com. with minimum 60% marks or fulltime regular M.Com. with minimum 50% marks or CA Inter or ICWAI Inter.
2	Clerk (CLK)	12	549	a) Bachelor's Degree from a recognized University or Institution AND b) Possesses at least one hundred and twenty

*(Handwritten signature)*



TABLE 'D'				
Sr. No.	Name of Post	Post Code	No. of Posts	Basic & Professional Qualification
				<p>hours course with hands on experience in the use of Personal Computer or Information Technology in Office productivity application or Desktop Publishing application from a Govt. recognized institution or a reputed institution which is ISO 9001 certified</p> <p>OR</p> <p>Possesses a Computer Information Technology Course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Courses (DOEACC) of Govt. of India</p> <p><b>Note:</b> Candidates already possessing graduation or post-graduation degrees in Computers/IT or have studied computer related subject in one of their semesters during course of their studies are not required to produce certificates as mentioned in para 'b' above</p> <p>AND</p> <p>c) Punjabi Pass upto matric standard</p> <p>d) Candidate will be required to pass English and Punjabi typing test as per PSPCL requirement within probation period.</p>

**Note 2: -**

- i) It shall be compulsory to pass the typing test in English and Punjabi for the post of Clerk at a minimum speed of 30 w.p.m. within probation period. For detail terms & conditions (except speed), please refer Dy.Secy/ENG-II, PSPCL, Patiala notification vide memo no. 15525/16257/examination 208 dated 27.03.2018 at PSPCL's website.
- ii) For the post of Clerk, relaxation in typing test to Person with disability (PWD) shall be given as per Govt. of Punjab notification no. 13/1/2018-3PP 2/240 dated 29.08.18 and 13/2/2018-3PP 2/1422949/1 dated 18.02.19 which has been adopted by PSPCL vide memo. no. 45957/46856/ENG-Pre-208 dated 09.08.19.

**2.2. Technical posts: JE/Electrical, ALM, ASSA**

TABLE 'E'				
Sr. No.	Name of Post	Post Code	No. of posts	Basic and professional qualification
1	Junior Engineer/ Electrical	21	75	<p>Full Time Regular 3/4 years Diploma in Electrical/ Electrical and Electronics Engineering from an institute recognized by State/ Central Govt. with minimum 60% marks.</p> <p>OR</p>

TABLE 'E'				
Sr. No.	Name of Post	Post Code	No. of posts	Basic and professional qualification
				B.E./ B.Tech. / B.Sc Engineering in Electrical /Electrical and Electronics Engineering. with a minimum of 50 % marks  OR AMIE in Electrical/ Electrical and Electronics Engineering with at least 50% marks from Institution of Engineers (India) Calcutta. <b>Note:</b> Candidates who possess higher education will be considered only if they have minimum qualifications mentioned above.
2	Assistant Lineman (ALM)	22	1700	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.
3	Assistant Sub Station Attendant (ASSA)	23	290	Full time regular course in ITI/Electrical/ Electrician/Wireman with minimum 60% marks and 2 years apprenticeship experience in PSEB now PSPCL.  OR Full time Regular Diploma in Electrical Engineering with 60% marks.  OR Full time Regular Diploma in Electronics and communication with 60% marks.  OR Full time Regular Diploma in Instrumentation and process control with 60% marks.

### 3. Pay Scales:

A Newly appointed candidates shall be granted pay scales in accordance with Govt. of Punjab, Department of Finance (Finance Personnel-I Branch) letter no. 7/42/2020-5FPI/741-746, Chandigarh dated 17.07.2020. 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.

**4. Knowledge of Punjabi: -**

Qualification of Punjabi is essential for all the posts. For this purpose, all the candidates must have ***passed Punjabi of at least Matriculation or its equivalent level upto last date of submission of online application.***

**5. 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 1/1/2021 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 gov't.'s personnel department letter **no. 9/56/2020-5PP1/33** dated 12.01.21. Further candidates are advised to go through the detailed instructions attached as Annexure 'B'(Page 19 to 25).

**6. SCHEME OF EXAMINATION:**

6.1 Candidates possessing qualifications defined as per Table 'D & E' will have to undergo online test, for which, scheme of online examination is as below:

**6.1.1. Revenue Accountant: -**

1	Degree level Finance and accounts-CA/ICWA	70 Questions
2	General knowledge	10 Questions
3	Logical Reasoning/Quantitative aptitude	10 Questions
4	General English	10 Questions
<b>Total</b>		<b>100 Questions</b>

**6.1.2. Clerk: -**

1	Static + Current affairs & General knowledge	20 Questions
2	Basic Computer knowledge	10 Questions
3	Logical Reasoning/Quantitative aptitude	25 Questions
4	Numerical Aptitude	25 Questions
5	General English	20 Questions
<b>Total</b>		<b>100 Questions</b>

**6.1.3 JE/Electrical, ALM & ASSA: -**

Sr. No.	Topic	No. of questions
1	Questions related to the concerned discipline of the post applied (as per eligibility criteria mentioned in Table 'E')	70 Questions
2	General Knowledge	10 Questions
3	Reasoning	10 Questions
4	General English	10 Questions
<b>Total</b>		<b>100 Questions</b>

- Online exam for the post of Clerk, ALM & ASSA 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 100 objective type questions.

A ✓

**7. Online examination:**

- Online examination for the posts of Revenue Accountant (RA), Assistant Lineman (ALM) and Assistant Sub-Station Attendant (ASSA) will be conducted in a single phase i.e., there will only be one exam for this post.
- Online examination for the posts of Clerk (CLK) and JE/Electrical will consist of two phases as mentioned below: –

- **Phase-I: - Preliminary Examination: -**

Consisting of Objective Test for 100 marks. Candidate who will successfully qualify Phase-I of Preliminary Examination will only be allowed to appear in phase-II of Main Examination. Main examination will be conducted online and will consist of Objective Test for 100 marks.

- **Phase-II: Mains Examination: -**

The number of candidates to be shortlisted for Mains Examination (Phase-II) will be 4 times (approx.) the numbers of vacancies in each category in the order of merit (of Preliminary examination) only i.e., the candidates higher in merit of their respective category upto 4 times vacancies in that respective category will be shortlisted for Mains Examination (Phase-II) subject to fulfilling all other conditions mentioned in the advertisement. However, this number shall be subject to variation if two or more candidates at the end of merit of Phase-I exam secure equal marks then all of them shall be considered for appearing in the Mains Examination (Phase-II).

- The Scheme of examination for the posts of Clerk (CLK) and JE/Electrical will be same for Phase I & II examinations.

**8. Minimum qualifying marks:**

General Category candidates	:	45%
Reserve Category candidates	:	35%

- 8.1 Minimum qualifying marks prescribed applicable for both Single- and two-phase examinations. That means candidate who will not secure the minimum qualifying will not be considered for Selection/Mains examination (Phase-II).
- 8.2 Reserve category candidate includes: General (EWS), Scheduled Caste, Backward Class, Ex-Serviceman, Freedom Fighter, Sportsperson & Person with Disability candidates.
- 8.3 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.
- 8.4 There will be 100 multiple choice objective type questions with one correct answer and there will be negative marking for a wrong answer @ 0.25 (1/4<sup>th</sup>) of the marks allotted for correct answer.

**9. 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) =  $(\sum x^2)/N$

### 9.1 Normalization Formula

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

<b>S2</b>	Is the SD of the shift with the Highest Average Score taken as <b>Base</b> for normalization (Criteria for choosing the base for normalization is generally taken as the shift with 'Highest Average' of raw scores)
<b>S1</b>	Standard Deviation for the corresponding shift (to be scaled to S2)
<b>X</b>	Raw score of a candidate
<b>X<sub>av</sub></b>	Simple average of the Shift
<b>Y<sub>av</sub></b>	Average corresponding to shift with highest Average (taken as <b>Base</b> 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.

## 10. ABOUT THE TEST: -

- 10.1 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](http://www.pspcl.in)). **The information regarding the online test will be made available on our website [www.pspcl.in](http://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.
- 10.2 After conductance of the online test, the question paper-cum-answer key will be displayed on PSPCL's website ([www.pspcl.in](http://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.

## 11. Final Merit: -

For the post of Revenue Accountant (RA), Assistant Lineman (ALM) & Assistant Sub-Station Attendant (ASSA), the final merit shall be prepared based on the marks secured in the online test conducted in Single Phase Examination and for the post of Clerk and JE/Electrical, final merit shall be prepared based on the marks secured in the online test of Phase II of Mains Examination (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).

- 11.1 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 10 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.
- 11.2 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.
- 11.3 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.

**12. Document checking process: -**

On the basis of result/final merit list, candidates who qualify single phase and Mains examination (Phase-II) in the respective posts, shall be called for document checking. Verification 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](http://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](http://www.pspcl.in)) only. *In case candidate does not appear on the 1<sup>st</sup> scheduled date, then 2<sup>nd</sup> & final chance would be given to such candidate and in case he/she again fails to appear for document checking even on 2<sup>nd</sup> & 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.
- iv) Educational qualifications must be from a recognized Institution/University/ Board. Candidates who have appeared/are appearing in the final year examination (2020-21 sessions) but their result is awaited, can also apply. He/she must acquire the requisite qualifications before the date of document checking and shall produce the certificate for the same. Candidate, who fails to do so even if he/she has qualified the online test, shall not be considered and no relaxation shall be given in this regard.

**13. 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 a post shall be till issuance of next CRA for that particular 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.

#### 14. Training: -

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

#### 15. 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 Categories except SC and Person with Disability	Rs.800/- per Application	144	Rs 944 + Bank Charges (if applicable)
2	SC Category	Rs. 500/- per Application	90	Rs 590 + Bank Charges (if applicable)
3	Person with Disability	Rs. 500/- per Application	90	Rs 590+ Bank Charges (if applicable)

#### Note :

- (i) 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 be only if 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.

A



- (ii) Candidates who are eligible for more than one post need to deposit separate fee and should apply separately. However, every effort will be made to arrange tests in such a way that every candidate may appear in maximum number of tests. Here it is made clear that if due to any reason any candidate is not able to appear in any of examination, then mere applying for multiple posts does not entitle candidates to appear in all the examination and no request for change in schedule of examination would be entertained under any circumstances.

## 16. ACTION AGAINST MISCONDUCT:

16.1. 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.

16.2. 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.

16.3. 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.

16.4. 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.

## 17. TERMS AND CONDITIONS: -

17.1. 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.
- 17.2. 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.
  - 17.3. 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.
  - 17.4. 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.
  - 17.5. Candidates are also advised to keep copy of application form and e-admit card with them for reference and record.
  - 17.6. Please note that the above procedure is the only valid procedure for applying. No other mode of application shall be accepted.
  - 17.7. 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.
  - 17.8. **Candidate should note that his/her candidature is purely "PROVISIONAL" subject to eligibility verification during 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.**
  - 17.9. 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.
  - 17.10. 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.
  - 17.11. No TA/DA will be paid for the journeys performed for the online test/document checking/counseling etc.
  - 17.12. Candidates are requested to mention their sub-category viz-a-viz Caste in online application form.
  - 17.13. 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.
  - 17.14. 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.

- 17.15. The selected candidates will be governed by PSPCL Rules & Regulations amended from time to time.
- 17.16. 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.
- 17.17. 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.
- 17.18. 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.
- 17.19. The venue, date and time of document checking/counseling of the candidates in merit will be available on the website [www.pspcl.in](http://www.pspcl.in) individually about the document checking schedule only through registered e-mail.
- 17.20. 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.

In case of any difficulty or query related to online application process against CRA 298/21 only, please contact through email: [pspclhelpdesk2021@gmail.com](mailto:pspclhelpdesk2021@gmail.com) or on toll free phone no. **02268202727** by quoting his online registration/reference number.

**Date : 21 -May-2021**

**Place : Patiala**



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

**ANNEXURE-'A'**

**ELIGIBILITY OF PERSONS WITH DISABILITY FOR THE POST ADVERTISED AGAINST CRA NO. 298/21 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.**

<b>Sr. No.</b>	<b>Post</b>	<b>Categories of disabled suitable for job (See next table for abbreviation details)</b>
1	Revenue Accountant (RA)	Ortho: OA, OL, BL Hearing: HH Mental illness & Multiple disability : MI& MD
2	Clerk (CLK)	Visual: B, LV Hearing: HH Ortho: OA, OL, OAL, BL Mental illness & Multiple disability : MI& MD
3	Junior Engineer/Electrical	Ortho: OL Hearing: PD
4	Assistant Lineman (ALM)	Hearing: PD
5	Assistant Sub Station Attendant (ASSA)	Ortho: OL Hearing: PD

**ABBREVIATIONS FOR CATEGORIES OF DISABILITIES**

OA	ONE ARM
OL	ONE LEG
OAL	ONE ARM AND ONE LEG
BL	BOTH LEG
B	BLIND
LV	LOW VISION
HH	HEARING IMPAIRED
MI	MENTAL ILLNESS
MD	MULTIPLE DISABILITY
PD	PARTIALLY DEAF





ਨੰ: 9/56/2020-5PP1/33

ਪੰਜਾਬ ਸਰਕਾਰ  
ਪ੍ਰਸੋਨਲ ਵਿਭਾਗ  
(ਪ੍ਰਸੋਨਲ ਪਾਲਿਸੀਜ਼-1 ਸ਼ਾਖਾ)

ਮਿਤੀ: ਚੰਡੀਗੜ੍ਹ: 12/1/2021

ਸੇਵਾ ਵਿਖੇ

ਸਮੂਹ ਵਿਭਾਗਾਂ ਦੇ ਮੁੱਖੀ,  
ਰਜਿਸਟਰਾਰ, ਪੰਜਾਬ ਅਤੇ ਹਰਿਆਣਾ ਹਾਈਕੋਰਟ,  
ਡਵੀਜ਼ਨਾਂ ਦੇ ਕਮਿਸ਼ਨਰ,  
ਸਮੂਹ ਜਿਲ੍ਹਾ ਤੇ ਸੈਸ਼ਨ ਜੱਜ ਅਤੇ  
ਸਮੂਹ ਡਿਪਟੀ ਕਮਿਸ਼ਨਰ,  
ਪੰਜਾਬ ਰਾਜ ਵਿੱਚ।

ਵਿਸ਼ਾ: - ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ 1994 ਦੇ ਨਿਯਮ 19 ਤਹਿਤ ਇਨ੍ਹਾਂ ਨਿਯਮਾਂ ਦੇ ਨਿਯਮ 5 ਵਿੱਚ ਛੋਟ ਦਿੰਦੇ ਹੋਏ ਪੰਜਾਬ ਸਰਕਾਰ ਅਧੀਨ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਕੰਮ ਕਰ ਰਹੇ ਵੱਖ-ਵੱਖ ਕੈਟਾਗਰੀ ਦੇ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਸਿੱਧੀ ਭਰਤੀ ਦੀਆਂ ਆਸਾਮੀਆਂ ਲਈ ਅਰਜ਼ੀ ਦੇਣ ਲਈ ਉਪਰਲੀ ਉਮਰ ਹੱਦ ਵਿੱਚ ਛੋਟ ਦੇਣ ਬਾਰੇ।

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ਮੈਨੂੰ ਉਪਰੋਕਤ ਵਿਸ਼ੇ ਤੇ ਆਪ ਦਾ ਧਿਆਨ ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਦੇ ਨਿਯਮ 5 ਅਤੇ 5-ਏ ਵੱਖ ਦਿਵਾਉਂਦੇ ਹੋਏ ਇਹ ਕਹਿਣ ਦੀ ਹਦਾਇਤ ਹੋਈ ਹੈ ਕਿ ਪੰਜਾਬ ਸਰਕਾਰ ਵੱਲੋਂ ਪੰਜਾਬ ਰਾਜ ਦੇ ਵੱਖ-ਵੱਖ ਵਿਭਾਗਾਂ ਵਿੱਚ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਕੰਮ ਕਰ ਰਹੇ ਵੱਖ-ਵੱਖ ਸ਼੍ਰੇਣੀਆਂ ਦੇ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਸਿੱਧੀ ਭਰਤੀ ਦੀਆਂ ਆਸਾਮੀਆਂ ਵਿਰੁੱਧ ਅਰਜ਼ੀ ਦੇਣ ਲਈ ਉਪਰਲੀ ਉਮਰ ਹੱਦ ਵਿੱਚ ਛੋਟ ਦੇਣ ਦਾ ਫੈਸਲਾ ਕੀਤਾ ਗਿਆ ਹੈ। ਇਸ ਸਬੰਧ ਵਿੱਚ ਸਮਰੱਥ ਅਥਾਰਟੀ ਦੇ ਪੱਧਰ ਤੇ ਜਾਰੀ ਕੀਤੇ ਗਏ ਹੁਕਮ ਮਿਤੀ 12.01.2021 ਦੀ ਕਾਪੀ ਅਗਲੇਰੀ ਯੋਗ ਕਾਰਵਾਈ/ਇੰਨ-ਬਿੰਨ ਪਾਲਣਾ ਹਿੱਤ ਨਾਲ ਨੱਥੀ ਕਰਕੇ ਭੇਜੀ ਜਾਂਦੀ ਹੈ।

2. ਇਹ ਸੇਧ ਸਾਰੇ ਵਿਭਾਗਾਂ ਵਿੱਚ ਲਾਗੂ ਕੀਤੀ ਜਾਵੇਗੀ। ਜੇਕਰ ਕਿਸੇ ਵਿਭਾਗ ਦੇ ਨਿਯਮਾਂ ਵਿੱਚ ਵੱਖਰੇ ਤੌਰ ਤੇ ਸੇਧ ਕਰਨ ਦੀ ਲੋੜ ਪੈਂਦੀ ਹੈ ਤਾਂ ਉਹ ਵਿਭਾਗ ਆਪਣੇ ਨਿਯਮਾਂ ਵਿੱਚ ਉਕਤ ਅਨੁਸਾਰ ਸੇਧ ਕਰਨਗੇ। ਇਸਦੀ ਪ੍ਰਵਾਨਗੀ ਲਈ ਮੁੱਖ ਮੰਤਰੀ, ਪੰਜਾਬ ਜੀ ਨੂੰ ਸੰਪੂਰਨ ਅਧਿਕਾਰ ਦਿੱਤੇ ਗਏ ਹਨ।

ਵਿਸ਼ੇਸ਼ ਸਕੱਤਰ, ਪ੍ਰਸੋਨਲ

ਪਿ.ਅੰ.ਨੰ: 9/56/2020-5ਪੀ.ਪੀ.1/34

ਮਿਤੀ: ਚੰਡੀਗੜ੍ਹ: 12/1/2021

ਇਸ ਦਾ ਉਤਾਰਾ ਹੇਠ ਲਿਖਿਆਂ ਨੂੰ ਸੂਚਨਾਂ ਅਤੇ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ: -

1) ਪ੍ਰਮੁੱਖ ਮਹਾਲੇਖਾਕਾਰ (ਆਡਿਟ), ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ।

2) ਪ੍ਰਮੁੱਖ ਮਹਾਂਲੇਖਾਕਾਰ (ਲੇਖਾ ਤੇ ਹੱਕਦਾਰੀ), ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ।

ਵਿਸ਼ੇਸ਼ ਸਕੱਤਰ, ਪ੍ਰਸ਼ੋਨਲ

ਪਿ.ਅੰ.ਨੰ: 9/56/2020-5ਪੀ.ਪੀ.1/35

ਮਿਤੀ: ਚੰਡੀਗੜ੍ਹ; 12/1/2021

ਇਸ ਦਾ ਉਤਾਰਾ ਹੇਠ ਲਿਖਿਆਂ ਨੂੰ ਸੂਚਨਾਂ ਅਤੇ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ:-

1. ਸਮੂਹ ਵਿਸ਼ੇਸ਼ ਮੁੱਖ ਸਕੱਤਰ, ਵਧੀਕ ਮੁੱਖ ਸਕੱਤਰ, ਵਿੱਤੀ ਕਮਿਸ਼ਨਰ, ਪ੍ਰਮੁੱਖ ਸਕੱਤਰ ਅਤੇ ਪ੍ਰਬੰਧਕੀ ਸਕੱਤਰ, ਪੰਜਾਬ ਸਰਕਾਰ।
2. ਵਧੀਕ ਡਾਇਰੈਕਟਰ, ਅੰਦਰੂਨੀ ਪੜਤਾਲ ਸੰਸਥਾ (ਮਾਲ), ਸੈਕਟਰ-22 ਡੀ, ਚੰਡੀਗੜ੍ਹ;
3. ਪ੍ਰੀਖਕ, ਸਥਾਨਕ ਫੰਡ ਲੇਖਾ, ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ।
4. ਰਾਜ ਦੇ ਸਮੂਹ ਡਿਪਟੀ ਕੰਟਰੋਲਰ (ਵਿੱਤ ਤੇ ਲੇਖਾ), ਅੰਦਰੂਨੀ ਪੜਤਾਲ ਸੰਸਥਾ, ਪੰਜਾਬ;
5. ਸਕੱਤਰ/ਮੁੱਖ ਸਕੱਤਰ, ਪੰਜਾਬ ਸਰਕਾਰ, ਚੰਡੀਗੜ੍ਹ।

ਵਿਸ਼ੇਸ਼ ਸਕੱਤਰ, ਪ੍ਰਸ਼ੋਨਲ

ਪਿ.ਅੰ.ਨੰ: 9/56/2020-5ਪੀ.ਪੀ.1/36

ਮਿਤੀ: ਚੰਡੀਗੜ੍ਹ; 12/1/2021

ਇਸ ਦਾ ਉਤਾਰਾ ਹੇਠ ਲਿਖਿਆਂ ਨੂੰ ਸੂਚਨਾਂ ਅਤੇ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ:

ਇਸ ਦਾ ਉਤਾਰਾ ਰਾਜ ਦੇ ਸਮੂਹ ਜਿਲ੍ਹਾ ਖਜ਼ਾਨਾ ਅਫਸਰਾਂ ਨੂੰ ਸੂਚਨਾਂ ਅਤੇ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ।

ਵਿਸ਼ੇਸ਼ ਸਕੱਤਰ, ਪ੍ਰਸ਼ੋਨਲ

ਪਿ.ਅੰ.ਨੰ: 9/56/2020-5ਪੀ.ਪੀ.1/37

ਮਿਤੀ: ਚੰਡੀਗੜ੍ਹ; 12/1/2021

ਇਸ ਦਾ ਉਤਾਰਾ ਡਾਇਰੈਕਟਰ, ਗਵਰਨੈਂਸ ਰਿਫਾਰਮਜ਼ ਪੰਜਾਬ ਨੂੰ ਭੇਜ ਕੇ ਬੇਨਤੀ ਕੀਤੀ ਜਾਂਦੀ ਹੈ ਕਿ ਸਰਕਾਰ ਦੇ ਇਸ ਪੱਤਰ ਨੂੰ ਪੰਜਾਬ ਸਰਕਾਰ ਦੀ ਵੈੱਬਸਾਈਟ ਤੇ ਪਾਉਣ ਦੀ ਖੇਚਲ ਕੀਤੀ ਜਾਵੇ।

ਵਿਸ਼ੇਸ਼ ਸਕੱਤਰ, ਪ੍ਰਸ਼ੋਨਲ





ਪੰਜਾਬ ਸਰਕਾਰ  
ਪ੍ਰਸੋਨਲ ਵਿਭਾਗ  
(ਪ੍ਰਸੋਨਲ ਪਾਲਿਸੀਜ਼-1 ਸ਼ਾਖਾ)

ਪੰਜਾਬ ਦੇ ਰਾਜਪਾਲ ਜੀ ਦੇ ਹੁਕਮ

ਇਹ ਕਿ ਪੰਜਾਬ ਸਰਕਾਰ ਦੇ ਘਰ-ਘਰ ਰੋਜਗਾਰ ਅਤੇ ਕਾਰੋਬਾਰ ਮਿਸ਼ਨ (PGRKAM) ਤਹਿਤ ਚਲਾਈ ਜਾ ਰਹੀ ਭਰਤੀ ਮੁਹਿੰਮ ਨੂੰ ਸਫਲ ਕਰਨ ਦੇ ਉਦੇਸ਼ ਨਾਲ ਪੰਜਾਬ ਸਰਕਾਰ ਦੇ ਵੱਖ-ਵੱਖ ਵਿਭਾਗਾਂ ਵਿੱਚ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਕੰਮ ਕਰ ਰਹੇ ਵੱਖ-ਵੱਖ ਸ਼੍ਰੇਣੀਆਂ ਦੇ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਸਿੱਧੀ ਭਰਤੀ ਦੀਆਂ ਆਸਾਮੀਆਂ ਲਈ ਅਰਜ਼ੀ ਦੇਣ ਅਤੇ ਮੁਕਾਬਲਾ ਕਰਨ ਦਾ ਪੂਰਾ ਮੌਕਾ ਦੇਣ ਲਈ ਪੰਜਾਬ ਸਰਕਾਰ ਵੱਲੋਂ ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ 1994 ਦੇ ਨਿਯਮ 19 ਤਹਿਤ ਇਨ੍ਹਾਂ ਨਿਯਮਾਂ ਦੇ ਨਿਯਮ 5 ਅਤੇ 5-ਏ ਵਿੱਚ ਛੋਟ ਦਿੰਦੇ ਹੋਏ ਇਨ੍ਹਾਂ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਉਪਰਲੀ ਉਮਰ ਹੱਦ ਵਿੱਚ ਛੋਟ ਦੇਣ ਦਾ ਫੈਸਲਾ ਕੀਤਾ ਗਿਆ ਹੈ।

2. ਇਹ ਕਿ ਮੌਜੂਦਾ ਸਮੇਂ ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ 1994 ਦੇ ਨਿਯਮ 5 ਵਿੱਚ ਹੇਠ ਦਰਸਾਏ ਅਨੁਸਾਰ ਉਪਬੰਧ ਦਰਜ ਹਨ: -

5. Age.- [ (1) No person shall be recruited to the Service by direct appointment, if he is less than eighteen years or is more than thirty seven years of age in the case of technical and non-technical posts on the first day of January of the year immediately preceding the last date, fixed for submission of applications by the Commission or the Board, as the case may be.]

Provided that where different lower and upper age limits have been specifically prescribed for posts in the Service Rules, these limits shall be made applicable for appointment to such posts:

Provided further that the upper age limit may be relaxed upto forty-five years in the case of persons already in the employment of the <sup>3</sup>[Punjab Government or any Board, Corporation, Commission or Authority under it], other State Government or the Government of India.

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Classes, the upper age limit shall be such as may be fixed by the Government from time to time.

(2) In the case of ex-servicemen, the upper age limit shall be such as has been prescribed in the Punjab Recruitment of Ex-servicemen Rules, 1982, as amended from time to time.

(3) In the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such as may be specifically fixed by the Government from time to time.

<sup>2</sup>[(4) In the case of appointment of a War-hero, who has been discharged from defence services or para-military forces on account of disability suffered by him or his widow or dependent member of his family, the upper age limit shall be such as may be specifically fixed by the Government from time to time]

<sup>3</sup>[5A. Increase in upper age limit. – Notwithstanding anything contained in rule 5, on and with effect from the commencement of the Punjab Civil

Services (General and Common Conditions of Service) Amendment Rules, 2010, where in any other Service rules, or in Government instructions, the upper age limit for appointment to any Service or for any category or persons, if different from thirty-five years, it shall be deemed to have been increased by two years. ]

3. ਇਹ ਕਿ ਠੇਕੇ ਦੇ ਅਧਾਰ ਤੇ ਸਰਕਾਰੀ ਅਦਾਰਿਆਂ ਵਿੱਚ ਕੰਮ ਕਰ ਰਹੇ ਵੱਖ-ਵੱਖ ਸ਼੍ਰੇਣੀਆਂ ਦੇ ਕਰਮਚਾਰੀਆਂ ਲਈ, ਉਕਤ ਨਿਯਮ ਤੋਂ ਛੋਟੇ ਇਸ ਲਈ ਮਹਿਸੂਸ ਕੀਤੀ ਗਈ ਕਿਉਂ ਜੋ ਇਸ ਸਮੇਂ ਵੱਖ-ਵੱਖ ਸਰਕਾਰੀ ਅਦਾਰਿਆਂ ਵਿੱਚ ਭਾਰੀ ਮਾਤਰਾ ਵਿੱਚ ਠੇਕੇ ਦੇ ਅਧਾਰ ਤੇ ਭਰਤੀ ਕੀਤੀ ਗਈ ਹੈ। ਅਜਿਹੇ ਕਰਮਚਾਰੀਆਂ ਵੱਲੋਂ ਕਈ ਵਾਰ ਉਨ੍ਹਾਂ ਦੀਆਂ ਸੇਵਾਵਾਂ ਪੱਕਾ ਕਰਨ ਦੀ ਮੰਗ ਕੀਤੀ ਜਾ ਰਹੀ ਹੈ ਲੇਕਿਨ ਇਨ੍ਹੀ ਵੱਡੀ ਗਿਣਤੀ ਵਿੱਚ ਅਜਿਹੇ ਸਮੂਹ ਕਰਮਚਾਰੀਆਂ ਦੀਆਂ ਸੇਵਾਵਾਂ ਪੱਕਾ ਕੀਤਾ ਜਾਣਾ, ਮੌਜੂਦਾ ਹਾਲਾਤਾਂ ਵਿੱਚ ਸੰਭਵ ਨਹੀਂ ਹੈ ਕਿਉਂ ਜੋ ਇਸ ਨਾਲ ਸਰਕਾਰ ਤੇ ਭਾਰੀ ਮਾਤਰਾ ਵਿੱਚ ਅਤਿਰਿਕਤ ਵਿੱਤੀ ਬੋਝ ਆਵੇਗਾ। ਇਸ ਤੋਂ ਇਲਾਵਾ, ਜੇਕਰ ਸਿੱਧੀ ਭਰਤੀ ਦੀਆਂ ਅਸਾਮੀਆਂ ਵਿਰੁੱਧ, ਅਜਿਹੇ ਕਰਮਚਾਰੀਆਂ ਦੀਆਂ ਸੇਵਾਵਾਂ ਪੱਕੀਆਂ ਕੀਤੀਆਂ ਜਾਂਦੀਆਂ ਹਨ ਤਾਂ ਇਸ ਨਾਲ ਕਾਨੂੰਨੀ ਅੜਚਨਾਂ ਵੀ ਪੈਦਾ ਹੋ ਸਕਦੀਆਂ ਹਨ। ਲੇਕਿਨ ਜੇਕਰ ਅਜਿਹੇ ਕਰਮਚਾਰੀਆਂ ਦੀਆਂ ਮੰਗਾਂ ਪੂਰਾ ਨਹੀਂ ਕੀਤੀਆਂ ਜਾਂਦੀਆਂ ਤਾਂ ਇਨ੍ਹਾਂ ਵਿੱਚ ਨਮੋਸ਼ੀ ਦੀ ਭਾਵਨਾ ਪੈਦਾ ਹੋਵੇਗੀ ਜੋ ਕਿ ਉਨ੍ਹਾਂ ਦੀ ਕਾਰਜ-ਕੁਸ਼ਲਤਾ ਨੂੰ ਵੀ ਪ੍ਰਭਾਵਿਤ ਕਰੇਗੀ।

4. ਇਹ ਕਿ ਪੰਜਾਬ ਸਰਕਾਰ ਵੱਲੋਂ ਘਰ-ਘਰ ਰੋਜਗਾਰ ਅਤੇ ਕਾਰੋਬਾਰ ਮਿਸ਼ਨ (PGRKAM) ਤਹਿਤ, ਇੱਕ ਲੱਖ ਤੋਂ ਵੀ ਵੱਧ, ਸਿੱਧੀ ਭਰਤੀ ਦੀਆਂ ਅਸਾਮੀਆਂ ਭਰਨ ਦਾ ਮਾਮਲਾ ਵੀ ਸਰਕਾਰ ਦੇ ਵਿਚਾਰ ਅਧੀਨ ਹੈ। ਇਸ ਲਈ ਇਹ ਮਹਿਸੂਸ ਕੀਤਾ ਗਿਆ ਕਿ ਜੇਕਰ ਠੇਕੇ ਦੇ ਅਧਾਰ ਤੇ ਭਰਤੀ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਵੀ ਸਿੱਧੀ ਭਰਤੀ ਦੀਆਂ ਅਸਾਮੀਆਂ ਵਿਰੁੱਧ ਅਪਲਾਈ ਕਰਨ ਦਾ ਮੌਕਾ ਦਿੱਤਾ ਜਾਂਦਾ ਹੈ ਤਾਂ ਸਮਾਨਤਾ ਦੇ ਸਿਧਾਂਤ ਅਨੁਸਾਰ, ਉਨ੍ਹਾਂ ਨੂੰ ਮੁਕਾਬਲਾ ਕਰਨ ਦਾ ਵੀ ਪੂਰਾ ਮੌਕਾ ਮਿਲੇਗਾ ਅਤੇ ਸਰਕਾਰ ਨੂੰ ਵੀ ਤਜਰਬੇਕਾਰ ਕਰਮਚਾਰੀ ਮਿਲਣ ਦੀ ਸੰਭਾਵਨਾ ਰਹੇਗੀ।

5. ਇਹ ਕਿ ਠੇਕੇ ਦੇ ਅਧਾਰ ਤੇ ਭਰਤੀ ਪ੍ਰਕਿਰਿਆ ਕਾਫੀ ਲੰਮੇ ਸਮੇਂ ਤੋਂ ਪ੍ਰਚੱਲਿਤ ਹੈ ਅਤੇ ਕਈ ਕਰਮਚਾਰੀ ਕਈ ਸਾਲਾਂ ਤੋਂ ਠੇਕੇ ਦੇ ਅਧਾਰ ਤੇ ਹੀ ਕੰਮ ਕਰ ਰਹੇ ਹਨ, ਜਿਸ ਕਾਰਨ ਉਨ੍ਹਾਂ ਦੀ ਉਮਰ, ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਦੇ ਨਿਯਮ 5 ਵਿੱਚ ਨਿਰਧਾਰਤ ਉਮਰ ਸੀਮਾ ਤੋਂ ਵੱਧ ਹੋ ਜਾਣ ਕਾਰਨ, ਸਰਕਾਰੀ ਨੌਕਰੀ ਲਈ ਅਰਜ਼ੀ ਦੇਣ ਤੋਂ ਵਾਂਝੇ ਰਹਿ ਜਾਣਗੇ।

6. ਇਹ ਕਿ ਇਹ ਛੋਟੇ ਦਿੱਤੇ ਜਾਣ ਨਾਲ ਪੰਜਾਬ ਸਰਕਾਰ ਤੇ ਕੋਈ ਵਿੱਤੀ ਬੋਝ ਨਹੀਂ ਪਵੇਗਾ ਸਗੋਂ ਜੇਕਰ ਪੰਜਾਬ ਸਰਕਾਰ ਅਧੀਨ ਸਿੱਧੀ ਭਰਤੀ ਰਾਹੀਂ ਅਜਿਹੇ ਕਰਮਚਾਰੀਆਂ ਦੀ ਚੋਣ ਹੁੰਦੀ ਹੈ, ਜੋ ਕਿ ਠੇਕੇ ਦੇ ਅਧਾਰ ਤੇ ਕੰਮ ਕਰ ਚੁੱਕੇ ਹਨ, ਤਾਂ ਅਜਿਹੀ ਸਥਿਤੀ ਵਿੱਚ ਸਰਕਾਰ ਨੂੰ ਵਧੇਰੇ ਤਜਰਬੇਕਾਰ ਕਰਮਚਾਰੀ ਮਿਲਣਗੇ।

7. ਇਹ ਕਿ ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਦੇ ਕਿਸੇ ਵੀ ਨਿਯਮ ਤੋਂ ਛੋਟੇ ਦੇਣ ਲਈ ਇਨ੍ਹਾਂ ਨਿਯਮਾਂ ਦੇ ਨਿਯਮ 19 ਅਧੀਨ ਇਨ੍ਹਾਂ ਨਿਯਮਾਂ ਤੋਂ ਛੋਟੇ ਦੇਣ ਦੀ ਸ਼ਕਤੀ ਸਬੰਧੀ ਉਪਬੰਧ ਦਰਜ ਹਨ। ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਦਾ ਨਿਯਮ 19 ਹੇਠ ਦਰਸਾਏ ਅਨੁਸਾਰ ਹੈ: -

19. **Power to relax.** - Where the government is of the opinion that it is necessary to expedient so to do, it may by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.



Provided that the provisions relating to educational qualifications and experience, if any, shall not be relaxed.

8. ਇਹ ਕਿ ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਦੇ ਉਕਤ ਨਿਯਮ ਤੋਂ ਸਪੱਸ਼ਟ ਹੈ ਕਿ ਨਿਯਮ 19 ਅਧੀਨ ਉਕਤ ਨਿਯਮਾਂ ਦੇ ਵੱਖ-ਵੱਖ ਨਿਯਮਾਂ ਵਿੱਚ ਢਿੱਲ ਦਿੱਤੀ ਜਾ ਸਕਦੀ ਹੈ। ਨਿਯਮ 19 ਅਧੀਨ ਇਹ ਵੀ ਸਪੱਸ਼ਟ ਕੀਤਾ ਗਿਆ ਹੈ ਕਿ ਇਨ੍ਹਾਂ ਨਿਯਮਾਂ ਦੇ ਉਪਬੰਧ ਜੋ ਕਿ ਵਿੱਦਿਅਕ ਯੋਗਤਾਵਾਂ ਅਤੇ ਤਜਰਬੇ ਨਾਲ ਸਬੰਧਤ ਹਨ, ਵਿੱਚ ਢਿੱਲ ਨਹੀਂ ਦਿੱਤੀ ਜਾ ਸਕਦੀ। ਹਥਲੇ ਕੇਸ ਵਿੱਚ ਤਜਵੀਜ਼ਤ ਛੋਟ ਵਿੱਦਿਅਕ ਯੋਗਤਾਵਾਂ ਅਤੇ ਤਜਰਬੇ ਨਾਲ ਸਬੰਧਤ ਨਹੀਂ ਹੈ।

9. ਇਹ ਕਿ ਉਕਤ ਵੇਰਵੇ ਅਨੁਸਾਰ ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਦੇ ਨਿਯਮ 19 ਅਧੀਨ ਨਿਯਮ 5 ਅਤੇ 5-ਏ ਵਿੱਚ ਛੋਟ ਦੇਣ ਸਬੰਧੀ ਵਿੱਤ ਵਿਭਾਗ ਵੱਲੋਂ ਆਪਣੀ ਸਹਿਮਤੀ I.D.No. FD-FP-1/3/2020-FP-1/1/116314/2020, ਮਿਤੀ 11 ਦਸੰਬਰ, 2020 ਅਤੇ ਪੰਜਾਬ ਲੋਕ ਸੇਵਾ ਕਮਿਸ਼ਨ ਵੱਲੋਂ ਆਪਣੀ ਸਹਿਮਤੀ ਪੱਤਰ ਨੰਬਰ 3073, ਮਿਤੀ 2 ਦਸੰਬਰ, 2020 ਰਾਹੀਂ ਦਿੱਤੀ ਗਈ ਹੈ।

10. ਉਪਰੋਕਤ ਦੀ ਰੋਸ਼ਨੀ ਵਿੱਚ ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਦੇ ਨਿਯਮ 19 ਵਿੱਚ ਦਰਜ ਉਪਬੰਧਾਂ ਤਹਿਤ ਪ੍ਰਾਪਤ ਸ਼ਕਤੀਆਂ ਦੀ ਵਰਤੋਂ ਕਰਦੇ ਹੋਏ ਇਨ੍ਹਾਂ ਨਿਯਮਾਂ ਦੇ ਨਿਯਮ 5 ਅਤੇ 5ਏ ਤੋਂ ਛੋਟ ਹੇਠ ਦਰਸਾਏ ਵੇਰਵੇ ਅਨੁਸਾਰ ਦੇਣ ਦੇ ਹੁਕਮ ਕੀਤੇ ਜਾਂਦੇ ਹਨ:-

(ੳ) ਉਮੀਦਵਾਰ ਵੱਲੋਂ ਜਿੰਨੇ ਸਾਲ/ਮਹੀਨੇ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਪੰਜਾਬ ਸਰਕਾਰ ਦੇ ਕਿਸੇ ਵਿਭਾਗ ਜਾਂ ਅਦਾਰੇ ਵਿੱਚ ਕੰਮ ਕੀਤਾ ਹੋਵੇ, ਸਿੱਧੀ ਭਰਤੀ ਸਮੇਂ ਅਰਜ਼ੀ ਦੇਣ ਲਈ ਉਪਰਲੀ ਉਮਰ ਸੀਮਾ ਵਿੱਚੋਂ ਉਨ੍ਹੇ ਸਾਲ ਜਾਂ ਮਹੀਨੇ ਦੀ ਛੋਟ ਦਿੱਤੀ ਜਾਵੇਗੀ। ਪਰ ਇਹ ਛੋਟ ਕੇਵਲ ਉਨ੍ਹਾਂ ਉਮੀਦਵਾਰਾਂ ਨੂੰ ਮਿਲਣਯੋਗ ਹੋਵੇਗੀ, ਜੋ ਕਿ ਪੰਜਾਬ ਸਰਕਾਰ ਅਧੀਨ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਨੌਕਰੀ ਪ੍ਰਾਪਤ ਕਰਨ ਸਮੇਂ ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਅਨੁਸਾਰ ਉਪਰਲੀ ਉਮਰ ਸੀਮਾ, ਵਿਦਿਅਕ ਯੋਗਤਾ ਅਤੇ ਹੋਰ ਲੋੜੀਂਦੀਆਂ ਸ਼ਰਤਾਂ ਪੂਰੀਆਂ ਕਰਦੇ ਸਨ। ਇਨ੍ਹਾਂ ਹਦਾਇਤਾਂ ਤਹਿਤ ਉਮੀਦਵਾਰ ਕੇਵਲ ਉਸੇ ਆਸਾਮੀ ਲਈ ਉਪਰਲੀ ਉਮਰ ਸੀਮਾ ਵਿੱਚ ਛੋਟ ਦਾ ਲਾਭ ਪ੍ਰਾਪਤ ਕਰ ਸਕਣਗੇ, ਜਿਸ ਆਸਾਮੀ ਤੇ ਉਨ੍ਹਾਂ ਵੱਲੋਂ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਕੰਮ ਕੀਤਾ ਗਿਆ ਹੋਵੇ। ਇਸ ਸਬੰਧ ਵਿੱਚ ਉਮੀਦਵਾਰ ਵੱਲੋਂ ਜਿਸ ਵਿਭਾਗ ਵਿੱਚ ਠੇਕੇ ਤੇ ਕੰਮ ਕੀਤਾ ਗਿਆ ਹੈ, ਦੇ ਸਮਰੱਥ ਅਧਿਕਾਰੀ, ਜੋ ਕਿ ਸਰਕਾਰ ਪੱਧਰ ਤੇ ਘੱਟੋ ਘੱਟ ਸੰਯੁਕਤ ਸਕੱਤਰ ਪੱਧਰ ਦਾ ਅਧਿਕਾਰੀ ਹੋਵੇਗਾ ਅਤੇ ਡਾਇਰੈਕਟੋਰੇਟ ਜਾਂ ਖੇਤਰੀ ਪੱਧਰ ਤੇ ਘੱਟੋ-ਘੱਟ ਵਿਭਾਗੀ ਮੁੱਖੀ ਪੱਧਰ ਦਾ ਅਧਿਕਾਰੀ ਹੋਵੇਗਾ, ਤੋਂ ਨਿਰਧਾਰਿਤ ਪ੍ਰੋਫਾਰਮੇ ਵਿੱਚ ਸਰਟੀਫਿਕੇਟ ਪ੍ਰਾਪਤ ਕਰੇਗਾ। ਇਸ ਮੰਤਵ ਲਈ ਜਾਰੀ ਕੀਤੇ ਜਾਣ ਵਾਲੇ ਸਰਟੀਫਿਕੇਟ ਦਾ ਪ੍ਰੋਫਾਰਮਾ ਨਾਲ ਨੱਥੀ ਹੈ।

(ਅ) ਇਸ ਸਕੀਮ ਅਧੀਨ ਲਾਭ ਪ੍ਰਾਪਤ ਕਰਨ ਲਈ ਪੰਜਾਬ ਸਰਕਾਰ ਅਧੀਨ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਘੱਟੋ ਘੱਟ ਤਿੰਨ ਮਹੀਨੇ ਦੀ ਸੇਵਾ ਕੀਤੀ ਹੋਵੇ।

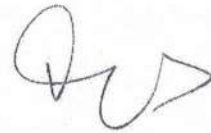
(ੲ) ਪੰਜਾਬ ਸਰਕਾਰ ਅਧੀਨ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਕੀਤੀ ਗਈ ਸੇਵਾ ਵਿੱਚ ਖਲਾਅ (Breaks) ਗਿਣਨਯੋਗ ਨਹੀਂ ਹੋਵੇਗਾ। ਭਾਗ ਸਾਲ (Part year) ਦਾ ਸਮਾਂ ਗਿਣਨਯੋਗ ਹੋਵੇਗਾ।

ਸ) ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਪੰਜਾਬ ਸਰਕਾਰ ਅਧੀਨ ਕੰਮ ਕਰ ਚੁੱਕੇ ਉਮੀਦਵਾਰ, ਜੋ ਕਿ ਹੁਣ ਅਜਿਹੀ ਸੇਵਾ ਵਿੱਚ ਨਹੀਂ ਹਨ ਅਤੇ ਜਿਨ੍ਹਾਂ ਨੂੰ ਸੇਵਾ ਛੱਡਿਆਂ ਇੱਕ ਸਾਲ ਤੋਂ ਘੱਟ ਸਮਾਂ ਹੋਇਆ ਹੈ, ਵੱਲੋਂ ਵੀ ਜਿੰਨੇ ਸਾਲ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਪੰਜਾਬ ਸਰਕਾਰ ਅਧੀਨ ਸੇਵਾ ਕੀਤੀ ਹੈ, ਸਿੱਧੀ ਭਰਤੀ

ਸਮੇਂ ਅਰਜ਼ੀ ਦੇਣ ਲਈ ਉਪਰਲੀ ਉਮਰ ਸੀਮਾ ਵਿੱਚੋਂ ਉਨ੍ਹੇ ਸਾਲਾਂ ਜਾਂ ਮਹੀਨੇ ਦੀ ਛੋਟ ਦਿੱਤੀ ਜਾਵੇਗੀ। ਇਸ ਸਥਿਤੀ ਵਿੱਚ ਉਹ ਉਮੀਦਵਾਰ ਨਹੀਂ ਵਿਚਾਰੇ ਜਾਣਗੇ, ਜਿਨ੍ਹਾਂ ਨੂੰ ਸਜ਼ਾ ਵੱਜੋਂ ਸੇਵਾ ਵਿੱਚੋਂ ਕੱਢਿਆ ਗਿਆ ਹੋਵੇ। ਇਹ ਛੋਟ ਵੀ ਕੇਵਲ ਉਨ੍ਹਾਂ ਉਮੀਦਵਾਰਾਂ ਨੂੰ ਹੀ ਮਿਲਣਯੋਗ ਹੋਵੇਗੀ, ਜੋ ਕਿ ਪੰਜਾਬ ਸਰਕਾਰ ਅਧੀਨ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਨੌਕਰੀ ਪ੍ਰਾਪਤ ਕਰਨ ਸਮੇਂ ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਅਨੁਸਾਰ ਉਪਰਲੀ ਉਮਰ ਸੀਮਾ, ਵਿੱਦਿਅਕ ਸ਼ਰਤਾਂ ਅਤੇ ਹੋਰ ਯੋਗਤਾਵਾਂ ਪੂਰੀਆਂ ਕਰਦੇ ਸਨ।

(ਹ) ਇਹ ਛੋਟ ਕੇਵਲ ਇੱਕ ਆਸਾਧਾਰਣ ਮਾਪ (exceptional measure) ਵੱਜੋਂ ਸਿੱਧੀ ਭਰਤੀ ਦੀਆਂ ਉਨ੍ਹਾਂ ਪ੍ਰੀਖਿਆਵਾਂ ਤੇ ਲਾਗੂ ਹੋਵੇਗੀ ਜਿਨ੍ਹਾਂ ਸਬੰਧੀ ਇਸਤਿਹਾਰ ਇਹ ਅਧਿਸੂਚਨਾ ਜਾਰੀ ਹੋਣ ਦੀ ਮਿਤੀ ਤੋਂ ਬਾਅਦ ਜਾਰੀ ਕੀਤੇ ਜਾਣਗੇ ਅਤੇ ਇਹ ਛੋਟ ਕੇਵਲ ਮਿਤੀ 31.12.2021 ਤੱਕ ਜਾਰੀ ਕੀਤੇ ਜਾਣ ਵਾਲੇ ਇਸਤਿਹਾਰਾਂ ਤੇ ਲਾਗੂ ਰਹੇਗੀ। ਇਨ੍ਹਾਂ ਹੁਕਮਾਂ ਤਹਿਤ ਉਪਰਲੀ ਉਮਰ ਸੀਮਾ ਵਿੱਚ ਛੋਟ ਦਾ ਲਾਭ ਪ੍ਰਾਪਤ ਕਰਨ ਵਾਲੇ ਉਮੀਦਵਾਰ ਮਿਤੀ 31.12.2021 ਤੱਕ ਜਾਰੀ ਹੋਣ ਵਾਲੇ ਵੱਖ-ਵੱਖ ਇਸਤਿਹਾਰਾਂ ਲਈ ਅਰਜ਼ੀ ਦੇ ਸਕਣਗੇ।

11. ਇਹ ਹੁਕਮ ਮੰਤਰੀ ਮੰਡਲ ਦੀ ਪ੍ਰਵਾਨਗੀ ਨਾਲ ਜਾਰੀ ਕੀਤੇ ਜਾਂਦੇ ਹਨ।



ਮਿਤੀ: ਚੰਡੀਗੜ੍ਹ: 12.01.2021

ਵਿਨੀ ਮਹਾਜਨ  
ਮੁੱਖ ਸਕੱਤਰ, ਪੰਜਾਬ ਸਰਕਾਰ



(ਵਿਭਾਗ ਦਾ ਨਾਮ)

ਨੰ:..... ਮਿਤੀ:.....

ਸਰਟੀਫਿਕੇਟ

ਤਸਦੀਕ ਕੀਤਾ ਜਾਂਦਾ ਹੈ ਕਿ ਸ੍ਰੀ/ਸ੍ਰੀਮਤੀ ..... ਪੁੱਤਰ/ਪੁੱਤਰੀ/ਪਤਨੀ ਸ੍ਰੀ  
..... ਵਾਸੀ..... ਵੱਲੋਂ .....(ਵਿਭਾਗ ਦਾ ਨਾਮ).....ਵਿੱਚ  
ਮਿਤੀ..... ਤੋਂ ਮਿਤੀ ..... ਤੱਕ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਕੰਮ ਕੀਤਾ ਗਿਆ ਹੈ/ਕੰਮ ਕਰ ਰਿਹਾ  
ਹੈ।

2. ਇਹ ਕਿ ਉਕਤ ਵਿਅਕਤੀ ਪੰਜਾਬ ਸਰਕਾਰ, ਪ੍ਰਸੋਨਲ ਵਿਭਾਗ (ਪ੍ਰਸੋਨਲ ਪਾਲਿਸੀਜ਼-1  
ਸ਼ਾਖਾ) ਵੱਲੋਂ ਜਾਰੀ ਪੱਤਰ ਨੰਬਰ:9/56/2020-5PP1/33-37 ਮਿਤੀ 12.01.2021 ਵਿੱਚ ਦਰਜ  
ਉਪਬੰਧਾਂ ਦੀ ਰੋਸ਼ਨੀ ਵਿੱਚ ਸਿੱਧੀ ਭਰਤੀ ਲਈ ਨਿਰਧਾਰਿਤ ਉਪਰਲੀ ਉਮਰ ਹੱਦ ਵਿੱਚ ਛੋਟ ਪ੍ਰਾਪਤ ਕਰਨ  
ਲਈ ਯੋਗ ਹੈ।

3. ਇਹ ਕਿ ਉਕਤ ਵਿਅਕਤੀ ਨੂੰ ਇਸ ਵਿਭਾਗ ਅਧੀਨ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਕੀਤੀ ਜਾ ਰਹੀ  
ਨੌਕਰੀ ਵਿੱਚੋਂ ਸਜ਼ਾ ਦੇ ਤੌਰ ਤੇ ਕੱਢਿਆ ਨਹੀਂ ਗਿਆ ਹੈ।

4. ਇਹ ਕਿ ਉਕਤ ਵਿਅਕਤੀ ਇਸ ਵਿਭਾਗ ਵਿੱਚ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਨੌਕਰੀ ਪ੍ਰਾਪਤ ਕਰਨ ਸਮੇਂ  
ਪੰਜਾਬ ਸਿਵਲ ਸੇਵਾਵਾਂ (ਆਮ ਅਤੇ ਸਾਂਝੀਆਂ ਸੇਵਾ ਸ਼ਰਤਾਂ) ਨਿਯਮ, 1994 ਅਨੁਸਾਰ ਉਪਰਲੀ ਉਮਰ  
ਸੀਮਾ, ਵਿੱਦਿਅਕ ਯੋਗਤਾਵਾਂ ਅਤੇ ਹੋਰ ਲੋੜੀਂਦੀਆਂ ਸ਼ਰਤਾਂ ਪੂਰੀਆਂ ਕਰਦਾ ਸੀ।

5. ਇਹ ਕਿ ਉਕਤ ਵਿਅਕਤੀ ਦੁਆਰਾ ਇਸ ਵਿਭਾਗ ਵਿੱਚ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਕੀਤੀ ਜਾ  
ਰਹੀ/ਕੀਤੀ ਗਈ ਨੌਕਰੀ ਵਿੱਚ ਮਿਤੀ ..... ਤੋਂ ..... ਤੱਕ ਖਲਾਅ (breaks) ਹਨ, ਜੋ ਕਿ ਪ੍ਰਸੋਨਲ  
ਵਿਭਾਗ (ਪ੍ਰਸੋਨਲ ਪਾਲਿਸੀਜ਼-1 ਸ਼ਾਖਾ) ਦੇ ਪੱਤਰ ਨੰਬਰ:9/56/2020-5PP1/33-37 ਮਿਤੀ  
12.01.2021 ਅਨੁਸਾਰ ਗਿਣਨਯੋਗ ਨਹੀਂ ਹਨ।

6. ਇਹ ਕਿ ਉਕਤ ਵਿਅਕਤੀ ਨੂੰ ਇਸ ਵਿਭਾਗ ਵਿੱਚ ਠੇਕੇ ਦੇ ਆਧਾਰ ਤੇ ਕੀਤੀ ਗਈ ਸੇਵਾ ਨੂੰ  
ਛੱਡਿਆਂ ਇੱਕ ਸਾਲ ਤੋਂ ਘੱਟ ਸਮਾਂ ਹੋਇਆ ਹੈ।

ਸੰਯੁਕਤ ਸਕੱਤਰ/ਡਾਇਰੈਕਟਰ

ਵਿਭਾਗ ਦਾ ਨਾਮ.....

ਨੋਟ: - ਇਹ ਸਰਟੀਫਿਕੇਟ ਜਾਰੀ ਕਰਨ ਲਈ ਸਮਰੱਥ ਅਧਿਕਾਰੀ ਸਰਕਾਰ ਪੱਧਰ ਤੇ ਘੱਟੋ ਘੱਟ ਸੰਯੁਕਤ ਸਕੱਤਰ  
ਅਤੇ ਡਾਇਰੈਕਟੋਰੇਟ ਜਾਂ ਖੇਤਰੀ ਪੱਧਰ ਤੇ ਘੱਟੋ-ਘੱਟ ਵਿਭਾਗੀ ਮੁੱਖੀ ਪੱਧਰ ਦਾ ਅਧਿਕਾਰੀ ਹੋਵੇਗਾ।