

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

**CIN No: U40109PB2010SGC033813**

**CRA-300/23 (GATE-2023 Marks Based)**

**GATE-2023 Based recruitment for the posts of Assistant Engineer/OT (Electrical) & Assistant Engineer/OT (Civil) in PSPCL**

IMPORTANT DATES	
Start Date of Submission of Online Application & Fee.	<b>08.07.2023</b>
Last Date of Submission of Online Application & Fee.	<b>27.07.2023</b>

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:

**Note-1:**

- (i) Only GATE 2023 qualified candidates who fulfill the criteria of qualification, age, etc. and other requirements as mentioned in this CRA are eligible to apply against this recruitment.
- (ii) Detailed instructions, given on the PSPCL website ([www.pspcl.in](http://www.pspcl.in)), may be referred at the time of filling online application.
- (iii) Candidates in their own interest are advised not to wait till the last date & time and should submit their application well within the stipulated time. PSPCL shall not be held responsible, if any candidate(s) are not able to submit application and fee due to last time rush or any internet issue or any other reason whatsoever.
- (iv) Submission of application shall be considered complete if the application fee has been deposited. Application without deposit of requisite fee shall be rejected.

**1. NAME OF POSTS/DISCIPLINES, NUMBER OF VACANCIES & PAY SCALES**

**TABLE-'A'**

Sr. No.	Name of Post	No. of Posts	Pay-Scale
1	Assistant Engineer/OT (Electrical)	125	Pay Scale applicable to these posts shall be as per instruction issued by Govt. of Punjab, Department of Finance (Finance Personnel-1 Branch) vide its letter No. 7/42/2020-5FP1/741-746, Chandigarh dated 17.07.2020. Any clarification/amendment, in this regard issued from time to time by Punjab Government shall be applicable.
2	Assistant Engineer/OT (Civil)	14	

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*\*During the probation period mentioned in the offer of appointment or extended probation period whichever is more, newly appointed candidates shall be paid 'minimum admissible pay' only as per Department of Finance (Finance Personnel 1 Branch) Chandigarh, letter No. 7/42/2020-5FP1/741-746, Chandigarh dated 17.07.2020 and it will not include any Grade pay, Dearness allowance, annual increment or any other allowance except the travelling allowance and medical reimbursement if any, as per the entitlement of the post held by such candidate. However in case of appointment of candidates already in service of PSPCL, their pay shall be protected, if the 'minimum admissible pay' in the offer of appointment is lower than the pay actually drawn by them on the post they actually hold lien. But they will not be given any increment or allowance except TA and medical reimbursement during the probation period.*

*\*\*The probation period for these posts will be 3 years or as per instructions issued by Govt. of P from time to time.*

**Note-2:**

The category wise detailed breakup of posts mentioned in Table A is given below in Table B. The candidates are advised to read it carefully before filling up online application as category/sub-category once filled up cannot be changed to any other 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 applies under wrong category will be 'Rejected' without giving any further notice.

**Tentative category-wise detailed breakup of posts is given below:**

**TABLE-'B'**

Sr. No.	Name of Post	Detail of posts	Category															Sub-total	Total No. of posts	
			Gen		SC					BC		PWD					SP (G)			FF
			Gen	Gen (EWS)	SC/MB	SC/MB (XSM-Self/Dep.)	SC/MB (SP)	SC/OT	SC/OT (XSM-Self/Dep.)	BC	BC/XSM (Self/Dep.)	XSM (Self/Dep.)	Deaf & HH	Locomotor Disability	Intellectual Disability & MI or Multiple Disability					
1	AE/OT (Elec.)	Vacancy	28	11	11	02	01	11	02	10	03	07	02	01	01	02	01	93	125	
		Backlog Vacancy	-	-	-	-	-	-	-	04	-	12	05	04	-	06	01	32		
		Out of above Vacancy Reserved for women	07	03	03	-	-	06	-	04	-	04	01	01	-	01	-	30		
2	AE/OT (Civil)	Vacancy	05	01	02	-	-	01	-	02	-	02	01	-	-	-	-	14	14	
		Backlog Vacancy	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
		Out of above Vacancy Reserved for women	02	01	01	-	-	01	-	01	-	01	-	-	-	-	-	07		

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**ABBREVIATIONS FOR CATEGORIES**

1	Gen	General
2	Gen (EWS)	General (Economically Weaker Section)
3	SC	Scheduled Caste
4	SC/MB	Scheduled Caste/Mazhabi Balmiki
5	SC/MB (XSM-Self/Dep.)	Scheduled Caste/Mazhabi Balmiki (Ex-servicemen-Self/Dependent)
6	SC/MB (SP)	Scheduled Caste/Mazhabi Balmiki (Sports person)
7	SC/OT	Scheduled Caste/Others
8	SC/OT (XSM-Self/Dep.)	Scheduled Caste/Others (Ex-servicemen Self/Dependent)
9	BC	Backward Class
10	BC/XSM (Self/Dep.)	Backward Class/Ex-servicemen (Self/Dependent)
11	XSM (Self/Dep.)	Ex-servicemen (Self/Dependent)
12	PWD	Person with disability
13	Deaf & HH	Deaf & Hard of hearing
14	SP	Sports person
15	FF	Freedom Fighter
16	MI	Mental Illness

**Note-3:**

PSPCL reserves the right to increase or decrease the number of posts as indicated above or cancel the entire/partial recruitment against the said CRA-300/23 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.

**2. CRITERIA WITH RESPECT TO QUALIFICATION, KNOWLEDGE OF PUNJABI LANGUAGE and AGE**

**2.1 Candidate must have qualified GATE-2023 examination with qualifying marks as prescribed below.** PSPCL has finalized the minimum qualifying marks (out of 100 marks) for GATE based 2023 recruitment. Candidates belonging to respective category must ensure that they possess the minimum qualifying marks in GATE 2023 as given below, to be eligible for applying in that category against CRA-300/23.

**Post & Category wise minimum qualifying marks in GATE 2023****AE/OT (Electrical)**

Category	Marks
General	25
General (EWS)	22.5
Ex-servicemen	
BC	
Sports	
Freedom Fighter	16.6
SC	
PWD	

**AE/OT (Civil)**

Category	Marks
General	26.6
General (EWS)	23.9
Ex-servicemen	
BC	
Sports	
Freedom Fighter	17.7
SC	
PWD	

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## 2.2 Qualification

**Candidate must possess academic qualification and knowledge of Punjabi as per Table below:-**

Sr. No.	Name of Post	Academic qualification	Knowledge/Qualification of Punjabi
1	Assistant Engineer/OT (Electrical)	Full Time regular BE/ B.Tech./B.Sc. Engineering in Electrical/Electrical & Electronics Engineering with a minimum of 60% marks or equivalent degree in respective discipline recognized by AICTE or AMIE in Electrical/Electrical & Electronics Engineering with 60% marks from Institution of Engineers (India) Calcutta.	Qualification of Punjabi is essential for all posts. For this purpose, all the candidates must have passed Punjabi of at least Matriculation or its equivalent level upto the last date of submission of online application.
2	Assistant Engineer/OT (Civil)	Full Time regular BE/ B.Tech./ B.Sc. Engineering in Civil with a minimum of 60% marks or equivalent degree in Civil discipline recognized by AICTE or AMIE in Civil Engineering with 60% marks from Institution of Engineers (India) Calcutta.	

### **Note-4:**

- (i) Candidates who have appeared/are appearing in the final year examination (2022-23 sessions) but their result is awaited are also eligible to apply subject to the condition that they have qualified GATE 2023 as per qualifying marks prescribed by PSPCL.
- (ii) The candidate must possess the above requisite qualifications upto the last date of submission of online application and shall submit the proof in this regard at the time of document checking. Candidate who fails to do so, shall not be considered even if he/she has qualified the GATE-2023 Test and no relaxation shall be given in this regard.
- (iii) The candidate not meeting the above criteria will be rejected during checking of documents or at any time thereafter if found ineligible.

## 2.3 Age Limit

As per Punjab Govt. Notification G.S.R.20/Const./Art.309/Amd.(10)/2010 dated 24.05.2010, candidates should not be below 18 years and above 37 years of age as on 01/01/2023 to be eligible for these posts and relaxation in age will be as per Govt. of Punjab instructions.

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### 2.3 (i) Relaxation in Upper Age Limit

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

- a. SC and Backward class: 5 years over & above the normal maximum 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. Physically Handicapped: 10 years over and above the normal maximum 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/PSTCL/Punjab Govt.**

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

#### **Note-5:**

The candidate not meeting the above criteria will be rejected during checking of documents or at any time thereafter if found ineligible.

### **3. RESERVATION**

- (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 during document checking.
- (iii) Candidates are advised to read the category-wise breakup of posts very carefully before filling up the online application. If any candidate applies against any reserved category to which he/she belongs then he/she should possess reservation certificates in accordance with Govt. of Punjab instructions for that category/sub-category. The candidates are advised to fill/select their category

carefully & with due diligence. **The category once selected by a candidate will not be changed under any circumstances and the candidature of such candidate who applies against the category to which he/she does not belong shall be rejected without giving any further notice.**

- (iv) Reservation for women shall be applicable as per The Punjab Civil Services (Reservation for Women) Rules 2020 and clarification issued by Govt. of Punjab, Department of Social Security and Women & Child Development vide memo no. 11/05/2017-1-SS(3SS) E-283416/370 dt. 07.02.2022 (Annexure- B).
- (v) It is important to mention here that other than the categories shown in category-wise break up of posts in Table 'B', candidates belonging to Vimukt Jati and Bazigars, can also apply against SC/OT/Vimukt Jati and Bazigars category. As per Dept. of Social Justice Empowerment and Minorities (Reservation Cell), Govt. of Punjab notification no. 01/24/2020/RC1/321 dated 15.09.2022, reservation to Vimukt Jati and Bazigars will be applicable as per instructions issued vide no. 1/3/98-RC1/948 dated 20.12.2001.
- (vi) Reservation to Ex-serviceman category candidates will be given as per Govt. of Punjab, Department of Personnel & Administrative Reforms (Personnel policy branch), notification no.G.S.R 11/Const./Arts. 309, 234, and 318/82 dated 02.02.1982 and GoP Department of Defence Services Welfare (Defence welfare Branch) G.S.R 37/Const./Arts. 309,234,and318/Amd/11/2019 dated 14.10.2019 and amendments if any (Annexure-C). **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."*

- (vii) Reservation to Persons with disability will be given as per 'THE RIGHTS OF PERSONS WITH DISABILITY ACT 2016' and as per instructions issued vide No. 1/1/2017-3DC/1588894/1 dt 03.10.2019 by, Department of Social Security and Women and Child Development, Govt. of Punjab (Annexure-D). According to Section 2 (r) of The Rights of Person with Disabilities Act, 2016, "Person with Benchmark disability" means a person with not less than 40% of a specified disability. Only those persons with "Benchmark disabilities" and Punjab domicile would be eligible for reservation in the Persons with Disability category.
- (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 (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-RC1/196 dated 18.03.2021.(Annexure-E)
- (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 General (EWS) category candidates, it is mandatory to produce 'Income and Asset Certificate' showing gross annual income of his/her family for financial year 2022-23 which must be valid for the financial year 2023-24.
- (x) The category-wise final merit shall be prepared based on the marks secured in GATE 2023 exam only (except for Sports person category candidates whose final merit shall be prepared by Director/Sports, Punjab as per Sports gradation policy no. 47/26/83-5Edu./2036 dated 10.12.1997 and Punjab Recruitment of Sportsman Rules, 1988 with applicable amendments, if any. Director Sports, Punjab is the competent authority to issue Sports Gradation Certificate and any other Sports Certificate issued by any other authority will not be accepted as valid Certificate for claim of reservation under the Sports Person, Punjab Category). Further, if two or more candidates have secured same GATE 2023 marks, then their relative merit shall be determined by their age where higher age candidate shall be placed at higher merit.



(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.
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, reservation shall be given to the extent of disability allowed as per lists of posts identified by Pb. Govt. Please refer Annexure 'A' for this at page no. 16

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

#### 4. **SELECTION PROCESS**

- 4.1 Candidates who fulfill the criteria w.r.t. GATE-2023, qualification, age, etc. as detailed above, are eligible to apply for recruitment against CRA 300/2023 in PSPCL. **All the candidates are informed that only GATE-2023 marks will be valid for the current recruitment process under CRA 300/23.** Candidates must produce the GATE-2023 scorecard which will be verified by PSPCL during the time of document checking.
- 4.2 On the basis of result/merit list prepared on the basis of GATE-2023 marks, only those candidates who fulfill the criteria w.r.t. qualification, age, etc. as per information filled in the application form shall be called for document checking, wherein, checking of original documents/certificates would be done by the document checking committee, for which the date shall be intimated later 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. Thus, candidates are advised to mention their email ID very carefully. **It is further clarified that mere**

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**calling of any candidate for document checking doesn't entitle him/her for selection/appointment to the said post.** The offer of appointment, for the number of posts to be filled, will be given to the candidates on merit prepared on the basis of GATE-2023 marks, provided that the candidate has 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. and has been found eligible after checking of his/her documents. He/she must acquire the requisite qualification upto the last date of submission of online application and shall produce proof for the same. Candidate, who fails to do so even if he/she has qualified GATE-2023 shall not be considered and no relaxation shall be given in this regard. The candidature of a candidate will be rejected without any notice if any information, certificate or document provided by the candidate is found to be wrong/fake/fictitious/forged or bogus or does not meet the eligibility criteria(s) as mentioned under the CRA.

Further, it is informed that candidate has to himself/herself appear for the process of document checking. Nobody on candidate's behalf can appear in the process of document checking. In case candidate himself/herself fails to appear before the document checking committee within stipulated time, then his/her candidature will be cancelled/forfeited without any further notice.

- 4.3 Candidate shall be intimated 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 first scheduled date, then second scheduled date i.e. last chance would be given to such candidate through intimation as above and in case he/she again fails to appear for document checking even on the second scheduled date then no further chance would be given & his/her candidature shall be cancelled/forfeited without any notice.
- 4.4 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.
- 4.5 Validity of panel for above said posts will be one year from the date of its approval by the competent authority. After the expiry of validity of panel, waiting list shall cease to exist and candidates in waiting list will not be considered for selection. Even if document checking process of a candidate has been completed, he/she will not be considered for selection/issuance of appointment letter after expiry of validity of panel **as mere calling of any candidate for document checking doesn't entitle him/her for selection/appointment to the said post.**
- 4.6 Educational qualifications must be from a recognized Institution/University/ Board. **Candidates who have appeared/are appearing in the final year examination (2022-23 sessions) but their result is awaited, can also apply but he/she must acquire the requisite qualifications upto the last date of submission of online application and shall produce proof for the same. Candidate, who fails to do so even if he/she has qualified the GATE 2023 test, shall not be**

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**considered and no relaxation shall be given in this regard.** The candidature of a candidate will be rejected without any notice if any certificate or document provided is found to be fake or forged or does not meet the eligibility criteria.

- 4.7 The offer of appointment, for the number of posts to be filled, will be given to the candidates on merit prepared on the basis of GATE-2023 marks provided that the candidate has 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. and has been found eligible after checking of his/her documents.
- 4.8 Candidates who have been offered appointment letters shall be given maximum 21 days (subject to validity of panel) to join the services of PSPCL. In case, candidate does not report for joining on scheduled date, then another final i.e. last notice of 21 days (subject to validity of panel) will be given to such candidates. In case they fail to join the services of PSPCL within this period, no further extension will be given and their appointment letters shall be cancelled automatically without any further notice.
- 4.9 Candidates working in Government/Semi-Government or Cooperative organizations & who are issued appointment letters shall have to submit "No objection certificate" from their organization after resigning and before joining PSPCL.

## 5. TRAINING

PSPCL may depute the selected candidates to undergo training at Technical Training Institute, PSPCL, Patiala or any other Institute in India.

## 6. GUIDELINES FOR SUBMISSION OF ONLINE APPLICATION:-

- a) Carefully read the advertisement and the guidelines regarding online filling /submission of application form.
- b) Candidates will apply online through PSPCL website in English only. **No other means/mode of submission of applications including manual/paper will be accepted under any circumstances.**
- c) Candidate should have a valid personal mobile number and personal e-mail ID. These should be kept active during the entire recruitment process. Registration number after the completion of **Part-I** will be sent on this registered mobile number. Communication for document checking or any other communication will be sent through the registered e-mail ID and will be uploaded on PSPCL website. The candidates are, therefore, requested to check their registered e-mail and visit PSPCL website on regular basis for any communication from PSPCL. Under no circumstances, the candidate should share/mention e-mail ID password to any other person.

### 6.1 STEP-I: REGISTRATION FOR ONLINE APPLICATION FORM:

- 6.1.1 Please visit PSPCL website [www.pspcl.in](http://www.pspcl.in) and click on "**Recruitment**" tab on website's home page and then click on - **Recruitment of various posts in PSPCL on the basis of GATE 2023 marks against CRA-300/23** or



candidates may use the link <https://aeotgate2023.pspcl.in> and follow the instructions on this link.

- 6.1.2 Click on 'NEW REGISTRATION' (for first time registration) or 'REGISTERED CANDIDATE' (if already registered).
- 6.1.3 **New Registration Part-1:** Enter Post Applied, GATE 2023 registration number, Name (as mentioned in GATE 2023 Scorecard and Date of Birth (DOB)).
- 6.1.4 **New Registration Part-2:** Fill other details and verify the OTP received on registered e-mail ID and mobile number.
- 6.1.5 After successful verification, fill all the details, on the next screen, required in the online application form (including Photo and sign).
- 6.1.6 "Save Draft" is for partial saving of information entered. A candidate can edit or view his/her information any time.  
"Save and Preview" will save the complete information and will show the preview of completely filled form to the candidate for confirmation. Here the candidate can "Submit" or go back to edit any information. If a candidate clicks "SUBMIT" button on confirmation screen, he/she will not be able to edit his/her information anymore.
- 6.1.7 Before submission of his/her Step-I details, by clicking check boxes, accept the Terms and Conditions and Self-declaration.
- 6.1.8 Candidates who appeared in final year examination (2022-23 session) of qualifying degree should write '**RESULT AWAITED**' in the column: 'Year of Passing' in case the result is not declared yet.
- 6.1.9 On completion of Step-I, a message will be sent to candidate's registered mobile number conveying his/her completion of online registration and will be informed to deposit the application fee. This completes the Step-I of online registration process.
- 6.1.10 Instructions regarding scanning of Photograph of applicant and Signature of applicant: Candidates should upload the scanned (digital) image of their photograph and signature in JPG/JPEG format, as per the process given below:

1) **Photograph:**

- Dimensions should be 150 x 200 pixels (preferred).
- Size of file should be between 20kb-50kb and should not be more than 50 kb. Photograph must be a recent passport size colour picture.

2) **Signature:**

- Dimensions should be 140x60 pixels (preferred).
- Size of file should be between 10kb-20kb and should not be more than 20 kb.
- The applicant has to sign on white paper with **Black** ink pen only.
- The signatures must be signed by the applicant herself/himself only and not by any other person.



## 6.2 **STEP-II: DEPOSITING ONLINE APPLICATION FEE (NON REFUNDABLE)**

After successful submission of STEP-I, the candidate should deposit the requisite application/processing fee and bank charges (if applicable):

- 6.2.1 Please visit PSPCL website [www.pspcl.in](http://www.pspcl.in) and go to "**Recruitment**" tab on website's home page and then click on - **Recruitment of various posts in PSPCL on the basis of GATE 2023 marks against CRA 300/23 or open the link <https://aeotgate2023.pspcl.in>.**
- 6.2.2 Click on "Pay Fee" button, which will be redirected to Payment Page of SBI Payment Gateway.
- 6.2.3 Select the On-line payment option i.e Internet Banking/Credit Card/Debit Card. Kindly make the online payment via credit or debit card or Internet Banking and retain the transaction number for future reference.
- 6.2.4 After successful completion, the candidate should **take printout of Payment Receipt (Subject to Realization).**

## 6.3 **STEP III: PRINT APPLICATION FORM**

- 6.3.1 After successful deposit of online application fee, login again after clicking on **REGISTERED CANDIDATE**.
- 6.3.2 **Check Fee Status:**
- If fee status is not paid, then payment is still not updated,
  - If fee status is paid, then payment is updated.
- 6.3.3 Click on **PRINT APPLICATION FORM**. It should be noted that no e-mail will be sent to the registered candidates containing final application form. It is suggested that candidates should download and retain the application form carefully for future reference.
- 6.3.4 On successful registration of online application candidates are advised not to attempt for registration for the same post again since multiple registration numbers 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.
- \*For any queries/issues faced in applying online the candidates may write an email to the Helpdesk at [helpdesk-recruitment@pspcl.in](mailto:helpdesk-recruitment@pspcl.in)*

## 7. **FEE (NON REFUNDABLE)**

The candidate is required to deposit the fee along with the application as per the details given below:

<b>Fees Details (Non-Refundable):</b>				
Sr. No.	Category	Application fees	Applicable GST @ 18%*	Total
A	B	C	D	E (C+D)
1	All Categories except SC, Person with Disability	Rs. 1200/- per Application	216/-	Rs 1416/-+Bank Charges(if applicable)
2	SC Category/ Person with Disability Category.	Rs. 750/- per Application	135/-	Rs 885/- + Bank Charges(if applicable)

\*GST rate shall be applicable as per GOI norms issued from time to time.

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**Note-6:**

- (i) **Fee will be accepted by online mode only. No other mode for depositing fee is acceptable.**
- (ii) Submission of application shall be considered complete if the application fee has been deposited. Application without deposit of requisite fee shall be rejected.
- (iii) The fee once paid shall not be refunded under any circumstances nor can the fee be held in reserve for any other recruitment or selection.

**8. OTHER CONDITIONS**

- 8.1 Please note that the above procedure is the only valid procedure for applying. No other mode of application shall be accepted.
- 8.2 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.
- 8.3 Candidates are advised to keep a copy of application form and receipt of online payment which will be checked by PSPCL during the process of document checking.
- 8.4 **Candidate should note that his/her candidature is purely "PROVISIONAL" subject to eligibility verification/checking during document checking. Mere registration for PSPCL recruitment 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.**
- 8.5 Candidates are advised in their own interest to apply online much before the closing date and not to wait till the last date for depositing the fee to avoid the possibility of disconnection/inability/failure to log on the PSPCL's website on account of heavy load during last hour rush or internet issue whatsoever.
- 8.6 PSPCL does not undertake any responsibility for the candidates not being able to submit their applications within the stipulated period on account of the aforesaid reasons or for any other reason whatsoever.
- 8.7 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 candidatures may not be considered.
- 8.8 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.

**9. ACTION AGAINST MISCONDUCT**

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. If at any stage (during document checking/issue of appointment letter/even after his/her

*By 2*

joining PSPCL) any information, certificate or document provided by the candidate is found to be wrong/fake/fictitious/forged/bogus or does not meet the eligibility criteria(s) as mentioned under the CRA, the candidature of a candidate will be rejected ab initio and action will be taken against him/her as per law.

## 10. OTHER TERMS & CONDITIONS

- a) No TA/DA will be paid for the journeys performed for the document checking/ counseling etc. Candidates are requested to carefully mention their sub category viz-a-viz Caste in their online application form. In case of multiple registrations in various categories/sub-categories for the same post, the candidature is liable for cancellation/rejection without any notice/intimation to the candidate.
- b) PSPCL has no mechanism to check the certificates as the candidates are applying online. If, at any stage certificate of the candidate is found to be forged/fictitious/bogus, the candidature of such candidate will be cancelled and action will be taken according to law. In case the candidate is found to be ineligible, the application shall be rejected.
- c) Only those Government employees, if selected shall be eligible to join who are certified by the Head of the Department (where he/she is working), 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.
- d) The selected candidates will be governed by PSPCL Rules & Regulations amended from time to time.
- e) 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.
- f) For any clarifications regarding the online filling of the form, the candidate can contact through email: [helpdesk-recruitment@pspcl.in](mailto:helpdesk-recruitment@pspcl.in).
- g) In case, if a candidate is unable to register himself, he/she must contact personally at the O/o of Dy. Secy./Recruitment, PSPCL, PSEB Head office, The Mall, Patiala.
- h) 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). Candidates will be informed individually about the document checking schedule only on their

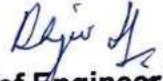
*Reyis*

registered email id filled in application form. So, candidates are advised to register email id in application form that is personally used by them.

- i) Candidates are advised to regularly visit PSPCL official website ([www.pspcl.in](http://www.pspcl.in)) for any updates regarding this advertisement.
- j) 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 only, please contact through email id: [helpdesk-recruitment@pspcl.in](mailto:helpdesk-recruitment@pspcl.in) by quoting the registration number.

**Date : 03.07.2023**  
**Place : Patiala**

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

**ANNEXURE-'A'****ELIGIBILITY OF PERSONS WITH DISABILITY FOR THE POST ADVERTISED AGAINST CRA NO. 300/23 (GATE 2023 based).**

<b>Sr. No.</b>	<b>Post advertised</b>	<b>Identified posts advertised for Person with disability</b>
1	AE/OT (Electrical)	a) D, HH b) OL, CP, LC, Dw, AAV c) ASD(M), SLD, MI d) MD involving a) to c) above
2	AE/OT (Civil)	a) D, HH

**ABBREVIATIONS FOR CATEGORIES OF DISABILITIES**

D=Deaf, HH=Hard of hearing, OL=One Leg, CP=Cerebral Palsy, LC=Leprosy cured, Dw=Dwarfism, AAV=Acid Attack Victim, ASD(M)=Autism Spectrum Disorder(Mild), SLD=Specific Learning Disability, MI= Mental Illness, MD=Multiple Disability



ਨੰ. 11/5/2017-1133(333)/ 2594

ਪੰਜਾਬ ਸਰਕਾਰ

ਸਮਾਜਿਕ ਸੁਰੱਖਿਆ ਅਤੇ ਇਸਤਰੀ ਤੇ ਬਾਲ ਵਿਕਾਸ ਵਿਭਾਗ  
(ਸਮਾਜਿਕ ਸੁਰੱਖਿਆ ਸ਼ਾਖਾ)

ਸੇਵਾ ਵਿਖੇ,

ਪੰਜਾਬ ਦੇ ਸਮੂਹ ਵਿਭਾਗਾਂ ਦੇ ਮੁੱਖੀ,  
ਰਜਿਸਟਰਾਰ, ਪੰਜਾਬ ਅਤੇ ਰਿਆਸਤ ਰਾਈ ਕੋਰਟ,  
ਡਾਈਰੈਕਟਰ ਦੇ ਕਮਿਸ਼ਨਰ, ਡਿਪਟੀ ਕਮਿਸ਼ਨਰ ਅਤੇ  
ਜਲ੍ਹਿਆਂ ਦੇ ਸੈਲਨ ਜੱਜ।  
ਮਿਤੀ, ਚੰਡੀਗੜ੍ਹ 28.10.2020

ਵਿਸ਼ਾ

The Punjab Civil Services (Reservation of Posts for Women) Rules, 2020.

ਸ਼੍ਰੀਮਤ ਜੀ,

ਮੈਂਨੂੰ ਰਦਾਇਤ ਰੋਈ ਹੈ ਕਿ ਮੈਂ Notification No. G.S.R.87/Const./Aris.309 and 15/2020, dated the 21<sup>st</sup> October, 2020, containing the Punjab Civil Services (Reservation of Posts for Women) Rules, 2020 ਦੀ ਕਾਪੀ (ਨਾਲ ਨੰਬਰ) ਆਪ ਜੀ ਨੂੰ ਅਕਸੇਰੀ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜਾਂ।

ਵਿਸ਼ਵਾਸਯੋਗਤਰ

ਨਿਰੰਦਰ ਕੌਰ

(ਨਿਰੰਦਰ ਕੌਰ) 28/10/20

ਅਧੀਨ ਸਕੱਤਰ ਸਮਾਜਿਕ ਸੁਰੱਖਿਆ

ਇਸ ਦਾ ਇੱਕ ਉਤਾਰਾ ਹੇਠ ਲਿਖਿਆ ਨੂੰ (ਸਮੇਤ ਉਕਤ ਰੂਲਜ਼ ਦੀ ਕਾਪੀ) ਸੁਰਲਾ ਅਤੇ ਅਕਸੇਰੀ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ-

1. ਸਕੱਤਰ/ਮੁੱਖ ਸਕੱਤਰ, ਪੰਜਾਬ ਸਰਕਾਰ।
2. ਸਪੈਸ਼ਲ ਸਕੱਤਰ/ਮੁੱਖ ਮੁੱਖ ਸਕੱਤਰ, ਮੁੱਖ ਮੰਤਰੀ, ਪੰਜਾਬ।
3. ਸਮੂਹ ਵਧੀਕ ਮੁੱਖ ਸਕੱਤਰ/ਵਿੱਤੀ ਕਮਿਸ਼ਨਰਜ/ਮੁੱਖ ਸਕੱਤਰ ਅਤੇ ਪ੍ਰਬੰਧਕੀ ਸਕੱਤਰ, ਪੰਜਾਬ ਸਰਕਾਰ।

ਨਿਰੰਦਰ ਕੌਰ

ਅਧੀਨ ਸਕੱਤਰ ਸਮਾਜਿਕ ਸੁਰੱਖਿਆ

PUNJAB GOVT. GAZ. (EXTRA), OCTOBER 26, 2020 597  
(KRTK 4, 1942 BAKA)

**PART III**

**GOVERNMENT OF PUNJAB  
DEPARTMENT OF SOCIAL SECURITY, WOMEN  
AND CHILD DEVELOPMENT  
(SOCIAL SECURITY BRANCH)**

**NOTIFICATION**

**The 21st October, 2020**

**No. G.S.R. 87/Const./Arts.309 and 15/2020.**-In exercise of the powers conferred by the proviso to Article 309 read with clause (3) of Article 15 of the Constitution of India, the Governor of Punjab is pleased to make the following rules for providing reservation in services for women in direct recruitment, namely:-

**RULES**

1. **Short title and commencement.**- (1) These rules may be called The Punjab Civil Services (Reservation of Posts for Women) Rules, 2020.  
(2) These rules shall come into force on and with effect from the date of their publication in the Official Gazette.
2. **Definitions.**- In these rules, unless the context otherwise requires,-
  - (a) "establishment" means any office of the State Government, a local authority or a statutory authority constituted under any State Law for the time being in force, or a Board or Corporation in which not less than fifty-one per cent of the paid up share of capital is held by the Government of the State of Punjab and includes a university or college affiliated to the university, primary and secondary schools and other educational institutions, which are owned by the State Government and also includes an establishment in public sector; and
  - (b) "establishment in public sector" means any industry, trade, business or occupation owned, controlled or managed by,-
    - (i) the State Government; and
    - (ii) Government Company as defined in sub-section (45) of section 2 of the Companies Act, 2013, in which not less than fifty-one per cent of the paid up share capital is held by the Government of the State of Punjab.
3. **Scope and application.**- Without prejudice to the generality of the

provisions contained in any Service rules, these rules shall apply to the filling up of posts by direct recruitment in all the establishments in Group 'A', Group 'B', Group 'C' and Group 'D' services.

4. **Percentage and manner of reservation of posts.**- (1) Notwithstanding anything contained in any Service rules, there shall be a thirty-three percent reservation, in favour of women, in all posts in Group 'A', Group 'B', Group 'C' and Group 'D' services under all the establishments at the stage of direct recruitment and this reservation shall be horizontal and compartmentalised.

(2) Where a vacancy is filled by direct recruitment by a woman on the basis of merit, then such woman candidate shall be appointed against the horizontal reservation for women within their respective vertical reservation in any category.

**Explanation.-**

(i) "Vertical reservation" means reservation in favour of the Scheduled Castes, Backward Classes, Other Backward Classes and Economically Weaker Sections under clauses (4) and (6) of Article 16 of the Constitution of India.

(ii) For the purposes of this rule, "horizontal and compartmentalised reservation" means reservation within each watertight category, namely, Scheduled Castes, Backward Classes, Other Backward Classes, Economically Weaker Sections and Open Category.

5. **Procedure for reservation of posts.**- (1) The reservation of posts for women set out in rule 4 shall be applied in the following manner, namely:-

- (i) firstly, to fill the quota of the Open Category in order of merit and thereafter;
- (ii) secondly, to fill up each of the vertical reservation quotas and thereafter;
- (iii) thirdly, to find out how many women belonging to specific vertical reservation have been selected on the above basis and thereafter;
- (iv) if the number of women candidates in each vertical is equal to or more than the thirty three percent reservation quota for women, then there shall be no further selection towards the reservation quota for women.

- (2) Only if there is any shortfall of women candidates in a vertical

category, then the requisite number of women belonging to such vertical category shall have to be taken and adjusted or accommodated against their respective vertical reservation categories by deleting the corresponding number of candidates therefrom. This process of verification and adjustment or accommodation shall be applied separately to each of the vertical reservations. In such a case, the overall reservation of thirty-three percent in favour of women, may be satisfied or may not be satisfied.

(3) If the posts remain unfilled due to lack of sufficient number of eligible women candidates, then the unfilled posts shall not be carried forward to subsequent years and such posts shall be filled from the other candidates of the respective vertical categories.

**Example.-**

*If there are 200 vacancies and fifteen percent are reserved for Schedule Castes and twenty seven percent for Other Backward Classes under vertical reservation; and thirty three percent are reserved for women under horizontal reservation, then, there are 116 seats in Open Category, thirty seats for Schedule Castes and fifty four seats for Other Backward Classes under vertical reservation. Since, thirty three percent seats in each vertical is the reservation quota for women, i.e. thirty eight seats for Open Category women; ten seats for Schedule Caste women and eighteen seats for Other Backward Classes women.*

*Step 1.- Candidates shall have to be first listed in accordance with merit, from out of the successful eligible candidates, in their respective vertical categories.*

*Step 2.- As such, thirty posts are reserved for Schedule Caste (of which the quota for women is ten), Schedule Caste candidates shall have to be first listed in accordance with merit, from out of the successful eligible candidates. If such list of thirty candidates contains ten Schedule Caste women candidates, then there is no need to disturb the list by including any further Schedule Caste women candidates. On the other hand, if the list of thirty Schedule Caste candidates contains only eight women candidates, then the next two Schedule Caste women candidates in*

accordance with merit, will have to be included in the list and corresponding number of candidates from the bottom of such list shall have to be deleted, so as to ensure that the final list of thirty selected Schedule Caste candidates contains ten women Schedule Caste candidates. But if the list of thirty Schedule Caste candidates contains more than ten women candidates, selected on own merit, all of them will continue in the list and there is no question of deleting the excess women candidates on the ground that Schedule Caste women have been selected in excess of the specified internal quota of ten.

Step 3.- Repeat this exercise for each vertical to fill vacancies.

It is clarified that if there is a shortfall of women in any watertight vertical category e.g. two Schedule Caste women (above) are not available in the list then,

- (i) the vacancy shall not be made available to women of any other vertical category i.e. Open Category Women or Other Backward Class women; and
- (ii) as such, the overall reservation of thirty three percent in favour of women, may be satisfied or may not be satisfied.

6. Power to remove difficulties.- If any difficulty arises in giving effect to the provisions of these rules, it shall be referred to the State Government in the Department of Personnel, whose decision thereon shall be final.

**RAJI P. SHRIVASTAVA,**  
Principal Secretary to Government of Punjab,  
Department of Social Security, Women  
and Child Development.

ਸਵਾ ਵਿਖੇ,

ਡਾਇਰੈਕਟਰ,  
ਸਮਾਜਿਕ ਹੁੱਦੀਆ ਅਤੇ ਇਸਤਰੀ ਤੇ ਬਾਲ ਵਿਕਾਸ ਵਿਭਾਗ  
ਪੰਜਾਬ, ਚੰਡੀਗੜ੍ਹ।

ਮੀਮੇ ਨੰ: 11/05/2017-1ਸਸ(3ਸਸ)E-283416/370  
ਮਿਤੀ, ਚੰਡੀਗੜ੍ਹ: 07.02.2022

ਵਿਸ਼ਾ: ਪੰਜਾਬ ਸਰਕਾਰ ਦੀਆਂ ਸਿੱਧੀ ਭਰਤੀ ਦੀਆਂ ਅਸਾਮੀਆਂ ਵਿੱਚ ਔਰਤਾਂ ਨੂੰ 33 ਫੀਸਦੀ ਰਾਖਵੇਂਕਰਨ  
ਸਬੰਧੀ ਸਪੱਸ਼ਟੀਕਰਣ ਦੇਣ ਬਾਰੇ।

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ਉਪਰੋਕਤ ਵਿਖੇ ਦੇ ਸਬੰਧ ਵਿੱਚ ਆਪ ਵੱਲੋਂ ਸਿੰਗਲ ਏਂ-ਮਿਸਲ ਨੰ:289411 ਰਾਹੀਂ ਭੇਜੀ ਤਜਵੀਜ਼  
ਦੇ ਹਵਾਲੇ ਵਿੱਚ।

2. ਹਵਾਲਾ ਅਧੀਨ ਤਜਵੀਜ਼ ਦੇ ਸਬੰਧ ਵਿੱਚ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਇਸ ਵਿਭਾਗ ਵੱਲੋਂ ਪੱਤਰ ਨੰ:  
11/05/2017-1ਸਸ(3ਸਸ)/2594 ਮਿਤੀ 28.10.2020 ਰਾਹੀਂ 'THE PUNJAB CIVIL SERVICES  
(RESERVATION OF POSTS FOR WOMEN) RULES, 2020' ਜਾਰੀ ਨਿਯਮਾਂ ਅਤੇ ਪ੍ਰਸ਼ੇਨਲ ਵਿਭਾਗ ਵੱਲੋਂ  
ਜਾਰੀ ਪੱਤਰ ਮਿਤੀ 29.01.2021 ਵੱਲ ਧਿਆਨ ਦਿਵਾਉਂਦੇ ਹੋਏ ਸਬੰਧਤ ਵਿਭਾਗ ਨੂੰ ਸੁਚਿਤ ਕਰਨ ਦੀ ਖੇਚਲ ਕੀਤੀ  
ਜਾਵੇ ਕਿ ਪੰਜਾਬ ਸਰਕਾਰ ਦੀਆਂ ਸਿੱਧੀ ਭਰਤੀ ਦੀਆਂ ਅਸਾਮੀਆਂ ਵਿੱਚ ਔਰਤਾਂ ਨੂੰ 33% ਰਾਖਵੇਂਕਰਨ ਦਾ ਵੱਲੋਂ  
ਕੇਵਲ ਪੰਜਾਬ ਦੀਆਂ ਵਸਨੀਕ ਔਰਤਾਂ ਨੂੰ ਹੀ ਮਿਲਣਯੋਗ ਹੈ।

ਸੁਪਰਡੰਟ

ਪਿ.ਅ.ਨੰ: 11/05/2017-1ਸਸ(3ਸਸ)E-283416/371

ਮਿਤੀ, ਚੰਡੀਗੜ੍ਹ:

ਉਪਰੋਕਤ ਦਾ ਇਕ ਉਤਾਰਾ ਸ੍ਰੀ ਗੁਰਜਿੰਦਰ ਸਿੰਘ ਮੋਤ, ਜੁਆਇੰਟ ਡਾਇਰੈਕਟਰ ਕਮ ਨੇਡਲ  
ਅਫਸਰ ਨੂੰ ਅਗਲੇਰੀ ਲੇਤੀਂਦੀ ਥਾਰਵਾਈ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ।

ਸੁਪਰਡੰਟ

PUNJAB GOVT. GAZETTE. FEB 12, 1982, 9 MAGH 23, 1903 SAKA 103

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;



Page 25 of 56

(iii) he or she will be eligible to avail the benefit only once in life."

①\*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."

1\*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."

103 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.

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\*\*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 26<sup>th</sup> October, 1962 to 9<sup>th</sup> 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 26<sup>th</sup> October, 1962 to 9<sup>th</sup> 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

Page 27 of 56

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 11<sup>th</sup> February, 1982.

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

**&&8-B, increments and pension** – Period of military service rendered during the Second National Emergency from 3<sup>rd</sup> December, 1971 to 25<sup>th</sup> 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 joined and 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.

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

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.
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4. The Released Indian Armed Forces Personnel (Determination of Eligibility for promotion) Rules, 1977.

Chief Secretary to Govt. Punjab

Regd. No. NW/CH-22

Regd. No. CHD/0092/2018-2020



# Punjab Government Gazette

## EXTRAORDINARY

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(ASVINA 24, 1941 SAKA)

### LEGISLATIVE SUPPLEMENT

	Contents	Pages
Part - I	Acts	
	Nil	
Part - II	Ordinances	
	Nil	
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	
	Nil	

## 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 Mazhabi 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 Mazhabi Sikhs;
      - (ii) secondly, from amongst Ex-Servicemen from Scheduled Castes category other than Balmiki and Mazhabi Sikhs or their lineal descendant; and
      - (iii) thirdly, from amongst the general pool of Scheduled Castes category other than Balmiki and Mazhabi Sikhs.

(ASVN 24, 1941 SAKA)

- (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

(ASVN 24, 1941 SAKA)

- (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;



PUNJAB GOVT. GAZ. (EXTRA), OCTOBER 16, 2019

530

(ASVN 24, 1941 SAKA)

(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 Mazhabi 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 Mazhabi 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 Mazhabi Sikhs) or their lineal descendant, in that case the post shall be converted into the post for Scheduled Castes (other than Balmiki and Mazhabi 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

PUNJAB GOVT. GAZ. (EXTRA), OCTOBER 16, 2019 532  
(ASVN 24, 1941 SAKA)

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/1585844/1

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 24<sup>th</sup> June, 2015 and No.1/1/2017-3DC/1543557/1. dated the 6<sup>th</sup> 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

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- 4 Intellectual disability (Including Autism and One percent Specific learning disability), and Mental illness;

OR

Multiple disabilities specified in Serial No. 1 to 4 above, including deaf-blindness.

**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, Chairperson Department of Social Security, women and Child Development;
2	<u>Administrative Secretary</u> of, the concerned Member department;
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

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29<sup>th</sup> July, 2013. This list of identification for different disabilities can be visited at [www.socialjustice.nic.in](http://www.socialjustice.nic.in). The Government of Punjab has adopted the above list of services to be offered to the persons with disabilities as identified by the Government of India vide its notification referred to above vide order No. 3/39/2014-3Dis.Br./972-980, dated the 10<sup>th</sup> July, 2014.

However, the competent authority in respective department in the State, may identify the posts to be filled up from amongst the persons suffering from the disability i.e. Leprosy cured, Dwarfism, Acid attack victims and Muscular dystrophy in clauses (3) and (4), referred to in Para 1.

subject however, to the following conditions namely:-

- (a) the nomenclature used for any service shall mean and include nomenclature used for other, identical service with identical functions;
- (b) in case the service notified by the Government of India, Ministry of Social Justice and Empowerment, is not identical with any of the Service in the State of Punjab, in that case the concerned department, shall have the discretion, to identify a Service in consultation with this department or with the Government of India, as the case may be.

No department in the State of Punjab, shall exclude any such unidentified Service, from the purview of the reservation in its own discretion; and

- (c) In case a Service with particular disability is changed from one Group of Service, to another Group or Grade, due to variation in pay scale of such Service or otherwise, such Service, shall remain identified accordingly, to be filled from amongst those persons with such disability, till such post is created in the relevant Group by the State Government.

**5. Reservation in posts identified for one or two categories.** - If a Service is identified as suitable for type of disability, in that case, the reservation in that Service shall be given to the persons with that disability only. The reservation of four percent shall not be reduced in such cases and the total reservation in the said Service, shall be given to the persons suffering from the said disability, for which it

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has been identified. Where a Service is identified as suitable for two types of disabilities, in that case the reservation shall be distributed between the persons with those types of disabilities in equal proportion, so far as it is possible. It shall, however, be ensured that the reservation in different Services in a particular department shall be distributed in such a manner that the persons of all types of disabilities as specified in Para 1 above, subject however, to fulfilling the conditions as specified in Para 8, in order to give equal representation to such persons.

~~6. Appointment against unreserved services. - There is no bar for a person with any disability specified in Para 1, to compete for appointment against an unreserved Service (i.e. the other than the Service, which is identified as suitable for persons with disabilities), provided such Service is identified as suitable for the persons so appointed.~~

7. Adjustment of candidates selected on their own merit. - Persons with disabilities selected on their own merit without availing the reservation under these instructions, shall not be adjusted against the reserved vacancy. The reserved vacancies shall be filled up only from amongst the eligible persons with disabilities as specified in these instructions. No person appointed as per the provision made in Para 6, shall make a claim for promotion against any reserved Service under these instructions.

8. Quantum of disability for reservation. - The quantum of disability as specified in the Table given in Para 1, shall not be less than forty percent, subject, however to produce a Disability Certificate from the competent authority.

At the time of making appointment to the service under these instructions or in the case of promotion in the service for the persons with disability (s), the appointing authority shall ensure that such candidate falls within the consideration zone for availing the benefit under these instructions.

9. Computation of reservation. - Reservation for persons with disabilities in case of Group 'A', 'B', 'C' or 'D' Services, shall be computed on the basis of total number of vacancies available in a cadre in any department, from amongst the persons with disabilities on the Service identified as suitable for them. The number of vacancies to be reserved for the persons with disabilities for direct recruitment to Group 'A'

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posts in any department, shall be computed by taking in to account the total number of vacancies arising in Group 'A', for being filled by direct recruitment in a recruitment year in any department, which shall apply *mutatis mutandi* to Group 'B', 'C', and 'D' Services. Similar criteria, shall apply in promotion cases also in the said Services.

10. Maintenance of reservation. - (1) For giving proper effect to reservation under these instructions, all departments in the State, shall maintain a separate 100 Point Vacancy Roster Registers as specified in Annexure-I, separately for Group 'A', Group 'B', Group 'C' or Group 'D' Service, for direct recruitment as well as for promotion. Each Department shall ensure that the vacancy Roster Register is duly got checked and verified from this department, before making any direct appointment or promotion, as the case may be. The aforesaid Registers, for each Service, shall be divided in four blocks, as follows: -

- 1<sup>st</sup> Block — Point No. 1 to 25.
- 2<sup>nd</sup> Block — Point No. 26 to 50
- 3<sup>rd</sup> Block — Point No. 51 to 75 and
- 4<sup>th</sup> Block — Point No. 76 to 100.

*Means a vacancy at point 11, 40, 71 and 90 for Groups 'A' and 'B' and point 10, 40, 70 and 90 for Groups 'C' and 'D', shall be earmarked for person with disability as specified in Para 1. The competent authority in each department shall make appointments in the above manner.*

(2) In Group- 'A' Service, in case Point No. 11 is not identified for the persons with disabilities OR the competent authority in any department considers it desirable not to fill that point from amongst the persons with disability OR it is not possible to fill up that post from this category for any administrative reason, in that case, a post falling at points from 12 to 25, shall be treated as reserved for the person with disability, and the same shall be filled up accordingly. Similarly the vacancy falling at any of the points from 26 to 50, OR from 51 to 75, OR from 76 to 100, shall be filled by person with disability, in the above manner, in addition to the vacancy already ear marked in the respective block referred to above.

(3) It may further be clarified that in case none of the vacancies given at Points 12 to 25, is suitable for a person with disability, then two vacancies from Points 26 to 50, shall be treated as are reserved for persons with disabilities (i.e. one vacancy being carried forward from the first block and the other vacancy already meant for the second block). Similarly in case the vacancies from 26 to 50 are

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again not found suitable for the said category, in that case three vacancies, shall be treated as reserved in the points starting from 51 to 75. In case the vacancies from Point 51 to 75 are also not found suitable for a person with disability, then four vacancies shall be filled up in the fourth block starting from points 76 to 100. If no vacancy can be filled up in a particular block it shall be carried into the next block.

(4) After all the 100 points of the vacancy roster are filled up then the roster shall re-start from Point 1 onwards.

(5) In case the number of vacancies in a year could cover only one block or two blocks referred to above, then it shall be the discretion of the competent authority in a department, who shall decide to fill particular Service, on the basis of the nature of the post while making an appointment or promotion, as the case may be, from amongst the person with disability with a specific type referred in the Table above.

(6) The manner for filling up the Service in Group 'A' in clauses (2) to (5) above, shall be followed in other Services i.e. Group 'B', Group 'C' and Group 'D', as the case may be.

11. Consideration zone, Interchange and carry forwarding a point in direct recruitment. - (1) The reservation under these instructions shall be made category wise for each disability specified in the Table above. In case in a department, the nature of Service is such that a person of a specific type of disability cannot be appointed, in that case the vacancies may be interchanged from one type of disability to the other with the approval of this department.

(2) If any vacancy reserved for any category of disability cannot be filled due to non-availability of a suitable person with that disability or, for any other sufficient reason, such vacancy shall not be filled and shall be carried forward as a 'backlog reserved vacancy' to the subsequent recruitment year.

(3) In case a vacancy carried forward, is not filled up in the subsequent recruitment year, the same shall further be carried forward to the next recruitment year. However, if a suitable person with such disability is not available for appointment, it may be filled by interchanging such vacancy with other type of disability.

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(4) In case a vacancy is filled up from amongst the person other than the person with disability in the second recruitment year, then the reservation shall be carried forward as a backlog vacancy for another period of two recruitment years. In case such vacancy could not be filled up even in the extended period, then the reservation under these instructions shall stand lapsed.

(5) In the next recruitment years, if situation so arises, the procedure for filling up the reserved vacancy for the persons with disabilities, shall be remain the same as specified above.

**12. Consideration zone, Interchange and carry forwarding a point in promotion.** - (1) A reserved vacancy shall be filled up by promotion by selection, from amongst the person with disability, who falls within the consideration zone. In case the number of the person with disability of the relevant type of disability is not available within the consideration zone, then the zone of consideration for filling up such vacancy may be extended five times the number of vacancies and the persons with disabilities falling within the extended zone may be considered for promotion. In case no suitable candidate is found available in the extended consideration zone also, then the reservation may be interchanged to fill up the vacancy from amongst the person with other type of disability.

(2) In case it is not possible to fill up the vacancy from amongst the person with disability, then the same may be filled up by promoting a person other than a person with disability and the reservation under these instructions, shall be carried forward for three years, where after it shall stand lapsed if it is not filled up in the extended period.

**13. Protection of reservation for persons with disability.** - In order to protect the lapse of reservation to the minimum possible, any recruitment of the persons with disabilities, shall be counted first against any additional quota brought forward from the previous years, in their chronological order, if any. If candidates are not available for all the vacancies for persons with disability, then the older carried forward point shall be filled up in the first instance and the point carried forward at a later stage, shall further be carried forward.

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14. Horizontal reservation for Persons with disabilities. - (1) Reservation for Scheduled Castes, Scheduled Tribes, Backward Classes or Other Backward Classes, is called Vertical Reservation and the reservation for the Persons with disabilities and Ex-Servicemen, is called Horizontal Reservation. Horizontal Reservation cuts across Vertical Reservation or is called interlocking reservation, and persons selected against the quota for persons with disabilities have to be placed in the appropriate category (i.e. Scheduled Castes, Scheduled Tribes, Backward Classes, Other Backward Classes or General Category), depending upon the category to which he belongs to, in the Roster Register.

(2) To illustrate, if in a given year there are two vacancies reserved for the persons with disabilities and out of two persons with disability are appointed, one belongs to a Scheduled Caste and other to General Category, then the Scheduled Caste candidate with disability, shall be adjusted against the Scheduled Caste point in the Roster Register and the General Category candidate with disability, shall be adjusted against General Category point in the said Register. In case none of the vacancies falls on the point reserved for the Scheduled Castes, the candidate under the category of disability belonging to Scheduled Caste, shall be adjusted in future against the next available vacancy reserved for Scheduled Caste category.

15. Identification of the caste of persons with disability. - Since the persons with disability have to be placed in the appropriate category i.e. Scheduled Castes, Scheduled Tribes, Backward Classes, Other Backward Classes or General Category, in the roster meant for the said categories. A candidate applying for a vacancy meant for persons with disability shall clearly indicate in the application form as to which caste they belong to i.e. Scheduled Castes, Scheduled Tribes, Backward Classes, Other Backward Classes or General Category, as the case may be.

16. Medical examination. - Each new entrant to Government Service on his initial appointment is required to produce a 'Disability Certificate' issued by a competent authority. In case of medical examination of a person with disability for appointment to a post identified as suitable for a person suffering from a type of disability, the concerned Medical Officer or the Medical Board, shall be informed beforehand by such candidate that the post is identified as suitable for relevant type

Rajiv Behl

of person with disability, and the candidate shall then be examined medically accordingly, by such Officer or Board, as the case may be.

These instructions shall come into force with immediate effect.

Dated, Chandigarh the  
1<sup>st</sup> October, 2019

*Rajiv Bala*  
RAJI P. SHRIVASTAVA  
Principal Secretary to Government of Punjab  
Department of Social Security, Women and  
Child Development

No. 1/1/2017-3DC/1588894/2. Dated, Chandigarh, the 3/10/2019  
A copy is forwarded to the following for information and necessary  
action:-

1. All The Special Chief Secretaries, Punjab;
2. All The Additional Chief Secretaries, Punjab;
3. All The Principal Secretaries, Punjab;
4. All The Financial Commissioners and Administrative Secretaries.  
Punjab;
5. State Commissioner for the persons with disability, Punjab;
6. Chief Commissioner for Persons with Disability, Government of  
India, New Delhi.

*Rajiv Bala*  
Deputy Secretary Social Security  
6

-10-

**ANNEXURE**  
**RESERVATION ROSTER FOR PERSONS WITH DISABILITIES**

identifies suitable for persons with benchmark disabilities covered under the following respective categories.

Year of Recruitment	Cycle No.	Post No.	Name of Post	1 (Visual)	2 (Hearing)	3 (Locomotor)	7	8	9	10	11	12			
	2	3		1	2	3	4	5	6	7	8	9	10	11	12
				1 (Visual) 2 (Hearing) 3 (Locomotor) 4 (Intellectual or Multiple)											

1. Respective categories as specified in the table given in Para 1.
2. If the post is reserved than write 1,2,3 or 4 as given in serial no. 5,6,7 and 8 above.
3. In case if a person is appointed under a reserved categories specified in 5,6,7 and 8 than write specific category, if not than write No

*Raj P. Shrivastava*  
**RAJI P. SHRIVASTAVA,**  
 Principal Secretary to Government of Punjab, Department  
 of Social Security, Women and Child Development

**THE SCHEDULE**  
**[See clause (zc) of section 2]**  
**SPECIFIED DISABILITY**

**1. Physical disability.—**

**A. Locomotor disability** (a person's inability to execute distinctive activities associated with movement of self and objects resulting from affliction of musculoskeletal or nervous system or both), including—

(a) "leprosy cured person" means a person who has been cured of leprosy but is suffering from—

(i) loss of sensation in hands or feet as well as loss of sensation and paresis in the eye and eye-lid but with no manifest deformity;

(ii) manifest deformity and paresis but having sufficient mobility in their hands and feet to enable them to engage in normal economic activity;

(iii) extreme physical deformity as well as advanced age which prevents him/her from undertaking any gainful occupation, and the expression "leprosy cured" shall construed accordingly;

(b) "cerebral palsy" means a Group of non-progressive neurological condition affecting body movements and muscle coordination, caused by damage to one or more specific areas of the brain, usually occurring before, during or shortly after birth;

(c) "dwarfism" means a medical or genetic condition resulting in an adult height of 4 feet 10 inches (147 centimeters) or less;

(d) "muscular dystrophy" means a group of hereditary genetic muscle disease that weakens the muscles that move the human body and persons with multiple dystrophy have incorrect and missing information in their genes, which prevents them from making the proteins they need for healthy muscles. It is characterised by progressive skeletal muscle weakness, defects in muscle proteins, and the death of muscle cells and tissue;

(e) "acid attack victims" means a person disfigured due to violent assaults by throwing of acid or similar corrosive substance.

**B. Visual impairment—**

(a) "blindness" means a condition where a person has any of the following conditions, after best correction—

(i) total absence of sight; or

(ii) visual acuity less than 3/60 or less than 10/200 (Snellen) in the better eye with best possible correction; or

(iii) limitation of the field of vision subtending an angle of less than 10 degree.

(b) "low-vision" means a condition where a person has any of the following conditons, namely:—

(i) visual acuity not exceeding 6/18 or less than 20/60 upto 3/60 or upto 10/200 (Snellen) in the better eye with best possible corrections; or

(ii) limitation of the field of vision subtending an angle of less than 40 degree up to 10 degree.

**C. Hearing impairment—**

(a) "deaf" means persons having 70 DB hearing loss in speech frequencies in both ears;

(b) "hard of hearing" means person having 60 DB to 70 DB hearing loss in speech frequencies in both ears;

D. "speech and language disability" means a permanent disability arising out of conditions such as laryngectomy or aphasia affecting one or more components of speech and language due to organic or neurological causes.

2. Intellectual disability, a condition characterised by significant limitation both in intellectual functioning (reasoning, learning, problem solving) and in adaptive behaviour which covers a range of every day, social and practical skills, including—

(a) "specific learning disabilities" means a heterogeneous group of conditions wherein there is a deficit in processing language, spoken or written, that may manifest itself as a difficulty to comprehend, speak, read, write, spell, or to do mathematical calculations and includes such conditions as perceptual disabilities, dyslexia, dysgraphia, dyscalculia, dyspraxia and developmental aphasia;

(b) "autism spectrum disorder" means a neuro-developmental condition typically appearing in the first three years of life that significantly affects a person's ability to communicate, understand relationships and relate to others, and is frequently associated with unusual or stereotypical rituals or behaviours.

3. Mental behaviour,—

"mental illness" means a substantial disorder of thinking, mood, perception, orientation or memory that grossly impairs judgment, behaviour, capacity to recognise reality or ability to meet the ordinary demands of life, but does not include retardation which is a condition of arrested or incomplete development of mind of a person, specially characterised by subnormality of intelligence.

4. Disability caused due to—

(a) chronic neurological conditions, such as—

(i) "multiple sclerosis" means an inflammatory, nervous system disease in which the myelin sheaths around the axons of nerve cells of the brain and spinal cord are damaged, leading to demyelination and affecting the ability of nerve cells in the brain and spinal cord to communicate with each other;

(ii) "parkinson's disease" means a progressive disease of the nervous system marked by tremor, muscular rigidity, and slow, imprecise movement, chiefly affecting middle-aged and elderly people associated with degeneration of the basal ganglia of the brain and a deficiency of the neurotransmitter dopamine.

(b) Blood disorder—

(i) "haemophilia" means an inheritable disease, usually affecting only male but transmitted by women to their male children, characterised by loss or impairment of the normal clotting ability of blood so that a minor wound may result in fatal bleeding;

(ii) "thalassemia" means a group of inherited disorders characterised by reduced or absent amounts of haemoglobin.

(iii) "sickle cell disease" means a hemolytic disorder characterised by chronic anemia, painful events, and various complications due to associated tissue and organ damage; "hemolytic" refers to the destruction of the cell membrane of red blood cells resulting in the release of hemoglobin.

5. Multiple Disabilities (more than one of the above specified disabilities) including deaf blindness which means a condition in which a person may have combination of hearing and visual impairments causing severe communication, developmental, and educational problems.

6. Any other category as may be notified by the Central Government.

GOVERNMENT OF PUNJAB  
DEPARTMENT OF SOCIAL JUSTICE, EMPOWERMENT AND MINORITIES  
(RESERVATION CELL)

SSJZ  
03/06/19

USSJZ (02)

SSJZ

14/6/19

To

1. All the Heads of Department, Commissioners of Divisions, Deputy Commissioners in the state
2. All the Managing Director of Boards and Corporations in the State.
3. The Registrar, Punjab & Haryana High Court, Chandigarh.

No. 1/3/2019-RC1/120  
Dated: Chandigarh 28<sup>th</sup> May, 2019

**Subject:** Reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Government of Punjab.

\*\*\*\*

Please refer to the subject cited above

2. In pursuance of insertion of clauses 15(6) and 16(6) in the Constitution vide the Constitution (One hundred and Third Amendment) Act, 2019, State Government has decided to provide the reservation to the Economically Weaker Sections on the following conditions:-

- i) 10% reservation will be provided to residents of Punjab belonging to 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.
- ii) The reservation will be provided in respect of all Direct Recruitment vacancies in all the Departments/Boards/Corporations/Local Bodies of the State of Punjab.
- iii) "Family" for this purpose will include the person who seeks benefit of reservation, his/her parents, siblings below the age of 18 years, as also his/her spouse and children below the age of 18 years.
- iv) "Income" will include all sources for the financial year prior to the year of application. Further, a person will be excluded whose family owns/ possesses any of the following assets:-

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- i) 5 acres of Agricultural Land and above;
- ii) Residential flat of 1000 sq.ft. and above;
- iii) Residential plot of 100 sq. yards and above in notified municipalities/nagar panchayats ;
- iv) Residential plot of 200 sq. yards and above in other than the notified municipalities/nagar panchayats.

2. The detailed instructions regarding operation of roster and procedure for implementation of Economically Weaker Sections reservation will be issued separately.

-Sd-  
 (Dr. Roshan Sunkaria), I.A.S  
 Additional Chief Secretary

A copy of the above is forwarded to All the Special Chief Secretaries/Additional Chief Secretaries/Principal Secretaries/Secretaries to Govt. of Punjab for information and further necessary action:-

*(Signature)*  
 Joint Secretary

To

All the Special Chief Secretaries/  
 Additional Chief Secretaries/  
 Principal Secretaries/  
 Secretaries to Govt. of Punjab

LD. No. 1/3/2019-RC1/ 121

Dated, Chandigarh 28-5-2019

Endst. No. 1/3/2019-RC1/ 122

Dated, Chandigarh 28-5-2019

A copy of the above is forwarded to the following for information and further necessary action:-

- 1. Chairman,  
 Punjab State Commission for Scheduled Castes,  
 Chandigarh.
- 2. Chairman,  
 Punjab State Backward Classes Commission,  
 Chandigarh.

*(Signature)*  
 Joint Secretary

True Photo Copy  
*(Signature)*  
 Advocate

GOVERNMENT OF PUNJAB  
DEPARTMENT OF SOCIAL JUSTICE,  
EMPOWERMENT AND MINORITIES  
(RESERVATION CELL)

To

1. All the Head of Departments,  
Commissioner of Divisions,  
Deputy Commissioners and  
Sub Divisional Magistrate in the State
2. All the Managing Director of Boards and  
Corporations in the State.
3. The Registrar General,  
Punjab and Haryana High Court,  
Chandigarh.

No. 1/3/2019-RC/ 700

Dated: Chandigarh 30.10.2020

Subject: Reservation for Economically Weaker Sections (EWSs) in direct  
recruitment in civil posts and services in the Government of  
Punjab.

\*\*\*\*\*

Please refer to this Department's letter No. 1/3/2019-RC/ 120, dated  
28<sup>th</sup> May, 2019 on the subject cited above.

2. The following instructions are issued regarding reservation for  
Economically Weaker Sections (herein after referred to as EWS) not covered under  
the existing scheme of reservation for Scheduled Castes (SCs) and Backward Classes  
(BCs) in respect of direct recruitment in the Government of Punjab.

3. QUANTUM OF RESERVATION

The residents of Punjab belonging to EWSs who, are not covered  
under the existing scheme of reservation for SCs and BCs shall get ten percent  
reservation in all direct recruitment vacancies in all the Departments or Boards or  
Corporations or Local Bodies of the Government of Punjab.

4. EXEMPTION FROM RESERVATION:

4.1 The reservation shall not apply to the posts for conducting research or  
organising research, guiding and directing research.

5. CRITERIA OF INCOME AND ASSETS:

5.1 The persons belonging to the State of Punjab who are not covered under  
the existing scheme of reservation for SCs and BCs and whose family has gross  
annual income below rupees 8.00 lakh (rupees eight lakh only) are to be identified as  
EWSs for benefit of reservation. Income shall also include income from all sources  
i.e. salary, agriculture, business, profession, etc. for the financial year prior to the year  
of application.









GOVERNMENT OF PUNJAB  
DEPARTMENT OF SOCIAL JUSTICE,  
EMPOWERMENT AND MINORITIES  
(RESERVATION CELL)

To

1. All the Heads of Departments,  
Commissioners of Divisions,  
Deputy Commissioners and  
Sub Divisional Magistrates in the State
2. All the Managing Directors of Boards and  
Corporations in the State.
3. The Registrar General,  
Punjab and Haryana High Court,  
Chandigarh.

Subst Regulation / St. Ansh -  
  
24/03/2021

No. 1/3/2019-RC1/ 196  
Dated; Chandigarh 18/03/2021

**Subject:** Reservation for Economically Weaker Sections (EWS) in direct recruitment in civil posts and services in the Government of Punjab.

\*\*\*\*\*

Kindly refer to this Department's letter No. 1/3/2019-RC1/ 700, dated 30.10.2020 on the subject cited above.


2. The Para no. 8 of the instructions issued vide letter referred above is clarified as under:

Existing provision	Clarification
<p>8 ADJUSTMENT AGAINST RESERVED VACANCIES:</p> <p>Persons belonging to EWS who are selected on the basis of merit shall be counted towards the quota meant for EWS reservation.</p>	<p>8 ADJUSTMENT AGAINST RESERVED VACANCIES:</p> <p>Persons belonging to EWS who are selected on the basis of merit shall be counted towards the quota meant for EWS reservation.</p> <p>It means that:-</p> <ol style="list-style-type: none"> <li>i) Firstly, <u>to fill the quota of the Open Category in order of merit and thereafter;</u></li> <li>ii) Secondly, to find out how many EWS candidates have been selected on the above basis and thereafter;</li> <li>iii) If the number of EWS candidates in open category is equal to or more than the ten percent reservation quota for EWS, then there shall be no further selection towards the reservation quota for EWS.</li> </ol>



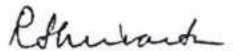
	iv) Only if there is any shortfall of EWS candidates in a open category, then the requisite number of eligible EWS candidates shall have to be taken and adjusted or accommodated against EWS reservation categories by deleting the corresponding number of candidates therefrom.
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3. This issues with the approval of the competent authority received through the Department of Personnel vide I.D. No. 17/33/2019-5PPI/267 dated 17.03.2021.

  
(Raji P. Shrivastava) I.A.S.  
Principal Secretary, Social Justice,  
Empowerment and Minorities

A copy is forwarded to the following for information and further necessary

action:-

  
(Raji P. Shrivastava) I.A.S.  
Principal Secretary, Social Justice,  
Empowerment and Minorities

To

All the Special Chief Secretaries,  
Additional Chief Secretaries/ Principal  
Secretaries/ Secretaries in the State

I.D. No. 1/3/2019-RC/ 197

Date . 18/03/2021


Endst. No. 1/3/2019-RC/ 198

Date : 18/03/2021

A copy is forwarded to the following for information and further necessary

action:-

1. Chairman,  
Punjab State Commission for  
Scheduled Castes, Chandigarh
2. Chairman,  
Punjab State Commission for  
Backward Classes, Chandigarh
3. OSD/Hon'ble Chief Minister Punjab

  
Joint Secretary, SJEM

