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PART II

Statutory Notifications containing Rules and Orders issued by all Ministries and Divisions of the Government of Pakistan and their Attached and Subordinate Offices and the Supreme Court of Pakistan

GOVERNMENT OF PAKISTAN

MINISTRY OF PORTS AND SHIPPING

[KARACHI PORT TRUST]

NOTIFICATION

Islamabad, the 11th January, 2011

S.R.O. 40(KE)/2011 ;

In exercise of the powers conferred by Section 22 of KPT Act, 1886, the Board of Trustees with the prior sanction of the Federal Government has been pleased to make the following Regulations namely:-

CHAPTER I

Terms & Condition of Service of KPT Officers

SHORT TITLE, COMMENCEMENT AND APPLICATION

SHORT TITLE AND COMMENCEMENT:

a. These regulations shall be called the Karachi Port Trust Officers Recruitment/ Appointments, Seniority and Promotion Regulations - 2011.

b. These regulations shall come into force with immediate effect.

Price : Rs. 30.50

d. "Board's Selection Committee" means a committee constituted by the Board under Sub-Section -3 of Section-17 of KPT Act 1886 to consider / recommend person(s) for appointment / recruitment / promotion in KPT in Basic Pay Scale-19 and above.

e. "BPS" means pay scales of KPT as defined at 2 (c) above.

f. "Contract Appointment" means an appointment made on special / general terms and conditions for a specific period.

g. Consultant: Consultant means an appointment made for a specific job for a specific period on a market based salary package with the approval of the Board.

h. "Chairman/ Chairperson" means Chairman/ Chairperson of the Board.

i. "Cadre" means the strength of a service or part of a service sanctioned as a separate unit.

j. "Competent Authority" means the authority as defined in KPT Act-1886.

k. "Department" means one of the branches of KPT Management constituted as distinct Unit for the purpose of conducting the business of KPT.

l. "Division" means a group of one or more departments for conducting the business of KPT.

m. "Group" means combination of Departments / Cells /Sections for the purpose of maintaining combined seniority of officers holding posts in identical pay scales/cadre.

n. "Government" means the Ministry of Ports and Shipping Govt. of Pakistan.

o. "Initial appointment" means a direct appointment in accordance with the prescribed method of recruitment made otherwise than by promotion or transfer;

p. "KPT Officer" means a person who is a member of KPT service dealing with the affairs of the Port of Karachi holding posts in BPS-16 and above and declared as officer by the Board but does not include:

(i) A person who is on depulation to KPT;

(ii) A person who is a "worker" or "workman" as defined in the Factories Act, 1934 (XXV of 1934), or the Workman's Compensation Act, 1923 (VIII of 1923).

2. **APPLICATION:**

a. These regulations shall be applicable to all Officers of KPT.

b. The KPT Board with the approval of the Federal Government have framed these regulations under Section 22 of KPT Act 1886 and may modify, cancel, substitute or amend all or any of these regulations with the approval of Federal Govt. as may be considered necessary in the interest of KPT.

c. Employees / Officers of the KPT are not Civil Servant in terms of Civil Servants Act 1973. The Basic Pay Scales of KPT mentioned under Section 23 of KPT Act are for the purpose of equivalence with Pay Scales under the Federal Government.

d. The provisions of Section 79 (B) of the KPT Act shall only apply in case the KPT Service Rules are silent.

3. **REGULATIONS NOT TO AFFECT DECISIONS ALREADY TAKEN:**

Nothing in these regulations shall affect or authorize the re-opening of any decision as to conditions of service of an Officer made before the commencement of these regulations on the ground that such a decision is not consistent with the provision of these regulations.

PRELIMINARY

DEFINITIONS:

4. In these regulations, unless there is anything repugnant in the subject or context:

a. Act means the Karachi Port Trust Act 1886 as amended from time to time.

b. "Appointing Authority" in relation to a post means the authority to make appointment in that BPS *i.e.*:-

BPS	Authority
16 to 18	Chairman/ Chairperson.
19	Boa J.
20 and above	Board of Trustees subject to approval of the Federal Government.

c. "Board" means the Board of Trustees of the Port of Karachi, as constituted under Section 4 of KPT Act-1886.

q. "Stipend" means an appointment made by the Chairman/Board in accordance with rules for a period not exceeding 6 months on a fixed monthly stipend only.

r. "KPTS" means Karachi Port Trust Pay Scale as defined in Section 21 of KPT Act.

s. "Pay" means the amount drawn monthly by an officer as:

(i) The pay other than special pay granted in view of his personal qualifications which has been sanctioned for a post held by him substantially or on officiating capacity or to which he is entitled by reason of his position in a cadre and;

(ii) Any other emoluments which may be especially classed as "Pay" by the Board.

t. "Permanent post" means a post sanctioned without limit of time; as included in KPT schedule of staff.

u. "Prescribed" means prescribed by these regulations.

v. "Post" means billet or assignment created and sanctioned by the Board under Section 21 of KPT Act.

w. Probation means initial period of employment or on promotion during which an officer proves his capability of performing the assigned job before confirmation by authorities as mentioned in Section 23 of KPT Act.

x. "Salary" means the amount drawn monthly by a KPT Officer as pay and allowances and includes technical pay, special pay, personal pay and other emoluments declared by the Board as pay and allowances.

y. Regular Appointments: These appointments shall be made according to the terms and conditions against the sanctioned posts on permanent basis.

z. "Temporary post" means a post other than a permanent post.

aa. "Internal Selection Committee" means the Committee constituted by the Chairman comprising such officers as deemed necessary to consider / recommend persons for appointment/ recruitment/promotion of BPS-16 to BPS-18.

CHAPTER - II

TERMS AND CONDITIONS OF SERVICE OF KPT OFFICERS.

5. **TERMS AND CONDITIONS**

The terms and conditions for service of KPT officers shall be as provided in these regulations and KPT Act.

a. **Tenure of office** - Every officer shall hold office till he attains the age of superannuation.

b. **Appointments** - Appointments shall be made in the manner as prescribed in the KPT Act and in these regulations.

c. **Probation(i)** An initial appointment to a post referred to not being an adhoc appointment, shall be made on probation as may be prescribed by the competent authority.

(ii) Any appointment of an officer by promotion or by transfer to a cadre or post shall be made on probation for a period as prescribed in Sub Section IV herein after.

(iii) Where, in respect of any cadre or post, the satisfactory completion of probation includes the passing of a prescribed examination, test or course or successful completion of any training, person appointed on probation to such cadre or post who, before the expiry of the original or, extended period of probation, has failed to pass such examination / test or to successfully complete the course or training shall except as provided otherwise:

(a) If he was appointed to such cadre or post by initial recruitment be terminated; or

(b) If he was appointed to such cadre or post by promotion or transfer, be reverted to the cadre or post from which he was promoted or transferred and against which he holds a lien.

(c) Persons appointed by initial appointment, promotion or transfer shall be on probation for a period of one year. The period of probation may be curtailed for good and sufficient reasons, to be recorded, or if considered necessary, it may be extended for a period not exceeding another one year. On the successful completion of probation period, the appointing authority, by specific order may confirm the appointment. If no order is issued on the expiry of the first year of probation period, the period of probation shall be deemed to have been extended for a further period of one year.

6. **CONFIRMATION:**

(a) A person appointed on probation shall, on satisfactory completion of probation be eligible for confirmation, in a cadre or on a post as the case may be.

(b) An officer promoted to a post or cadre on regular basis shall be eligible for confirmation after rendering satisfactory service for the period prescribed for confirmation therein.

(c) There shall be no confirmation against any temporary post.

(d) An officer who, during the period of his service, was eligible to be confirmed against any cadre or post retires from service before being confirmed shall not, merely by reason of such retirement, be refused confirmation in such cadre or post or any benefits accruing there from.

(e) Confirmation of an officer in a cadre or post shall take effect from the date of occurrence of permanent vacancy in that cadre or post or from the date of continuous officiating in such cadre or post, whichever is later.

7. **SENIORITY :** For proper administration of a service, cadre or post the appointing authority shall cause a seniority list of the officers for the time being of such service, cadre or post to be prepared, but nothing herein contained shall be construed to confer any vested right to a particular seniority in such service, cadre or post as the case may be. The seniority shall be determined in the following manner:-

a. Seniority on initial appointment.

b. Seniority on promotion.

c. Seniority on appointment by transfer.

(a). **Seniority on initial appointment**

(i). The seniority shall be determined as per provisions of Civil Servants (Seniority) Rules, 1993.

(ii). If two or more persons are appointed in open advertisement their inter-se-seniority shall be determined on the basis of date of joining. If the date of joining is same then older in age will be senior.

(iii). If only one candidate is appointed in open advertisement by the selection process, he shall count his seniority from:-

(a). The date of orders passed by the appointing authority, if he was already holding the same post on adhoc basis; or

(b). The date of his joining the post after being recommendedby the Appointing Authority, if he was not already holding the same post.

b. **Seniority on promotion**

Seniority in a service cadre, or post to which a KPT Officer is promoted shall take effect from the date of regular promotion to that service cadre or post:

Provided that:-

(i) KPT Officers selected for promotion to higher posts on an earlier date shall be senior to those selected for such promotion on a later date;

(ii) KPT Officers selected for promotion to higher posts in one batch shall, on their promotion to the higher post, retain their inter-se-seniority as in the lower post.

c. **Seniority on appointment by transfer:** - Seniority in a service, cadre or post to which a KPT officer is appointed by transfer shall take effect from the date of regular appointment to the service, cadre or post, Provided that:-

(i) Persons belonging to the same service, cadre or post selected for appointment by transfer to a service cadre or post in one batch shall, on their appointment, take inter-se-seniority in the order of their date of regular appointment in their previous service, cadre or post; and

(ii) Persons belonging to the different service, cadre or post selected for appointment by transfer in one batch, shall take their inter-*se*-seniority in the order of the date of their regular appointment to the post which they were holding before such appointment and, where such date is the same, the person older in age shall rank senior.

d. **Seniority of officers on induction in KPT posts** - Officers who are inducted in KPT service, cadre or post shall take seniority in that service, cadre or post from the date of such induction in KPT, Provided that:

(i) The officers inducted in one batch shall on induction, retain their inter-*se*- seniority.

(ii) Subject to the provisions of sub-section (1), the seniority of KPT officers shall be reckoned in relation to other officers belonging to the same [service or cadre] serving in the respective group or Department or Division.

(iii) Seniority in a post, service or cadre to which an officer is promoted shall take effect from the date of regular appointment against that post. Provided that officers who are selected for promotion to a higher post in one batch shall, on their promotion to the higher post retain their inter-se-seniority assigned to the lower post.

8. **PROMOTION:**

(a) Promotions of KPT Officers shall be made in accordance with Chapter-V of these regulations.

(b) Promotion against the posts of General Managers shall be made from the eligible candidates having qualifications and experience as laid down in Chapter VI.

9. **POSTING AND TRANSFER:**

The Chairman/ Chairperson may transfer any officer within KPT as per requirement subject to provision of Section 24 of KPT Act.

Provided further that, where a KPT Officer is required to serve in a post outside his service or cadre, his terms and conditions of service as to his pay shall not be less favourable than those to which he would have been entitled if he had not been so required to serve. However, the consent of the officer to serve outside his service or cadre be obtained.

10. **TERMINATION OF SERVICE:**

(a) The service of a KPT Officer may be terminated without notice:

(i) During the initial or extended period of his probation, Provided that, where such KPT Officer is appointed by promotion on probation or, as the case may be, is transferred from one service cadre or post to another service cadre or post, his service shall not be so terminated so long as he holds a lien against the former post in such service, cadre or post but he shall be reverted to his former service, cadre or post, as the case may be;

(ii) On the expiry of the initial or extended period of the temporary employment;

or

(iii) If the appointment is made on Adhoc basis terminable on the appointment of a person on regular basis.

(b) Where, on the abolition of a post or reduction in the number of posts in a cadre or service, the services of an officer is required to be terminated, the person whose services are terminated shall ordinarily be the one who is the most junior in such cadre or service.

(c) Notwithstanding the provisions of sub-section (i), but subject to the provisions of sub-section (ii), the service of a KPT officer in temporary employment shall be liable to termination on fourteen days' notice or pay in lieu thereof.

11. ABSORPTION OF KPT OFFICERS RENDERED SURPLUS:

Notwithstanding anything contained in this Act, the rules, agreement, contract or the terms and conditions of service, a KPT officer who is rendered surplus as a result of re-organization or abolition of a Division, department, office or abolition of a post in pursuance of any Government decision if adopted by KPT, may be appointed to a post carrying basic pay scale equal to the post held by him before such appointment, if he possesses the qualifications and fulfils other conditions applicable to that post :

Provided that where no equivalent post is available he may be offered a lower post in such manner, and subject to such conditions, as may be prescribed and where such officer is appointed to a lower post the pay being drawn by him in the higher post immediately preceding his appointment to a lower post shall remain protected.

12. DISMISSAL OR REMOVAL FROM SERVICE OR REVERSION TO A LOWER POST:

(a) A KPT Officer promoted to a higher post on temporary or officiating basis shall be liable to reversion to his lower post as and when required by the competent authority.

(b) No officer shall be dismissed or removed from service or reduced in rank by an authority subordinate to that by which he was appointed.

(c) No such officer as aforesaid shall be dismissed or removed from service, or reduced in rank, until he has been given a reasonable opportunity of showing cause against the action proposed to be taken against him:

Provided that this sub-section shall not apply:-

(i) where a KPT officer is dismissed or removed from service or reduced in rank on the ground of conduct which has led to his conviction by a Court of Law on a criminal charge;

Or

(ii) That no such opportunity shall be given where the authority under the rules is satisfied that in the interest of the security of Pakistan or any part thereof, it is not expedient to give such an opportunity.

13. **RESIGNATION:**

(a) A confirmed Officer shall not resign from his post without 90 days previous notice in writing, failing which he shall be liable to pay the KPT a sum equal to his pay for 3 months.

(b) An Officer on probation may resign from his post by giving 30 days previous notice in writing or on payment a sum equal to his pay for 30 days.

(c) The amount of pay for the unexpired period of notice and any other amounts payable by the Officer to KPT shall be recovered from any dues outstanding to his credit.

(d) The Competent authority may at its discretion waive the expired period of notice and forego any payment in lieu thereof and accept the resignation of the employee.

14. **LIEN**

Subject to such instructions as may be prescribed the Chairman/ Chairperson may provide the services of any Officer to an outside agency and allow a lien on his post for a period not exceeding 3 years provided that:

(a) No financial liability is placed on KPT.

(b) The Officer will not be promoted in absentia nor will be immediately on return to duty after expiry of lien claim for his promotion on the ground that his juniors had been promoted ; and

(c) The period of absence during lien will not count towards gratuity or contributory provident fund/Pension or leave on grant of increment or up gradation.

The aforesaid 3 years period may at the sole discretion of the Chairman, be extended to the employee for another year in exceptional circumstances.

15. **RECORD OF SERVICE:**

(a) A record of service of each Officer shall be maintained in a service book.

(b) An Officer shall not have access to his confidential reports. He shall however, be informed of adverse remarks relating to remedial defects, if any, in order to give him an opportunity to improve his position or to correct himself.

(c) *A KPT officer shall be liable to prescribed disciplinary action and penalties in accordance with the prescribed rules and procedure.*

16. **NOMINATION:**

Every Officer shall nominate a person or persons to whom any dues admissible under these regulations shall be payable in the event of his death.

17. **ADOPTION OF GOVT. RULES:**

Any government rule can be adopted with the approval of the board.

18. **APPOINTMENTS ON CONTRACT:**

*Officers on contract basis shall be appo*inted by the competent authorities as mentioned in Section 23 of KPT Act.

19. **APPOINTMENTS ON STIPEND:**

The Employment of all cadres of *Officers on stipend and fixation of their emoluments will be done by the Chairman in accordance with rules.*

20. **APPOINTMENTS OF CONSULTANT:** *Consultants shall be appointed for the specific job and specified period with the approval of the Board. They may be given market based salary package. Bar of Superannuation would not apply.*

21. **APPOINTMENT/ RE-EMPLOYMENT AFTER 60 YEARS:**

A retired KPT officer shall not be re-employed, unless such re-employment is necessary in KPT interest and is made with the prior approval of the competent authority.

CHAPTER - III

RECRUITMENT/APPOINTMENT

22. Appointments to posts meant for initial appointment in BPS-17 shall be made from candidates fulfilling the qualifications / experience as prescribed in Chapter-VI of these rules.

23. a. The ratio of promotion and initial appointment should be 60% and 40% respectively in all Cadres/ Pay Scales.

b. No initial appointment or deputation shall be made to posts in BPS 16 and BPS 18 to BPS 21 except in cases where the Internal Selection Committee / Board Selection Committee could not find a suitable candidate to be recommended for promotion.

24. All posts meant for initial recruitment shall be advertised in the leading National News papers as per requirements which have been specified in Chapter VI.

25. Upper age limit for candidates for initial appointment to various BPS shall be as follows:-

BPS	AGE
16 to 17	30 years
18 to 19	40 years
20	45 years
21	55 years

26. The Government rules regarding age relaxation shall be applicable.

27. Appointments on all posts will be made as far as possible strictly on the basis of requirements as laid down in Chapter-VI and the eligibility of candidates will be evaluated as under:

Requirement	**Weightage**
Written Test	60 %
Interview	40 % *

* Note: The Internal Selection Committee / Board Selection Committee may combine the weight age of written test and interview for the evaluation of a candidate who is not required to under go a written test.

28. For a candidate to be eligible for appointment in KPT, the minimum qualifying marks shall be 50%.

29. A candidate for appointment must be in good mental and bodily health and free from any physical defect likely to interfere with discharge of his duties. A candidate, who after such medical examination, as prescribed by the Management fails to fulfill the requirements, shall not be appointed.

30. KPT officers, servants who possess requisite qualifications and experience may also apply for recruitment through initial appointment for higher post. Following conditions shall apply:

a. If the post is on contract for fixed period, the officer has to ask for voluntarily retirement before assuming new post. He will be eligible for pensionery / gratuity benefits as applicable. However basic pay will be adjusted.

b. If the post is permanent, the service rendered in KPT will be considered for pensionery benefits but not for counting seniority.

31. The Board/ Chairman as applicable may give advance increments/ sanction allowances at the time of initial appointments subject to provision of KPT Act.

CHAPTER-IV

SENIORITY & GROUPS

32. Following would be the groups for Appointment, Seniority and Promotion of officers:

a Mechanical Engineering Group
All Mechanical Engineers

b Mariners Group:

(i) Marine Engineers (Engine Room Officers) including MPCD Department.
(ii) Master Mariners (Deck officers specialization in dredging)
(iii) Master Mariner (Deck officers specialization in Pilot Boats and Tugs)

c Electrical Engineering Group
All Electrical Engineers

d Civil Engineering Group
All Civil Engineers

e Traffic Officers Group
All Traffic Officers

f Port Security Group
PSF Officers and Port Intelligence Officers

g Port Safety and Civil Defence Group
Port Safety and Civil Defence Officers

h Medical Group

(i) Specialist Cadre
(ii) General Medical Cadre
(iii) Ex Cadre

i Finance Group
Finance, Accounts and Audit Officers.

j Administration Group.
Secretariat, HR, O&M, IR&W, T&E and Estate (non Engineers).

k Publicity and Public Relation Group

l Legal Group

m Sports Group

n IT Group

o Hydrographic Group

p Stores and Purchase Group

Note: Both Electrical and Mechanical Engineers will be eligible for the post of CM&EE.

CHAPTER - V

33 PROMOTION

33 (a). All posts equivalent to BPS-16 will be filled from the KPT employees in KPT PS 8/7. Only those employees of KPT PS 7 will be eligible who do not have PS 8 for promotion. If no suitable departmental candidate is found then the posts will be either advertised or filled up through deputation.

33 (b) 60% posts of officers in BPS-17 & above pay scales shall be filled in by Selection from departmental candidates on the basis of seniority-cum-suitability (Selection) within the Group / Specialized Department subject to fulfilling the condition of minimum length of service prescribed for promotion to next higher Grade and qualifying the prescribed conditions. Employees in KPT PS 8/7 having atleast 5 years service and no channel of promotion to BPS-16 in their respective departments shall be eligible for BPS- 17 posts.

33 (c) 40% posts in BPS-17 & above pay scales shall be filled in by direct recruitment.

33 (d) Merit shall be the criteria observed for all initial/ direct recruitments.

33 (e) 25% posts shall be reserved for promotion of Sub Engineers grade I to BPS-17 in relevant disciplines.

34. Minimum length of service to be eligible for promotion to above mentioned posts shall be as under:-

For promotion to post equivalent to BPS		Requisite length of service
a.	BPS-16	2 Years in KPT Scale-8 or 5 years in KPT PS-7
b.	BPS- 17	3 Years in 16.
c.	BPS- 18	5 Years in 17.

Note: Only those employees in KPT PS-7 will be considered for promotions who do not have further promotion posts in KPT PS-8

d. BPS-19, where initial appointment took place in post equivalent to:

1).	BPS-17	12 years in 17 and above.
2).	BPS-18	7 years in 18.

e. BPS-20, where initial appointment took place in post equivalent to:

1).	BPS-17	17 years in 17 and above.
2).	BPS-18	12 Years in 18 and above.
3).	BPS-19	5 Years in 19.

f). BPS-21, where initial appointment took place in post equivalent to:

1).	BPS-17	22 Years in 17 and above.
2).	BPS-18	17 years in 18 and above.
3).	BPS-19	10 years in 19 and above.
4).	BPS-20	5 years in 20.

35. Successful completion of probationary period shall be necessary for an Officer for confirmation.

36. Promotion proposals/ summaries put up to Internal/ Board Selection Committee shall be complete and contain the following information about the eligible candidates:

Name, father's name, date of birth, place of domicile, date of joining KPT, date of promotion to each post since joining KPT, date of confirmation, academic qualifications, professional qualifications, dates of acquiring said qualifications, posts held during KPT service with dates, relevant experience prior to joining KPT, laid down service experience for the post to be filled, outstanding achievements, Training acquired during service, any disciplinary proceedings / criminal cases pending against the candidate.

37. Suitability of an officer for promotion to next higher Grade shall be evaluated as under:-

The Internal Selection Committee/ Board's Selection Committee, as the case may be, shall evaluate the suitability for promotion of candidates on the basis of seniority, annual confidential reports, departmental proposal / recommendation and performance at interview under the following Quantifying Formula.

	Weightage
Seniority	40%
Annual Confidential Reports: (last 05 years)	35%
Performance in Interview:	30%

GRADING OF ACRs

The marks for ACRs will be computed separately for each level of posts and an aggregate score shall be worked out.

The following shall be the procedure for calculating the final score.

1ST STEP

For each level of posts ACRs shall be graded as under:-

Grading	Marks
Outstanding (A-1)	10
V. Good (A)	8
Good (B)	7
Average ©	5
Below average (D)	1

2ND STEP

Based on the above, the average marks during the current BPS/Grade of the Officer shall be calculated.

3RD STEP

The following deductions shall be made from final score on account of major or minor penalty and adverse remarks.

For each major penalty imposed under Government servants (Efficiency and Discipline Rules) 1973 / Removal from Service (Special Powers) Ordinance 2000.	10 Marks
For each minor penalty imposed under Government Servants (Efficiency and Discipline Rules) 1973 / Removal from Service (Special Powers) Ordinance 2000.	5 Marks
For every adverse remark (duly conveyed to the concerned officer)	2 Marks per ACR containing adverse remarks

Internal Selection Committee / Board's Selection Committee shall record the aforesaid grading.

38. Minimum qualifying marks to be eligible for promotion shall be 60%.

39. In case a suitable candidate for promotion against a vacant post is not available for the reasons to be recorded, the post shall be filled in through direct recruitment in accordance with the criteria as laid down in Chapter-VI or on deputation.

40. Promotions to posts in BPS-16 to 18 shall be made by the Chairman. Promotions to posts in BPS-19 shall be made by the Board. Promotions to BPS-20 and above shall be made by the Board, subject to the approval of the Federal Government.

41. Up to 25% of the total posts held by diploma holders in Civil Engineering Department, Estate Department, Mech. & Elect. Department and P&D Division shall be placed in BPS-16 and designated as Sub-Engineer Grade 1 (BPS-16). These posts shall be filled in subject to passing of written departmental examination.

42. Non-graduate employees other than diploma holders shall not be eligible for promotion to officer rank.

43. Diploma Holders shall get promotion up to BPS-17 only.

44. The officers on deputation in KPT may be absorbed on permanent basis in KPT after successful completion of 01 year service. Their basic pay shall be protected, but their seniority will be reckoned from the date of absorption.

45. The placement / promotion of the officers to the post(s) of General Managers (BPS-20/21) shall be made by selection from amongst the Heads of Departments (BPS-19/20) on the basis of seniority-*cum*-suitability (Selection) having the required qualifications and length of service as under: -

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
3.	General Manager (Engineering) BPS-20/21	MS. or equivalent with a minimum of 20 years experience in mechanical / electrical engineering works & planned maintenance systems. Preferehce will be given to candidates having higher / port related experience and qualification.	55 years
4.	General Manager (Operations) BPS-20/21	MBA or M.S. in Transportation Engineering from a recognized University or 1st Class Master Mariner (F.G) duly endorsed under STCW Convention 1995 & Corporate Member of the Chartered Institute of Logistics and Transport (London). Candidates with foreign qualifications will be given preference. A minimum of 20 years experience in operation, management & administration of transportation industry with reputable organizations of which at least 10 years with a major Port Authority in a responsible position. Preference will be given to higher / port related qualification.	55 years
5.	General Manager (Administration) BPS-20/21	M.B.A./ M.P.A or M.A., LL.B. and Corporate Member of recognized Institution of industrial management. Candidates with post-graduate qualifications in labor management from a recognized University will be given preference. A minimum of 20 years experience in general management / human resources/ industrial relations/ financial management with reputable organizations. Preference will be given to candidates having higher / port related experience and qualification.	55 years
6.	General Manager (CW/E) BPS-20/21	MS. or equivalent with a minimum of 20 years experience of Civil Engineering works. Preference will be given to candidates having higher / port related experience and qualification.	55 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
7.	Dy. General Manager (Operations) BPS-20	M.B.A. / M.P.A/ MA Economics or Post Graduate Diploma in Transport from a recognized University or member of the Chartered Institute of Logistic and Transport (London). At least 15 years experience in operation, Marketing management and administration of Transport Industry with reputable organizations, of which 10 years Port related experience in a responsible position. Preference to experience in Govt. Organizations.	55 years
8.	Project Manager (Civil) / (Planning) BPS-20 **P & D Division**	Graduate in Civil Engineering or Corporate Member of Institution of Civil Engineers (London) or equivalent from a recognized University with atleast 15 years experience in planning, designing and construction of Civil Engineering Works in a responsible position. Candidates with post-Graduate qualification in Harbour Engineering and experience in Ports & Harbour woks will be given preference.	55 years
9.	Project Manager (Mech) BPS-20 **P & D Division**	Graduate in Mechanical Engineering or Corporate Member of Institution of Mechanical Engineers (London) or equivalent from a recognized University with atleast 15 years experience in planned maintenance system of Mechanical works / Workshop in a responsible position. Candidates with post-Graduate qualification and experience in Marine Engineering works will be given preference.	45 years
10.	Manager Finance BPS-20 **Finance Deptt.**	Chartered Accountant with 3 years post qualification experience / Cost and Management Accountant with 5 years post qualification experience / MBA with 7 years experience / M.Com with 10 years. Criteria of post qualification experience will be relaxed in case of individuals with experience of working in Govt. organization.	45 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
	Finance Deptt.	**Experience:** Experience of heading finance department of a large organization. Experience of working with a government organization would be preferred. Criteria of post qualification experience will be relaxed in case of individuals with experience of working in Government organizations.	
11.	Chief Accounts Officer BPS-20 **Accounts Deptt.**	Chartered Accountant with 3 years post qualification experience / Cost and Management Accountant 5 years post qualification experience / MBA with 7 years Experience / M.Com with 10 years. **Experience:** Experience of heading Accounts department of a large organization. Experience of working with a government organization would be preferred. Criteria of post qualification experience will be relaxed in case of individuals with experience of working in Government organizations.	45 years
12.	Chief Auditor BPS-20 **Audit Deptt.**	Chartered Accountant with 3 years post qualification experience / Cost and Management Accountant 5 years post qualification experience / MBA with 7 years Experience / M.Com with 10 years. Criteria of post qualification experience will be relaxed in case of individuals with experience of working in Govt. Organization. **Experience:** Experience of heading audit department of a large organization. Experience of working with a govt. organization would be an advantage	45 years
13.	Chief Mech. & Elect. Engineer-I / II BPS-20 **M&EE Deptt.**	Post Graduate in Mechanical or Electrical Engineering from recognized university or valid First Class Certificate of Competency (Diesel) duly endorsed under STCW Convention 1995 with 15 years practical experience in mechanical or electrical or marine engineering works in a reputable organization out of which 7 years in management position. Experience with Port Authority / maritime organization will be preferred.	45 years.

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
14.	Deputy Conservator BPS-20 **Port Deptt.**	Master Mariner (Foreign-Going Ships) duly endorsed under STCW Convention 1995 with atleast 02 years command experience and 05 years experience as a Pilot and 08 years experience in a Senior Capacity with an organization of repute in Maritime field.	45 years
15.	Traffic Manager BPS-20 **Traffic Deptt.**	MBA or Post Graduate Diploma in Transport from a recognized University and Corporate Member of the Chartered Institute of Logistic and Transport (London). At least 15 years experience in operation, management and administration of Transport Industry with reputable organizations, of which 10 years with major Port Authority in a responsible position.	45 years
16.	Chief Medical Officer BPS-20 **Medical Deptt.**	Post Graduate Fellowship such as FCPS, FRCS, MRCP or from American Board. A minimum of 15 years experience including 5 years of Hospital Management or Post Graduate Diploma having 17 years experience including 05 years of Hospital Management.	45 years
17.	Chief Engineer BPS-20 **Engineering Deptt.**	Graduate in Civil Engineering or Corporate Member of the Institution of Civil Engineers (London) or equivalent from a recognized University with at least 15 years experience in planning, designing and construction of Civil Engineering works in a responsible position. Candidates with Post-Graduate qualification in Harbour Engineering and experience in Ports & Harbour works will be given preference.	45 years
18.	Secretary, BPS-20 **Secretary's Deptt.**	MBA or LLM with 15 years Secretarial job experience in any reputable organization.	45 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
19.	Manager (Coordination) BPS-20 **Secretary's Deptt.**	MBA/MPA/BE with at least 15 years experience of administration in a reputable organization. Preference will be given to candidates with Engineering background.	45 years
20.	Manager (MS&C) BPS-20 **MIS Deptt**	Master's Degree in Computer Sciences or equivalent with:- i) 15 years practical experience of programming / system designing / data administration including 8 years experience of supervising the systems and programming staff in Computer Installation. ii) Thorough knowledge of operating systems, File Organization Methods and Programming. iii) Administrative experience, if any, will be an added qualification.	45 years
21.	Manager Legal Affairs BPS-19/20 **Legal Department**	LLM with at least 10 years experience in Judicial or Legal appointments in Govt. / Semi-Govt. Organization or good practicing advocate with at least 10 years experience of High Court.	45 years
22.	Manager (MPCD) BPS-19/20 **Marin Pollution Control Department**	B.Sc Engineering in Chemical / Civil/ Public Health / Environmental / Mechanical / Industrial Engineering. Registration with Pakistan Engineering Council required. OR Second Class or Gratle 'C' M.Sc in Chemistry / Biology / Chemical Technology / Environmental Planning and Management / Bio-Chemistry. OR Master of Engineering in Environmental Engineering / First Class Certificate of Competency (Motor/Diesel) with following short courses: i. ISO 14001/ISO18001 ii. Marine Environment iii. Occupational Health, Safety & Environment 12 years experience in any of the prescribed educational qualification in Govt. / Semi-Govt. / Reputable Organization. Experience of Environmental related job preferable.	45 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
23.	Project Engineer (Civil) BPS-19 **P & D Division**	Graduate in Civil Engineering or Corporate Member of Institution of Civil Engineers (London) or equivalent from a recognized University with atleast 10 years experience in planning, designing and construction of Civil Engineering Works in a responsible position. Candidates with post-Graduate qualification in Harbour Engineering and experience in Ports & Harbour works will be given preference.	40 years
24.	Project Engineer (Mech) BPS-19 **P & D Division**	Graduate in Mechanical Engineering or equivalent from a recognized University with atleast 10 years experience in planning or project designing and installation of equipment and machinery. Preference will be given to candidate with post-Graduate qualifications or Corporate Member of the Institution of Mechanical Engineers (London) with experience in Port & Habour works.	40 years
25.	Chief Hydrographer BPS-19 **P & D Division**	Qualified LONG(H) 'or' MS in Hydrography. Minimum 15 years experience in the field of Hydrography in GOP/PQA/Pakistan Navy / Foreign Country. Administrative experience will be given preference, 2-3 years experience in Hydrographic data processing. Preference will be given to those who have experience of operating POST PRONAVE, PDS 1000/WINDOW, HYPAC, CAD softwares.	40 years
26.	Dy. Manager Finance BPS-19 **Finance Department**	Chartered Accountant newly qualified with 2 years work experience / Cost and Management Accountant newly qualified with 4 years work experience. MBA/ M.Com **Experience:** 5 years experience of working in Finance department of a large organization for MBAs and M.Coms. Experience of working with a government organization would be preferred. Qualification and Experience criteria will be relaxed in case of individuals with experience of working in Government Organizations.	40 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
27.	Dy. Chief Accounts Officer BPS-19 **Accounts Deptt**	Chartered Accountant newly qualified with 2 years work experience / Cost and Management Accountant newly qualified with 4 years work experience. MBA/ M.Com **Experience:** 5 years experience of working in account department of a large organization for MBAs and M.Coms. Experience of working with a government organization would be preferred. Qualification and Experience criteria will be relaxed in case of individuals with experience of working in Government Organizations.	40 years
28.	Dy. Chief Auditor BPS-19 **Internal Audit Department**	Chartered Accountant newly qualified with 2 years work experience / Cost and Management Accountant newly qualified with 4 years work experience. MBA/ M.Com **Experience:** 5 years experience of working in Audit department of a large organization for MBAs and M.Coms. Experience of working with a government organization would be preferred. Qualification and Experience criteria will be relaxed in case of individuals with experience of working in Government Organizations.	40 years
29.	Deputy Chief Mechanical Engineer BPS-19 **M & EE Deptt**	Post Graduate in Mechanical Engineering from recognized university or valid First Class Certificate of Competency (Diesel) duly endorsed under STCW Convention 1995 with 10 years practical experience in mechanical engineering works in a reputable organization out of which 5 years in management position. Experience with Port Authority / maritime organization will be preferred.	40 years
30.	Deputy Chief Electrical Engineer BPS-19 **M & EE Deptt**	Post Graduate in Electrical Engineering from recognized University with 10 years practical experience in electrical engineering works in a reputable organization out of which 5 years in management position. Experience with Port Authority / maritime organization will be preferred.	40 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
31.	Manager Dredging BPS-19 **M& EE Deptt.**	Valid First Class Certificate of Competency (Motor/Diesel) duly endorsed under STCW Convention 1995 or Valid Class-I Master Marine (F.G) Certificate duly endorsed under STCW Convention 1995 with 10 years experience of Dredging in a reputable organization.	40 years
32.	Dredger Engineer BPS-19 **M& EE Deptt**	Valid First Class Certificate of Competency (Motor/Diesel) duly endorsed under STCW Convention 1995 with 10 years experience on board marine crafts out of which 5 years as Chief Engineer after acquiring of 1st Class Certificate of Competency (Diesel) or 10 years with reputable marine workshop out of which 5 years in management position.	40 years
33.	Dredger Captain BPS-19 **M & EE Deptt**	Valid Class-I Master Marine (F.G) Certificate duly endorsed under STCW Convention 1995. Must have attended IMO approved courses relating to Port / Harbour operations, Ship Handling Simulator, etc. with 10 years command experience on board sea-going vessels.	40 years
34.	Manager Stores BPS-19 **Store Department**	MBA or M.Sc in physics and Maths with atleast 10 years experience in Material Management and having thorough knowledge of principles and practices relating to procurement, purchase, stores keeping and accounting in a Government / Semi-Govt. / large Commercial organization of repute.	40 years
35.	Harbor Master BPS-19 **Port Department**	Master Marine (Foreign-Going Ships) STCW Convention 1995 with atleast 02 years command experience and 05 years experience as a Pilot and 03 years experience in a Senior Capacity with an organization of repute in Maritime field.	40 years
36.	Dock Master BPS-19 **Port Department**	Master Mariner (Foreign-Going Ships) duly endorsed under STCW Convention 1995 with atleast 02 years command experience and 05 years experience as a Pilot.	40 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
49.	Manager (T&E) BPS-19 **Training & Education Department**	M.Ed / MBA / MPA with at least 10 years experience in the field of Training & Education.	40 years
50.	Manager (PR) BPS-19 **Public Relation Department**	Master's degree in Journalism or MPA with 10 years experience in Public Relations in a Govt. / Semi-Govt. or any other Institution of repute.	40 years
51.	Manager (O&M) BPS-19 **O & M Department**	MBA / MPA with at least 10 years experience in O&M work / work study in Government / Semi-Government or any other Institution of repute.	40 years
52.	Deputy Chief Engineer BPS-19 **Chief Engineer's Department**	Graduate in Civil Engineering or Corporate Member of the Institution of Civil Engineers (London) or equivalent from a recognized University with at least 10 years experience in planning, designing and construction of Civil Engineering works in a responsible position. Candidates with Post-Graduate qualification in Harbour Engineering and experience in Ports & Harbour works will be given preference.	40 years
53.	Deputy Chief Engineer (Design) BPS-19 **Chief Engineer's Deptt**	M.Sc in Civil Engineering from a recognized University in the field of structural Engineering/ Transportation/Port & Harbour Engineering. A minimum 10 years experience in planning & designing of Civil Engineering works including roads & RCC pavements *etc.* The candidate must possess computer skill for designing the structure	40 years
54.	Estate Manager BPS-19 **Estate Department**	MBA/ MPA with at least 10 years experience of dealing with estate matters in Govt/Semi Govt. or any organization of repute. Candidates with LLB qualification will be given preference	40 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
55.	Manager (MIS) BPS-19 **MIS Department**	Master's Degree in Computer Sciences or equivalent with 10 years practical experience of programming / system designing / data administration out of which 5 years experience must be on System Designing. Thorough knowledge of operation system, File Organization Methods and Programming.	40 years
56.	Cardiologist BPS-18/19 **Medical Department**	Post Graduate Fellowship such as FCPS, MRCP or Diploma from American Board having 02 years experience or, Post Graduate Diploma in relevant field with 05 years experience.	40 years
57.	Eye Specialist BPS-18/19 **Medical Department**	Post Graduate Fellowship such as FCPS, MRCP or Diploma from American Board having 02 years experience or, Post Graduate Diploma in relevant field with 05 years experience.	40 years
58.	Dermatologist BPS-18/19 **Medical Department**	Post Graduate Fellowship such as FCPS, MRCP or Diploma from American Board having 02 years experience or, Post Graduate Diploma in relevant field with 05 years experience.	40 years
59.	Anesthelist BPS-18/19 **Medical Department**	Post Graduate Fellowship such as FCPS, MRCP or Diploma from American Board having 02 years experience or, Post Graduate Diploma in relevant field with 05 years experience.	40 years
60.	Senior Dental Surgeon BPS-18/19 **Medical Department**	B.D.S with 05 years relevant experience	40 years
61.	Gynecologist BPS-18/19 **Medical Department**	FCPS, FRCOG, MRCOG, or, American Board Diploma Post Graduate Diploma having 15 years experience.	40 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
62.	Pathologist BPS-18/19 **Medical Department**	FCPS or M. Phil in Pathology or Post Graduate Diploma in Pathology with 15 years experience.	40 years
63.	Executive Engineer BPS-18 **P & D and CW/E Division**	Graduate in Civil Engineering or Corporate Member of the Institution of Civil Engineers (London) or equivalent from a recognized University with atleast 7 years experience in planning, designing and construction of Civil Engineering, Water-front and port works in a responsible position either in Government / Semi-Government or with reputable firms of Consulting Engineers or Civil Engineering Contractors.	40 years
64.	Finance Officer BPS-18 **Finance Department**	Chartered Accountant: CA Finalist / Cost and Management Accountant Part III qualified / MBA or M.Com. Experience: 3 years experience of working in finance department of a large organization. Experience of working with a government organization would be preferred. Qualification and experience criteria will be relaxed in case of individuals with experience of working in Government Organizations.	40 years
65.	Financial Accountant BPS-18 **Accounts Department**	Chartered Accountant: CA Finalist / Cost and Management Accountant: Part III qualified / MBA or M.Com. Experience: 3 years experience of working in accounts department of a large organization. Experience of working with a government organization would be preferred. Qualification and experience criteria will be relaxed in case of individuals with experience of working in Government Organizations.	40 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
66.	Audit Officer BPS-18 **Audit Department**	Chartered Accountant: CA Finalist / Cost and Management Accountant: Part III qualified / MBA or M.Com. Experience: 3 years experience of working in audit department of a large organization. Experience of working with a government organization would be preferred. Qualification and experience criteria will be relaxed in case of individuals with experience of working in Government Organizations.	40 years
67.	Mechanical Engineer BPS-18 **M&EE Deptt.**	B.E. (Mechanical) from recognized University or valid 1st Class Certificate of Competency (Diesel) duly endorsed under STCW Convention 1995 with 5 yrs practical experience in mechanical engineering works in a reputable organization or 5 years watch keeping and maintenance of diesel engines experience on board marine crafts after acquiring of 1st Class COC	40 years
68.	Electrical Engineer BPS-18 **M&EE and P&D Division**	B.E. (Electrical) from recognized University with 5 years practical experience in electrical engineering works in a reputable organization.	40 years
69.	Second Engineer BPS-18 **Port and M&EE Deptt.**	Valid First Class Certificate of Competency (Motor/Diesel) duly endorsed under STCW Convention 1995 with 5 years watch keeping and maintenance of diesel engines experience on board marine crafts after acquiring of 1st Class Certificate of Competency or 5 years with reputable marine workshop.	40 years
70.	First Officer BPS-18 **Port and M&EE Deptt.**	Valid Class-I Certificate of Competency (Nautical) duly endorsed under STCW Convention 1995. Must have attended IMO approved maritime courses with 5 years experience as Chief Officer on board sea-going vessels.	40 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
85.	Dy. Manager (O&M) BPS-18 **O&M Deptt.**	MBA / MPA with at least 07 years experience in O&M work / work study in Government / Semi-Government or any other Institution of repute.	40 years
86.	Dy. Estate Manager BPS-18 **Estate Deptt.**	B.E. (Civil) or MBA/MPA with at least 07 years experience of dealing with estate matters in Govt/Semi Govt. or any organization of repute. Candidates with LLB qualification will be given preference.	40 years
87.	Dy. Secretary BPS-18 **Secretary Deptt.**	MBA or LLM with 7 years Secretarial job experience in reputable organization.	40 years
88.	Executive Secretary BPS-18 **Secretary Deptt.**	Bachelor's degree with 7 years experience as Private Secretary / Personal Assistant to the Chief Executive of a Govt. / Semi-Government or an organization of repute.	40 years
89.	Dy. Manager (MIS) (Software) BPS-18 **MIS Deptt.**	Master's Degree in Computer Science with 8 years practical experience of programming / system designing / data administration out of which 3 years experience must be on System Designing. Thorough knowledge of operation system, File Organization Methods and Programming.	40 years
90.	Dy. Manager (MIS) (Hardware) BPS-18 **MIS Deptt.**	BE (Electronics or Computer Systems) from a prestigious HEC Recognized University, 8 years experience with 5 years in a large organization. Must be MCSE/CCNA/CCNP, Sound Knowledge of windows 2000 and PIX firewall administration. Sound knowledge of designing SNMP network. IP switches and routing.	40 years
91.	Database Administrator BPS-18 **MIS Deptt.**	BCS/MCS/MS (IT) from prestigious HEC recognized university, with 8 years experience with Oracle 9i OCP (DBA Track) would be an added advantage. Minimum 03 years experience of database administration in a large organizatior	40 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
92.	Network Administrator BPS-18 **MIS Deptt.**	BE (Electronics or Computer Systems) from prestigious HEC recognized University. Must be MCSE/CCNA/CCNP, with at least 05 years experience in reputed organization in system administration of MS Windows NT/2000 and firewall administration techniques and principles. Must have sound knowledge of designing and management of computer networks SNMP, IP switches and routing proficiency is mandatory.	40 years
93.	System Analyst BPS-18 **MIS Deptt.**	MCS / MBA (MIS) or equivalent with minimum 08 years experience in databases, software designing and development.	40 years
94.	Librarian BPS-18 **Secretary Deptt.**	Master's Degree in Library Science with 05 years experience as Librarian in Govt. / Semi-Govt. or any other Institution of repute.	40 years
95.	Assistant Surgeon BPS-18 **Medical Deptt.**	Post Graduate Fellowship such as FCPS (in surgery)/ FRCS at least 02 years experience OR MBBS with 07 years experience in Clinical Surgery.	40 years
96.	Medical Specialist BPS-18 **Medical Deptt.**	FCPS Med, MRCP, Diploma of American Board. Minimum 02 years experience in a reputable hospital after post graduate.	40 years
97.	Medical Officer BPS-18 **Medical Deptt.**	M.B.B.S with 07 years experience including at least one year as house job.	40 years
98.	Sonologist BPS-18 **Medical Deptt.**	MBBS, Six months ultrasound training course from Institute / Hospital recognized by PMDC. At least 05 years post qualification experience in Sonology in a reputed hospital.	40 years
99.	Dental Surgeon BPS-18 **Medical Deptt.**	BDS with 07 years relevant experience.	40 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
111.	Dredger Electrical Engineer BPS-17 **M & EE Deptt**	B.E. in Electrical / Electronics Engineering with 2 years relevant experience.	30 years
112.	Asstt. Manager Stores BPS-17 **Store Deptt**	BBA or B.Sc in physics and Maths with atleast 03 years experience in Material Management and having thorough knowledge of principles and practices relating to procurement, purchase, stores keeping and accounting in a Government / Semi-Govt. or any other organization of repute.	30 years
113.	Asstt. Dock Master BPS-17 **Port Department**	2nd Mate Certificate of Competency or equivalent with atleast 03 years experience as 2nd Mate on board sea-going vessels.	30 years
114.	Traffic Officer BPS-17 **Traffic Department**	MBA Fresh or BBA with major interest in operational planning and statistics or equivalent qualifications, with 02 years experience in cargo handling in Ports and Railways.	30 years
115.	Asstt. Commandant PSF BPS-17 **PSF Deptt**	(a) Graduate, training courses in the related field from Government Institute are mandatory with 03 years experience in Security function and field intelligence in Government, Semi-Government or any organization of repute, in a responsible position. (b) In case on deputation from the Armed forces, he shall at a minimum be a Captain or equivalent with at least 03 years experience in that rank along with Intelligence / Security related courses. (c) In case on deputation from the Police Service of Pakistan, he shall at the minimum be a Grade 17 officer with at least 03 years of service in that rank along with Intelligence / Security related courses.	30 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
116.	Dy. Port Intelligence Officer BPS-17 **OPS DIVISION**	Graduate, training courses in the related field from Government Institute are mandatory with 03 years experience in Security functions and field intelligence in Government, Semi-Government or any organization of repute, in a responsible position.	30 years
117.	Port Safety Officer BPS-17 **Port Safety Deptt.**	Graduate with at least 2 years Sea experience on foreign going ships as officer (Nautical/ Engineering Branch). Retired Naval Officers with Engine Room or Bridge Watch Keeping certificate with minimum 2 years Sea Service.	30 years
118.	Ops Room Officer BPS-17 **Port Safety Deptt.**	Graduate. Certificate of Competency (Deck Officer) Class-III OR Bridge Watch Keeping Certificate from Pakistan Navy as officer on Merchant Ships of Nautical Branch for at least 3 years or 3 years sea service on board Naval Ships as Bridge Watch Keep. Added qualification as Safety / Security officer on board Naval / Merchant Ships.	30 years
119.	Medical Officer BPS-17 **Medical Deptt.**	M.B.B.S. with 02 years experience including 01 year house job.	30 years
120.	Pharmacist BPS-17 **Medical Deptt.**	B.Pharmacy having 05 years relevant experience.	30 years
121.	Physiotherapist BPS-17 **Medical Deptt.**	B.Sc. Physiotherapy having 05 years relevant experience or, MBBS & Training in Physical medicine and Pain Management and Trauma	30 years
122.	Female Sonologist BPS-17 **Medical Department**	MBBS. Six months ultrasound training course from Institute / Hospital recognized by PMDC. 3 years post qualification experience in Sonology in a reputed hospital.	30 years
123.	Bio Medical Engineer BPS-17 **Medical Department**	Bachelor in Bio-Medical Engineering with 3 years experience of maintenance of Electro Medical equipments.	30 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
141.	Assistant Hydrographer Surveyor Officer BPS-16 **P&D Division**	Graduate with 2 years experience of Port Hydrographic survey. Having experience of operating CAD; Post PRONOV, PDS 100, Hypack, DTPS Softwares.	30 years
142.	Jr. Accountant / Unit Controller BPS-16 **Accounts Department**	Chartered Accountant: Articles Completed / Cost and Management Accountant: Part I qualified / BBA/MBA or B.Com / M.Com Experience. 2 years experience of working in accounts department of a large organization. Experience of working with a government organization would be preferred. Qualification and experience criteria will be relaxed in case of individuals with experience of working in Government Organizations.	30 years
143.	- Jr. Asstt. Mechanical Engineer - Sub-Engineer (Grade-1) BPS-16 **M &EE Department**	Diploma in Mechanical Trade from recognized Polytechnic Institute or possessing valid Class IV Certificate of Competency (Diesel) with 2 years practical experience in relevant trade (e.g. diesel engines, automobile, steel fabrication works etc).	30 years
144.	- Jr. Electrical Engineer - Sub-Engineer (Grade-1) BPS-16 **M&EE Department**	Diploma in lectrical Trade from recognized polytechnic Institute with 2 years practical experience in electrical engineering works.	30 years
145.	Asstt. Port Fire Officer BPS-16 **M& EE Deptt.**	Intermediate and Diploma / Certificate from a recognized Institute in Fire Aid and Prevention: Atleast 03 years experience as a Fire Station Incharge. Well conversant with fire fighting hazardous.	30 years
146.	Civil Defence Officer BPS-16 **M& EE Deptt.**	Graduate and Diploma / Certificate from a recognized Institute in Civil Defence with 03 years experience in the related field.	30 years

S. No.	Designation and BPS of the Post	Qualification and experience	Maximum age limit
147.	Sports Officer BPS-16 **Sports Deptt**	Graduate from a recognized University having knowledge of Sports and Physical Education / Training.	30 years
148.	Labour Officer BPS-16 **IR&W Department**	Graduate or fresh Post Graduate Diploma in Labour Administration from a recognized Institution with at least 3 years experience in Industrial Relations in a reputable Org.	30 years
149.	High School Teacher. BPS-16 **T&E Deptt**	B.A. / B.Sc. / B Ed / with 3 years teaching experience in Secondary School.	30 years
150.	Sub-Engineer (Grade-I) BPS-16 **Chief Engineer's Department**	Diploma in Civil engineering from recognized Polytechnic Institute with at least 02 years experience in the related field.	30 years
151.	Audio Visual Officer BPS-16 **Secretary's Department**	Bachelor's Degree in Computer Science or Diploma in Computer Science from recognized Institute with 03 years experience in the related field.	30 years
152.	Junior Programmer BPS-16 **MIS Deptt.**	Computer Science Graduate from institute of repute with at least two years experience. OR Science Graduate possessing Diploma in IT with 03 years experience in Software Development and hardware interfacing. Must have worked in SQL Server / Oracle, ASP Net, VB, VB Net, Delphi, MS Windows, C++, Java Experience advantage.	30 years
153.	Computer Operator BPS-16 **MIS Deptt.**	Bachelor's Degree in Computer Science or Diploma in Computer Science from recognized Institute with 03 years experience.	30 years
154.	Technical Support Officer BPS-16 **MIS Deptt.**	MCS / MS /MBA (IT) from a HEC recognized University with 2 years experience. Sound Knowledge of windows O/S, Network Management, IP schemes, Troubleshooting etc.	30 years