



**GOVERNMENT OF THE PUNJAB
PUNJAB EMERGENCY SERVICE
DEPARTMENT**

Lahore, 03rd September, 2022

N O T I F I C A T I O N

**THE PUNJAB EMERGENCY SERVICE (APPOINTMENT &
CONDITIONS OF SERVICE) REGULATIONS, 2022**

No.1065/2022(PESD).- In exercise of the powers conferred under section 27 of the Punjab Emergency Service Act 2006, the Punjab Emergency Council is pleased to make the following Regulations:

1. Short title and commencement.- (1) These Regulations may be cited as the Punjab Emergency Service (Appointment & Conditions of Service) Regulations, 2022.

(2) These Regulations shall come into force at once.

2. Definitions.- (1) In the Regulations, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say:

- (a) "Act" means the Punjab Emergency Service Act 2006 (IV of 2006);
- (b) "Appointing Authority" means the authority as mentioned in the column 3 of Schedule;
- (c) "Appointment" means the appointment in the prescribed schedule;
- (d) "Employee" means an employee of the Service but does not include a person on deputation to the Service or a person on work charge basis or who is paid from contingencies;
- (e) "Initial recruitment" means the appointment made other than by promotion or transfer of the employees;
- (f) "Promotion Committee" means the Promotion/ Selection Committees and shall comprise Departmental Promotion Committee I and II constituted under the Regulations;
- (g) "Regulations" mean the Punjab Emergency Service (Appointment and Conditions of Service) Regulations, 2022;

- (h) "Schedule" means the Schedule appended to the Regulations;
- (i) "Selection Committee" means the Committees constituted under the Regulations for making initial recruitment;
- (j) "Wing" means a wing of the Service at the provincial level headed by the Head of Wing.

(2) A word or expression used in the Regulations but not defined shall have the same meaning as assigned to it under the Act.

3. Conditions of service.- Appointment to posts shall be made by the Appointing Authorities on the recommendations of the relevant Committees from amongst the persons in the manner prescribed in the schedule.

4. Qualification, experience, age limit and other conditions of Service.- The qualification, experience, age limit and other conditions of the service for appointment to posts shall be the same as prescribed in the schedule.

5. Eligibility for appointment.- Subject to the provisions contained herein, a person shall be eligible for appointment to a post in the Service provided;

- (a) He is domiciled of Punjab and possess minimum educational qualifications, age and experience of the post as given in the schedule;
- (b) He is declared fit by authorized Medical Board;
- (c) His character and antecedents are verified by the concerned authority.

6. Initial recruitment.- Initial appointment to the posts in Service shall be made by the respective Appointing Authorities on the recommendations of the Selection Committee.

7. Manner of Appointment.- (i) An employee appointed to a post shall remain on probation for a period of two years, if appointed by initial recruitment, and for a period of one year, if appointed otherwise provided that the Appointing Authority may extend the period of probation for one year;

(ii) No employee shall be confirmed in a post unless he has successfully completed such training and passed all tests conducted by the Emergency Services Academy for the requisite post and good performance during the period of probation.

8. Grading of employees.- Grading of all employees shall be notified by the concerned competent authorities on bi-annual basis for all staff

based on their performance and fitness to perform emergency duties. The basis for grading shall be:

- (i) A Grade shall be given to an employee who exhibits good performance in all areas of his job description, maintains physical fitness to perform emergency field duties and performs extraordinary, laborious work;
- (ii) B Grade shall be given to an employee who exhibits average performance in all areas of his job description, maintains physical fitness to perform emergency duties;
- (iii) C Grade shall be given if an employee requires improvement in any area;
- (iv) D Grade shall be given if an employee is unfit for the Service on the basis of performance in any area or medically un-fit to perform emergency field duties.

9. Promotion.- The employees meeting the following criteria shall be considered for promotion by the Promotion Committee:-

- (i) If he has exhibited seven years of good service and got A Grade during last three years;
- (ii) passed promotion courses;
- (iii) medically and physically fit to do one mile in 10 minutes for field operations staff and 12 minutes for administrative staff.

10. Seniority.-The seniority inter se of employees appointed to posts in the same grade of Service shall be determined as follows:

- a) In accordance with the date of regular appointment in the grade, those appointed earlier to rank higher in seniority to those appointed later;
- b) In accordance with merit where the date of recommendation is the same: the higher in merit to rank higher than those lower in merit;
- c) In accordance with the age of the appointee where two or more persons are appointed on the same date or have the same merit (the older being senior to the younger)

11. Resignation.- (i) An employee may resign from service by giving one month's notice in writing to Appointing Authority or one month's pay in lieu thereof and shall leave workplace from date of acceptance of resignation provided he has cleared all his liabilities;

(ii) Notwithstanding and without prejudice, the Appointing Authority may, if the employee so requests, waive the notice period requirement for acceptance of resignation, on the basis of special circumstances to be recorded in writing.

12. Retirement.- (i) A rescuer shall be retired from the service in accordance with section 13(4) of the Act. In case, if an employee fails to maintain medical and physical fitness resulting in bodily or mental infirmity to perform emergency field duties, he shall be discharged or retired from the Service and awarded Invalid Pension, his case shall be decided as per the Punjab Civil Services Pension Rules;

(ii) The employees other than Rescuers may get voluntary retirement on completion of twenty five years of regular service or on attainment of age of fifty five whichever is later.

13. Deputation.- The Service may relieve, to work on deputation in a related emergency, humanitarian or disaster management organization, national or international or other Provincial or Federal Government Department for a period of three years on terms & conditions to be settled between the borrowing organization and the lending organization in accordance with the Government policy.

14. Selection/Promotion Committees.-(1) There shall be Selection/Promotion Committee I with the following composition for posts of BS 16 and above:

1) Director General/ Secretary, Punjab Emergency Service Department	Chairman
2) Director General, Health Services	Member
3) Senior representative of Elite Police	Member
4) Head of HR Wing of the Service	Member/Secretary
5) Female psychologist of the Service	Member

(2) There shall be Selection/ Promotion Committee II with the following composition for posts of BS 1 to 15:

1) Administrator	Chairman
2) Representative of the Elite Police	Member
3) Representative of the DG Health	Member
4) Head of the Relevant Wing of the Service	Member
5) Head of HR Wing of the Service	Member/Secretary
6) Female psychologist of the Service	Member

15. Service after Disability.- If an employee is injured, leading to permanent disability or medically or physically unfit for emergency operations confirmed by the medical board, the employee shall be adjusted against other suitable post of the same grade/scale or continue for further service of less laborious character in accordance with recommendation of the Medical board or an invalidating committee.

16. Applicability of other laws/ rules.- Subject to the provisions of the Act and these Regulations, the following Act and Rules, as amended from time to time shall apply mutatis mutandis to the employees of the Service:-

- (a) The Punjab Emergency Service Leave, Efficiency & Discipline Rules 2007.
- (b) The Punjab Emergency Service Financial Rules 2007.
- (c) The Punjab Civil Services Pension Rules.
- (d) The Punjab Government Servants Benevolent Funds Rules.
- (e) The Punjab Government Employees Welfare Funds Rules.
- (f) The Punjab General Provident Fund Rules, 1978.
- (g) The Punjab Traveling Allowance Rules.



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