



THE FUTURE OF PUNJAB POLICE

Dy. No. 1881 /PS DIGIT

Dated. 07/06/2022

Diary No. 1119
Dated. 7-6-22
Punjab Police Computer Bureau,
CPO, Punjab, Lahore.

PUNJAB SAFE CITIES AUTHORITY
PSCA Headquarters, Qurban Lines Lahore, Pakistan.

042-99 05 16 05-8 042-99203026
042-111-11-77-22 www.psc.a.gop.pk

No. 6650 HR/PSCA/2022
Date: 03-06-2022

To

The Deputy Inspector General of Police (IT),
CPO, Lahore.

Subject:

ADVERTISEMENT FOR INTERNAL RECRUITMENT FOR THE POSTS OF SSP & SP PPIC3 CENTER OPERATIONS, PUNJAB POLICE INTEGRATED COMMAND, CONTROL & COMMUNICATION (PPIC3), CENTRE LAHORE.

Kindly refer to the subject cited above.

2. It is stated that one (01) sanctioned post of **SSP PPIC3 Center Operations** and two (02) sanctioned posts of **SP-PPIC3 Center Operations** are vacant in Punjab Safe Cities Authority (PSCA), Lahore. In order to ensure the smooth and efficient operations of PSCA/PPIC3 Center, Lahore, same are required to be filled through internal recruitment from within the Police Department by a prescribed procedure as per part II, rule 3(1-C) and 6(4) of PSCA Service Regulation 2017, after posting the advertisement at PSCA website as well as at Punjab Police website (**Annex-A**).

3. In view of the above, services of Police officers against the above mentioned vacant posts of PPIC3 Centre, Lahore are required. The advertisement along with job description for inviting applications of the eligible Police Officers is enclosed (**Annex-B**), which may be uploaded on Punjab Police website at the earliest so that the same may also be circulated to all concerned through Unit Heads/RPOs accordingly,

| | |
|-----------|---------|
| please. | |
| IGP | |
| DIG | IT |
| AIG | |
| PSO | |
| Registrar | |
| PS to IGP | |
| Dy. No: | U-22261 |
| Dated | 6/6/22 |

Copy for information:

(MUHAMMAD KAMRAN KHAN) PPM, UNPM
DIG/Chief Operating Officer
Punjab Safe Cities Authority
Lahore

1. Deputy Inspector General of Police (Headquarters), CPO, Lahore w.r.t office letter No U.O, No. 2769/EXCE-III, dated 16.07.2019 for directly sending such requests to DIG (IT) (copy enclosed).
2. Personal Staff Officer (**PSO**) to Inspector General of Police, CPO, Lahore.

PCB

Waqas
CP Headed
07/06/22

PART II – APPOINTMENT AND TRANSFERS

3. Appointment:(1) Subject to the provisions of the Punjab Safe Cities Authority Act, 2016, the appointments to posts shall be made following method(s), namely: -

- a. By initial appointment of persons from open market, on contract in accordance with the prescribed procedure, on such terms and conditions as may be laid down by the Authority from time to time.
- b. By promotion to the position of equal or higher PSCA Grade by the orders of Appointing Authority, considering that the eligibility criteria of the higher post are fulfilled by the employee being considered for promotion, in accordance with the prescribed procedure laid out in **Annex-II**, on such terms and conditions as may be laid down by the Authority.
- c. By internal recruitment on a vacant/fresh post that has become vacant/available with the condition that the employee fulfils the eligibility criteria clearly prescribed in the **Annex-I** of the post as set out by the Appointing Authority, on such terms and conditions as may be laid down by the Authority

(2) Nothing contained in sub-rule (1), shall restrain the Authority to acquire the services of serving Government officers/ officials, selected through open competitive process and thereafter by transfer or deputation, on such terms and conditions, against equivalent or higher post(s) as it may deem appropriate.

(3) Deputation of an officer/ official in the Authority under sub-rule (2), shall neither amount to appointment, nor shall it confer any vested right upon any such officer / official to claim appointment / seniority against any such post.

(4) An employee of the Punjab Safe Cities Authority who has been appointed in the Authority through initial recruitment shall not be transferred, absorbed or merged in any other functional unit, cadre, branch, bureau, division or section of Police or any other department,

4. Appointing Authority:

The appointing authority is specified in column (3) of the table below shall be competent to make appointment to various posts/Grades as specified in column (2) of the table:

| Sr.# | Post / Grade | Appointing Authority |
|------|--------------------|------------------------------|
| 1 | PSCA-01to PSCA-02 | Chairman Executive Committee |
| 2 | PSCA-03 to PSCA-05 | Managing Director |
| 3 | PSCA-06 to PSCA-12 | Chief Operating Officer |

5. Not Used.**6. Recruitment process and eligibility:**

- (1) Initial Appointments shall be made from open market through a competitive process on basis of the qualifications, experience and other conditions as determined by the Authority for the respective position its Job Description Document (**Annex-I**).
- (2) Vacant Posts may be filled either by promotion to a higher PSCA Grade or through internal recruitment as approved by the Appointing Authority.
- (3) Vacant posts to be filled up by initial appointment shall be advertised in two national newspapers having wide circulation in addition to posting vacancies on the Authority's official website. The appointments to the posts to be filled up shall be made by the appointing authority on the recommendation of the designated selection committee(s) to be constituted for the purpose.
- (4) For internal recruitment, there should be an open competition with set prescribed criteria among the existing candidates and advertisement shall be posted in all Authority offices as well as website of the Authority.
- (4) Notwithstanding the above, the Authority may opt for recruitment through a pre-selected Consultant Firm or through head-hunting process.
- (5) The recommendations of the selection committee may be based on interviews with or without written tests on a date to be notified by the Authority to the applicants through email or information through other means including the official website.
- (6) A candidate for appointment shall be a citizen of Pakistan or a person legally entitled to work in Pakistan. Provided that this requirement may be relaxed by the Authority with the concurrence of the Chairman Management Committee, if no Pakistani citizen fulfils the required qualifications and experience prescribed for a post.
- (7) The appointments shall be made purely on merit mentioned in **Annex-II**.
- (8) The Authority is an equal opportunity Employer. The Authority shall not refuse employment to any individual purely on the basis of being a disabled person or women or on any other discriminatory ground. Subject to meeting the eligibility criteria, the Authority shall facilitate employment of disabled persons in accordance with the law.

7. Declaration and Record:

- (1) Every candidate for appointment shall before his appointment be required by the Authority to submit documents including educational testimonials and experience letters and furnish a written declaration in such form as specified by the Authority inter-alia stating that, such person has not been convicted by any court of law for an offence involving moral turpitude or dismissed or removed or compulsorily retired by the Federal Government, Provincial Government, a body corporate created under any Federal or Provincial statute or a body corporate owned and controlled by Federal or Provincial Government or any company or institution as a result of disciplinary action against him, and all documents and information submitted to the Authority for the purpose of

