

SERVICE RULES / STRUCTURE FOR GIS OFFICERS/OFFICALS IN PESCO-2024


EXISTING					PROPOSED		
S.No	Categories	BPS	Job specifications	Method of Recruitment / Promotion	Job specifications	Method of Recruitment / Promotion	Selection / Promotion Board
1	Senior Engineer Specialist Redesignated as Sr. GIS Specialist (BPS-18) / Deputy Manager (GIS) BPS-18	18	Master Degree in GIS, or M.Sc Engineering (Electrical) Degree with post graduate diploma in GIS from recognized university/institute. Must have 3-5 years to post qualification experience on GIS Software in similar roles as explained above in a well reputed organization.	100% by initial recruitment	At least Master Degree in GIS, or B.Sc. Engineering (Electrical) Degree from HEC recognized university / institute. Experience Must have 5 years post qualification experience in the field of GIS / remote sensing in similar role in a well reputed organization.	100% by promotion on the basis of seniority cum fitness basis from Assistant Manager (GIS)-with at least 05 years regular service. OR In case, eligible AM (GIS) is not available, then post may be filled by promotion of Assistant Manager (Distribution System Analysis) BPS-17 on seniority cum fitness basis after passing of DPE and mandatory training etc. OR By initial recruitment subject to approval of BoD PESCO	1. CEO Convener 2. FD Member 3. COO Member 4. CTO Member 5. CCO Member 6. DG HR Secretary
2	Assistant GIS Specialist Redesignated / Renamed as Assistant Manager (GIS) BPS-17	17	Master Degree GIS / M.Sc (Electrical Engineering) with one year post graduate diploma in GIS from HEC/ PEC recognized institutes. Minimum of three years GIS related experience with a reputed organization.	100% by initial recruitment	At least Master Degree in GIS or equivalent qualification / B.Sc (Electrical Engineering) with one year post graduate diploma in GIS from HEC/ PEC recognized institutes. Minimum of three years GIS related experience with a reputed organization.	100% by initial recruitment. Or If eligible officials in GIS cadre are available then the post may be filled by virtue of promotion/inducted from Sr. GIS Analyst on seniority cum fitness basis having at least 5 years' service.	1. CE (P&E), Convener 2. CTO, Member 3. DG HR, Member 4. Manager (CA), Member 5. Manager HR Secretary
3	Assistant Engineer (Mapping & Record) Redesignated / Renamed as	17	M.Sc (Electrical Engineering) from HEC/PEC recognized institutes with one year diploma in GIS. Must have 1-2-year post qualification experience in well reputed organization.	100% by initial recruitment	At least B.Sc (Electrical Engineering) from HEC/PEC recognized universities institutes. Must have 2 years' experience on load flow studies software such as SynerGEE Electric in a similar role as	100% by initial recruitment Or If eligible officials in GIS cadre are available then the post may be filled by virtue of promotion/induction from Distribution System Analyst on seniority cum fitness basis having at	1. CE (P&E), Convener 2. CTO, Member 3. DG HR, Member 4. Manager (CA) Member 5. Manager HR Secretary

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	Assistant Manager (Distribution System Analysis)				explained above in well reputed organization.	least 5 years' service as Distribution System Analyst. Or By posting of Junior Engineer having in experience on load flow studies software such as SynerGEE Electric in a similar role.	
4	Sub Engineer (GIS/Electrical) under CE P&E HQ Redesignated/Renamed Distribution System Analyst (DSA) BPS-15	15	DAE (Electrical/Electronics) in 1 st Division from recognized technical board / university. One year or 6 months diploma in GIS One year experience in GIS	100% by initial recruitment	B.Sc (Electrical Engineering) in at least 2 nd Division or B. Tech (Electrical) / (Electronics) or equivalent qualification in 1 st Division from a recognized university. Must have one year experience on Load Flow Studies / GIS Software in a similar role in well reputed organization. Candidate with a degree or diploma is GIS from HEC or PEC recognized university shall be an added advantage. Good working knowledge of Load Flow Studies software such as SynerGEE Electric and GIS Software such ArcGIS.	100% by initial recruitment. Or If eligible officials in GIS cadre are available then the post may be filled by virtue of promotion/induction from Jr. GIS Analyst on seniority cum fitness basis having at least 05 years' service as Jr. GIS Analyst.	1. CE (P&E), Convener 2. Manager (Finance), Member 3. Manager HR, Member 4. DM (GIS) Member 5. DM (HR) Secretary
5	Draftsman Grade-A / Circle Head Draftsman Redesignated / Renamed as Senior GIS Analyst (BPS-15)	15	100 by promotion from amongst Draftsman Grade-B/Divisional Head Draftsmen with 5 years' service as on seniority cum fitness basis. All incumbents pass Departmental Training Exam to become eligible for promotion.	100 by promotion from amongst Draftsman Grade-B/Divisional Head Draftsmen with 5 years' service as on seniority cum fitness basis. All incumbents pass Departmental Training Exam to become eligible for promotion.	a. BS Degree in Geographic Information System (GIS) in at least 2 nd Division or equivalent qualification from HEC recognized university with one-year practical experience in the area of utility GIS in well reputed Govt. / Semi Govt. organization. OR b. B. Tech (Honors) Electrical / Electronics in 1 st Division with mandatory One year Diploma in GIS from HEC or PEC recognized university.	a. 45% by initial recruitment b. 50% by promotion from Jr. GIS Analyst (Previously DM-B) on seniority cum fitness basis and passing of DPT. c. Must have 5 years' service as Jr. GIS Analyst (Previously DM-B) Or To facilitate and effectively utilize the experience of existing staff, already working under GIS Wing, 5% quota shall be reserved for absorption / induction / selection of such employees	1. CE (P&E), Convener 2. Manager (Finance), Member 3. Manager HR, Member 4. Manager IT, Member 5. DM (GIS) Member 6. DM (HR) Secretary

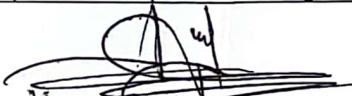
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					<p>c. Must have 2 years practical experience in the area of utility GIS in well reputed Govt. / Semi Govt organization.</p>	<p>subject to the following terms / conditions:</p> <ul style="list-style-type: none"> i. Such employee must be working in BPS-15 scale on regular basis. ii. Must have performed duty with GIS wing for at least 5 years. iii. Must have satisfactory performance, and shall have attained the requisite skill level required for performance of job. iv. Job performance and length of service has to be certified by Sr. GIS Specialist/ CE P&E PESCO. However, authority reserves the right to decline absorption to an employee, irrespective of his length of service, if his/her performance is unsatisfactory. <p>Note: The management may conduct an internal written examination/ Practical Trade Test and verbal interview to assess the fitness and skill level of such employee. Only those employees, who secures at least 50% marks shall be considered as qualified / eligible for induction / selection against the post.</p>	
6	Draftsman /Divisional Draftsman	Grade-B Head	14	100% by promotion from amongst the Draftsman with 5 years' service as Draftsman/ Assistant and holding a diploma in Draftsmanship from recognized institute OR	100% by promotion from amongst the Draftsman with 5 years' service as Draftsman/ Assistant and holding a diploma in	<p>a. B.S (GIS) / B.Sc/B.Tech (Honours) Electrical / Electronics in at least 2nd Division from recognized university / institute with mandatory one year diploma in GIS from HEC / PEC recognized universities/ institutes.</p> <p>a. 45% by initial recruitment b. 50% by promotion from Sr. Surveyor (GIS) (previously ADM) on seniority cum fitness basis and passing of DPT. c. Must have 5 years' service as Sr. Surveyor GIS (Previously ADM)</p>	<ol style="list-style-type: none"> 1. CE (P&E), Convener 2. Manager (Finance), Member 3. Manager HR, Member 4. DM (GIS) Member 5. DM HR Secretary


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7	Assistant Draftsman (ADM) Redesignated / Renamed as Sr. Surveyor (GIS) BPS-11	11	2 years post matric diploma in Civil/Mechanical Technology from any institute affiliated with Board of Technical Education.	60% by direct recruitment 40% by promotion from amongst Tracers with 5 years as such.	a. At least B.A/B.Sc/B.Tech (Honours) Electrical / Electronics in 2 st Division or equivalent qualification from recognized university/ institute. b. On year practical experience in the area of utility GIS & AutoCAD and land surveying in well reputed Govt. / Semi Govt organization c. Sound understanding of GPS/GNSS Technology, preferably having one year diploma/ certificate in GIS and AutoCAD.	a. 50% by initial recruitment b. 45% by promotion from Jr. Surveyor (GIS) (previously Tracer) on seniority cum fitness basis and passing of DPT. c. Must have 5 years' service as Jr. Surveyor (GIS). (Previously Tracers) Or To facilitate and effectively utilize the experience of existing staff, already working under GIS Wing, 5% quota shall be reserved for absorption / induction / selection of such employees subject to the following terms / conditions: i. Such employee must be working in BPS-11 scale on regular basis. ii. Must have performed duty with GIS wing for at least 5 years. iii. Must have satisfactory performance, and shall have attained the requisite skill level required for performance of job. iv. Job performance and length of service has to be certified by Sr. GIS Specialist/ CE P&E PESCO. However, authority reserves the right to decline absorption to an employee, irrespective of his length of	1. CE (P&E), Convener 2. Manager (Finance), Member 3. Manager HR, Member 4. DM (GIS) Member 5. AM HR Secretary
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	<p>Redesignated/Renamed as Jr. GIS Analyst (BPS-14)</p>		<p>7 years' service as Draftsman in case of non-qualified Draftsman.</p>	<p>Draftsmanship from recognized institute OR 7 years' service as Draftsman in case of non-qualified Draftsman.</p>		<p>Or</p> <p>To facilitate and effectively utilize the experience of existing staff, already working under GIS Wing, 5% shall be reserved for absorption / induction / selection of such employees subject to the following terms / conditions:</p> <ul style="list-style-type: none"> a. Such employee must be working in BPS-14 scale on regular basis. b. Must have performed duty with GIS wing for at least 5 years. c. Must have satisfactory performance, and shall have attained the requisite skill level required for performance of job. d. Job performance and length of service has to be certified by Sr. GIS Specialist/ CE P&E PESCO. However, authority reserves the right to decline absorption to an employee, irrespective of his length of service, if his/her performance is unsatisfactory. <p>Note: The management may conduct an internal written examination/ Practical Trade Test and verbal interview to assess the fitness and skill level of such employee. Only those employees, who secures at least 50% marks shall be considered as qualified / eligible for induction / selection against the post.</p>	
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						<p>service, if his/her performance is unsatisfactory.</p> <p>Note: The management may conduct an internal written examination/ Practical Trade Test and verbal interview to assess the fitness and skill level of such employee. Only those employees, who secures at least 50% marks shall be considered as qualified / eligible for induction / selection against the post.</p>	
8	<p>Tracer (BPS-9)</p> <p>Redesignated/ Renamed as Jr. Surveyor (GIS) BPS-09</p>	09	<p>Matriculate (or equivalent) qualification with Drawing as an one of the subject from recognized Board</p> <p>OR</p> <p>Matriculate with a post matriculate diploma in tracing from a recognized.</p>	100%by initial recruitment	<p>At least FA/F. Sc / 2 years Diploma/Certificate in (Electrical / Electronics/Civil/draughtsman) qualification in 2nd Division from recognized Technical Board/ BISE.</p> <p>Sound understanding of GPS/GNSS Technology is mandatory.</p> <p>Certificate in GPS Technology from Survey of Pakistan or any recognized institute shall be an added advantage</p>	<p>a. 60% by initial recruitment</p> <p>To facilitate and effectively utilize the experience of existing staff, already working under GIS Wing, 40% quota shall be reserved for absorption / induction / selection of such employees subject to the following terms / conditions:</p> <ol style="list-style-type: none"> i. Such employee must be working in BPS-09 scale on regular basis. ii. Must have performed duty with GIS wing for at least 05 years. iii. Must have satisfactory performance, and shall have attained the requisite skill level required for performance of job. iv. Job performance and length of service has to be certified by Sr. GIS Specialist/ CE P&E PESCO. However, authority reserves the right to decline absorption to an employee, 	<ol style="list-style-type: none"> 1. Chief Engineer (P&E) Convener 2. Manager (Finance), Member 3. Manager (HR/Admn), Member 4. DM (GIS) Member 5. AM HR Secretary


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						<p>irrespective of his length of service, if his/her performance is unsatisfactory.</p> <p>Note: The management may conduct an internal written examination/ Practical Trade Test and verbal interview to assess the fitness and skill level of such employee. Only those employees, who secures at least 50% marks shall be considered as qualified / eligible for induction / selection against the post.</p>	
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NOTE: Existing training regime can be continued at Regional Training Charsadda or in consultation with CE P&E PESCO may sign an MoU with Survey of Pakistan or University of Peshawar to equip employees with latest trainings on GIS / GPS etc for the purpose of promotion / time scale upgradation of employees working in GIS Wing of PESCO.


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