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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 INTERIOR

NOTIFICATION

Islamabad, the 23rd September, 2014

S.R.O. 1(KE)/2015 :

In exercise of the powers conferred by sub rule (2) of Rule 3 of the Civil Servants (Appointment, Promotion & Transfer) Rules, 1973 and Section 7(1)(b)(i) & (ii) of FPSC Ordinance, 1977 (XLV of 1977), the following method, qualifications and other conditions are laid down for appointment to the under mentioned posts in the Federal Investigation Agency under the Ministry of Interior :—

S. No.	Designation of the post	BPS
(1)	(2)	(3)
1.	Additional Director General	21
INVESTIGATION GROUP		
2.	Director (Investigation)	20
3.	Additional Director (Investigation)	19

(1)

Price : Rs. 10.50

S. No.	Designation of the post	
(1)	(2)	(3)
4.	Deputy Director (Investigation)	18
5.	Assistant Director (Investigation)	17
6.	Deputy Assistant Director (Custom / Engineering)	16
7.	Inspector (Investigation)	16
LEGAL GROUP		
8.	Director (Legal)	20
9.	Additional Director (Legal)	19
10.	Deputy Director (Legal)	18
11.	Assistant Director (Legal)	17
12.	Inspector (Legal)	16
FORENSIC GROUP		
13.	Director (Forensic)	20
14.	Additional Director (Forensic)	19
15.	Deputy Director (Forensic / Technical)	18
16.	Assistant Director (Forensic / Investigator / Technical)	17
17.	Additional Director (I.T)	19
18.	Deputy Director (Network Administrator/Database/System Administrator / Database Administrator / Network Security/ Regional)	18
19.	Assistant Director (Web Developer/Software/Programmer/ Assistant System Administrator/Network Security/Assistant Database Administrator/ADBA Cum ANA/Hardware Engineer/ Assistant Network Administrator/Research Officer/Assistant Database-Cum-Network Administrator).	17

S. No.	Designation of the post	BPS
(1)	(2)	(3)
20.	Quality Assurance Officer / Dy. Assistant Database Administrator / Dy. Assistant Network Administrator	18
21.	Statistician	18
22.	Deputy Director (Explosive)	18
ADMINISTRATION GROUP		
23.	Director (Admn)	20
24.	Additional Director (Admn)	19
25.	Deputy Director (Admn)	18
26.	Deputy Director (Accounts)	18
27.	Assistant Director (Admn)	17
28.	Assistant Director (Accounts)	17
29.	Deputy Assistant Director (Accounts/Admn)/Superintendent	16

- There will be a bar on change of group/cadre.
- There shall be separate seniority list of each group.

METHOD OF APPOINTMENT

- The method of appointment to the post shall be as under :—

S. No.	Designation and BPS of the post	Method of appointment in percentage	
		By Promotion	By Initial appointment
(1)	(2)	(3)	(4)
1.	Additional Director General (BS-21)	100%	—

S. No.	Designation and BPS of the post	Method of appointment in percentage	
		By Promotion	By Initial appointment
(1)	(2)	(3)	(4)
INVESTIGATION GROUP			
2.	Director (Investigation) (BS-20)	100%	--
3.	Additional Director (Investigation) (BS-19)	100%	--
4.	Deputy Director (Investigation) (BS-18)	100%	--
5.	Assistant Director (Investigation) (BS-17)	60%	40%
6.	Deputy Assistant Director (Custom / Engineering) (BS-16)	85%	15%
7.	Inspector (Investigation) (BS-16)	25%	75%
LEGAL GROUP			
8.	Director (Legal) (BS-20)	100%	--
9.	Additional Director (Legal) (BS-19)	100%	--
10.	Deputy Director (Legal) (BS-18)	65%	35%
11.	Assistant Director (Legal) (BS-17)	60%	40%
12.	Inspector (Legal) (BS-16)	--	100%
FORENSIC EXPERT GROUP			
13.	Director (Forensic) (BS-20)	100%	--
14.	Additional Director (Forensic) (BS-19)	100%	--
15.	Deputy Director (Forensic / Technical) (BS-18)	25%	75%
16.	Assistant Director (Forensic / Investigator / Technical) (BS-17)	75%	25%
17.	Additional Director (I.T) (BS-19)	100%	--

S. No.	Designation and BPS of the post	Method of appointment in percentage	
		By Promotion	By Initial appointment
(1)	(2)	(3)	(4)
18.	Deputy Director (Network Administration/Database/System Administrator / Database Administrator / Network Security/ Regional) (BS-18)	100%	—
19.	Assistant Director (Web Developer/Software/Programmer/ Assistant System Administrator/Network Security/Assistant Database Administrator/ADBA Cum ANA/Hardware Engineer/ Assistant Network Administrator/Research Officer/Assistant Database-Cum-Network Administrator) (BS-17)	20%	80%
20.	Quality Assurance Officer / Dy. Assistant Database Administrator / Dy. Assistant Network Administrator (BS-16)	—	100%
21.	Statistician (BS-18)	—	100%
22.	Deputy Director (Explosive) (BS-18)	—	100%
ADMINISTRATION GROUP			
23.	Director (Admn) (BS-20)	100%	—
24.	Additional Director (Admn) (BS-19)	100%	—
25.	Deputy Director (Admn) (BS-18)	60%	40%
26.	Deputy Director (Accounts) (BS-18)	75%	25%
27.	Assistant Director (Admn) (BS-17)	100%	—
28.	Assistant Director (Accounts) (BS-17)	20%	80%
29.	Deputy Assistant Director (Accounts /Admn.) / Superintendent (BS-16)	50%	50%

Provided that if no suitable person is available for promotion, the post or posts reserved for promotion shall be filled by initial appointment and failing that by transfer.

CONDITIONS FOR PROMOTION

3. Promotion to the posts in column 2 below shall be made by selection from amongst the persons who hold the posts specified in column 3 on a regular basis and fulfill the conditions of eligibility as prescribed in column 4:

S. No.	Designation & BPS of the post	Persons Eligible	Conditions of Eligibility
(1)	(2)	(3)	(4)
1.	Additional Director General (BS-21)	Director (Investigation/Legal/Forensic/Admn) (BS-20)	i) 22 years service in BS-17 and above OR 17 years service in BS-18 and above in case of initial appointment in BS-18. OR 12 years service in BS-19 and above in case of initial appointment in BS-18 and above in Investigation Group in case of initial appointment in BS-18.
INVESTIGATION GROUP			
2.	Director (Investigation) (BS-20)	Additional Director (Investigation) (BS-19)	i) 17 years service in BS-17 and above OR 12 years service in BS-18 and above in case of initial appointment in BS-18 OR 05 years service in BS-19 and above in case of initial appointment in BS-19.
3.	Additional Director (Investigation) (BS-19)	Deputy Director (Investigation) (BS-18)	i) 12 years service in BS-17 and above OR 07 years service in BS-18 in case of initial appointment in BS-18.
4.	Deputy Director (Investigation) (BS-18)	Assistant Director (Investigation) (BS-17)	05 years service in BS-17.
5.	Assistant Director (Investigation) (BS-17)	Inspector (Investigation)/Dy. Assistant Director (Custom/Engineering) (BS-16)	03 years service in BS-16.
6.	Assistant Director (Custom/Engineering) (BS-16)	Inspector (Customs/Engineering) (BS-11)	05 years service in BS-11 and above.
7.	Inspector (Investigation) (BS-16)	Sub-Inspector (Investigation) (BS-14)	05 years service in BS-14.

S. No.	Designation & BPS of the post	Persons Eligible	Conditions of Eligibility
(1)	(2)	(3)	(4)
LEGAL GROUP			
8.	Director (Legal) (BS-20)	Additional Director (Legal) (BS-19).	i) 17 years service in BS-17 and above or 12 years in BS-18 and above in case of initial appointment in BS-18 or 05 years service in BS-19 in case of initial appointment in BS-19.
9.	Additional Director (Legal) (BS-19)	Deputy Director (Legal) (BS-18)	i) 12 years service in BS-17 and above or 07 years in BS-18 in case of initial appointment in BS-18.
10.	Deputy Director (Legal) (BS-18)	Assistant Director (Legal) (BS-17).	05 years service in BS-17.
11.	Assistant Director (Legal) (BS-17)	Inspector (Legal) (BS-16)	03 years service in BS-16.
FORENSIC GROUP			
12.	Director (Forensic) (BS-20)	Additional Director (Forensic/I.T.) (BS-19)	i) 17 years service in BS-17 and above OR 12 years service in BS-18 and above in case of initial appointment in BS-18 OR 05 years service in BS-19.
13.	Additional Director (Forensic) (BS-19)	Deputy Director (Forensic/Technical) (BS-18)	i) 12 years service in BS-17 and above OR 07 years service in BS-18 in case of initial appointment in BS-18.
14.	Deputy Director/ (Forensic/Technical) (BS-18)	Assistant Director (Forensic/Investigator/Technical) (BS-17).	05 years service in BS-17
15.	Assistant Director Forensic/Investigator/Technical) (BS-17)	Technical Writer/ Deputy Officer/ Inspector Technical/ Dy. Assistant Director (Photo) (BS-16)	03 years service in BS-16.
16.	Additional Director (I.T.) (BS-19)	Deputy Director (Network Administrator / Database/ System Administrator/ Database Administrator/ Network Security/Regional) (BS-18)	i) 12 years service in BS-17 and above OR 07 years service in BS-18 in case of initial appointment in BS-18.

S. No.	Designation & BPS of the post	Persons Eligible	Conditions of Eligibility
(1)	(2)	(3)	(4)
LEGAL GROUP			
17.	Deputy Director (Network Administrator/Database/System Administrator/Database Administrator/Network Security/Regional) (BS-18)	Assistant Director (Web Developer/Software/Programmer/Assistant System Administrator/Network Security/Assistant Database Administrator/ADBA Cum ANA/Hardware Engineer/Assistant Network Administrator/ Research Officer/ Assistant Database Cum Network Administrator) (BS-17)	05 years service in BS-17.
18.	Assistant Director (Web Developer/Software/Programmer/Assistant System Administrator/Network Security/Assistant Database Administrator/ADBA Cum ANA/Hardware Engineer/Assistant Network Administrator/Research Officer/ Assistant Database Cum Network Administrator) (BS-17)	Quality Assurance Officer/Dy. Assistant Database Administrator/Dy. Assistant Network Administrator (BS-16)	03 years service in BS-16
ADMINISTRATION GROUP			
19.	Director (Admn.) (BS-20)	Additional Director (Admn.) (BS-19)	i) 17 years service in BS-17 and above OR 12 years service in BS-18 and above in case of initial appointment in BS-18 OR 05 years service in BS-18.
20.	Additional Director (Admn.) (BS-19)	Dy. Director (Admn./Accounts) (BS-18)	12 years service in BS-17 and above OR 07 years service in BS-18 in case of initial appointment in BS-18

S. No.	Designation & BPS of the post	Persons Eligible	Conditions of Eligibility
(1)	(2)	(3)	(4)
21.	Dy. Director (Admn.) (BS-18)	Assistant Director (Admn.) (BS-17)	05 years service in BS-17
22.	Dy. Director (Accounts) (BS-18)	Assistant Director (Accounts) (BS-17)	05 years service in BS-17
23.	Assistant Director (Admn.) (BS-17)	Superintendents/ DAD (Admn.) (BS-16)	03 years service in BS-16
24.	Assistant Director (Accounts) (BS-17)	Deputy Assistant Director (Accounts) (BS-16)	03 years service in BS-16
25.	DAD (Accounts/Admn)/ Superintendents (BS-16)	Assistant (BS-14)	05 years service in BS-14

Provided further that :-

- a) The incumbents working in Customs, Income Tax & Engineering Groups shall be merged alongwith posts they are occupying in "Investigation Group" against the post(s) of equivalent grade / scale. The Forensic and Information Technology Experts working in Technical Wing, CTW, NR3C, the erstwhile PISCES and IBMS shall be merged alongwith posts they are occupying in "Forensic Expert Group" against the post(s) of equivalent grade / scale. This will be one time dispensation. Further, the incumbents working in the sub-groups of Forensic Expert Group like CTW, NR3C, IBMS etc. shall be posted only in the area of their expertise.

QUALIFICATIONS, EXPERIENCE AND AGE LIMITS FOR INITIAL APPOINTMENT

4. A candidate must possess the educational qualifications and experience and must be within the age limits as mentioned against the posts concerned in the Schedule to this notification provided that :-

- (i) "Experience" means, experience gained in a regular full-time paid job after obtaining the required qualifications;
- (ii) the period spent by a candidate in obtaining degree of M.Phil or Ph.D in the relevant field shall be treated as practical experience up to a maximum period of two and four years respectively for the purpose of initial appointment, provided that
 - (a) a candidate who has obtained the degree of M.Phil or Ph.D during service shall not be entitled to a double benefit of counting the said period as service towards experience prescribed for the post; and

- (b) This concession shall not be available for the posts for which the prescribed qualification is M.Phil/Ph.D.
- (iii) the maximum age limit shall be relaxed in respect of the candidates specified and to the extent indicated in the Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 1993 as amended from time to time; and
- (iv) eligibility of candidates shall be reckoned, as on the closing date fixed for submission of applications in accordance with these Recruitment Rules and the Instructions issued by the Federal Government and the Federal Public Service Commission from time to time.

APPOINTMENT BY TRANSFER

5. Appointment by transfer shall be made by selection from amongst the persons holding appointment on a regular basis under the Federal Government in the same basic pay scale in which the post to be filled exists, provided that the person concerned possesses the qualifications and experience prescribed for initial appointment to the post concerned.

PROBATION

6. Persons appointed by promotion or initial appointment or transfer shall be on probation in accordance with the provisions of Section 6 of Civil Servants Act, 1973, read with Rule-21 of the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973.

7. This Notification issues with the concurrence of the Establishment Division vide their O.M. No. 12/3/89-R-5, dated 4th July, 2014 and FPSC vide its Letter No. F.15-14/2013-RR, dated 23rd September, 2014.

SCHEDULE

(See Rule 4)

S. No.	Designation & BPS of the post	Qualification, Experience	Age limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
INVESTIGATION GROUP				
1.	Assistant Director (Investigation) (BS-17).	2nd Class or Grade "C" Masters degree from a University recognized by the HEC.	22 years	28 years
2.	Deputy Assistant Director (Customs/Engineering) (BS-16).	2nd Class or Grade "C" Bachelor's degree in Computer Science, Computer Engineering, Telecom Engineering, Electronics or ICT from HEC recognized University.	20 years	28 years

S. No.	Designation & BPS of the post	Qualification, Experience	Age limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
3.	Inspector (Investigation) (BS-16)	2nd Class or Grade "C" Bachelor's degree from a University recognized by the HEC. Male : Height 5' - 6" Chest 32" x 33½" Female : Height 5' - 2" Chest 34" x 40½"	20 years	28 years
LEGAL GROUP				
4.	Deputy Director (Legal) (BS-18)	i) 2nd Class or Grade "C" LLB/LLM from a University/College recognized by HEC. ii) 07 years experience in the relevant experience with LLB OR 05 years experience in the relevant experience with LLM.	25 years	35 years
5.	Assistant Director (Legal) (BS-17)	i) 2nd Class or Grade "C" LLB degree from a University recognized by HEC. ii) 02 years experience of legal Practice/Prosecution working in legal field.	22 years	30 years
6.	Inspector (Legal) (BS-16)	2nd Class or Grade "C" LLB degree from a University/College from a University recognized by the HEC.	20 years	28 years
FORENSIC EXPERT GROUP				
7.	Deputy Director (Forensic/Technical) (BS-18)	i) 2nd Class or Grade "C" Master's degree in Computer Science/Computer Engineering/Telecom Engineering/Electronics or ICT from a University recognized by the HEC. ii) 05 years experience in the relevant field.	25 years	35 years
8.	Assistant Director ((Forensic/Investigator/Technical) (BS-17)	2nd Class or Grade "C" Master's degree in Computer Science/Computer Engineering/Information Technology/Telecom Engineering/Electronics or ICT from a University recognized by the HEC.	22 years	28 years

S. No.	Designation & BPS of the post	Qualification, Experience	Age limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
9.	Assistant Director (Web Developer/ Software/Programmer/Assistant System Administrator/Network Security/ Assistant Database Administrator/ADBA Cum ANA/Hardware Engineer/Assistant Network Administrator/Research Officer/ Assistant Database-Cum-Network Administrator) (BS-17).	i) 2nd Class or Grade "C" Master's degree in Computer Science/ Computer Engineering / Information Technology / Telecom Engineering / Electronics or ICT from a University recognized by the HEC. ii) 02 years experience in the relevant field any public/private sector.	22 years	30 years
10.	Quality Assurance Officer/Dy. Assistant Database Administrator/Dy. Assistant Network Administrator (BS-16).	i) 2nd Class or Grade "C" Master's degree in Computer Science/ Computer Engineering / Information Technology / Telecom Engineering / Electronics or ICT from a University recognized by the HEC. OR j) 2nd Class or Grade "C" Bachelor's degree in Computer Science or equivalent qualification from a University recognized by the HEC. ii) 02 years experience in the relevant field any public / private sector.	20 years	28 years
11.	Statistician (BS-18)	i) 2nd Class or Grade "C" Master's degree in Statistics / Mathematics / Computer Science from a University recognized by the HEC. ii) 05 years experience in collection/ tabulation and forecasting of statistical data.	25 years	35 years
12	Deputy Director (Explosive) (BS-18).	i) 2nd Class or Grade "C" Master's degree in Chemistry/Physics/ Chemical Technology or equivalent qualification from a University recognized by the HEC. ii) 05 years experience in the relevant field.	25 years	35 years

S. No.	Designation & BPS of the post	Qualification, Experience	Age limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
ADMINISTRATION GROUP				
13	Deputy Director - (Admn) (BS-18)	i) 2nd Class or Grade "C" Master's degree from HEC recognized university. ii) 05 years experience in BS-17 or equivalent in Govt./Semi Govt./Autonomous bodies/Private sector in the field of Public Administration/Establishment/Human Resource Management / Selection of Personnel.	25 years	35 years
14	Deputy Director (Accounts) (BS-18)	ACMA or ACCA OR (i) 2nd Class or Grade "C" Master's degree in Commerce from a University recognized by HEC. (ii) Chartered Accountant (CA) (Modules A to F) (iii) Five years post qualification experience in the relevant field. OR (i) 2nd Class or Grade "C" Master's Degree in Business Administration (Finance/Accounting)/Commerce from a University recognized by HEC. (ii) Five years posts qualification experience in the relevant field.	25 years	35 years
15	Assistant Director (Admn) (BS-17)	i) 2nd Class or Grade "C" Master's degree from HEC recognized university. ii) 02 years experience in Govt./Semi Govt./Autonomous bodies/Private sector in the field of Public Administration/Establishment/Human Resource Management/ Selection of Personnel.	22 years	30 years

S. No.	Designation & BPS of the post	Qualification, Experience	Age limit	
			Min.	Max.
(1)	(2)	(3)	(4)	(5)
16	Assistant Director (Accounts) (BS-17)	(i) 2nd Class or Grade "C" Master's degree in Business Administration (Finance/Accounting/Economics/Commerce) from a University recognized by HEC. (ii) Two years post qualification experience in the relevant field. OR (i) 2nd Class or Grade "C" Master's Degree in Commerce from a University recognized by HEC. (ii) ACCA (Fundamental and Professional Levels) in addition to Master's degree. (iii) one year post qualification experience in the relevant field. (iv) The selected candidates would be confirmed only after having passed APE/SAS/PIPFA (Public Sector).	22 years	30 years
17	Dy. Assistant Director (Accounts/Admn)/Superintendent (BS-18)	2nd Class or Grade "C" Master's degree from a University recognized by the HEC. OR (i) 2nd Class or Grade "C" Bachelor's degree from a University recognized by the HEC. (ii) 02 years experience in the field of Accounts/Administration.	20 years	28 years

[No. F. 4/14/02-Estt(F.I.A)].

HIDAYAT ULLAH
Deputy Secretary (Admn).