

**PUNJAB WATER RESOURCES MANAGEMENT & DEVELOPMENT CORPORATION  
EMPLOYEES SERVICE BYE-LAWS.**

(ERSTWHILE PUNJAB STATE TUBEWELL CORPORATION EMPLOYEES SERVICE BYE-LAWS, 1977).

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Appendix-‘A’  
(See Rule-3)

Serial Number	Designation of the Post	Number of Posts	Scale of the Pay/Pay Matrix Level as per 6 <sup>th</sup> PPC (in rupees)	Scale of the Pay for the member of the Service recruited on or after 17-07-2020 as per the Seventh Central Pay Commission (in rupees)
1	2	3	4	5
1.	Superintending Engineer	05	Level-28 (123100)	N.A.
2.	Divisional Engineer	21	Level-23 (83600)	N.A.
3.	Sub Divisional Engineer	71	Level-18 (56100)	Level-8 (47600)
4.	Company Secretary	01	----	Level-8 (47600)
5.	Senior Hydrogeologist	01	Level-21 (67400)	N.A.
6.	Junior Hydrogeologist	02	Level-16 (48700)	N.A.
7.	Junior Geophysicist	01	Level-16 (48700)	N.A.
8.	Research Officer	02	Level-21 (67400)	N.A.
9.	Assistant Research Officer	02	Level-17 (53600)	N.A.
10.	Law Officer	01	Level-12 (43000)	Level-6 (35400)
11.	Financial Advisor -cum- Chief Financial Officer	01	Level-26 (115000)	--
12.	Deputy Chief Accounts Officer	01	Level-17 (53600)	N.A.

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1	2	3	4	5
13.	Assistant Controller (F&A)	02	Level-16 (48700)	N.A.
14.	Superintendent Grade-I	02	Level-16 (48700)	N.A.
15.	Superintendent Grade-II	28	Level-12 (43000)	N.A.
16.	Circle Head Draftsman	05	Level-13 (46000)	N.A.
17.	Divisional Head Draftsman	24	Level-12 (43000)	N.A.
18.	Divisional Accounts Officer	15	Level-12 (43000)	N.A.
19.	Section Officer (S.A.S.)	01	Level-13 (46000)	N.A.
20.	Private Secretary*	--	--	N.A.
20-A.	Personal Assistant	02	Level-12 (43000)	N.A.
21.	Senior Technical Assistant	04	Level-12 (43000)	Level-6 (35400)
22.	Research Assistant (Grade-A)	11	Level-12 (43000)	Level-6 (35400)
23.	Junior Engineer	187	Level-11 (38500)	Level-6 (35400)
24.	Draftsman	47	Level-11 (38500)	N.A.

\*Designation and No. of the post(s) at Sr.No. 20 & 20-A will be decided as per the final outcome of CWP No. 6264 of 2024 pending in Hon'ble Punjab and Haryana High Court at Chandigarh.

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1	2	3	4	5
25.	Junior Draftsman	38	Level-6 (25600)	Level-4 (25500)
26.	Senior Assistant	140	Level-11 (38500)	Level-6 (35400)
27.	Senior Scale Stenographer	06	Level-11 (38500)	N.A.
28.	Cashier*	01	Level-11 (38500)	N.A.
29.	Steno Typist	03	Level-5 (21300)	Level-3 (21700)
30.	Clerk	145	Level-3 (20200)	Level-2 (19900)
31.	Zileदार	10	Level-12 (43000)	Level-6 (35400)
32.	Head Revenue Clerk	04	Level-8 (29700)	N.A.
33.	Assistant Revenue Clerk	20	Level-5 (21300)	N.A.
34.	Irrigation Booking Clerk (Patwari)	72	Level-3 (20200)	Level-2 (19900)
35.	Surveyor	01	Level-6 (25600)	Yet to be notified by the Government
36.	Ferro Printer	06	Level-6 (25600)	NA
37.	Staff Car Driver	12	Level-5 (21300)	Yet to be notified by the Government
38.	Photostat Machine Operator	06	Level-3 (20200)	N.A.

\*Senior most Senior Assistant is eligible for the post of Cashier.

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1	2	3	4	5
39.	Gatekeeper	01	Level-3 (20200)	N.A.
40.	Laboratory Attendant	02	Level-3 (20200)	Yet to be notified by the Government
41.	Artificer	01	Level-3 (20200)	N.A.
42.	Electrician	01	Level-3 (20200)	N.A.
43.	Daftri	09	Level-1 (18000)	N.A.
44.	Jamadar	06	Level-1 (18000)	N.A.
45.	Peon	225	Level-1 (18000)	Level-1 (18000)
46.	Chowkidar	80	Level-1 (18000)	Level-1 (18000)
47.	Cycle Swar	01	Level-1 (18000)	Level-1 (18000)
48.	Mali	01	Level-1 (18000)	Level-1 (18000)
49.	Sweeper	08	Level-1 (18000)	Level-1 (18000)
50.	Dak Runner	01	Level-1 (18000)	Level-1 (18000)

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(See Rule-3)

**(Regular Operational Staff)**

Besides different categories of regular employees, there are some other categories of employees pertaining to Operational Staff whose services have been regularized from time to time as per Government guidelines, which include workmen of erstwhile Tubewell Circle which was merged with PSTC (Now PWRM&DC) during 1983.

**Note :-**

1. As per approval of Board of Directors of the Corporation, rules for direct recruitment as well as promotion have been framed for certain categories of regular operational staff and the same are incorporated in Appendix-B.
2. The posts of Operational Staff may vary viz-a-viz sanctioned posts since restructure exercise pertaining to this Category has not been carried out as yet.

Category-wise detail of such Staff (assuming maximum number of each category regularized at a given time) has been indicated below :-

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1	2	3	4	5
1.	Tubewell Operator	1231	Level-3 (20200)	(Level-2) 19900
2.	Electrician	51	Level-3 (20200)	(Level-2) 19900
3.	Fitter/Mechanic/Chargeman	62	Level-3 (20200)	N.A.

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(See Rule-3)

4.	Mason	13	Level-3 (20200)	N.A.
5.	Welder	24	Level-3 (20200)	N.A.
6.	Machine Operator	02	Level-3 (20200)	N.A.
7.	Workshop Operator	01	Level-3 (20200)	N.A.
8.	Turner	04	Level-3 (20200)	N.A.
9.	Driver	84	Level-5 (21300)	N.A.
10.	Store Munshi	18	Level-3 (20200)	N.A.
11.	Foreman/Assistant Foreman	10	Level-7 (28900)	N.A.
12.	Pump/Compressor Operator	20	Level-3 (20200)	N.A.
13.	Head Driller	04	Level-7 (28900)	N.A.
14.	Driller	08	Level-7 (28900)	N.A.
15.	Assistant Driller	13	Level-6 (25600)	N.A.
16.	Work Munshi/Work Mistery	56	Level-3 (20200)	N.A.
17.	Carpenter	01	Level-3 (20200)	N.A.
18.	Lab Mechanic/Lab Assistant	02	Level-3 (20200)	N.A.
19.	T-Mate/Mate/Beldar	270	Level-1 (18000)	Level-1 (18000)
20.	Chowkidar	102	Level-1 (18000)	Level-1 (18000)
21.	Cleaner	24	Level-1 (18000)	Level-1 (18000)
22.	Dak Runner	19	Level-1 (18000)	Level-1 (18000)
23.	Resistivity Meter Attendant	01	Level-1 (18000)	Level-1 (18000)

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