



Punjab Land Records Authority,
Board of Revenue.
GOVERNMENT OF THE PUNJAB
Dated: December 16, 2024

NOTIFICATION

No. PLRA/BN/2349:- In exercise of the powers conferred under Section 30 of Punjab Land Records Authority Act 2017 (Act VI of 2017), the Authority is pleased to make the following amendments in the **Punjab Land Records Authority (Appointment and Conditions of Service) Regulations, 2020**. These amendments shall come into force from 15th November 2024:

1. In Regulation 2, in clause (1), after sub-clause (s), the following new clause shall be inserted:

*"(ss) **Technical Expert**" means the employee serving in or being hired for a post in PLRA who possesses high level of specific technical professional knowledge, skills, experience and expertise specially required for such post of technical and professional nature.*

2. After Regulation 33E, the following new Regulations 33F shall be inserted:

33F. PLRA Technical Expert Incentive Allowance: - (1) The Authority in order to retain technical experts, highly demanded in open market, may approve performance based Technical Expert Incentive Allowance, to such technical experts.

Provided that any employee receiving Technical Expert Incentive Allowance shall not be entitled to receive the Project Allowance.

(2) The Executive Committee shall fix the minimum and maximum thresholds of the amount of the Allowance to be paid to the Technical Experts and shall review the same on bi-annual basis.

(3) The Director General, PLRA shall duly notify the thresholds of the amount of the Allowance, fixed by the Executive Committee from time to time.

(4) All the Technical Experts shall be eligible to receive the amount of Allowance at the rate of minimum threshold of the notified Technical Expert Incentive Allowance.

(5) Director General shall notify the posts, eligible for receiving Technical Expert Incentive Allowance, after approval of the PLRA Board.

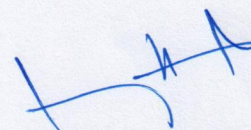
(6) The Executive Committee, on recommendation of the Director General to be submitted with reasons to justify the proposal, may approve the payment of Allowance to a specific Technical Expert over and above the amount fixed through notified minimum threshold, at the rate of amount to be

determined on case to case basis, keeping in view the necessity to retain such Technical Expert and the rate of remuneration offered in the open market for professional with such technical expertise.

Provided that the Allowance at the enhanced rate shall only be paid to a Technical Expert, on his performance basis and not on mere nature of job or specific post basis.

Provided further that the Executive Committee shall not approve the Allowance at the rate more than the notified maximum threshold, in any case whatsoever."

3. Schedule-I: Addition and Deletion in Schedule-I is available at Annex - A & B Respectively.
4. Schedule-II: Addition and Deletion in Schedule-II is available at Annexure - C & D Respectively.
5. Schedule-V: Existing Schedule-V shall be replaced with new Schedule-V (attached at Annexure-E).



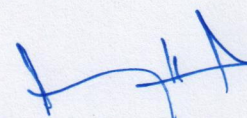
Director General /

Secretary to the Board of PLRA

No. & date even

A copy is forwarded for information to:

1. The Chairman PLRA Board.
2. The Senior Member, Board of Revenue, Punjab.
3. All Additional Director Generals, PLRA
4. All Directors, PLRA
5. The Superintendent, Government Printing Press, Punjab, for publication in the official gazette.



Director General /

Secretary to the Board of PLRA

Addition

PLRA Pay Grade	Functional Wing	Name of the post	Appointing Authority	Sanctioned Positions	Minimum qualifications for initial recruitment	Method of Appointment	Age Bracket	Location	Classification
1	2	3	4	5	6	7	8	9	10
PPG-9	Information Security	Chief Information Security Officer	Board	1	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 12 years of post-qualification experience in information security, risk management, or data protection within large-scale, IT-centric national or international organizations. Must hold any certification from the following list: CISSP, CISM, SANS, CASP+, CRISC, with preference given to candidates who include CISSP.	By initial recruitment through recruitment committee-I or through Commission	35-50	PLRA HQTR	
PPG-8	Information Security	Additional Director (Information Security)	Board	1	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 07 years of post-qualification experience in information technology, information security, risk management, or data protection within large-scale, IT-centric national or international organizations. Must hold any certification from the following list: CISSP, CISM, CASP+, CRISC, SANS, with preference given to candidates who include CISSP.	By initial recruitment through recruitment committee-I or through Commission	30-45	PLRA HQTR	
PPG-8	Information Security	Additional Director (SOC)	Board	1	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 07 years of post-qualification experience in information security, SOC, Incident response, digital forensics, or similar within large-scale national or international organizations. Must hold any certification from the following list: CISSP, CISM, CASP+, CRISC, SANS, with preference given to candidates who include CISSP.	By initial recruitment through recruitment committee-I or through Commission	30-45	PLRA HQTR	
PPG-7	Information Security	Deputy Director (Security Engineering)	Director General	1	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 05 years of post-qualification experience in information technology, information security, security engineering, managing SOC, data protection or similar within large-scale, IT-centric national or international organizations. Must hold any certification from the following list: CISSP, CISM, CASP+, SANS with preference given to candidates who include CISSP.	By initial recruitment through recruitment committee-II or through Commission	25-40	PLRA HQTR	
PPG-7	Information Security	Deputy Director (Offensive Security)	Director General	1	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 05 years of post-qualification experience in cyber security, security testing, offensive security, red teaming, secure application development or similar within large-scale national or international organizations. Must hold any certification from the following list: OSCP, LPT, CPET, CEH, with preference given to candidates who include OSCP.	By initial recruitment through recruitment committee-II or through Commission.	25-40	PLRA HQTR	
PPG-7	Information Security	Deputy Director (GRC)	Director General	1	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 05 years of post-qualification experience in cyber security, security governance, risk, compliance, security auditing or similar within large-scale national or international organizations. Must hold any certification from the following list: CISSP, CISA, CISM, CRISC, ISO27001-LI/LA, with preference given to candidates who include CISSP.	By initial recruitment through recruitment committee-II or through Commission	25-40	PLRA HQTR	
PPG-6	Information Security	Assistant Director (GRC)	Director General	1	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 03 years of post-qualification experience in cyber security, security governance, risk, compliance, security auditing or similar within large-scale national or international organizations. Candidate having certifications such as CISA, CISM, CRISC or ISO27001-LI/LA will be preferred.	By initial recruitment through recruitment committee-II or through Commission.	25-33	PLRA HQTR	
PPG-6	Information Security	Assistant Director (Security Audit)	Director General	2	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 03 years of post-qualification experience in cyber security, security governance, risk, compliance, security auditing or similar within large-scale national or international organizations. Candidate having certifications such as CISA, CISM, CRISC or ISO27001-LI/LA will be preferred.	By initial recruitment through recruitment committee-II or through Commission.	25-33	PLRA HQTR	

Addition

PLRA Pay Grade	Functional Wing	Name of the post	Appointing Authority	Sanctioned Positions	Minimum qualifications for initial recruitment	Method of Appointment	Age Bracket	Location	Classification
PPG-6	Information Security	Assistant Director (Infrastructure Security)	Director General	2	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 03 years of post-qualification experience in cyber security, network security, incident response, threat management, digital forensic, malware research or similar within large-scale national or international organizations. Candidate having relevant certifications such as CEH, CHFI, CySA+, SSCP, MCSE or similar will be preferred.	By initial recruitment through recruitment committee-II or through Commission.	25-33	PLRA HQTR	
PPG-6	Information Security	Assistant Director (DB Security)	Director General	1	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 03 years of post-qualification experience in DB security, database administration, database development or similar within large-scale national or international organizations. Candidate having relevant training and certifications such as IBM Security Gaudium or similar will be preferred.	By initial recruitment through recruitment committee-II or through Commission.	25-33	PLRA HQTR	
PPG-6	Information Security	Assistant Director (Penetration Testing)	Director General	2	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 03 years of post-qualification experience in cyber security assessment, penetration testing, red teaming, or similar within large-scale national or international organizations. Candidate having relevant training or certifications such as CEH, OSCP, LPT, RTO, PenTest+ will be preferred.	By initial recruitment through recruitment committee-II or through Commission.	25-33	PLRA HQTR	
PPG-6	Information Security	Assistant Director (Application Security)	Director General	2	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 03 years of post-qualification experience in cyber security assessment, web application testing, red teaming, or similar within large-scale national or international organizations. Candidate having relevant training or certifications such as CEH, OSCP, LPT, RTO, PenTest+ will be preferred.	By initial recruitment through recruitment committee-II or through Commission.	25-33	PLRA HQTR	
PPG-7	Information Security	Deputy Director (SOC)/ L-3 Analyst	Director General	2	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 05 years of post-qualification experience in cyber security, SOC, incident response, threat hunting, threat intelligence, malware research or similar within large-scale national or international organizations. The candidate must have been working as L3/L2 SOC analyst for at least 3 years. Candidates having any certification from the following list CASP+, CySA+, CIH, CHFI or similar will be preferred.	By initial recruitment through recruitment committee-II or through Commission	25-40	PLRA HQTR	
PPG-6	Information Security	Assistant Director (Digital Forensic & Incident Response)	Director General	2	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 03 years of post-qualification experience in cyber security, SOC, incident response, threat management, digital forensic, malware research or similar within large-scale national or international organizations. Candidate having relevant certifications such as CHFI, eCDFP, CySA+, SSCP or similar will be preferred.	By initial recruitment through recruitment committee-II or through Commission.	25-33	PLRA HQTR	
PPG-6	Information Security	Assistant Director (SOC)/L-2 Analyst	Director General	3	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 03 years of post-qualification experience in cyber security, SOC, incident response, threat hunting, threat intelligence, malware research or similar within large-scale national or international organizations. The candidate must have been working as L2/L1 SOC analyst for at least 2 years. Candidate having relevant certifications such as Security+, CySA+, SSCP, ESA, CHFI, SIEM (Splunk, LogRhythm, QRadar) or similar will be preferred.	By initial recruitment through recruitment committee-II or through Commission.	25-33	PLRA HQTR	
PPG-5	Information Security	SOC Analyst (L-1)	Director General	8	Minimum 16 years of education in Information Security, Information Technology, Computer Science, Systems Engineering, Electronics or similar from an HEC-recognized university. Higher qualifications in related disciplines will be preferred. At least 01 years of post-qualification experience in SOC (L1/L2), incident response, threat hunting, malware research or similar within large-scale national or international organizations. Candidate having relevant trainings/ certifications in terms of SOC/SIEM will be preferred.	By initial recruitment through recruitment committee-II or through Commission.	25-33	PLRA HQTR	