

SCHEDULE

“PUNJAB AGRICULTURE DEPARTMENT ON FARM WATER MANAGEMENT RECRUITMENT RULES”

Name of the Department	Functional Unit	Name of the Post	Appointing Authority	Mini. Qualification for appointment by		Method of Recruitment	Age for initial recruitment		Examination, Training & other conditions required for confirmation
				Initial recruitment	Promotion		Min.	Max.	
1	2	3	4	5	6	7	8	9	10
Agriculture	On Farm Water Management	1. Director General Agriculture (Water Management) (BS-20)	Chief Minister			By promotion on the basis of selection on merit from amongst Directors (Training) / Directors (Headquarters) / Directors Agriculture (OFWM) in the functional unit having at least 17 years of service as such.			
Agriculture	On Farm Water Management	2. Director (Training) (BS-19)	Chief Minister			By promotion on selection-on-merit basis from amongst the Agricultural Engineers or Agronomists or Soil Scientists or Agricultural Economists or Agri: Extension Specialist or Sociologists with twelve years' service in BS-17 and above in the functional unit and have successfully completed promotion related training from BS-18 to BS-19 at Water Management Training Institute. In case of initial appointment in BS-18, the length of service for promotion shall be seven years.			
Agriculture	On Farm Water Management	2-A. Director (Headquarter)/ Director Agriculture (OFWM) of Water Management Wing (BS-19)	Chief Minister	M.Sc in Agricultural Engineering or Masters' degree in Water Engineering and Management or M.Sc. (Hons) in Agriculture with Agronomy as a major subject (second division) equivalent to eighteen years' education with following length of experience: i. Five years' post qualification experience in BS-18 and above in the relevant field; or ii. twelve years' post qualification experience in BS-17 in the relevant field		i. 20% by initial recruitment; and ii. 80% by promotion on selection-on-merit basis from amongst the Deputy Directors Agriculture (OFWM) or Deputy Directors (Headquarter) or Deputy Directors (M&E) with twelve years' service in BS-17 and above or seven years' service in case of initial recruitment in BS-18 in the functional unit and have successfully completed the promotion related training from BS-18 to BS-19 at Water Management Training Institute. In none is available for promotion, then by initial recruitment.	30	45	

Agriculture	On Farm Water Management	3. Deputy Director (Headquarter) (BS-18+SP)	Administrative Secretary		-	By posting from amongst the Deputy Directors Agriculture (OFWM) (BS-18+SP) serving in the functional unit.			
Agriculture	On Farm Water Management	3-A Deputy Director Farm (BS-18+SP)	Administrative Secretary	(i) M.Sc. (second division) in Agricultural Engineering (eighteen years education) from a university recognized by the Higher Education Commission; and (ii) Five years' post qualification experience in the field of Water Management.	-	By initial recruitment.	26	35	Post induction mandatory training at Water Management Training Institute.
Agriculture	On Farm Water Management	3-B. Assistant Agriculture Chemist (BS-18)	Administrative Secretary	(i) M.Sc. (Hons.) Agriculture (second division) in Soil Science after having B.Sc. (Hons.) in Agriculture from a university recognized by the Higher Education Commission; and (ii) Three years' post qualification experience of research in Agriculture Chemistry or Soil Science.	-	By initial recruitment.	26	35	Post induction mandatory training at Water Management Training Institute
Agriculture	On Farm Water Management	3-C. Assistant Horticulturist (BS-18)	Administrative Secretary	(i) M.Sc. (Hons.) Agriculture (second division) in Horticulture after having B.Sc. (Hons.) in Agriculture from a university recognized by the Higher Education Commission; and (ii) Three years' post qualification experience in the field of Horticulture.	-	By initial recruitment.	26	35	Post induction mandatory training at Water Management Training Institute
Agriculture	On Farm Water Management	3-D. Assistant Entomologist (BS-18)	Administrative Secretary	(i) M.Sc. (Hons.) Agriculture (second division) in Entomology or Plant Pathology or Plant Protection, after having B.Sc. (Hons.) in Agriculture from a university recognized by the Higher Education Commission; and (ii) Three years' post qualification research experience in the respective field.	-	By initial recruitment.	26	35	Post induction mandatory training at Water Management Training Institute

Agriculture	On Farm Water Management	4. Deputy Directory Agriculture (OWMM) (BS-18+SP)	Administrative Secretary	M.Sc. in Agricultural Engineering or Masters' degree in Water Engineering and Management or M.Sc. (Hons) in Agriculture equivalent to eighteen years' education with following length of experience: i. three years' post qualification relevant experience in BS-18; or ii. seven years' post qualification relevant experience in BS-17.	M.Sc. (Agri.) OR M.Sc. (Agri.)(Engg.) OR Honors Degree in Agri. OR Degree in Agri. OR Degree in Engg. From any recognized University.	i. 50% by initial recruitment; and ii. 50% by promotion on seniority-cum-fitness basis at the ratio of 3:1 from amongst the Assistant Directors Agriculture (OFWM) or Assistant Directors (Tech.) or Assistant Agronomists and Assistant Agricultural Engineers or Publicity Officers with five years' service in the functional unit and have successful completed promotion related training at Water Management Training Institute and have qualifications prescribed in column 6. If none is available by promotion, then by initial recruitment.	25	35	
Agriculture	On Farm Water Management	5. Agricultural Engineer (BS-18+SP)	Administrative Secretary	Ph.D in Agricultural Engineering or M.Sc. Agricultural Engineering from a university recognized by Higher Education Commission with five years' experience in the line.	M.Sc. Agri. Engg. OR B.Sc. Agri. Engg.	By initial recruitment.	25	35	
Agriculture	On Farm Water Management	6. Agricultural Economist (BS-18+SP)	Administrative Secretary	Ph.D in Agricultural Economics from a recognized University OR M.Sc. Agri. with Agricultural Economics as a major subject with 5 years' experience in the field of Water Management.	M.Sc. Agri. with Agri. Economics as a major subject.	By initial recruitment.	25	35	
Agriculture	On Farm Water Management	7. Agronomist (BS-18+SP)	Administrative Secretary	Ph.D in Agronomy from a recognized University. OR M.Sc. Agri. with Agronomy as a major subject with 5 years' experience in the field of Water Management.	M.Sc. Agri. with Agronomy as a major subject.	By initial recruitment.	25	35	

Agriculture	On Farm Water Management	8. Soil Scientist (BS-18+SP)	Administrative Secretary	Ph.D in Soil Science from a recognized University. OR M.Sc. Agri. with Soil Science as a major subject and 5 years experience in the Punjab Water Management and Precision Land Leveling Projects under Integrated Rural Development Program, Soil Conservation, Soil Fertility, Soil Survey Project of Pakistan On Farm Water Management Development Project or in the Allied subjects preferably in the Water Management.	M.Sc. Agri. with Soil Science as a major subject.	By initial recruitment.	25	35	
Agriculture	On Farm Water Management	9. Deputy Director (M&E) (BS-18+SP)	Administrative Secretary	M.Sc. Agri. Economics (2 nd Div.) acquired after B.Sc. Agri. (Hons.) with 3 years' experience in the line OR B.Sc. Agri. (Hons) (2 nd Div) acquired after completion of 4 years post intermediate studies and 5 years experience in the line.		By posting from amongst the Deputy Directors Agriculture (OFWM) (BS-18+SP) serving in the functional unit	21	35	
Agriculture	On Farm Water Management	10. Deputy Director (Audit & Accounts) (BS-18)	Administrative Secretary	i. Chartered Accountant or ACMA or MBA (Finance) or M.Com (Finance) from a university recognized by the Higher Education Commission; and ii. five years' post qualification experience in public sector.		i. 50% by initial recruitment; and ii. 50% by promotion on seniority-cum-fitness basis from amongst the Asstt. Directors (A&A) or Asstt. Directors (Admn) with five years' service or twelve years' experience in the functional unit and have successful completed promotion related training from BS-17 to BS-18 at Water Management Training Institute. If none is available by promotion, then by initial recruitment.	20	35	

Agriculture	On Farm Water Management	11. System Analyst (BS-18)	Administrative Secretary	<p>a) MCS/MIT/MSC (Computer Science) (Second Division) from a recognized University; or</p> <p>b) BCS/BS (Computer Science)/BS (Information Technology) (four years)(Second Division) from a recognized University; and</p> <p>c) Five years' experience in each case in system analysis, design, implementation and programming such as Database, Oracle having experience and working on different operating systems environment.</p>		<p>By promotion on seniority-cum-fitness basis from amongst the Computer Programmers (BS-17) with five years' service in the functional unit and have successfully completed promotion related training from BS-17 to BS-18 at Water Management Training Institute.</p> <p>If none is available for promotion, then by initial recruitment.</p>	25	35	-
Agriculture	On Farm Water Management	12. Agri. Extension Specialist (BS-18+SP)	Administrative Secretary	M.Sc. Agri: (Ext:) with at least three years experience of extension of education or training		By initial recruitment.	25	35	
Agriculture	On Farm Water Management	13. Sociologist (BS-18+SP)	Administrative Secretary	M.Sc. (Rural) Sociology/ M.Sc. Sociology (at least 2 nd Div) with at least 5 years experience in Agri: and Rural Dev. Sector or On Farm Water Management Project.	M/Sc. Rural Sociology/ M.Sc. Sociology (at least 2 nd Div) with at least 5 years experience in Agri and Rural Dev. Sector or On Farm Water Management Project.	By initial recruitment.	25	35	
Agriculture	On Farm Water Management	14. Assistant Director Agriculture (OFWM), (BS-18)	Administrative Secretary	<p>i. M.Sc. (Hons.) Agriculture, or B.Sc. Agriculture Engineering, or B.Sc. (Mechanical Engineering (second division) from a recognized university.</p> <p>ii. Five years' experience in the field of water management.</p>	B.Sc. Agri: Engg. Or B.Sc. Agri.	<p>i.. 50% by initial recruitment; and</p> <p>ii. 50% by promotion on seniority-cum-fitness basis from amongst the Water Management Officers (BS-17) with five years' service in the functional unit and have successfully completed promotion related training from BS-17 to BS-18 at Water Management Training Institute.</p> <p>If none is available for promotion, then by initial recruitment</p>	26	35	

Agriculture	On Farm Water Management	15. Asstt. Agri. Engineer (BS-17)	Administrative Secretary	B.Sc. Agri. Engineering or B.Sc. Civil / Mech. Engineering		By initial recruitment	21	30	
Agriculture	On Farm Water Management	16. Assistant Agronomist (BS-18)	Administrative Secretary	<ul style="list-style-type: none"> i. M.Sc. (Hons.) Agriculture (second division) with Agronomy as a major subject from a recognized University; and ii. Five years' experience in the field of water management 		<p>i) 50% by initial recruitment; and</p> <p>50% by promotion on seniority-cum-fitness basis from amongst the Water Management Officers in BS-17, having M.Sc. (Hons) in Agriculture with five years' experience in the field of Water Management and have successfully completed promotion related training from BS-17 to BS-18 at Water Management Training Institute.</p> <p>In none is available for promotion, then by initial recruitment.</p>	26	35	
Agriculture	On Farm Water Management	17. Assistant Director (Technical) (BS-18)	Administrative Secretary	<ul style="list-style-type: none"> i. B.Sc. Agriculture Engineering (Second Division) from a recognized University; and ii. Five years' experience in the field of water management 		<p>i) 50% by initial recruitment; and</p> <p>50% by promotion on seniority-cum-fitness basis from amongst the Water Management Officers (BS-17), having M.Sc. in Agri. Engee. or B.Sc. in Agriculture Engineering with five years' experience in the field of Water Management and have successfully completed promotion related training from BS-17 to BS-18 at Water Management Training Institute.</p> <p>In none is available for promotion, then by initial recruitment.</p>	26	35	
Agriculture	On Farm Water Management	18. Asstt. Director (Admn) (BS-17)	Administrative Secretary			By promotion on seniority-cum-fitness basis from amongst the Administrative Officers (BS-17) with five years' service in the functional unit and have successfully completed promotion related training at Water Management Training Institute.			
Agriculture	On Farm Water Management	19. Asstt. Director (A&A) (BS-17)	Administrative Secretary			By promotion on seniority-cum-fitness basis from amongst the Assistant Accounts Officers (BS-16) with five years' service in the functional unit and have successfully completed promotion related training at Water Management Training Institute.			

Agriculture	On Farm Water Management	20. Publicity Officer (BS-17)	Administrative Secretary	M.Sc. Agri. (2 nd Division) or M.Sc. (Hons) Agri. from a recognized University after obtaining B.Sc. Agri. (2 nd Division) OR B.Sc. (Hons) Agri. With three years experience in Agriculture Extension and publicity.		By initial recruitment.	21	30	
Agriculture	On Farm Water Management	21. Computer Programmer (BS-17)	Administrative Secretary	a) Four years Bachelor's Degree in Computer Science (Second Division) from a recognized University equivalent to sixteen years of education; and b) Five years' experience in project/ system analysis, design, implementation and programming such as Database, Oracle.		a) By initial recruitment; or b) By transfer from other Government departments	30	35	
Agriculture	On Farm Water Management	22. Water Management Officer (BS-17)	Administrative Secretary	B.Sc. Agri. Engineering OR B.Sc. (Hons) Agriculture acquired after completion of 4 years post intermediate course of studies.	-	i. 70% by initial recruitment. ii. 20% by promotion on seniority cum fitness from amongst Water Management Supervisors having 5 years' service as such; and if none is available for promotion, then by initial recruitment. iii. 10% by selection on merit from amongst Water Management Supervisors having qualification of B.Sc. (Agriculture) Engineering or B.Sc. (Civil/ Mechanical) Engineering or B.Tech: (Hons.) from a recognized University and at least 2 years' experience in the functional unit. Note:- If none is available then by initial recruitment.	21	30	-
Agriculture	On Farm Water Management	23. Administrative Officer (BS-17)	Administrative Secretary		-	By promotion on seniority-cum-fitness basis from amongst the Superintendents (BS-17) with three years' service in the functional unit and have successfully completed promotion related training at Water Management Training Institute.			

Agriculture	On Farm Water Management	24. Assistant Accounts Officer (BS-16)	Administrative Secretary	B.Com. (2 nd Div) from recognized University OR S.A.S. qualified	-	By initial recruitment	21	35	
Agriculture	On Farm Water Management	25. Superintendent (BS-17)	Administrative Secretary	-	-	(a) 60% by promotion on seniority-cum-fitness basis from amongst the Assistants (BS-16) with five years' service in the functional unit and who have successfully completed promotion related training from BS-16 to BS-17 at Water Management Training Institute; and (b) 40% by promotion on the basis of seniority-cum-fitness from amongst Senior Scale Stenographers (BS-16) with five years' service and Stenographers (BS-15) with ten years' service in the functional unit and who have successfully completed promotion related training from BS-15 and BS-16 to BS-17 at Water Management Training Institute.	-	-	
Agriculture	On Farm Water Management	26. S. S. Stenographer (BS-16)	Administrative Secretary	Graduate from a recognized University & a speed of 100 WPM in shorthand in English and 40 WPM in typewriting.		By promotion on seniority-cum-fitness basis from amongst the Stenographers (BS-15) in the functional unit and who have successfully completed promotion related training form BS-14 to BS-16 at Water Management Training Institute. If none is available by promotion, then by initial recruitment.	18	25	
Agriculture	On Farm Water Management	27. Librarian (BS-14)	Director (Training)	Graduate from a Recognized University with 2 years experience in library.	-	By promotion on the basis of seniority cum fitness from among the Librarian (BS-9) in the functional unit with at least 2 years experience as such.	20	26	
Agriculture	On Farm Water Management	28. Cameraman (BS-13)	Director General Agriculture (WM), Punjab	Graduate from a Recognized University and five years experience of indoor and outdoor camera-graphy and knowledge of technical process and for documentary film.	-	By promotion from amongst the Photographers with five years service. Note:- If none is available then by initial recruitment.			
Agriculture	On Farm Water Management	29. Stenographer (BS-15)	Director General Agriculture (WM) Punjab.	i. Intermediate or equivalent qualification from a recognized board. And ii. A speed of 80 WPM in shorthand in English and 35 WPM in typewriting. Note: Preference shall be given to those candidates who know Urdu	-	By initial recruitment	18	25	

				shorthand at a speed of 60 WPM and Urdu typewriting at the speed of 25 WPM.					
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Agriculture	On Farm Water Management	30. Computer Operator (BS-11)	Director General Agriculture (WM) Punjab/ Director (Training)/ Deputy Director Agriculture concerned.	Graduate (2 nd Division) and 4 months Training in computer language subject to qualifying computer aptitude test	-	By initial recruitment	18	25	
Agriculture	On Farm Water Management	31. Supervisor (BS-11)	Director General Agriculture (WM) Punjab / Director (Training) / Deputy Director Agriculture concerned.	Matric with 3 years Diploma in Agriculture Engineering or Mechanical Engineering or Auto and Farm Machinery or Civil Engineering from a recognized institute of government or / from a Board of Technical Education, Punjab	-	By initial recruitment	20	26	
Agriculture	On Farm Water Management	31-A. Field Assistant (BS-11)	Director (Training)	(i) Secondary School Certificate (second division) with Science from a recognized Board; and (ii) three years' Diploma in Agriculture Sciences from a recognized Institute.	-	By initial recruitment	20	25	Post induction mandatory training at Water Management Training Institute.
Agriculture	On Farm Water Management	32. Assistant (BS-16)	Administrative Secretary	Graduate from a recognized University		i. 1/3 rd by initial recruitment; and ii. 2/3 rd by promotion on seniority-cum-fitness basis from amongst the Senior Clerkss (BS-14) with three years' service in the functional unit and have successfully completed promotion related training form BS-14 to BS-16 at Water Management Training Institute. If none is available by promotion, then by initial recruitment.	18	25	
Agriculture	On Farm Water Management	33. Foreman (BS-11)	Director (Training)	Matric with 3 years Diploma of Associate ship in Agri. Engg. Mech. Engg., Auto & Diesel Technology from a recognized institute with 5 years experience in workshop practices.		By initial recruitment	20	26	

Agriculture	On Farm Water Management	34. Photographer (BS-11)	Director (Training)	Matric with Diploma/ Certificate in photography from a recognized Institute.		By initial recruitment	20	26	
Agriculture	On Farm Water Management	35. Projectionist (BS-11)	Director General Agri. (W.M) Punjab	Matriculation with 5 years' experience of project equipment of 16/35 M.M.		By promotion on seniority cum fitness from among Projectionist BS-6 in the functional unit with at least three years' experience as such.	18	30	
Agriculture	On Farm Water Management	36. A.C. Plant Operator (BS-11)	Director General Agri. (W.M) Punjab	Matriculation with three years Diploma in Air conditioner/ Refrigeration Technology from a recognized Board of Technical Education	-	By initial recruitment	18	26	Agriculture
Agriculture	On Farm Water Management	37. Draftsman (BS-10)	Director (Training)	<p>i. Matriculation and who has passed the Draftsman's examination from Government Engineering School Rasul; or</p> <p>ii. Hold a Diploma in Engineering from recognized Institute; or</p> <p>iii. Matric with Diploma or Certificate in Draftsmanship from a recognized Institute.</p>		<p>By promotion on seniority-cum-fitness basis from amongst Tracers (BS-5) with at least five years' experience in the functional unit; and</p> <p>If none is available for promotion, then by initial recruitment.</p>	18	25	Agriculture
Agriculture	On Farm Water Management	38. Librarian (BS-9)	Director (Training)	Graduate from a recognized university		By initial recruitment	18	25	Agriculture
Agriculture	On Farm Water Management	39. Mechanic (BS-8)	Director (Training)	Literate with 5 years' experience in servicing/ maintenance of vehicles	-	By initial recruitment	18	30	Agriculture
Agriculture	On Farm Water Management	40. Tractor Mechanic (BS-7)	Director General Agriculture (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	Literate with 5 years' experience in servicing and maintenance of tractor		By initial recruitment	18	30	Agriculture

Agriculture	On Farm Water Management	41. Senior Clerk (BS-14)	Director (Headquarters)/ Director (Training)/ Director Agriculture (OFWM)/ Deputy Director Agriculture (OFWM) concerned.	-	-	By promotion on seniority-cum-fitness basis from amongst the Junior Clerks (BS-11) with two years' service in the functional unit and have successfully completed promotion related training from BS-11 to BS-14 at Water Management Training Institute.	18	25	
Agriculture	On Farm Water Management	42. Projectionist (BS-6)	Director (Training)	Matriculation with 3 years experience of project equipment of 16/35 M. M.		By initial recruitment	18	25	
Agriculture	On Farm Water Management	43. Electrician (BS-6)	Director (Training)	Middle with certificate in electrician.		By initial recruitment.	18	25	
Agriculture	On Farm Water Management	44. Junior Clerk (BS-11)	Director (Headquarters)/ Director (Training)/ Director Agriculture (OFWM)/ Deputy Director Agriculture (OFWM) concerned.	i. Higher Secondary School Certificate (second division) from a recognized Board; ii. Twenty-five words per minute speed in typing on computer in English; and iii. proficient in Microsoft Office or any other compatible office application	-	i. 80% by initial recruitment. ii. 20% by promotion on the basis of seniority cum fitness from among the employees of all categories from BS-1 to BS-4 employed in the functional unit who are i. Matriculation or an equivalent qualification from a recognized Board and ii. A speed of 25 WPM in typewriting. Note:- Preference shall be given to the candidates who know type writing in Urdu at a speed of 25 WPM.	18	25	
Agriculture	On Farm Water Management	45. Tracer (BS-5)	Director (Training)	Matriculation with drawing from a recognized University or Board	-	By initial recruitment	18	25	
Agriculture	On Farm Water Management	46. Tractor Driver/ LASER Operator (BS-5)	Director General Agriculture (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	Literate with 5 years' experience of Tractor driving and having a tractor driving license	-	By promotion from among the Rodman/ helper BS-1 on the basis of seniority cum fitness and having a Tractor Driver License and training certificate from Director Training (WMTI) and 5 years experience of tractor driving. Note:- If no suitable official is available for promotion then by initial recruitment	20	30	
Agriculture	On Farm Water Management	47. Welder (BS-5)	Director (Training)	Literate with 3 years welding experience		By initial recruitment	20	30	

Agriculture	On Farm Water Management	48. Lathe Machine Worker (BS-5)	Director (Training)	Literate with 3 years experience of Lathe Machine Operation.		By initial recruitment			Agriculture
Agriculture	On Farm Water Management	49. Vehicle Driver (BS-4)	Director (Headquarters)/ Director (Training)/ Director Agriculture (OFWM)/ Deputy Director Agriculture (OFWM) concerned.	i. Middy pass; ii. Valid Light Transport Vehicle (LTV) or Heavy Transport Vehicle (HTV) driving license; and iii. Five years' driving experience after having a valid LTV or HTV driving license.	-	By initial recruitment	25	30	Agriculture
Agriculture	On Farm Water Management	50. Daftri (BS-2)	Director General Agriculture (WM), Punjab / Director/ District Officer (OFWM) under whom the vacancies occur.	-	-	By promotion on the basis of seniority cum fitness from among the Naib Qasids who are middle pass.	-	-	
Agriculture	On Farm Water Management	51. Naib Qasid (BS-1)	Director (Headquarters)/ Director (Training)/ Director Agriculture (OFWM)/ Deputy Director Agriculture (OFWM) concerned.	Should be literate	-	By initial recruitment	18	25	
Agriculture	On Farm Water Management	52. Chowkidar (BS-1)	Director (Headquarters)/ Director (Training)/ Director Agriculture (OFWM)/ Deputy Director Agriculture (OFWM) concerned.	-	-	By initial recruitment	18	30	
Agriculture	On Farm Water Management	53. Rodman/Baildar/Helper (BS-1)	Director General Agriculture (WM) Punjab / Director (Training)/ Deputy Director Agriculture concerned.	-	-	By initial recruitment	18	25	
Agriculture	On Farm Water Management	54. Library Attendant (BS-1)	Director (Training)	Middle or equivalent qualification	-	By initial recruitment	18	25	
Agriculture	On Farm Water Management	55. Laboratory Attendant (BS-1)	Director (Training)	Middle or equivalent qualification	-	By initial recruitment	18	25	
Agriculture	On Farm Water Management	56. Lightman (with Cameraman) (BS-1)	Director (Training)	Literate	-	By initial recruitment	18	25	

Agriculture	On Farm Water Management	57. Mali (BS-1)	Director General Agriculture (WM), Punjab / Director (Training).	Two years experience in gardening.		By initial recruitment.	18	25	
Agriculture	On Farm Water Management	58. Sweeper (BS-1)	Director (Headquarters)/ Director (Training)/ Director Agriculture (OFWM)/ Deputy Director Agriculture (OFWM) concerned.	-	-	By initial recruitment.	18	25	