

THE SINDH CIVIL SERVANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1974

Karachi, dated the 28th March, 1974

Notification No. SOIX-Reg. (S&GAD)2/D/1073(3).— In exercise of the powers conferred by section 26 of the Sind Civil Servants Act 1973, the Government of Sind are pleased to make the following rules, namely-

PART – I GENERAL

1.- These rules may be called the Sind Civil Servants (Appointment, Promotion and Transfer) Rules, 1974.

2.- In these rules, unless there is anything repugnant in the subject or context:

(a) “appointing authority”, in relation to a post, means the person authorized under rule 4 to make appointment to that post;

¹[(aa) “Basic Scale” means a basic scale of pay sanctioned by Government in which a post or group of posts is placed;]

²[(b) “Provincial Selection Board” means a Board constituted under rule 6-A;]

(c) “Commission” means the Sind Public Service Commission;

³[(cc) “Department” means an Administrative Department of Secretariat; provided that Services and General Administration shall, for the purpose of Secretariat employees, be deemed as Department;]

(d) “Departmental Promotion Committee” means a Committee constituted for the purpose of making selection or promotion or transfer to posts under a Department or Office of Government in ⁴[Basic Scale ⁵[18] and below;

(e) “Departmental Selection Committee” means a “Committee” constituted for the purpose of making selection for initial appointment to posts under a Department or Office of Government in ⁶[Basic Scales ⁷[15] and below;

(f) “Government” means the Government of Sind;

(g) “⁸[Basic Scale]” means a National Scale of Pay sanctioned by Government in which a post or group of posts is placed;

¹[(h) “Head of Attached Department” means the Head of an Attached Department defined in clause (xiv) of rule 2 of the Sind Government Rules of Business, 1973 and includes any other officer declared as such by Government;

¹ Clause (aa) inserted by the notification No. SOIX-REG(S&GAD) II/48-84, 11-2-1985, the Sindh Govt. Gaz., Part IV-A, P-7

² Clause (b) substituted by the Notification No. SOIX-REG(S&GAD)2/D/1-74, Part II, Vol. II, 12-1-1976, the Sindh Government Gazette (P: 6), dated 22-1-1976

³ Clause (cc) inserted by the Notification No. SOIX-REG(S&GAD)2/D/1-74, 1-8-1974, the Sindh Government Gazette Part IV, (P: 271), dated 2-8-1974

⁴ Substituted by the notification No. SOIX-REG(S&GAD) II/48-84, 11-2-1985, the Sindh Govt. Gaz., Part IV-A 1985 (P: 7)

⁵ Substituted by the notification No. SOR-I(S&GAD) 11-1/98, dated 20-11-1999 and subsequent Notification No. SOR-I (S&GAD) 11-1-1985, Part I, dated 17-3-2005

⁶ Substituted by the notification No. SOIX-REG(S&GAD) II/48-84, 11-2-1985, the Sindh Govt. Gaz., Part IV-A 1985 (P: 7)

⁷ Substituted by the notification No. SOR-I(S&GAD) 11-1/98, dated 20-11-1999 and subsequent Notification No. SOR-I (S&GAD) 11-1/89, Part I, dated 17-3-2005

⁸ Substituted by the notification No. SOIX-REG(S&GAD) II/48-84, 11-2-1985, the Sindh Govt. Gaz., Part IV-A 1985 (P: 7)

(i) “Head of Office” means a Civil Servant appointed as such by government and he shall be the Head of office for his own office and offices subordinate to him;

(j) “Regional Head of the Department” means the officer appointed as such by Government;]

²[(k) “Secretary” means and includes Secretary, Chief Secretary or Additional Secretary incharge of a Department.]

3.- (1) Appointments to posts shall be made by any of the following methods, namely-

- (a) by promotion or transfer in accordance with Part II of these rules; and
- (b) by initial appointment in accordance with Part III of these rules.

(2) The method of appointment and the qualifications and other conditions applicable to a post shall be as laid down by the Department concerned in consultation with the Services and General Administration Department.

4.- (1) The authorities competent to make appointments to the various posts shall be as follows:

S. No.	Posts	Appointing Authority
1	Posts sanctioned in Basic Pay Scales 1 and 2	(i) Head of Office. (ii) D.D.O concerned
2	Posts sanctioned in Basic Pay Scales 3 to 5	(i) Head of Office in Basic Scale 18 or above otherwise the next higher Officer in Basic Scale 18 or above. (ii) D.O concerned
3	Posts sanctioned in Basic Pay Scales 6 to 8 Provision 1	(i) Head of Office if in Basic Scale 18 with special pay or in the higher post otherwise Regional Head of the Department or if there is no Regional Head, the Head of the Attached Department. (ii) E.D.O concerned [Provided that the Sub Divisional Educational Officer Basic Scale-7 shall be the appointing authority of Primary Teachers in Basic Scales 7].
4	Posts sanctioned in Basic Pay Scales 9 to 11 Provision 2	(i) Head of Office of in Basic Scale 19 or above, otherwise Regional Head of the Department or if there is no Regional Head, the head of Attached Department. (ii) D.C.O concerned [Provided that the District Education Officer in Basic Scale 18 shall be the appointing authority of Junior English Teachers Basic Scale-9]
5	Posts sanctioned in Basic Pay Scales 12 to 15	(i) Regional Head of the Department if in Basic Scale 20, otherwise the Head of the Attached Department if in Basic Scale 20, alternatively the Secretary of the Department concerned. (ii) District City Nazim concerned
6	Posts sanctioned in Basic Scale-16	Secretary concerned.

¹ Clauses (h), (i) & (j) Inserted by the Notification No. SOIX-REG(S&GAD)2/D/1-74, (Part II) Sindh Government Gazette Part IV, dated 31-10-1974

² Clause (k) renumbered by the Notification No. SOIX-REG(S&GAD)2/D/1-74, (Part II), the Sindh Government Gazette Part IV, dated 31-10-1974

7	Posts sanctioned in Basic Scale-17 (excluding Civil Judges)	Minister concerned.
8	Posts sanctioned in Basic Scale-18 (excluding Deputy Commissioners, Superintendents of Police, Senior Civil Judges, and Additional District and Sessions Judges.	Chief Secretary.
9	Posts of Revenue Officer, Superintendents of Police, Civil	Chief Minister
10	Civil Judges, Senior Civil Judges, Additional District and Sessions Judges sanctioned in Basic Scales 17 and 18.	Chief Justice
11	Posts sanctioned in Basic Scales 19 and above.	Chief Minister.

¹[**Explanation.-** A person appointed to a post mentioned in column 3 on a current charge basis or by way of additional charge shall be deemed to be the appointing authority of the posts in ²[Basic Scales] mentioned there against in column 2.]

(2) The Controlling Authority in respect of traveling allowance of a civil servant shall be his Head of office in ³[Basic Scale 19 or above.]

Provided that Secretaries to Government and any officer of Basic Scale 20 and above, if posted as Head of an Attached Department or Regional Head shall be his own Controlling Officer.

5.- (1) In each Department or Office of Government, there shall be one or more Departmental Promotion Committees and Departmental Selection Committees, the composition of which shall be determined by the Department concerned in consultation with the Services and General Administration Department.

⁴[(1-A) In each District, there shall be one or more Departmental Promotion Committees appointed by the District Coordination Officer concerned.]

(2) Each such Committee shall consist of at least three members, one of whom shall be appointed as Chairman.

6.- Where an appointing authority for ⁵[Basic Scale ⁶[15] and below does not accept the recommendation of a departmental Selection or Departmental Promotion Committee, it shall record reasons therefor and obtain orders of the next higher authority.

PART - II

APPOINTMENT BY PROMOTION OR TRANSFER

⁷[**6-A.-** For the purpose of selection for appointment by promotion or transfer to posts in Basic Scale 18 carrying special pay, and above and such other posts as maybe notified by Government, the Chief Minister may constitute one or more than one Provincial Selection Board consisting of not less than three members. One of whom shall be nominated as Chairman.]

¹ Inserted by S&GAD Notification No. SOIX-REG (S&GAD)11/48/84, dated, 9-7-1985

² Inserted by S&GAD Notification No. SOIX-REG (S-GAD)11/48/84 dated 9-7-1985

³ Inserted by S&GAD Notification No. SOIX-REG (S-GAD)1-3/77 dated 6-3-1978

⁴ Rule 1-A Inserted by S&GAD Notification No. SOR-I(S&GAD)2-77/2001, Dated 26-10-2002

⁵ Substituted by Notification No. SOIX-REG(S&GAD)11/48-84, Dated 11-2-1985

⁶ Substituted by Notification No. SOR-I(S&GAD)11-1/98, Dated 17-3-2005

⁷ Rules 6-A substituted by the Notification No. SOIX-REG(S&GAD) 2/D/1-74, Part II, 12-1-1976, the Sindh Govt. Gaz., dated 22-1-1976

¹[Provided that the Selection Board headed by the Chief Minister shall make selection for appointment by promotion or transfer to posts in BPS-21.]

²[7.- (1) Appointments by promotion or transfer to posts in [Basic Scale] 1 & 2 shall be made by the appointing authority on merit.

(2) Appointments by promotion or transfer to posts in [Basic Scale] 3 to [Basic Scale] 18 without special pay other than the posts for which Provincial Selection Board has been constituted under rule 6-A shall be made on the recommendations of the appropriate Departmental Promotion Committee.

(3) Appointment by promotion or transfer to posts in [Basic Scale] 18 with special pay, and above and the posts notified under rule 6-A, shall be made on the recommendations of the appropriate Provincial Selection Board.]

³[(4) If, on an order of promotion, any civil servant declines in writing to accept the promotion, such civil servant shall not be considered for such promotion for the next four years following the order.]]

⁴[7-A.- (1) The appointing Authority may approve the promotion of an Officer or official from the date on which the recommendation of the Provincial Selection Board or, as the case may be, the Departmental Promotion Committee is made.

(2) Notwithstanding anything contained in rule 31 of the Sindh Civil Services Rules, the Officer or official who expires or superannuates after the recommendations of the Provincial Selection Board of the Departmental Promotion Committee and before issuing the notification of promotion shall stand exempted from assumption of the charge of the higher post.

(3) The Accountant General in the case of an Officer and an officer authorized in this behalf in the case of an official will give a certificate to the effect that the officer or official has expired or superannuated.]

8.- Persons as possess such qualifications and fulfil the conditions laid down for the purpose of promotion or transfer to a post shall be considered by the Departmental Promotion Committee or the Provincial Selection Board, as the case may be;

⁵[Provided that no promotion on regular basis shall be made in [Basic Scale] 18 to Basic Scale 21] unless the officer concerned has completed such minimum length of service as may be notified by Government.]

⁶[Provided further that a Civil Servant declining to avail of benefit of order of his first time promotion shall not be considered for such promotion for the next four years from the date of such order, and he shall stand superseded permanently on his foregoing such promotion second time.]

⁷[**Explanation.-** Where a class of posts not being a fixed number of percentage of posts in in such class are upgraded as a result to revision of pay scales, the incumbents holding the posts immediately before the up-grading shall continue in the up-graded posts and their continuance shall be deemed as promotion for the purpose of this part.]

¹ Proviso to rule 6-A added by the Notification No. SOXI-REG(S&GAD) 2/D/1-74, pt. II, Vol. III 4-9-1976, Sindh Govt. Gaz., Part IV-A, dated 9-9-1976

² Substituted by the Notification No. SOXI-REG(S&GAD) 2/D/1-74, Part II, 12-1-1976, the Sindh Govt. Gaz., dated 22-1-1976

³ Sub-Rule (4) added by the Notification No. SOIX-REG(S&GAD) VI/5-81, dated 16-3-1983, Sindh Govt. Gazette Part IV/5-81, dated 16-3-1983, Sindh Govt., Gazette Part IV-A (P: 18), dated 31-3-1983

⁴ Inserted by Notification No. SOR-I (S&GAD)2-13/2005 Dated 18-3-2006

⁵ Proviso added by Notification No. SOIX-REG (S&GAD) 11/11/81, dated 1-4-981

⁶ Proviso added by Notification No. SOIX-REG (S&GAD) VI/5-81, dated 16-3-1981

⁷ Added by S&GAD Notification No. SOIX-REG(S&GAD)11-23-81 Dated 5-7-1981

¹**8-A.-** (1) Where the appointing authority considers it to be in the public interest to fill a post reserved under the rules for departmental promotion and the most senior civil servant belonging to the cadre or service concerned who is otherwise eligible for promotion does not possess the specified length of service the authority may appoint him to that post on acting charge basis.

²[Omitted]

(3) In the case of a post in Basic Scale 17 and above, reserved under the rules to be filled by initial appointment, where the appointing authority is satisfied that no suitable officer of the Basic Scale in which the post exists is available that category to fill the post and it is expedient to fill the post, it may appoint to that post on acting charge basis the most senior officer otherwise eligible for promotion in the organization, cadre or service, as the case maybe, in excess of the promotion quota.

(4) Acting charge appointment shall be made against posts which are likely to fall vacant for a period of six months or more. Against vacancies occurring for less than six months current charge appointment may be made according to the orders issued from time to time.

(5) Appointment on acting charge basis shall be made on the recommendation of the Departmental Promotion Committee or the Provincial Selection Board, I or II, as the case may be.

(6) Acting charge appointment shall not amount to appointment by promotion on regular basis for any purpose including seniority.

(7) Acting charge appointment shall not confer any vested right for regular promotion to the post or grade held on acting charge basis.

(8) The civil servant appointed on acting charge basis shall assume full duties and responsibility of the post.

(9) The civil servant appointed on acting charge basis shall be entitled to draw fixed pay equal to the minimum pay at which his pay would have been fixed had he been appointed to that post on regular basis.

Explanation.- Service rendered on acting charge basis in the basic scale applicable to the post shall not count for purposes of drawl of increments in the Basic Scale. Such service shall, however, count towards increments in the Basic Scale held immediately before appointment on acting charge basis.]

³**8-B.-** Omitted]

9.- (1) Appointments by transfer shall be made from amongst the persons holding appointment on regular basis in the same Basic Scale in which the post to be filled exists.

⁴(2) Except as otherwise provided in any law for the time being in force, transfers of Civil Servants of various Basic Scales mentioned in column 2 of the table below shall be ordered or notified by the authorities respectively mentioned in column 3 and in the manner indicated in column 4 of that table.

¹ Rules 8-A inserted by the Notification No. SOXI-REG(S&GAD) II/II-81, dated 8-8-1982, the Sindh Govt. Gaz., Part. IV-A , (P: 103), dated 2-8-1982

² Omitted by Notification No. SORI(S&GAD)2-13/2006 Dated 28-6-2006

³ Added by S&GAD Notification No. SOR-I(S&GAD)2-10/2005, dated, 10-2-2005 and cancelled by Notification of of even number, dated, 11-5-2005

⁴ Sub-Rule 2 along with the table for rule 9 added by the Govt. of Sindh Notification No. SOXI-REG(S&GAD) 2/D/J-74, Part II, Vol. II, Karachi 7-8-1975, the Sindh Govt. Gaz., (P: 87), dated, 2-10-1975

¹[TABLE

S. No.	Basic Pay Scale of Officer/Officials	Authority competent to make transfer	Department to issue order of transfer
1	2	3	4
1	(a) Officers of the Federal Government working under the Provincial Government. (b) Heads of Attached Department (c) Heads of Regional Offices in Basic Scale 20 and above (d) Deputy Commissioners, Assistant Commissioners, & Superintendent of Police (e) Officers of and above the status of Deputy Secretary to Govt. in the secretariat.	Chief Minister through Services and General Administration Department Do Do Do Do	Services and General Administration Department. Do Do Do Do
2	Section Officers and Superintendents	Chief Secretary. The Secretary of the Department may transfer Section Officers and Secretary Superintendent within the Departments held by him.	S&GAD Department.
3	Other Officers of Basic Scales 16 or 17 under S&GAD	Chief Secretary	G&GAD Department
² [4	Officers holding posts in Basic Scales 16 and 17 other than Civil Judges and Judicial! Magistrates.	³ [Head of Attached Department in Basic Scale 19 or above and where there is no Such Head of the Attached Department, the Regional Head/Head of Office in Basic Scale 19 or above within his jurisdiction, otherwise the Secretary concerned.	Department of Office concerned.
⁴ [4A	A. Officers in Basic Scale 17 holding the post of Assistant Commissioner with whatever designation.	Divisional Commissioner within his jurisdiction, subject to prior approval of Chief Secretary in cases of transfer of SDMs, who have not completed two years and other officers who have not completed one year.	Office/ Department concerned.]
4B	Mukhtiarkars in Basic Scale 16.	Divisional Commissioner with his jurisdiction; provided that the Inter-Divisional transfer shall be made by the Board of Revenue Sindh.	Office/Department concerned
5	Officers holding post of Deputy Commissioners and	Chief Secretary (MLA)	S&GAD Department

¹ Table substituted by S&GAD Notification No. SOR-I(S&GAD)2/4-94 dated 25-8-1994 and thereafter amended by the Notification No. SOR-I(S&GAD)2-7/2001, dated, 26-10-2001 and the Notification of even number, dated the 23-10-2004

² In the table sub-rule (2) of rule 9, for the entries 4 to 7, new entries 4 to 11 substituted by Notification No. SOXI-REG(S&GAD) 2/D/J-74, Part II, Karachi 7-8-1975, the Sindh Govt. Gaz., (P: 87)

³ Substituted by Notification No. SOXI-REG(S&GAD) 77 1/3 79 dated 28-10-1980, the Sindh Government Gazette Pt. IV-A P. No. 100 dated 20-10-1980

⁴ Entries 4-A& 4-B inserted by SOR-I (S&GAD) 2/2-87, the 23-2-1987, the Sind Govt. Gaz., Extra-ordinary., Part IV-A, dated 2-3-1987

	Superintendents of Police		
6	Officers holding posts in Basic Scale 18 under the administrative control of S&GAD other than those mentioned in S.No.5.	Chief Secretary	S&GAD Department
7	Civil Judges, Senior Civil Judge, Assistant Sessions Judges, Additional District and Sessions Judges and District and Sessions Judges.	High Court	High Court
8	Officers holding posts in Basic Scale 18 other than those mentioned at S. No.5, 6 and 7.	Minister (Secretary concerned subject to the condition and transfer of an officer before completion two of years of his existing posting shall be made with the approval of the Chief Secretary)	Department concerned
9	Officers in Basic Scale 19 and above holding posts of Commissioners/Deputy Commissioners and Deputy Inspector General of Police	Chief Minister (MLA)	Services and General Administration Department
10	Officers holding posts in Basic Scale 19 other than those mentioned at Sr. No.9	Chief Secretary	Do
11	Officers holding posts in Basic Scale 20 and above.	Chief Minister (MLA)	Do

(3) Transferring authorities in respect of posts in Basic Scale 1 to 15 shall be notified by the Secretaries of the Departments in consultation with the Service and General Administration Department and until a notification is issued as aforesaid the authorities empowered under the respective Delegation of powers Rules in force immediately before the 2nd day of August 1973, shall continue to exercise powers of transfer to the extent shown in the said rules.]

¹[(4) Where the transferring authority is of the opinion that any, post whose incumbent has been transferred cannot be kept vacant, without being detrimental to the work he may order any officer under his control to hold the said post, in addition to his own duties, until a substitute is appointed or for a period of one month which is earlier.]

²**9-A.-** Notwithstanding anything contained in these rules, a person who has been rendered surplus, on account of abolition of a post he was holding in any office or department of the Government or, any autonomous body or, on account of permanently taking over the administration of such autonomous body wholly or partially by the Government, may be appointed to any post in any Department or office of the Government; provided that-

- (i) such person possesses such qualifications as are laid down under rule 3 (2), for appointment to such post;
- (ii) such person shall be appointed to a post of equivalent or comparable Basic Scale and if such post is not available, then to a post of lower Basic Scale;
- (iii) seniority of such person in the new cadre shall be reckoned from the date of appointment in the cadre; and

¹ Added by S&GAD Notification No, SOIX-REG(S&GAD)VI-1/81 Dated 26-7-1981

² Rule 9A inserted by the Notification No. SOIX-REG(S&GAD)2/D/1-74, Part II (Vol. III), dated 1-2-1978 Sind Govt. Gaz., Part IV A, 1978

(iv) previous service, if not pensionable, shall not count for pension and gratuity unless Government directs otherwise.]

PART - III

INITIAL APPOINTMENT

10.- Initial appointments to posts in Basic Scales ¹[11] to 22, shall be made if the posts:

(a) fall within the purview of the Commission, on the basis of examination or test to be conducted by the Commission;

(b) do not fall within the purview of the Commission, in the manner as may be determined by Government.

²**[10-A.-** ³[Omitted * * *]

⁴**[11.-** Initial appointment to posts in Basic Scales 3 to ⁵[10] shall be made on the recommendations of the Department Selection Committee after the vacancies in these Basic Scales have been advertised in newspapers.]

⁶**[11-A.-** Where a civil servant dies while in service or is declared invalidated or incapacitated for further service, one of his/her children or, as the case may be, ⁷[spouse] (when all the children of the deceased employee are minor) shall be provided job who applies within a period of two years of death or declaration of invalidity or incapacity of civil servant on any of the basic pay scales No. 1 to 15 in the Department where such civil servant was working:

Provided that such appointment shall be made after fulfilment of formalities are required in the requirement rules and holding interview, for the post applied for:

Provided further that the cut of date shall be within two years of the death of the officer or official.]

⁸[Provided further that if a right of employment has already accrued to any of the children children of deceased or invalidated or incapacitated civil servant then the former shall not be deprived of the benefit accrued to him under Notifications dated 11.3.2008 and 17.7.2009 of these rules.]

⁹**[12.-** (1) A candidate for appointment by initial recruitment must possess the educational qualifications and experience and be within the age limit laid down for that appointment.

(2) The age limit laid down for appointment to the posts mentioned in column 2 of the table below may be relaxed upto the extent shown in columns 3, 4 and 5 thereof by the authorities respectively specified in the said columns ⁶[:]

¹[Provided that the upper age limit in respect of a disabled person as defined in the Disabled Persons (Employment and Rehabilitation) Ordinance, 1981, shall stand relaxed upto ten years in addition to the relaxation that may be granted under sub-rule (2).]

¹ In rule 10, substituted for "16" by S&GAD Notification No. SORI (S&GAD)II/01/98 (A), dated 20-11-1999, Sindh Govt. Gaz., Part IV-A, (P:10), dated 9-12-1999

² Added Notification No. SOR-I(S&GAD)2-3/2002 Dated 2-9-2002 and substituted by Notification No. SORI(S&GAD)2-3/02 Dated 15-10-2008

³ Omitted by Notification No. SORI(SGA&CD)2-3/2002, (P-IV), dated 10-10-2016

⁴ Rule 11 substituted by Notification No. SOIX-REG(S&GAD)2/D/1-74, (Part II), Vol. II, Sind Gov. Gaz., Part IV-A, dated 31-10-974

⁵ In Rule 11, substituted by the Notification No. SORI(S&GAD)11/01/98(A) dt. 20-11-1999, S.G.G Pt. IV-A, Pg. 10, dated 9-12-1999

⁶ Rule 11-A, substituted by the Notification No. SOR-I(S&GAD)2-3/02 (Pt. III) dt. 30-7-2011, S.G.G Pt. I, Pg. 334, dated 1-9-2011

⁷ The word widow substituted with the word 'spouse' by Notification No. SORI(SGA&CD)2-3/2002, (P-IV), dated 10-10-2016

⁸ Added by Notification No. SORI(SGA&CD)2-3/2002(Pt. III) Karachi, Dt. 16-9-2014

⁹ Rule 12 substituted by the Notification No. SORI (S&GAD)11/01/98/(A), dated 20-11-1999, S.G.G Pt. IV-A, Pg. 10), dated 9-12-1999

²**[12-A.-** The date of birth once recorded by a civil servant at the time of joining Government Service shall be final and no alteration thereafter shall be permissible.]

¹ In sub-rule (2), the full stop substituted by colon and thereafter proviso added by the Notification No. SOR-I (SGA&WD) IV/10-84, (Pt. I), S.G.G Extr. Pt. IV-A, dt. 6-9-1990

² Inserted by Notification No. SORI(S&GAD)2-13/2005, dated 16-4-2012

1¹TABLE

S. No.	Posts in BPS	Upto Six months	Upto One years	Upto Three years	Upto Five years
1	2	3	4	5	6
1	1-11	Regional Head of the Department or Head Attached of the Department	Secretary of the Department	Chief Secretary or the Minister Incharge	Chief Minister
2	1-11(in Civil Courts.)	Most Senior Judge of the High Court	Chief Justice	Chief Justice	Chief Justice
3	12-15	Secretary of the Department	Chief Secretary or the Minister Incharge	Chief Secretary or the Minister Incharge	Chief Minister
4	16 and above	Secretary of the Department or the Minister-in- Charge	Chief Secretary or the Minister Incharge	Chief Secretary or the Minister Incharge	Chief Minister

13. A candidate for appointment shall be citizen of Pakistan and a domicile of the Province of Sind:

Provided that this requirement may be relaxed with the approval of the Service and General Administration Department.

14.- Vacancies in the under mentioned posts shall be filled on Provincial basis, in accordance with the merit and regional or district quota as determined by Government from time to time.

(i) Posts in Basic Scales ²[16] and above;

(i) Posts in Basic Scales 3 to 15 in offices which serve only the whole Province.

15.- Posts in [Basic Scales 3 to 15 in offices which serve only a particular region or district shall be filed by appointment of persons domiciled in the region or district concerned.

16.- Posts in Basic Scales 1 and 2 shall ordinarily be filled on local basis.

3[17.- (1) No candidate shall be appointed to a post unless, after such medical examination as Government may prescribe, such candidate is found medically fit to discharge the duties of the post, provided that blindness or any other physical defect shall not be a bar to the appointment, if the Medical Officer or Medical Board conducting the medical examination certifies that such defect shall not interfere with his duties.

(2) Where a candidate is not found fit under sub-rule (1). on account of any disability, the Director, Health Service, Sindh, may upon the request of the Head of the offices, condone such disability as is not likely to interfere with his duties.

PART - IV**ADHOC AND TEMPORARY APPOINTMENTS**

¹ In rule 12, the existing table substituted by the Notification No. SOR-I (S&GAD) 2/10-90, the 21-4-1991, the Sind Govt., Part IV-A, (P: 16), dated 9-5-1991

² In rule 14, In clause (i), substituted for "11" by the Notification No. SORI (S&GAD)11-1-98(A), dated 20-11-1999, the Sindh Govt. Gaz., Part IV-A, (P: 10), dated 9-12-1999 and again substituted by S&GAD Notification No. 4/1-89 (Pt. I), dated 13-2-2005

³ Rule 17 substituted vide Notification No. SOIX-REG(S&GAD) IV/10-84, the 8-8-1984, the Sind Govt. Gaz., Part IV-A, dated 23-8-1984

18.- When under the Sindh Public Service Commission (Functions) Rules, 1974, a post is required to be filled through the Commission, the appointing authority shall forward a requisition on the prescribed form to the Commission immediately it is decided to fill the post or, if that is not practicable and the post is filled on Adhoc basis as provided in rule 19 within two months of the filling of the post.

19.- When the appointing authority considers it to be in the public interest to fill a post falling within the purview of the Commission urgently It may, pending nomination of a candidate by the Commission, proceed to fill such post on Adhoc basis for a period not exceeding six months by advertising the same, in accordance with the procedure laid down for initial appointment in Part III.

20.- Short-term vacancies in the posts falling within the purview of the Commission and vacancies occurring as a result of creation of temporary posts for a period not exceeding six months, may be filled by the appointing authority otherwise than through the Commission on a purely temporary basis after advertising the vacancy.

¹[21.- The Authority competent to exercise any power under these rules may with the prior approval of the Chief Minister delegate such power generally or for any specific purpose to an officer subordinate to such Authority.]

¹ Rule 21 added by Govt. of Sind Notification No. SOIX-REG (S&GAD)2/D/1-74, Part II Vol. II dated 28-6-1975