



GOVERNMENT OF SINDH
LIVESTOCK AND FISHERIES
DEPARTMENT

Karachi dated the ___ March, 2013.

NOTIFICATION

NO. _____ :- In exercise of the powers conferred by section 31 of the Karachi Fisheries Harbour Authority Ordinance, 1984, the Government of Sindh are pleased to make the following rules, namely:-

**PART-I
PRELIMINARY**

1. (1) These rules may be called the Karachi Fisheries Harbour Authority Employees (Service) Rules, 2013. **Short title, commencement and application.**
- (2) They shall come into force at once.
- (3) They shall apply to all employees of the Authority wherever they may be, but shall not apply to casual or work-charged staff and persons employed on contract or on deputation with the Karachi Fisheries Harbour Authority, who will be governed by the terms and conditions of their contract or deputation as the case may be.
2. In these rules, unless there is anything repugnant in the subject or context - **Definitions.**
- (a) "ad hoc appointment" means the appointment of a duly qualified person made otherwise than in accordance with the prescribed method of recruitment, pending recruitment in accordance with such method;
- (b) "appointing authority" means the authority specified in the Schedule;
- (c) "Authority" means the Karachi Fisheries Harbour Authority as defined in the Ordinance;
- (d) "basic pay scale" means scale of pay in which a post or group of posts is placed;
- (e) "Board" means the Board constituted under section 6 of the Ordinance;
- (f) "Chairman" means the Chairman of the Board;
- (g) "cadre" means the strength of service or a part of service sanctioned as a separate unit;
- (h) "competent authority" means the authority specified in the Schedule;

- (i) "contract appointment" means an appointment of a duly qualified person made against permanent post for a limited period, in accordance with the prescribed method of recruitment;
- (j) "deputation" means the temporary transfer on lien of the services of any person from or to the Authority;
- (k) "employee" means a person employed by the Authority;
- (l) "Government" means the Government of Sindh;
- (m) "Head of Office" means any officer declared or designated as such by the Authority;
- (n) "initial appointment" means appointment made otherwise than by promotion or transfer;
- (o) "lien" means title of an employee to hold substantively either immediately or on the termination of period of absence, a permanent post including a tenure post to which he has been appointed substantively;
- (p) "Managing Director" means the Managing Director of the Authority;
- (q) "Medical Officer" means any medical practitioner appointed or nominated by the Managing Director or as the case may be Government to perform functions under these rules;"
- (r) "Ordinance" means the Karachi Fisheries Harbour Authority Ordinance, 1984;
- (s) "pay" means the amount monthly drawn by an employee as pay and includes technical pay, special pay, personal pay and other emoluments declared by the Authority to be pay;
- (t) "permanent post" means a post sanctioned without limit of time;
- (u) "personal pay" means additional pay granted to an employee –
 - (a) to save him from a loss of substantive pay in respect of a permanent post other than a tenure post due to revision of pay or to any reduction of such substantive pay otherwise than as a disciplinary measure; or
 - (b) in exceptional circumstances, on other personal considerations;
- (v) "post" means a post sanctioned by the Authority;
- (w) "promotion Committee" means a Committee constituted for the purpose of selection for promotion to a post;

- (x) "Schedule" means a Schedule to these rules;
- (y) "Secretariat" means the Principal seat of the office of the Managing Director established under section 4 of the Ordinance;
- (z) "Selection Committee" means a committee constituted for the purpose of making selection for initial appointment to a post;
- (aa) "temporary post" means a post sanctioned for a limited time;
- (bb) "tenure post" means a permanent post which may not be held by an employee for more than a limited period;

PART-II GENERAL

3. (1) Subject to provisions of section 10 of the Ordinance, the Managing Director shall prepare a schedule of establishment for the approval of the Authority, showing the number of cadres, the posts in each cadre and the basic scale of pay for such cadres or posts.

**Schedule of
Establishment.**

(2) The Authority may sanction the schedule of establishment with or without any modifications or may return it for revision in accordance with the directions as may be given in that behalf.

(3) Number of posts not included in the schedule of establishment shall not be created unless an amendment for the purpose is made in that Schedule.

(4) The Authority may amalgamate one cadre with another cadre or at any time abolish any post created.

4. No appointment to a post shall be made except in accordance with these rules.

**Appointment to be
made under these
rules.**

5. (1) Appointment to a post or class of posts shall be made in any of the following manners:-

**Method of
Appointment.**

- (a) by promotion or transfer; and
- (b) by initial appointment.

(2) The method of appointment and the qualifications and other conditions applicable to a post including the age limit shall be as laid down in Schedule-I:

Provided that where a percentage has been specified for departmental promotion and initial appointment, promotion against the post reserved for departmental promotion shall be made first:

Provided further that if no suitable person is available for promotion, the vacancy may be filled by initial appointment.

(3) Subject to other provisions of these rules, no appointment to a post shall be made except on the recommendations of the Selection Committee.

6. (1) There shall be one or more promotion committees and selection committees as may be determined by the Authority. **Selection and Promotion Committees.**

(2) Each such committee shall consist of atleast three members one of whom shall be appointed as Chairman.

7. The appointing authority in respect of all posts shall be as mentioned in Schedule-II. **Appointing Authorities.**

8. The appointing authority shall not be bound to accept the recommendations of the Selection Committee, but in all such cases the reasons for non-acceptance of the recommendations shall be recorded: **Appointment on the recommendations.**

Provided that where the appointing authority is other than the Chairman, the case shall be referred to the Chairman whose orders shall be final but no such orders will be passed unless the Selection Committee has been given an opportunity to justify its recommendations.

PART-III

APPOINTMENT BY PROMOTION AND TRANSFER

9. (1) Promotions to all posts shall be made on the recommendations of a promotion committee. **Promotion.**

(2) Appointment by promotion shall be made on the basis of seniority-cum-fitness, but in the case of Selection post, the promotion will be made on the basis of merit:

Provided that no promotion on regular basis shall be made to posts in Basic Pay Scales 18 and above unless the officer concerned has completed such minimum length of service as specified by Government:

(3) An employee declining to avail the benefit of order of his first 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 for second time

10. (1) Where the appointing authority considers it to be in the public interest to fill a post by promotion and the most senior employee who is otherwise eligible for promotion does not possess the specified length of service, the authority may appoint him to the post on acting charge basis. **Promotion on acting charge basis.**

(2) So long as an employee holds the acting charge appointment, the employee (s) junior (s) to him shall not be considered for regular promotion but may be appointed on acting charge basis to a higher post.

(3) Where the appointing authority is satisfied that no suitable person is available for a post in BS-16 or above to be filled by initial appointment and it is expedient to fill the post immediately, it may appoint to the post on acting charge basis the most senior employee otherwise eligible for promotion in the cadre.

(4) Acting charge appointment shall be made against posts which are likely to fall vacant for a period of six months or more but vacancies occurring for less than six months, current charge appointment may be made.

(5) Appointment on acting charge basis shall be made on the recommendations of the promotion committee.

(6) Acting charge appointment shall not amount to appointment by promotion on regular basis for any purpose including seniority, nor shall it confer any vested right for regular promotion to the post held on acting charge basis.

(7) The employee 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 post.

Explanation:- Service rendered on acting charge basis in the basic scale pay applicable to the post shall not count for purpose of drawal of increments in that scale but such service shall count towards increments in the basic pay scale held immediately before appointment on acting charge basis.

(8) The employee appointed on acting charge basis assumes duties and responsible for the post.

11. (1) Appointment by transfer shall be made on a tenure basis for the period specified by the appointing authority which may, from time to time, if necessary, be extended. **Appointment by transfer.**

(2) The appointing authority may repatriate the officer appointed by transfer to his parent department or original post even before the expiry of the period of his tenure.

12. (1) An employee may be transferred to another equivalent post: **Transfer.**

Provided that –

(a) except on account of inefficiency or misbehaviour or on his written request, an employee shall not be transferred substantively to, or, appointed, to officiate in a post carrying less pay than the pay of the permanent post on which he holds a lien or would hold a lien had his lien not been suspended under sub-rule (2) of rule 20;

(b) nothing contained in clause (a) or any other provision of these rules shall operate to prevent the re-transfer of an employee to the position on which he would hold a lien, had it not been suspended in accordance with the provisions of sub-rule (2) or sub-rule (3) of rule 20.

PART-IV INITIAL APPOINTMENT

13. (1) Initial appointment to a post shall be made on the recommendations of and on the basis of interview or test to be held by the Selection Committee after the vacancies have been advertised in the newspapers: **Initial appointment.**

Provided that no recommendations shall be necessary for appointment to a post in basic pay scales 1 to 4 which shall be filled by appointing authority on merit.

(2) While making recommendations under sub-rule (1), the Selection Committee may also assign position of merit to the candidates so recommended and the vacancies shall be filled in accordance with the position or merit.

(3) The under mentioned posts shall be filled on provincial, divisional and district basis in accordance with these rules on merit or as determined by Government from time to time. The vacancies in –

- (a) basic pay scales 11 and above shall be filled on provincial basis;
- (b) basic pay scale 5 to 10 shall be filled on divisional basis;
- (c) basic pay scales 3 to 4 shall be filled by appointment of persons domiciled in the district concerned; and
- (d) basic pay scale 1 to 2 shall ordinarily be filled on local basis; provided that this requirement may be relaxed in exceptional cases with the approval of the Authority.

14. (1) A candidate for initial appointment to a post must possess the required educational qualifications and experience and be within the age limit as laid down for the post: **Qualification, age limit etc.**

Provided that for persons already in service of Government or statutory body including the Authority, maximum age limit shall be relaxable upto the age of fifty years.

(2) For the purpose of sub-rule (1), the age shall be reckoned as on the last date fixed for submission of application for appointment.

(3) Every person appointed by initial appointment shall declare the date of his birth with the documentary evidence, such as matriculation certificate, school leaving certificate or a municipal birth certificate and in the absence of any such documentary evidence it shall be determined by the appointing authority on the basis of medical certificate issued by the medical Board.

15. The authorities competent to relax the age limit and the extent of such relaxation are mentioned in Schedule-III. **Relaxation of age.**

16. (1) No person shall be appointed by initial appointment to a post unless he is a citizen of Pakistan and domiciled of the Province of Sindh. **Nationality and domicile.**

(2) The domicile declared by an employee and accepted by the appointing authority at the time of entry into the service shall not be allowed to be changed.

17. No person convicted for an offence involving moral turpitude shall, unless competent authority otherwise directs, be appointed to a post. **Appointment of convicted person.**

18. The appointment of disabled and minority persons shall be made against the quota as reserved by Government from time to time; provided that if such suitable candidate is not available the appointment shall be made from other candidates on merit. **Appointment of disabled and minority persons.**

19. No person, not already in the service of Government or statutory body shall be appointed to a post unless –

**Production of
Character and
Medical Certificates.**

- (i) he produces certificates of character from two responsible persons (not being his relatives) who are well acquainted with such person;
- (ii) he is found medically fit by the Civil Surgeon concerned:

Provided that blindness or any other physical defect shall not be a bar to the appointment, if the Civil Surgeon or Medical Board conducting the medical examination, certifies that such defect shall not interfere with his duties.

20. (1) Unless his lien is suspended, an employee holding substantively a permanent post retains a lien on that post:- **Lien.**

- (a) while performing the duties of that post;
- (b) while on deputation, or holding a temporary post, or officiating in another post;
- (c) during joining time on transfer to another post; unless he is transferred substantively to a post on lower pay, in which case his lien is transferred to the new post from the date on which he is relieved of his duties in the old post;
- (d) while on leave; and
- (e) while under suspension.

(2) The competent authority shall suspend the lien of an employee on a permanent post which he hold substantively if he is appointed in a substantive capacity -

- (i) to a tenure post; or
- (ii) to a permanent post outside the cadre on which he is borne; or
- (iii) provisionally, to a post on which another employee would hold lien had his lien not been suspended.

(3) The competent authority may, at its option, suspend the lien of an employee on a permanent post which he hold substantively and where is deputed out of the Authority, or transferred, whether in a substantive or officiating capacity, to a post in another cadre, and if there is reason to believe that he will remain absent from the post on which he holds a lien, for a period of not less than three years.

(4) Notwithstanding anything contained in sub-rules (2) and (3) an employee's lien on a tenure post may, in no circumstances, be suspended, but if he is appointed substantively to another permanent post, his lien on the tenure post shall be terminated.

(5) If any employee's lien on a post is suspended under sub-rule (2) or

sub-rule (3), the post may be filled substantively and the employee appointed to hold it substantively shall acquire a lien on it; provided that the arrangements shall be revised as soon as the suspended lien of the previous employee revives.

(6) An employee's lien which has been suspended under sub-rule (2) shall revive as soon as he ceases to hold a lien on a post of the nature specified in that sub-rule.

(7) An employee's lien which has been suspended under sub-rule (3) shall revive as soon as he ceases to be on deputation or to hold a post in another cadre; provided that a suspended lien shall not revive if the employee takes leave and if there is reason to believe that he will on return from leave, continue to be on deputation or to hold a post in another cadre and the total period of absence on duty will not fall short of three years or that he will hold substantively a post of the nature specified in sub-rule (2).

(8) Subject to the provisions of rule 12, the competent authority may transfer the lien of an employee who is not performing the duties of the post to which the lien relates to another post in the same cadre even if that lien has been suspended.

(9) An employee's lien on a post may in no circumstances be terminated even with his consent, if the result will be to leave him without a lien or a suspended lien upon a permanent post.

(10) In the case of an employee whose lien on a permanent post has been suspended on his appointment in a substantive capacity to a post outside the cadre on which he is borne, the suspended lien may not, except on the written request of the employee concerned, be terminated while the employee remains in the service of the Authority.

(11) Two or more employees shall not be appointed substantively to the same permanent post at the same time.

(12) An employee shall not be appointed substantively, except as a temporary measure, to two or more permanent posts at the same lien.

PART-V **ADHOC AND TEMPORARY APPOINTMENTS**

21. (1) When the appointing authority considers it to be in the public interest to fill in a post falling within the purview of the Selection Committee on urgent basis, it may, pending selection of a candidate by the selection committee, proceed to fill in such post on adhoc basis for a period not exceeding six months:

**Adhoc
Appointment.**

(2) Short term vacancies including the vacancies occurring as a result of creation of temporary posts for a period not exceeding six months falling within the purview of the selection committee may be filled by the appointing authority otherwise than through the promotion or Selection Committee on a purely temporary basis.

22. Notwithstanding anything contained in these rules, any person holding any post in the Authority immediately before the coming into force of these rules shall continue in service and be deemed to have been appointed in accordance with these rules.

Saving.

PART-VI
PROBATION, CONFIRMATION AND SENIORITY

23. (1) A person appointed to a post by initial appointment shall be on probation for two years and a person appointed otherwise may, if the appointing authority so directs, be on probation for one year. **Probation.**

Explanation:- Service on deputation to an equivalent or higher post shall count towards the period of probation.

(2) The appointing authority may, for reasons to be recorded in writing -

- (a) curtail the period of probation;
- (b) extend the period of probation by a period not exceeding one year at a time, and during or on the expiry of the extended period, pass such orders as are passed during or on the expiry of the initial probationary period; provided that if no orders are passed by the following the completion of –
 - (i) the initial probationary period, the period of probation shall be deemed to have been extended by one year;
 - (ii) the extended period of probation, the appointment shall be deemed to be continued until further orders.

24. (1) Confirmation of an employee shall be made in the order of seniority in a permanent post of which no other employee holds any lien. **Confirmation.**

(2) On confirmation of an employee in a post, his lien, if any, on any other post shall stand terminated.

(3) No employee who holds a lien on any post in any department shall be confirmed in any post in any other department unless his consent and the consent of the department, where he holds such lien, has been obtained in writing.

(4) An employee eligible for confirmation in more than one posts, shall be confirmed first in the lower post and then in the higher post from the date he is due for confirmation in such posts.

(5) If any employee becomes due for confirmation, his confirmation shall not be deferred unless a disciplinary action is pending against him or the appointing authority for reasons to be recorded in writing defers his confirmation:

Provided that if during the deferment of the confirmation of an employee his junior becomes due for confirmation the post in which such senior employee is due for confirmation shall be kept vacant and the junior employee shall be confirmed in the next available post.

(6) There shall be no confirmation against any temporary post.

(7) An employee who, during the period of his service, was eligible to be confirmed against any post retires from service before being confirmed shall not, merely by reason of such retirement, be refused confirmation in such post or any benefits accruing therefrom.

(8) Confirmation of an employee in a post shall take effect from the date of occurrence of permanent vacancy in that post or from the date of continuous officiation, in such post, whichever is later.

25. (1) In each basic pay scale there shall be a separate seniority list of a group of employees doing similar duties and performing similar functions and for whose appointment same qualifications and experience have been laid down. **Seniority.**

(2) The appointing authority shall, in the month of January every year, cause to be prepared, or, as the case may be, revise the seniority list under sub-rule (1).

(3) Subject to sub-rule (5), the seniority of an employee shall be reckoned from the date of his regular appointment.

(4) No appointment made on contract basis shall be regularized retrospectively.

(5) Inter-se seniority of employee appointed in a batch or on the same date shall be determined –

(a) in the case of persons appointed by initial appointment, in the order of merit assigned by the selection committee, and if such authority is either not competent to assign such order of merit or has omitted to do so and is unable to overcome the omission for reasons beyond its control, the seniority shall be determined by the appointing authority:

Provided that a person selected in an earlier selection shall rank senior to a person selected in a later selection;

(b) in the case of persons appointed by promotion on the basis of their inter-se seniority in the lower post;

(c) in the case of persons appointed by initial appointment vis-à-vis persons appointed by promotion, on the basis that the person appointed by promotion shall rank senior to the persons appointed by initial appointment;

(d) in the case of persons not covered by clauses (a) to (c), on the basis that persons older in age shall rank senior to persons younger in age.

(6) If an appointment is made by transfer –

(a) a person appointed otherwise than on his own request shall,

for the purpose of determining his seniority, be given the benefit of his regular service in other post or posts held by him before his transfer and appointment to the new post:

Provided that if the regular appointment is made in a batch or on the same day, the older in age shall rank senior to younger in age;

- (b) a person appointed on his own request shall rank junior to all other persons appointed before him on the regular basis;
- (c) the inter-se seniority of persons appointed on their request in the same batch or on the same day shall be determined in accordance with their respective dates of regular appointment in the posts held by them before their transfer and appointment to the new posts; provided that if the dates of their regular appointment in such other posts are same, the older in age shall rank senior to the younger in age.

(7) An employee, who is not promoted on turn on the ground that -

- (i) his seniority is under dispute or is not determined; or
- (ii) he is on deputation, training or leave; or
- (iii) disciplinary proceedings are pending against him; or
- (iv) he is not considered for promotion for any reason other than his unfitness for promotion,

shall, on subsequent promotion, subject to any order made by the competent authority in this behalf for the purpose of inter-se seniority in the higher grade, be deemed to have been promoted in the same batch as his juniors.

(8) An employee declining to avail of benefit of order of his promotion shall on his subsequent promotion, rank junior, in the higher grade, to those who may have been promoted earlier as a result of having declined to avail the benefit of such promotion.

CHAPTER-VII RETIREMENT, RE-EMPLOYMENT AND PRIVATE EMPLOYMENT

26. (1) An employee shall retire from service -

Retirement.

- (i) on such date after he has completed twenty five years of service qualifying for pension or other retirement benefits as the competent authority may, in the public interest, direct; provided that no employee shall be retired unless he has been given an opportunity of showing cause against such action; or
- (ii) where no direction is given under clause (i) on the completion of the sixty years of age.

(2) An employee on leave preparatory to retirement shall be deemed to be in the service of the Authority and be liable to retire on completion of sixty years of his age irrespective of the fact whether such leave has or has not expired.

Explanation:- In this rule, "competent authority" means the appointing authority or a person duly authorized by the appointing authority in that behalf, not being a person lower in rank than the employee concerned.

27. A retired employee shall not ordinarily be re-employed unless such re-employment is necessary in the public interest and is made with the prior approval of competent authority.

Re-employment.

28. An employee may, during leave preparatory to retirement, or after retirement from service, seek any private employment:

**Private
Employment.**

Provided that where employment is sought by an employee while on leave preparatory to retirement or within two years of the date of his retirement, he shall obtain prior approval of the appointing authority.

29. (1) Unless in any case it be otherwise distinctly provided, the whole time employee shall be at the disposal of the Authority and he may be employed in any manner required by the Authority without claim for additional remuneration.

**Whole time
employee at the
disposal of the
Authority and
observance of rules.**

(2) No employee shall absent himself from his duty nor leave his station without first having obtained the permission of the competent authority.

(3) Every employee shall conform to and abide by the rules and regulations of the Authority and shall observe, comply with and abide by all orders and directions which may, from time to time, be given by any person under whose jurisdiction, superintendence or control he may be.

30. Every employee shall be liable to serve anywhere in connection with the affairs of the Authority:

**Employee to Serve
anywhere.**

Provided that where an employee is recruited to serve in a post outside his service or cadre, his terms and conditions of service as to his pay shall not be less favourable to those to which he would have been entitled if he had not been so required to serve.

31. (1) The services of an employee may be terminated without notice –

**Termination of
service.**

(i) during the initial or extended period of his probation; provided that where the employee is appointed by promotion or, as the case may be, is transferred from one cadre or post to another post or cadre, his service shall not be so terminated so long as he holds lien against his former post in such cadre, but he shall be reverted to his former cadre or post, as the case may be;

(ii) on the expiry of the initial or extended period of his probation or employment; or

- (iii) if the appointment is made adhoc terminable on the appointment of a person on the recommendation of the selection authority on the appointment of such person.

(2) Where, on the abolition of a post or reduction in the number of posts in the cadre, the services of an employee are required to be terminated, the person whose service are terminated shall ordinarily be the one who is the most junior in such cadre or post.

(3) Notwithstanding the provisions of sub-rule (1) but subject to the provisions of sub-rule (2), the services of an employee in temporary employment or appointed adhoc shall be liable to termination on fourteen days' notice or pay in lieu thereof.

32. An employee appointed to a higher post on adhoc or on temporary or officiating basis shall be liable to reversion to his lower post or basic pay scale without notice.

Reversion to a lower grade.

33. (1) An employee against whom an investigation for a cognizable offence is pending or who is challaned in a court of law on a criminal charge or is in police custody may be placed under suspension if the appointing authority considers it necessary.

Conviction and suspension.

(2) Where an employee is placed under suspension, the appointing authority shall, on the expiry of three months from the date of suspension, place the matter before the next higher authority regarding the advisability of continuing the person under suspension, and the authority may, if it so deems fit, fix such further period of suspension as it may think necessary and review the case on the expiry of the period so fixed.

(3) In the case of conviction of an employee, he shall be placed under suspension till the question of his further retention in service is finally decided in accordance with these rules.

(4) If an employee under suspension is acquitted honourably, he shall be reinstated and the period of suspension shall be treated as on duty, and he may in the discretion of the appointing authority be given promotion retrospectively in a higher post from the date he would otherwise have been promoted to such post but for his suspension he shall not be entitled to the pay of the higher post retrospectively in which he has not actually worked.

Explanation:- When a charge against the accused is dismissed without any suggestion by the Court that the conduct of the accused has been suspicious or any indication that is merely giving the accused benefit of doubt, the acquittal will be treated as honourable acquittal.

(5) If an employee is exonerated in a departmental enquiry or acquitted or discharged in a trial in a Court of law either on purely technical ground or on being given benefit of doubt, or otherwise then honourably acquitted on any other ground, his absence on account of suspension, will not be treated as period spent on duty unless the appointing authority, for reasons to be recorded in writing otherwise directs.

PART-VI
REMUNERATION AND OTHER
FACILITIES TO THE STAFF

34. (1) The officers and staff appointed in the Authority may be granted such additional remuneration and special allowances in addition to the salary and allowances admissible to Government servants working in the same pay scale as the Board may determine from time to time.

Remuneration and other facilities of the staff of Authority.

(2) Subject to these rules, the rules or orders or instructions for the time being in force applicable to the civil servants shall regulate the terms and conditions of service of the employee including the following matters:-

- (a) Leave
- (b) Advances
- (c) General Provident Fund
- (d) Retirement, Pension and commutation and employment after retirement or appointment on contract basis
- (e) Move-over
- (f) Group Insurance
- (g) Benevolent Fund
- (h) Selection Grade
- (i) Travelling Allowance / Daily Allowance
- (j) Medical facilities
- (k) Residential accommodation
- (l) Record of service and confidential report
- (m) Honorarium
- (n) Any matter not provided in these rules

Provided that the powers exercisable by Government or competent authority subordinate thereto under the said rules shall be exercisable by the competent authority or by such person as he may, by general or special order, direct.

35. Where the Managing Director is satisfied that the interpretation of any provision of these rules causes undue hardship in any particular case, he may, with the prior approval of Government, by order, dispense with or relax the requirements of that provision to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

Relaxation of rules.

36. The Sindh Civil Servants Conduct Rules, 1966, Sindh Civil Servants (Efficiency and Discipline Rules 1973 and the Sindh Civil Servants (Appeal) Rules, 1980 shall subject to Schedule-II mutatis mutandis apply to the employees.

Application of Government rules.

37. The Karachi Fisheries Harbour Authority (Appointment, Promotion and Transfer) Regulations, 1991 are hereby repealed.

Repeal.

SCHEDULE-II
(See rule 2 (b))

S.No.	Post	Appointing/Competent Authority
1.	Posts in BS-18 and above	Chairman in consultation with Government.
2.	Posts in BS-6 to 17	Managing Director
3.	Posts in BS-1 to 5	Director Administration and Finance with the approval of Managing Director

SCHEDULE-III
(See rule 15)

AUTHORITIES EMPOWERED TO RELAX PRESCRIBED AGE LIMIT

Serial No.	Basic Pay Scale	Upto 5 years	More than 5 years
1	2	3	4
1	1 to 15	Officers declared appointing authorities for the posts in relevant Pay Scale by the Managing Director	Managing Director
2	16 and above	Managing Director	Chairman
3	19 and above	Chairman	Chief Minister

SCHEDULE-IV
(See rule 15)

(1) The Authorities and Authorized Officers for the purpose of efficiency and discipline rules in respect of the employees shall be:-

Serial No.	Basic Pay Scale	Authority	Authorised Officer
1.	2.	3.	4.
1.	1 to 2	Director Administration and Finance or Head of Office	Officer in BS-17
2.	6 to 16	Managing Director	Director Administration and Finance
3.	17 and 18	Administrative Secretary	Managing Director
4.	19 and above	Chairman	Administrative Secretary

- (2) The authorities competent to hear appeals under the efficiency and discipline rules and service matters in respect of the employees shall be as under:-

Serial No.	Authority making the order	Authority competent to hear appeals and entertain representation
1	2	3
1	Director Administration and Finance or Head of Office	Managing Director
2	Managing Director	Administrative Secretary
3	Administrative Secretary	Chairman
4.	Chairman	Review by the Chairman

SECRETARY TO GOVT. OF SINDH