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LAW DEPARTMENT
GOVERNMENT OF SINDH
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PART-I

NOTIFICATIONS BY THE GOVERNMENT OF SINDH

SERVICES, GENERAL ADMINISTRATION &
COORDINATION DEPARTMENT
(REGULATION WING)
Karachi, dated the 3rd March, 2020

No. SORI(SGAR&CD)3-76/2019:- In exercise of the powers conferred by section 26 of the Sindh Civil Servants Act, 1973, the Government of Sindh are pleased to make the following amendments in the Sindh Civil Servants (Appointment, Promotion & Transfer) Rules, 1974 :-

AMENDMENTS

1. In rule 2-
 - i. for clauses (d) and (e), the following shall be substituted :-

"(d) *"Departmental Promotion Committee"* means a Committee constituted for the purpose of making selection for promotion or transfer to the posts under a Department or Office of Government in Basic Pay Scale 18 and below ;

(e) *"Departmental Selection Committee"* mean a Committee constituted for the purpose of making selection for initial appointment to the posts under a Department or Office of Government in Basic Pay Scale 15 and below";

1. Mr. Khadim Ali S/o Ali Dur Shar
2. Mr. Shahzad Hyder S/o Zulfiqar Ali Shahani
3. Mr. Hakim Ali S/o Sodhe Mahar
4. Mr. Dilshad Ali S/o Irsnad Ali Soomro
5. Mr. Ikram Ali S/o Ghulam Fareed Mugher
6. Mr. Jagdish Kumar S/o Panjoo Mai Kukreja
7. Agha Zulfiqar Ali Khan S/o Liaquat Ali Khan Pathar, Mughal
8. Mr. Waseem Abbas Agho S/o Ghulam Abbas Agho
9. Mr. Faisal Arshad S/o Muhammad Arshad Ghani
10. Mr. Naveed Ahmed Tahir S/o Zafaryab Tahir
11. Mr. Jrfan Ali S/o Shanmeer Jokhio
12. Mr. Abdul Ghaflar Khan S/o Abdullah Chachar

2. This notification is subject to the verification of the Education testimonials from concerned Educational Institution / University Board.

LAEED AHMED
Secretary to Government of Sindh

**LOCAL GOVERNMENT AND
HOUSING TOWN PLANNING
DEPARTMENT**

Karachi dated the 20th February, 2020

No.RO(LG)/MISC/4(21)/2019 In exercise of the powers conferred by section 138 read with sub-section (2) of section 121 of the Sindh Local Government Act, 2013, the Government of Sindh are pleased to make the following rules, namely:-

**PART-I
PRELIMINARY**

1. (1) These rules may be called the Constitution and Regulation of the Sindh Councils Unified Grades (Service) Rules, 2020.	Short title and commencement.
(2) They shall come into force at once.	
2. (1) In these rules, unless there is anything repugnant in the subject or context -	Definitions.
(a) "Act" means the Sindh Local Government Act, 2013 (Act No. XLII of 2013);	
(b) "Appendix" means the Appendix to these rules;	
(c) "appointing authority" means the authority empowered under rule 8 to make appointment to any post;	
(d) "Basic Pay Scale" means the scale of pay sanctioned for a post;	
(e) "Board" means Sindh Local Government Board;	
(f) "Branch" means a branch of the service;	
(g) "Commission" means Sindh Public Service Commission;	
(h) "initial recruitment" means recruitment made under rule 128 of the Act;	
(i) "member of service" means the officers and staff of the Service;	
(j) "pay" means the amount drawn monthly by an employee as pay, and includes technical pay, special pay, personal pay and any other emoluments declared by Government to be pay;	
(k) "post" means a post in any branch;	
(l) "Service" means the Sindh Councils Unified Grades Service;	
(2) The words or expressions used but not defined in these rules shall have the same meaning as assigned to them in the Act.	

PART-II
COMPOSITION OF SERVICE

3. (1) The service shall consist of the following branches: Composition of the service.
namely:-

- (a) Administrative Branch;
- (b) Engineering Branch;
- (c) Accounts Branch;
- (d) Medical Branch; and
- (e) any other branch as may be specified by Government from time to time.

(2) The branches may comprise the following Basic Pay Scales:-

- | | |
|----------------------------|--------------------------|
| (a) Administrative Branch. | Basic Pay Scale 11 to 19 |
| (b) Engineering Branch. | Basic Pay Scale 14 to 20 |
| (c) Accounts Branch. | Basic Pay Scale 14 to 19 |
| (d) Medical Branch. | Basic Pay Scale 17 to 20 |

(3) Each Branch may have a sub-branch.

(4) Members of one branch or sub-branch shall not be eligible for transfer to a post in another branch or sub-branch.

CHAPTER-III
APPOINTMENT, PROMOTION AND TRANSFER

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 manner: Method of Appointment.

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

(2) All posts shall be filled on the basis of minimum qualifications and experience and age limit as laid down in Appendix.

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

Provided further that if no suitable person is available for promotion, the vacancy may be filled in 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 Commission or Board, as the case may be.

6. (1) Initial appointment to posts in all posts shall be made, if the posts - Initial appointment.

- (i) fall within the purview of the Commission, on the basis of examination or test to be conducted by the Commission;
- (ii) do not fall within the purview of the Commission, by the Board on the basis of test conducted by the reputable third party testing service and interviews conducted by the Departmental Selection Committee, after the vacancies have been advertised in leading newspapers in Urdu, Sindhi and English languages.

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

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

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

8. (1) Subject to any general or specific directions as may be issued from time to time by Government, appointments to the posts in the service shall be made -

Appointing
Authorities.

- (a) in the case of posts in Basic Pay Scale 19 and above, by the Chief Minister on the recommendation of the Board;
- (b) in the case of posts in Basic Pay Scale 18, by the Chief Secretary on the recommendations of the Commission or Board as the case may be;
- (c) in the case of posts in Basic Pay Scale 17 by the Minister incharge on the recommendations of the Commission or Board, as the case may be;
- (d) in the case of posts in Basic Pay Scales 15, by the Secretary to Government or Special Local Government Department on the recommendation of the Commission or Board, as the case may be;
- (e) in the case of posts below Basic Pay Scale 16, by the Special Secretary or, as the case may be, Additional Secretary, Local Government Department on the recommendation of the Board.

(2) In the case of initial recruitment the Commission or Board, as the case may be, shall advertise the posts together with the terms and conditions of appointment thereto, and make its recommendations after such examination or test and interview as may be conducted by it.

9. No person shall be appointed to a post in any Branch of the Service unless he is a citizen of Pakistan and having domicile and PRC Form-D of the Province of Sindh.

Domicile.

10. (1) No person, not already in the service of Government or a Council, shall be appointed to the Service -

Character and
Physical fitness
Certificate.

- (i) unless he produces a certificate of character from two gazette officer (not being his relatives), who are well acquainted with such person;
- (ii) he produces police verification certificate;
- (iii) 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, after the medical examination, certifies that such defect shall not interfere with his duties.

11. No person convicted for an offence by any court of law or dismissed from Government service shall be appointed to Service.

Appointment of
convicted or
dismissed
person.

12. The appointment of differently abled, minority persons and women shall be made against the quota 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
differently abled,
minority persons
and women.

13. Every person appointed by initial appointment shall, at the time of appointment declare the date of his birth with documentary evidence such as a matriculation certificate or a birth certificate issued by NADRA.

Declaration of
date of birth.

14. The age for the purpose of initial appointment shall be reckoned as on the last date fixed for submission of application for the post.

Reckon of age
for submission of
application for
the post.

15. (1) Promotions to all posts shall be made on the recommendations of a Promotion Committee constituted by the Board.

Promotions.

(2) Appointment by promotion shall ordinarily be made on the basis of seniority-cum-fitness, that is the senior most employee in a cadre will be promoted subject to his being fit.

provided that in the case of selection post, the promotion will be made on the basis of merit, seniority playing its part only when all other things are equal.

(3) Persons possess such qualifications and fulfill the conditions laid down for the purpose of promotion to a post shall be considered by the promotion committee giving due regard to the following criteria:-

- (i) his seniority position;
- (ii) he must have satisfactorily completed the probationary period;
- (iii) he should possess the required qualification and experience for the post to which he is promoted;
- (iv) he must possess the minimum length of service as specified by Government, from time to time, for the posts or basic pay scales;
- (v) he has successfully completed the training and passed departmental examination as may be prescribed;
- (vi) his service record comprising PERs of at least last five years;
- (vii) details of award of minor or major penalties;
- (viii) details of all or any of the enquiries pending with Anti-Corruption Establishment or any Law Enforcement Agency;
- (ix) such other conditions as laid down by the competent authority for specific category of officers or officials.

(4) A member of service declining to avail the 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 his having declined to avail the benefit of such promotion.

CHAPTER-IV PROBATION, CONFIRMATION AND SENIORITY

16. (1) A person appointed to a post by initial recruitment 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.

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

- (i) curtail the period of probation;
- (ii) extend the period of probation by a period not exceeding one year at a time.

Provided that the appointment shall be deemed to be continued if no orders are passed by the day following the completion of -

- (a) the initial period of probation the appointment shall be deemed to have been extended by one year;
- (b) the extended period of probation.

17. (1) Confirmation of a member of service shall be made in the order of seniority in a permanent post of which no other member of service holds any lien. Confirmation.

(2) The competent authority is empowered to confirm the member of service in a permanent post.

(3) On confirmation of a member of service in a post, his lien, if any, on any other post shall stand terminated.

(4) If a member of service 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 member shall be confirmed in the next available post.

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

(6) 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.

(7) Notwithstanding the provisions contained in this section, no member of service shall be confirmed unless he successfully completes such training and possess such departmental examination as may be prescribed by Government from time to time.

18. (1) In each Basic Pay Scale of the service, there shall be a separate seniority list of a group of members of the service doing similar duties and performing similar functions and for whose appointment same qualification 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 be, revise the seniority list.

(3) Subject to the provisions of sub-rule (4), the seniority of a member of the service shall be reckoned from the date of his regular appointment.

(4) Inter-se-seniority of the members of the service appointed in a batch on the same date shall be determined —

(a) in the case of persons appointed by initial recruitment, in the order of merit assigned by the selection authority, and if such authority, 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 the person selected in an earlier selection shall rank senior to a person selected in a later selection;

(b) in the case persons appointed by promotions on the basis of the inter-se-seniority in the lower Basic Pay Scale;

(c) in the case of persons appointed by initial recruitment vis-a-vis persons appointed by promotion on the basis that the persons appointed by promotion shall rank senior to the persons appointed by initial recruitment;

(d) in accordance with the respective dates of regular appointment in the posts held by them immediately before their appointment to the service, provided that if the dates of their regular appointment in such posts are same, the older in age shall rank senior to the younger.

(5) If a member of the service is not promoted in his own turn on the ground that —

(i) his seniority is under dispute or is not determined

(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,

such person shall, on subsequent promotion and subject to any orders by the competent authority in this behalf for the purpose of inter-se-seniority in the higher Basic Pay Scale be deemed to have been promoted in the same batch as his juniors.

CHAPTER-V MISCELLANEOUS

19. (1) A record of service and a confidential annual report about the work of each member of service shall be maintained or, as the case may be, recorded in the form and manner specified by the Board. Record of service and confidential report.

(2) A member of service shall not have access to his confidential reports; provided that such member of service shall be informed of adverse remarks, if any, relating to remedial effect in order to give him an opportunity to explain his position or to correct himself.

(3) A service book/record containing events relating to the service shall be maintained in respect of all members of service in such form as may be prescribed by the Board.

(4) The identification marks of the employee shall be given in the service book/record and a passport size photograph and finger prints of both hands of the members of service shall be affixed to the service book/record.

(5) All entries in the service book/record shall be initiated by the Head of the office concerned.

20. (1) A member of service whom an investigation for a cognizable offence is pending or who is challaned in a court of law or a criminal charge or is in police custody may be placed under suspension if the appointing authority considers it necessary. **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 regulations.

(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 than 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.

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

(2) Unless the competent authority otherwise directs, in view of special circumstances, a member of service shall cease to be in employment after three years continuous absence from duty, other than on deputation elsewhere, with or without leave, ceases to be.

22. Members of the service shall be paid their remuneration and allowances in accordance with the scales and rates as are from time to time prescribed by Government for civil servants. **Remunerations and allowance.**

23. In all matters not expressly provided for in these rules the members of the service shall be governed by such general rules applicable to the civil servants as are prescribed by Government. **General rule.**

24. Any of these rules may, for reasons to be recorded in writing and in consultation with the Board, be relaxed if Government is satisfied that strict application thereof would cause undue hardship to any individual. **Relaxation**

25. Government or the appointing authority may delegate any of its powers under these rules to any officer sub-Ordinate to it. **Delegation of Powers.**

PART-VI FINANCIAL MATTERS

26. A member of the service shall draw his pay and other emoluments from the Council under which he served during the period for which the pay and other emoluments are claimed. **Drawn by and of emoluments**

27. (1) Where a member of the service proceeds on leave, he will draw his leave salary from the council concerned, or from the Sindh Councils Unified Grades Fund. **Drawing of salary when proceeds on leave.**

28. Where a member of the service retires and is on retirement eligible to pension, he shall draw his pension from the Sindh Councils Unified Grades Pension Fund. **Pension.**

29. The Sindh Councils Unified Grades (Service) Rules, 1962 shall, on commencement of these Rules, stand repealed. **Repeal.**

APPENDIX (See rule 5(2))

S.No	Post with Basic Pay Scale	Minimum Qualification for initial recruitment.	Method of Recruitment
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I- ADMINISTRATIVE BRANCH

1.	Municipal Commissioner/Chief Officer (BPS-19).		(i) Ninety percent by promotion from amongst the members of the service in Basic Pay Scale 18 of the Administrative Branch, on seniority-cum-fitness basis; and (ii) ten percent by transfer of an officer of (PAS, Ex-PCS, PSS, PMS) cadre of Grade-19.
2.	Chief Municipal Officer/Chief Officer (BPS-18).		(i) Ninety percent by promotion from amongst the members of the service in Basic Pay Scale 17 of the Administrative Branch, on seniority-cum-fitness basis; and (ii) ten percent by transfer of an officer of (PAS, Ex-PCS, PSS, PMS) cadre of Grade-18.
3.	Municipal Officer (BPS-17)	Graduate from a recognized University at least in 2 nd Division.	(i) Fifty percent by initial appointment through Sindh Public Service Commission; and (ii) Fifty percent by promotion from amongst the Town Officers (BPS-16) of the Administrative Branch, on seniority-cum-fitness basis.
4.	Town Officer (BPS-16).	Graduate from a recognized University at least in 2 nd Division.	(i) Fifty percent by initial appointment through Sindh Public Service Commission; and (ii) Fifty percent by promotion from amongst the Junior Town Officers (BPS-16) of the Administrative Branch, on seniority-cum-fitness basis.
5.	Junior Town Officer (BPS-14)		By promotion from amongst the Secretaries (BPS-11) having Bachelors degree, of the Administrative Branch, on seniority-cum-fitness basis.
6.	Secretary (BPS-11)	Intermediate from recognized Board.	By initial recruitment.

Note: Officers in BPS-16 to BPS-19 and officers in BPS-11 to BPS-14 of Administrative Branch to be posted also on other equivalent grade posts in Local Councils specified in Schedule of Establishment notified by the Administrative Department, from time to time.

II- ACCOUNTS / AUDIT BRANCH

- | | | |
|----|--------------------------------------|--|
| 1. | Chief Accounts Officer (BPS-19). | By promotion from amongst the members of the service holding the post of Senior Accounts Officer in Basic Pay Scale 18 of the Accounts Branch, on seniority-cum-fitness basis. |
| 2. | Senior Accounts Officer (BPS-18). | By promotion from amongst the members of the service holding posts in Basic Pay Scale 17. of the Accounts Branch, on seniority-cum-fitness basis. |
| 3. | Accounts Officer (BPS-17). | <p>M.Com./M.B.A.(Finance) from a recognized University</p> <p>(i) Fifty percent by initial appointment through Sindh Public Service Commission; and</p> <p>(ii) Fifty percent by promotion from amongst the members of Service holding the post of Assistant Accounts Officer (BPS-16) of the Accounts Branch, on seniority-cum-fitness basis.</p> |
| 4. | Assistant Accounts Officer (BPS-16). | <p>B.Com./B.B.A. from a recognized University</p> <p>(i) Fifty percent by initial appointment through Sindh Public Service Commission; and</p> <p>(ii) Fifty percent by promotion amongst the Accountants (BPS-14) of the Accounts Branch, on seniority-cum-fitness basis.</p> |
| 5. | Accountant (BPS-14) | <p>B.Com./B.B.A. from a recognized University</p> <p>By initial recruitment.</p> |

 III- MEDICAL BRANCH
 (a) SPECIALISED CADRE POSTS.

- | | | |
|----|------------------------------|--|
| 1. | Chief Consultant (BPS-20). | By promotion from amongst members of the service holding the post of Senior Consultant of the Medical Branch, on seniority-cum-fitness basis. |
| 2. | Senior Consultant (BPS- 19). | By promotion from amongst the members of the service holding the posts of in basic pay scale 18 of the Medical Branch, on seniority-cum-fitness basis. |
| 3. | Consultant (BPS-18) | <p>(i) M.B.B.S or equivalent qualification from a recognized University with a post graduate Diploma of MD, MS, FRPS, FRCP, FRCS, MRCP, MRCS, RCOG, MCPS, postgraduate Diploma in Ophthalmology, Child Health, Cardiology, ENT, Radiology, Gynecology, Pathology, Anesthesia, Public Health or Community Radiology as the case may be, or such other post graduate diploma as may be specified by the Board from time to time;</p> <p>(ii) Experience in the respective field as may be specified by the Board, from time to time; and</p> <p>(iii) Registration with the Pakistan Medical and Council (PMDC).</p> |

(B) GENERAL POSTS.

- | | | |
|---|---|--|
| 1. Senior Chief Medical Officer (BPS-20). | | By promotion from amongst the members of the service in basic pay scale 19 of the Medical Branch holding General Posts with 17 years' service in basic scale 17 and above, on seniority-cum-fitness basis. |
| 2. Chief Medical Officer (BPS-19). | | By promotion from amongst the members of the service in basic pay scale 18 of the Medical Branch holding general posts with 12 years' service in basic pay scale 17 and above, on seniority-cum-fitness basis. |
| 3. Senior Medical Officer | | By promotion from amongst the members of the service in basic pay scale 17 of the Medical Branch holding general posts with at least five years' experience as such, on seniority-cum-fitness basis. |
| 4. Medical Officer (BPS-17). | (i) M.B.B.S or equivalent qualification from a recognized University; and

(ii) Registration with the Dental and Medical Council of Pakistan. | By initial recruitment through Sindh Public Service Commission. |

V. ENGINEERING BRANCH
A- (CIVIL)

- | | | |
|--|--|---|
| 1. Chief Engineer (Civil) (BPS-20). | | By promotion from amongst the members of the service in basic pay scale 19 of the Engineering Branch (Civil) with at least seventeen (17) years' service as such in basic pay scale 17 and above, on seniority-cum-fitness basis. |
| 2. Superintending Engineer (Civil) (BPS-19). | | By promotion from amongst the members of the service holding the post of Executive Engineer (Civil) (BPS-18) with at least twelve (12) years' service as such in BPS-17 and above, on seniority-cum-fitness basis. |
| 3. Executive Engineer (Civil) (BPS-18). | | By promotion from amongst the members of the service holding the post of Assistant Executive Engineer (BPS-17) with at least five (5) years' service as such, on seniority-cum-fitness basis. |
| 4. Assistant Executive Engineer (BPS-17). | B.E./B.Sc.(Engg.) Degree in Civil discipline from a recognized University and having valid registration with Pakistan Engineering Council. | (i) Fifty percent by initial recruitment through Sindh Public Service Commission;

(ii) Twenty percent by promotion from amongst the members of the service holding post of Assistant Engineer (BPS-16), having qualification B.E./B.Sc. (Engg.) in Civ from recognized University or Inst. registered with Pakistan E Council with atleast five (5) years service as such, on seniority-cum-fitness basis.

(iii) Fifteen percent by promotion from amongst the members of the service holding posts of Assistant Engineer (BPS-16), possessing qualification of B.Tech (Hons.) (Civil) with at least five (5) years service as such on seniority-cum-fitness basis. |

(iv) Fifteen percent by promotion or amongst the members of the service holding the post of Assistant Engineer (BPS-16), possessing three years Diploma in Civil at least five years service, on seniority-cum-fitness basis.

Note: The seniority of Assistant Engineers (BPS-16) will be maintained separately, qualification wise i.e. B.E., B.Tech (Hons.) and Diploma holders.

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|---|--|---|
| 5. Assistant Engineer (Civil) (BPS-16). | <p>(i) B.E. / B.Sc. (Engg.) Degree in Civil discipline from a recognized University and having valid registration with Pakistan Engineering Council; and</p> <p>(ii) Diploma in Engineering (obtained after a three years course) from an institute recognized by Government for the purpose of these rules.</p> | <p>(i) Thirty percent by initial recruitment through Sindh Public Service Commission; and</p> <p>(ii) Seventy percent by promotion from amongst the members of service in BPS-11 of the Engineering Branch holding degree of B.E./B.Sc.(Engg.) in Civil; provided that 25 per cent of posts in BPS-11 of the Engineering Branch shall be placed in BPS-16 and filled from among the three years diploma holders in Civil on the basis of the seniority-cum-fitness who have 12 years service as such and have passed such prescribed departmental examination or test as may be determined by the Board and if no such three years diploma Engineers are available, the posts shall be filled from amongst three years diploma Engineers on the basis of seniority-cum-fitness in their pay in BPS-11, till they fulfil the requisite conditions.</p> |
| 6. Sub-Engineer (Civil) (BPS-11) | Intermediate (Pre-Engineering) with Diploma in Engineering (Civil) (obtained after three years course) from an institute recognized by Government. | By initial recruitment. |
| B- (ELECTRICAL & MECHANICAL) | | |
| 01. Chief Engineer (E&M) (BPS-20) | | By promotion from amongst the Superintending Engineer (E&M) (BPS-19), with at least seventeen (17) years service as such in basic pay scale 17 and above, on seniority-cum-fitness basis. |
| 02. Superintending Engineer (E&M) (BPS-19) | | By promotion among Executive Engineer (E&M), BS-18, with at least twelve (12) years service as such in BPS-17 and above, on seniority-cum-fitness basis. |
| 03. Executive Engineer (E&M) (BPS-18) | | By promotion among Assistant Executive Engineer (E&M), BS-17 with at least five (5) years service as such, on seniority cum fitness basis. |
| 04. Assistant Executive Engineer (E&M) (BPS-17) | Degree Engineering (BE/BSC. Engg.) in E&M discipline from a recognized university and having valid registration with Pakistan Engineering Council. | <p>(a) Fifty percent by initial recruitment through Sindh Public Service Commission.</p> <p>(b) Twenty percent by promotion from amongst Assistant Engineers (BPS-16), having qualification of BE/Bsc. Engg. in (E&M) with at least five years service as such, on seniority-cum fitness basis.</p> <p>(c) Fifteen percent by promotion from amongst the Assistant Engineers (BPS-16) having qualification of B.Tech (Hons) (E&M) with at least five years of service as such, on seniority-cum-fitness basis.</p> |

- (d) Fifteen percent by promotion from amongst the Diploma Holders Assistant Engineers (BPS-16 (E&M) with at least five years service as such on seniority basis.

Note: Seniority of the Assistant Engineers BPS-16 (E&M) would be maintained separately qualification wise i.e. BE, B.Tech (Hons) and Diploma Holders.

05. Assistant Engineer
(E&M) (BPS-16)

- (a) Thirty percent by initial recruitment through Sindh Public Service Commission, with degree Engineering (B.E/BSc: Engineering in (M&E) discipline from recognized University and having VEC registration with Pakistan Engineering Council.

- (b) Seventy percent by promotion from among the members of the service in Basic Pay Scale 11 of Engineering Branch (E&M) basis of seniority-cum-fitness, provided that twenty five percent of the posts in Basic Pay Scale 11 of the Engineering Branch (E&M) shall be placed in Basic Pay Scale 10 and filled from among the three years diploma holders on the basis of seniority-cum-fitness who have years service as such and have passed such prescribed department examination or test as may be determined by the Board and if no such three years diploma Engineers are available, the posts shall be filled from amongst three years diploma Engineers (E&M) on the basis of seniority-cum-fitness in their own Basic Scale 11 till they fulfil the requisite conditions.

06. Sub-Engineer
(E&M) (BPS-11)

Intermediate Science (Pre-Engineering) with Diploma in Engineering (E&M) (obtained after three years course) from an institute recognized by Government.

By initial recruitment

MOHAMMAD ALI SHAIKH
SECRETARY TO GOVT. OF SINDH

SINDH REVENUE BOARD
Karachi, the 8th March, 2018

NOTIFICATION
(Sindh Sales Tax on Services)

No. SRB-3-4/5/2018.----- In exercise of the powers conferred by sub-section (1) of section 34 of the Sindh Sales Tax on Services Act, 2011 (Sindh Act No. XII of 2011), read with section 35 and clause (a) of sub-section (1) of section 36 thereof, the Board is pleased to appoint Mr. Sohail Ahmed Kathoro, Deputy Commissioner of Sindh Revenue Board, to be a Commissioner of the Sindh Revenue Board in his own pay scale and to exercise such powers of a Commissioner or a Commissioner (Appeals), as may be assigned to him.