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**CABINET SECRETARIAT
(ESTABLISHMENT DIVISION)**

Islamabad, the 28th February, 1993

CIVIL SERVANTS (SENIORITY) RULES, 1993

S.R.O. 163(i)/93.—In exercise of the powers conferred by section 25 of the Civil Servants Act, 1973 (LXXI of 1973), read with section 8 thereof, the President is pleased to make the following rules, namely:-

1. **Short title, application and commencement.**- (1) The rules may be called the Civil Servants (Seniority) Rules, 1993.

(2) They shall apply to all civil servants except governed under:-

- (i) the Police Service of Pakistan (Composition Cadre and Seniority) Rules, 1985;
- (ii) the Occupational Groups and Services (Probation, Training and Seniority) Rules, 1990; and
- (iii) the Establishment Division's O.M No. 1/2/74-ARC, dated 23rd January, 1974, amended vide O.M No. 2/1/75.ARC dated 3rd March, 1976, and as amended from time to time.

(3) They shall come into force at once.

2. **Seniority on initial appointment.**-(1) Persons initially appointed on the recommendations of the selection authority through an earlier open advertisement shall rank senior to those appointed through a subsequent open advertisement.

(2) If two or more persons are recommended in open advertisement by the selection authority their inter se seniority shall be determined in order of merit assigned by the selection authority.

(3) If only one candidate is recommended in open advertisement by the selection authority, he shall count his seniority from-

- (a) the date of recommendation by the selection authority, if he was already holding the same on ad hoc basis; and
- (b) the date of his joining the post after being recommended by the selection authority, if he was not already holding the same post.

3. **Seniority on promotion.** Seniority in a service, cadre or post to which a civil servant is promoted shall take effect from the date of regular promotion to that service, cadre or post:*

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Provided that –

- (a) Civil servants selected for promotion to higher posts on an earlier date shall be senior to those selected for such promotion on a later date;
- (b) Civil servants selected for promotion to higher posts in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post;
 - [(ba) inter-se-seniority of civil servants belonging to different occupational groups or services and selected for promotion to a post in a higher pay scale in one occupational group or service shall, on their promotion, be reckoned from the date of their regular appointment to the immediate lower pay scale in their respective occupational group or service, where such date is the same, the person older in age shall rank senior.
 - (bb) civil servants of different occupational groups or services who opt for promotion in other occupational groups or services shall, on their promotion as such in one batch, be placed junior to the civil servants of the occupational group or service so opted]; and
- (c) Civil servants eligible for promotion who could not be considered for promotion in the original reference in circumstances beyond their control or whose case was deferred while their juniors were promoted to the higher post, shall, on promotion, without supersession, take their seniority with the original batch.

4. **Seniority on appointment by transfer.--** Seniority in a service, cadre or post to which a civil servant is appointed by transfer shall take effect from the date of regular appointment to the service, cadre or post;

Provided that-

- (a) Persons belonging to the same service, cadre or post selected for appointment by transfer to a service, cadre or post in one batch shall, on their appointment, take inter se seniority in the order of their date of regular appointment in their previous service, cadre or post; and
- (b) Persons belonging to different services, cadre or post selected for appointment by transfer in one batch shall take their inter se seniority in the order of the date of their regular appointment to the post which they were holding before such appointment and where such date is the same, the person older in age shall rank senior.

*The word 'and' omitted vide S.R.O No.1078(I)/2016 dated 22.11.2016.

4.A In the event of merger ******or devolution” of Ministries/ Divisions/ Attached Departments or Subordinate offices, the inter se seniority of civil servants, other than those belonging to regularly constituted Occupational Groups and Services, shall be determined in accordance with the date of regular appointment to a cadre or post. (4)

5. Seniority of officers of the Armed Forces on induction in civil posts.-

Officers of the Armed Forces of Pakistan who are included in a civil service, cadre or post in accordance with the Government orders and instructions shall take seniority in that service, cadre or post from the date of such induction:

Provided that the officers inducted in one batch shall, on induction, retain their inter se seniority as in the Armed Forces of Pakistan.

[6. Inter se seniority of civil servants appointed in the same calendar year.-

Civil servants appointed by promotion, transfer, or initial appointment to a service, cadre or post shall take seniority from the date of their regular appointment to that service, cadre or post:

Provided that the provisions of this rule shall not in any manner affect or impair the rights of the incumbents].

7. Repeal and Savings.- The General Principles of seniority circulated vide Establishment Division’s O.M No. 1/16/69-D.II dated the 31st December, 1970, and all other existing rules, order and instructions relating to seniority except.-

- (i) the Police Service of Pakistan (Composition, Cadre and Seniority) Rules, 1985;
- (ii) the Occupational Groups and Services (Probation, Training and Seniority) Rules, 1990; and
- (iii) the Establishment Division’s O.M No. 1/2/74-ARC dated 23rd January, 1974, amended vide O.M No. 2/1/75-ARC dated the 3rd March, 1976 and amended from time to time are hereby repealed.

**Civil Servants (Seniority)
Rules, 1993**

Sl. No. 22:

In exercise of the powers conferred by section 25 of the Civil Servants Act, 1973 (LXXI of 1973), read with section 8 thereof, the President is pleased to make the following rules, namely: -

1. **Short title, application and commencement.**-(1) These rules may be called the Civil Servants (Seniority) Rules, 1993.

(2) They shall apply to all civil servants except those governed under: -

- (i) the Police Service of Pakistan (Composition Cadre and Seniority) Rules, 1985;
- (ii) the Occupational Group and Services (Probation, Training and Seniority) Rules, 1990; and
- (iii) the Establishment Division's O.M. No.1/2/74-ARC, dated 23rd January, 1974, amended *vide* O.M. No.2/1/75-ARC, dated 3rd March, 1976, and as amended from time to time.

(3) They shall come into force at once.

2. **Seniority on initial appointment.**-(1) Persons initially appointed on the recommendations of the selection authority through an earlier open advertisement shall rank senior to those appointed through a subsequent open advertisement.

(2) If two or more persons are recommended in open advertisement by the selection authority their *inter se* seniority shall be determined in order of merit assigned by the selection authority.

(3) If only one candidate is recommended in open advertisement by the selection authority, he shall count his seniority from: -

- (a) the date of recommendation by the selection authority, if he was already holding the same post.
- (b) the date of his joining the post after being recommended by the selection authority if he was not already holding the same post.

3. **Seniority on promotion.**—Seniority in a service, cadre or post to which a civil servant is promoted shall take effect from the date of regular promotion to that service, cadre or posts:—

Provided that—

- (a) Civil servants selected for promotion to higher posts on an earlier date shall be senior to those selected for such promotion on a later date;
- (b) Civil servants selected for promotion to higher posts in one batch shall on their promotion to the higher post, retain their *inter se* seniority as in the lower post; and
- (c) Civil servants eligible for promotion who could not be considered for promotion in the original reference in circumstances beyond their control or whose case was deferred while their juniors were promoted to the higher post, shall, on promotion, without supersession, take their seniority with the original batch.

4. **Seniority on appointment by transfer.**—Seniority in service, cadre or post to which a civil servant is appointed by transfer shall take effect from the date of regular appointment to the service, cadre or post;

Provided that—

- (a) persons belonging to the same service, cadre or post selected for appointment by transfer to a service, cadre or post in one batch shall, on their appointment, take *inter se* seniority in the order of their date of regular appointment in their previous service, cadre or post; and
- (b) persons belonging to different services, cadre or posts selected for appointment by transfer in one batch shall take their *inter se* seniority in the order of the date of their regular appointment to the post which they were holding before such appointment and, where such date is the same, the person older in age shall rank senior.

*[4A. In the event of merger of Ministries, Divisions, Attached Departments or Subordinate Offices, the *inter se* seniority of civil servants, other than those belonging to regularly constituted Occupational Groups and Services, shall be determined in accordance with the date of regular appointment to a cadre or post].

*Added vide Establishment Division Notification S.R.O. No.01(1)/2002 dated 1-1-2002.

5. **Seniority of officers of the Armed Forces on induction in civil posts.**—Officers of the Armed Forces of Pakistan who are inducted in a civil service, cadre or post in accordance with the Government orders and instructions shall take seniority in that service, cadre or post from the date of such induction:

Provided that the officers inducted in one batch shall, on induction, retain their *inter se* seniority as in the Armed Forces of Pakistan.

6. **Inter se seniority of civil servants appointed in the same calendar year.**—Persons appointed by transfer in a particular calendar year shall, as a class, be senior to those appointed by promotion or by initial appointment to such posts in that year, and persons promoted to higher posts in a particular calendar year shall, as a class, be senior to those appointed by initial appointment to such posts in that year.

7. **Repeal and savings.**—The General Principles of seniority circulated *vide* Establishment Division's O.M.No.1/16/ 69-D.II, dated the 31st December, 1970, and all other existing rules, orders and instructions relating to seniority except—

- (i) the Police Service of Pakistan (Composition, Cadre and Seniority) Rules, 1985;
- (ii) the Occupational Groups and Services (Probation, Training and Seniority) Rules, 1990; and
- (iii) the Establishment Division's O.M.No.1/2/74-ARC dated 23rd January, 1974, amended *vide* O.M. No. 2/1/75-ARC, dated the 3rd March, 1976 and as amended from time to time.

are hereby repealed.

[Authority.— Establishment Division Notification No. S.R.O. 163(I)/93, dated 28-2-1993].

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PART II

Statutory Notifications (S. R. O.)

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
(Establishment Division)

NOTIFICATION

Islamabad, the 11th April, 2018

S.R.O. 437(I)/2018.—In exercise of the powers conferred by sub-section (1) of section 25 of the Civil Servants Act, 1973, (LXXI of 1973), read with Notification No, S.R.O. 120(I)/1998, dated the 27th February, 1998, the Prime Minister is pleased to direct that the following further amendments shall be made in the Civil Servants (Seniority) Rules, 1993 namely:—

In the aforesaid Rules, in rule 4A. After the word “merger”, the words “or devolution”, shall be inserted.

[No. 1/5/2017-R-IV.]

MASROOR HUSSAIN,
Section Officer (R-IV).

(873)

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PART II

Statutory Notifications (S.R.O.)

GOVERNMENT OF PAKISTAN

CABINET SECRETARIAT
(Establishment Division)

NOTIFICATION

Islamabad, the 22nd November, 2016

S. R. O. 1078(I)/2016.—In exercise of the powers conferred by sub-section (1) of section 25 of the Civil Servants Act, 1973 (LXXI of 1973), read with Notification No. S.R.O. 120(I)/1998, dated the 27th February, 1998, the Prime Minister is pleased to direct that the following further amendments shall be made in the Civil Servants (Seniority) Rules, 1993 namely:—

In the aforesaid Rules, in rule 3, in the proviso,—

- (a) in clause (b), the word “and”, occurring at the end, shall be omitted;

(3389)

Price : Rs. 2.00

4080(2016)/Ex. Gaz.]

(b) after clause (b), amended as aforesaid, the following new clauses shall be inserted, namely:—

“(ba) *inter se seniority* of civil servants belonging to different occupational groups or services and selected for promotion to a post in a higher pay scale in one occupational group or service shall, on their promotion, be reckoned from the date of their regular appointment to the immediate lower pay scale in their respective occupational group or service, where such date is same, the person older in age shall rank senior;

(bb) civil servants of different occupational groups or services who opt for promotion in other occupational groups or services shall, on their promotion as such in one batch, be placed junior to the civil servants of the occupational group or service so opted; and”.

[No. 1/8/2008-R-IV.]

FAZELAT NAEEM,
Section Officer (R-IV).

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PART II

Statutory Notifications (S. R. O.)

GOVERNMENT OF PAKISTAN

CABINET SECRETARIAT

(Establishment Division)

NOTIFICATION

Islamabad, the 16th June, 2009

S. R. O. 572(I)/2009.—In exercise of the powers conferred by sub-section (1) of section 25 of the Civil Servants Act, 1973 (LXXI of 1973), read with Notification No. S.R.O. 120(I)/98, dated the 27th February, 1998, the Prime Minister is pleased to direct that the following further amendment shall be made in the Civil Servants (Seniority) Rules, 1993, namely:—

In the aforesaid Rules, for rule 6 the following shall be substituted, namely:—

“6. Inter se seniority of civil servants appointed in the same calendar year:—Civil servants appointed by promotion, transfer, or initial appointment to a service, cadre, or post shall take seniority from the date of their regular appointment to that service, cadre or post:

(1785)

[5/2(2009)/Ex. Gaz.]

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Provided that the provisions of this rule shall not in any manner affect or impair the rights of the existing incumbents”.

[F.No.1/8/2008-R.IV.]

MUHAMMAD ARSHAD,
Deputy Secretary.