

Annex M

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PART II
Statutory Notifications (S. R. O.)
GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
(Establishment Division)
NOTIFICATIONS

Islamabad, the 14th April, 1993

S. R. O. 284 (D)93.—In pursuance of rule 12 of the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973, the President is pleased to make the following rules, namely:—

PART-I GENERAL

These rules may be called the Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 1993.

2. They shall come into force with immediate effect.

PART-II GENERAL RELAXATION

3. Maximum age limit as prescribed in the recruitment rules shall be relaxed

(389)

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390 THE GAZETTE OF PAKISTAN, EXTRA, APRIL 15, 1993 [PART I]

in respect of the candidates mentioned in column (2) below to the extent mentioned against each under column (3):—

S. No.	Category of candidates	Age relaxation admissible
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| (i) | (a) Candidates belonging to Scheduled Castes, Buddhist Community, Recognised tribes of the Tribal Areas, Azad Kashmir and Northern Areas for all posts under the Federal Government. | 3 Years. |
| | (b) Candidates belonging to Sindh (Rural) and Balochistan for posts in BPS-15 and below under the Federal Government. | 3 Years. |
| (ii) | Released or Retired officers/personnel of the Armed Forces of Pakistan. | 10 Years or the number of years actually served in the Armed Forces of Pakistan whichever is less. |
| (iii) | Government servants including contract employees who have completed 2 years continuous service on the closing date for receipt of applications. | 10 Years. |
| (iv) | Disabled persons for appointment to posts in BPS-15 and below. | 10 Years. |

4. Where a candidate is entitled to age relaxation under more than one categories specified in rule 3, he shall be allowed relaxation in age only in one category:

Provided that the President or the Prime Minister may, on extreme compassionate grounds, grant age relaxation to an individual candidate for a period specified by him in each case on merit.

5. Repeal.—All existing orders and instructions relating to age relaxation issued from time to time are hereby repealed.

[No. F. 9/2/93-R. 5.]

Islamabad, the 15th April, 1993

S. R. O. 285 (I)/93.—In exercise of the powers conferred by section 25 of the Civil Servants Act, 1973 (LXXI of 1973), the President is pleased to make the following rules, namely:—

1. Short title, Commencement and application.—(1) These Rules may be called the "Civil Servants (Confirmation) Rules, 1993.

(2) They shall come into force at once.

(3) They shall apply to all civil servants.

PART III THE GAZETTE OF PAKISTAN, EXTRA., APRIL, 15, 1993 39

2. Definitions.—In these Rules, unless there is anything repugnant in the subject or context.—

- (a) " Foreign Service " means service in which a civil servant receives his pay with the sanction of Government from any source other than the Federal Consolidated Fund ; and
- (b) " lien " means the title of a civil servant to hold substantively a post on which he has been confirmed.

3. General Principles of confirmation.—(1) A civil servant initially appointed to a post, on probation including a civil servant promoted or appointed to a post on transfer, shall on satisfactory completion of his probation, be eligible for confirmation in that post :

Provided that the confirmation shall be made only against a permanent post :

Provided further that two or more civil servants shall not be confirmed in the same post and at the same time or in a post on which another civil servant holds a lien :

Provided also that a civil servant shall not be confirmed on two or more posts at the same time.

(2) A civil servant shall be considered for confirmation strictly in order of his seniority.

(3) No confirmation shall be made against the post vacated on dismissal, removal or compulsory retirement of a civil servant until his appeal against such dismissal or, as the case may be, removal or retirement is finally decided.

4. The confirmation shall be made on the recommendations of the Confirmation Committees constituted for the purpose and with the approval of the authorities specified below :—

Posts	Composition of the Committees	Confirming authorities	Remarks
1	2	3	4
Posts in BPS-20 and above.	Secretary of the Administrative Ministry or an authority controlling the Service/Cadre/Post as Chairman, Additional Secretary or a Joint Secretary where there is no Additional Secretary in the Ministry concerned; and Addl. Secretary Esst. Division as Members. If posts are in an Attached Department or Subordinate Office, the	PRIME MINISTER	

59

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Head of the Attached department or Head of Office who controls the particular Service/Cadre/Post may be appointed as Co-opted Member.

Posts in BPS-17 to 19.

Additional Secretary or Joint Secretary where there is no Addl. Secretary in the Administrative Ministry controlling the service/cadre/post as Chairman, and a Joint Secretary and a Senior Deputy Secretary of the Ministry concerned as Members. If posts are in an Attached Department or a Subordinate Office, the head of the Attached Department or Head of Office who controls the particular service/cadre/post may be appointed as Co-opted Member.

Secretary of the Administrative

Ministry/Division who controls the particular service/cadre/post.

FOR POST IN BPS-3 TO 16

Posts in BPS-11 to 16.

*An Officer holding the post in BPS-20 as Chairman and two officers holding the post in BPS-19 as Members.

Secretary of the Ministry/Division concerned of Head of Department provided he is holding the post in BPS-20 or above.

*The Administrative Ministry will constitute separate committees for posts in the Ministries/Divisions and Attached Departments/Subordinate Office.

Posts in BPS-10 and below.

*An Officer in BPS-19 as Chairman and two Officers in BPS-18 as Members.

FOR POSTS BPS-1 TO 2

Dy. Secretary of the Ministry /Division concerned or Head of Deptt. or Head of office provided he is holding the post in BPS-19 or above.

5. Acquiring of lien.—(1) On confirmation in a permanent post, a civil servant shall acquire a lien in that post and shall retain it during the period when he—

- (a) holds a temporary post other than a post in a service or cadre against which he was originally appointed;

(56)
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PART II] THE GAZETTE OF PAKISTAN, EXTRA., APRIL 15, 1993 393

- (b) holds a post on deputation with a foreign government, an international organisation, a multinational corporation or any other organisation outside Pakistan;
- (c) holds a post in Foreign Service in Pakistan;
- (d) is on leave;
- (e) is called for duty in the Armed Forces as reservist of Armed Forces of Pakistan;
- (f) is under suspension; and
- (g) is on joining time on transfer to another post.

(2) A civil servant acquiring lien as referred in sub-rule (1), shall cease to hold lien acquired previously on any other post.

6. **Termination of lien.** (1) The lien of a civil servant who is reduced in rank or reverted to a lower post as a consequence of action taken against him under the Government Servants (Efficiency and Discipline) Rules, 1973, shall be terminated against the post from which he is reduced in rank or, as the case may be, reverted to a lower post:

Provided that such civil servant shall acquire a lien against the lower post.

(2) A civil servant shall cease to hold lien against a post if he takes up an appointment on selection in an autonomous body under the control of Federal Government, Provincial Government, local authority or private organisation.

(3) Notwithstanding the consent of a civil servant, his lien on a post under the Federal Government shall not be terminated until he acquires lien on any other post.

(4) A confirmed civil servant who, of his own accord, joins some other service, post or cadre on regular basis shall have, after being selected through a regular selection process, the right of reversion to the previous post against which he shall hold lien only during the period of his probation on his new service, post or cadre.

7. **Repeal.** All existing orders and instructions relating to confirmation of civil servant issued from time to time are hereby repealed.

[F. No. 7/191-R. I.]

MANZUR HUSSAIN,
Additional Secretary.