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PART-II

Statutory notification (S.R.O)
GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
(Establishment Division)

NOTIFICATIONS

Islamabad, the 04th November, 1993

*In exercise of the powers conferred by sub-section (1) of section 25 of the Civil Servants Act, 1973 (LXXI of 1973), the President is pleased to make the following rules, namely:-

PART-I – GENERAL

1. 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:-

“Provided that nothing in these rules shall apply to the appointment to the posts in BPS-17 to be filled through C.S.S. Competitive Examination.”

PART-II – GENERAL RELAXATION

3. Maximum age limit as prescribed in the recruitment rules shall be relaxed 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
(1)	(2)	(3)
(i)	(a) Candidates belonging to Scheduled Castes, Buddhist Community, Recognized Tribes of the Tribal Areas, Azad Kashmir and Northern Areas for all posts under the Federal Government. (b) Candidates belong to Sindh (R) and Balochistan for posts in BPS-15 and below under the Federal Government.	03 years 03 years
(ii)	Released or Retired Officers / personnel of the Armed Forces of Pakistan.	**15 years or the number of years actually served in the Armed Forces of Pakistan, whichever is less.
(iii)	Government Servants who have completed 02 years continuous Government service on the closing date for receipt of applications.	10 years, upto the age of 55 years.
(iv)	Disabled persons for appointment to posts in BPS-15 and below.	10 years

(v)	***Widows, son or daughter of a deceased civil servant who dies during service	05 years
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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.
- + [4A. (1) Subject to sub-rule (2) the maximum age limit prescribed for initial appointment under any rules for the time being in force shall be relaxed by a **period of five years**;
- (2) The relaxation in upper age limit shall be over and above the relaxation of age admissible to candidates specified in rule 3 or in any other rules for the time being in force].
- ± [4B. Notwithstanding the provisions contained in these rules or any other rules for the time being in force, the President or the Prime Minister may, **on extreme compassionate grounds**, grant age relaxation to an individual candidate for a period not exceeding three years over and above the relaxation in upper age limit already admissible, if any].
- ♀ [4C. Notwithstanding anything contained in these rules, or any other rules for the time being in force, one-time relaxation in the upper age limit shall be admissible to the persons appointed to the posts, **on adhoc basis**, from the 1st October, 1981, to the 31st December, 1995, to the extent they are overage for initial appointment to the posts, held by them, as and when advertised by the Federal Public Service Commission].
- @ [4D. Notwithstanding anything contained in these rules or any other rules for the time being in force, the President or the *****Prime Minister** may grant age relaxation to the widow, son or daughter of a **deceased civil servant** who dies during service for such period as may be considered appropriate].
- # [4E. The relaxation in upper **age limit for widow / widower** of the deceased government servant shall be relaxed upto the age of 50 years for appointment under the Prime Minister's Assistance Package].
5. **Repeal:-** All existing rules, orders and instructions relating to age relaxation issued from time to time are hereby repealed.

[Authority-Establishment Notification No. SRO. 1079(I)/93, dated 4.11.1993].

- * Added vide Establishment Division Notification No. SRO. 519(I)/98 dated 25.05.1998.
** Added vide Establishment Division Notification No. SRO. 576(I)/2000 dated 17.08.2000.
*** Added vide Establishment Division Notification No. SRO. 1055(I)/2007 dated 24.10.2007.
+ Added vide Establishment Division Notification No. SRO. 586(I)/99 dated 18.05.1999.
± Added vide Establishment Division Notification No. SRO. 79(I)/95, dated 23.01.1995.
♀ Added vide Establishment Division Notification No. SRO. 798(I)/98 dated 10.07.1998.
@ Added vide Establishment Division Notification No. SRO. 294(I)/2002 dated 31.05.2002.
Added vide Establishment Division Notification No. SRO. 1004(I)/2016 dated 25.10.2016.

Sl. No. 10

Civil Servants (Confirmation) Rules, 1993

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.

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 Committee 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 Estt. Division as Members. If posts are in an Attached Department or 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.	Prime Minister	
Posts in BPS 17 to 19	Additional Secretary or Joint Secretary where there is no Additional 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 or 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 Offices.
Posts in BPS 10 and below:	An Officer in BPS 19 as Chairman and two Officers in BPS 18 as Members.		
FOR POSTS IN 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.	

*[Provided that in case no post of Joint Secretary or Deputy Secretary exists or the number of such officers is less than the required number in the administrative Ministry or Division for the constitution of the Confirmation Committee, other officers of BPS 20 and BPS 19 in the concerned Ministry or Division may be included in the Committee:

Provided further that in case there is no post in BPS 20 and BPS 19, officer of one-step below status in the concerned Ministry or Division may be included in the Confirmation Committee with the approval of Establishment Division].

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;
- (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.

* Added by SRO No. 104(I)/97, dated 4.2.1997.

** Implies deputation.

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(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 servants issued from time to time are hereby repealed.

[Authority:— Estt. Div.'s Notification No. S.R.O. 285(1)/93, dated 15-4-1993].