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Separate Paging is given to this Part in order that it may be filed as a separate compilation.

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## PART-I

### NOTIFICATIONS BY THE GOVERNMENT OF SINDH

#### PLANNING & DEVELOPMENT DEPARTMENT

NO:SO(ADMN.I)(P&D)10(158)/94: Karachi, 10<sup>th</sup> March, 2020  
NO:SO(ADMN.I)(P&D)2(158)/94: Having been declared permanently incapacitated vide Invalidation Certificate bearing No: SHK/MED/INVALIDATION/01, dated 02.01.2020 issued by Services Hospital, Government of Sindh, Karachi, Mr. Arshad Maroof, Deputy Director (BS-18), Bureau of Statistics, Planning & Development Department, Government of Sindh, Karachi is hereby retired from Government service with immediate effect.

#### II

Sanction is hereby accorded for encashment of leave for 365 days in lieu of L.P.R as per Finance Department's Circular No. F.D(SR-IV)15-26/2012, dated 03.10.2012, in favour of Mr. Arshad Maroof, Deputy Director (BS-18), Bureau of Statistics, Planning & Development Department, Government of Sindh, Karachi.

-MUHAMMAD WASEEM-  
CHAIRMAN, P&D BOARD, SINDH

14. The candidates shall be allowed in-service trainings / courses / degrees for post-graduation / specialization / continuous professional development course in the Federal or Sister Provinces' institutions, where seats for Sindh Province are allocated and the candidate is selected against those seats subject to the provisions of the policy as stated above.
15. The employees of Health Department once allowed in-service trainings / courses / degrees for post-graduation / specialization / continuous professional development, in any case, shall not be eligible for applying again for in-service trainings / courses / degrees for post-graduation / specialization / continuous professional development, until the completion of his / her 5 years' period of the bond signed with Health Department. However, the short courses maximum up to two weeks' period may be allowed on case to case basis with the approval of the Competent Authority.
16. Extension in the course shall be allowed only on the recommendations of Chairman of the Postgraduate Committee of respective institute with proper justification. If it is essentially required, then the candidate shall be granted EOL (without pay) for one time, and shall not be more than 06 months in any case.
17. The permission for the change of the institute will be allowed subject to the approval of the Competent Authority on case to case basis with justification certified by Chairman of the Postgraduate Committee of the respective institute.

**SECRETARY HEALTH**

**LABOUR & HUMAN RESOURCES  
DEPARTMENT**

No. L-II-2-2/2019:

Karachi, dated 20<sup>th</sup> February, 2020

No. L-II-2-2/2019: In exercise of the powers conferred by under Sub-Section (4) of Section 53 of the Sindh Factories Act, 2015 (Sindh Act No. XIII of 2016), the Government of Sindh are pleased to make the following rules, namely:-

1. **Short title and application and commencement.** (1) These rules may be called the Sindh Hazardous Occupations (Silicon) Rules, 2019.

(2) These rules shall apply to all factories in which any operation specified in the Schedule is carried on.

(3) They shall come into force at once.

2. **Definitions.** (1) In these rules, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say:-

- (a) "Act" means the Sindh Factories Act, 2015 (Sindh Act No. XIII of 2016);
- (b) "Certifying Surgeon" means a registered medical Practitioner registered with Pakistan Medical and Dental Council, appointed as a certifying surgeon under section 14;
- (c) "Chief Inspector" means the Chief Inspector of Factories appointed under sub-section (2) of section 12;
- (d) "Inspector" means the Inspector of Factories appointed under section 12;
- (e) "Fitness Certificate" means a certificate granted by a certifying surgeon under rule 8;
- (f) "Manager" means the person responsible to the occupier for the working and control of the factory and includes the person nominated by the occupier under clause (e) of sub-section (1) of section 10;

- (g) "Silicon Compound" means any oxide of silicon, silica or silicon material used in the manufacturing of such compounds including quartz, tridymite or cristobalite;
- (h) "Schedule" means the Schedule to these rules; and
- (i) "section" means a section of the Act.

(2) The words and expressions used but not defined in these rules shall have the same meaning as assigned to them in the Act.

3. **Declaration of operations as Hazardous.** The operations specified in the Schedule are declared to be Hazardous when carried on in any factory.

4. **Material Testing.** The Occupier and the Manager of the factory to which these rules apply shall get petrographic test or X-Ray Diffraction (XRD) of the material/substance used in the manufacturing process after every twelve months and shall maintain record for the inspection of the Inspector.

5. **Sampling.** (1) When an Inspector suspects that any substance used or intended to be used in any factory contains a silicon or silica compound; he may at any time take for analysis sufficient samples of that substance.

(2) The Manager may at the time when a sample is taken and on providing the necessary appliances, require the Inspector to divide the sample into three parts and to make them sealed.

(3) The Inspector shall deliver one part to the Manager duly sealed and will retain two parts, one for laboratory testing and one to be retained by him.

(4) The inspector shall immediately send one part of the sealed sample to the laboratory for testing duly authorized or competent to carry out petrographic or X-Ray Diffraction Test, as the case may be.

(5) The fees for sample testing under these rules, shall be borne by the occupier.

(6) The Inspector shall proceed further under the Sindh Factories Act 2015 and the rules in case of positive result of petrographic test or X-Ray Diffraction.

6. **Prohibition of employment of adolescent or children.** No adolescent or child shall be employed in any factory, wherein any of the operations specified in the Schedule are carried on.

7. **Restriction of employment of adult.** (1) An adult person shall not be employed in any factory, wherein any of the operations specified in the Schedule are carried on and the workplace atmosphere contains silicon and silica (quartz) compound dust above the following limits:-

- (a) Quartz (respirable dust): 0.1 mg/m<sup>3</sup> TWA
- (b) Tridymite (respirable dust): 0.05 mg/m<sup>3</sup> TWA
- (c) Cristobalite (respirable dust): 0.05 mg/m<sup>3</sup> TWA
- (d) Tripoli (respirable dust): 0.1 mg/m<sup>3</sup> TWA
- (e) Tridymite: 0.05 mg/m<sup>3</sup> TWA

8. **Medical Certification and examination.** (1) An adult person shall not be employed in any factory, wherein any of the operations specified in the Schedule are carried on unless a certificate of fitness in the form appended to these rules granted to him by a certifying Surgeon is in the custody of the Manager of the factory.

(2) The Chief Inspector of Factories may require that any person granted a certificate under sub-rule (1) shall carry with him while at work, a token given reference to such certificate.

(3) Every person employed on any of the operations mentioned in the Schedule shall be re-examined by a certifying surgeon once in six months or at such shorter or longer intervals as may be specified in writing by the Chief Inspector of Factories according to the degree of risk of silicon or silica compound poisoning involved in any operation. This examination shall include examination for Silicosis in addition to leading for other signs and symptoms of respiratory corresponding occupational diseases.

(4) If at any time, the certifying surgeon is of opinion that any person is no longer fit for employment in any of the operations specified in the Schedule, he shall cancel the certificate of fitness of that person.

(5) A person whose certificate of fitness has been cancelled shall not be employed in any of the operations specified in the Schedule unless the certifying surgeon has again certified him to be fit.

(6) The fees for examination under this rule, as may be fixed by the Chief Inspector, shall be borne by the occupier of a factory.

9. **Exhaust Draughts.** (1) The operations specified in the Schedule shall not be carried on in any factory except with an efficient exhaust draught.

(2) No draught shall be deemed efficient which fails to remove dust appended in its atmosphere at the point where such dust originates.

10. **Floor and work-benches.** (1) The floor of every room in which any person is employed on any of the operations specified in the Schedule shall be of smooth cement or other smooth impervious material.

(2) The surface of every work-bench in every such room shall be of smooth impervious material.

(3) The said floor and work-benches shall be kept clean and in good condition.

(4) The Inspector may by order in writing require such floors and work-benches to be kept wet in such manner as he may deem suitable in order to reduce dust.

11. **Washing Facilities.** (1) The occupier of a factory to which these rules apply shall provide and maintain in a clearly state and in good repair, for the use of all persons employed in silicon or silica compounds operations —

(a) a lavatory under cover with an adequate supply of clean towels which shall be renewed daily, soap and nail brushes; and

(b) sufficient and suitable bath accommodation.

(2) At least one lavatory basin fitted with a waste pipe and plug and having constant supply of water shall be provided for every five persons employed in a silicon or silica compounds operations.

12. **Protective clothing.** (1) The occupier of a factory to which these rules apply shall provide and maintain sufficient and suitable overalls, gloves and head coverings and clean respirators and shall cause them to be worn properly by every person employed on any of the operations specified in the Schedule.

(2) At the end of every day's work, the protective clothing mentioned in sub-rule (1) shall be collected and kept in proper custody in a suitable place set apart for purpose, and shall be thoroughly washed every week and those which have been used in the crushing and packing process shall be washed daily.

**13. Special provisions relating to Respirators.** (1) The Occupier shall provide respirators applicable and suitable for the workers employed in the operations specified in the Schedule duly certified by any Institute internationally recognized on Occupational Safety Health and Environment (OSHE).

(2) The Occupier shall be responsible for the establishment and maintenance of respiratory programme at the workplace level, which include -

- (a) written Respiratory Protection Programme (RPP) with required work site specific procedures and elements for use of respirator;
- (b) administration by a suitable trained programme Administrator;
- (c) small compliance guide containing demonstration of RPP;
- (d) medical evaluation of workers required to use respirators;
- (e) fit testing procedure for tight fitting respirators;
- (f) procedures and schedule for cleaning, disinfecting, storing, inspection, repairing, discarding and otherwise maintaining respirators;
- (g) training of workers in the respiratory hazards to which they are potentially exposed at the workplaces; and
- (h) procedure for regular evaluation and effectiveness of the programme.

**14. Special Protection Measures.** (1) The Occupier shall be responsible to adopt and maintain the following special protection measures for control of silicon or silica (quartz) dust at the workplace:-

- (a) replace crystalline silica materials with safer substitutes, whenever possible;
- (b) provide engineering or administrative controls, where feasible, such as local exhaust ventilation, and blasting cabinets;
- (c) where necessary to reduce exposures below the PEL, use protective equipment or other protective measures;
- (d) use all available work practices to control dust exposures e.g. water sprays;
- (e) participate in training, exposure monitoring, and health screening and surveillance programs to monitor any adverse health effects caused by crystalline silica exposures; and
- (f) affixing of following signs at the workplaces:-
  - (i) "Be aware of the operations and job tasks creating crystalline silica exposures in your workplace environment and know how to protect yourself";
  - (ii) "Be aware of the health hazards related to exposures to crystalline silica. Smoking adds to the lung damage caused by silica exposures";

- (iii) "Do not eat, drink, smoke, or apply cosmetics in areas where crystalline silica dust is present";
- (iv) "Wash your hands and face outside of dusty areas before performing any of these activities"; and
- (v) "Remember: If it's silica, it's not just dust".

PEL (Permissible Exposure Limits)

15. **Duties of Employees.**— (1) Every person employed in any operations mentioned in the Schedule shall present himself for examination by the Certifying Surgeon at the fixed time.

(2) A person, whose certificate of fitness has been cancelled or suspended, shall not work in any operations mentioned in the Schedule unless the Certifying Surgeon again certifies him fit to do.

(3) Every person employed in any operations mentioned in the Schedule shall deposit, in the place provided for the purpose, all clothing put off during working hours.

(4) Every person employed in any operations mentioned in the schedule shall, before taking food or leaving the premises where the operations mentioned in the Schedule are carried on, wash his face and hands.

(5) Every person employed in any operations mentioned in the Schedule shall abide by the Respiratory Protection Programme (RPP) and will take part in every activity conducted in this regard and will use the personal protective instruments provided by the occupier during the course of his work.

(6) A person shall not introduce, keep, prepare or partake of any food or drink or make use of tobacco in any place in which any operations mentioned in the Schedule are carried on.

ABDUL RASHEED SOLANGI  
SECRETARY TO GOVT. OF SINDH