

THE SIND GOVERNMENT GAZETTE

KARACHI, Monday March 2, 1987

TRANSPORT DEPARTMENT

NOTIFICATION

Karachi, the 24th November, 1986.

No. SO(T-I)2-4/85.—The following draft of the rules, which the Government of Sind, in exercise of the powers conferred by sub-section (9) of section 70 of the Provincial Motor Vehicles Ordinance, 1965 and in supersession of all rules made in that behalf propose to make, is hereby published as required by section 119 of the said Ordinance for the information of the persons likely to be affected thereby, and notice is hereby given that the said draft together with any objections and suggestions which may be received by the Secretary to Government of Sind, Transport Department within a period of thirty days from the date of publication of this notification in the Official Gazette shall be taken into consideration after the expiry of the said period:—

PART—I

GENERAL

Short title and commencement.

1. (1) These rules may be called the Sind Road Transport Corporation (General Conditions of Service) Rules. 1986.
- (2) These rules shall come into force at once.
- (3) They shall, subject to the Provisions of the Road Transport Workers Ordinance, 1961 and the West Pakistan Industrial and Commercial Employment Standing Orders Ordinance, 1968, or any other law relating to terms and conditions of labour, apply to all employees.

Definitions.

2. In these rules unless there is anything repugnant to the subject or context:—
 - (i) “appointing authority” means—
 - (a) in the case of executive, the Corporation with the approval of Government;
 - (b) in the case of workers and workman the District Manager or and other Officer authorized by the Corporation;

- (c) In all other cases the Corporation or any officer authorized by the Corporation;
- (ii) “basic pay scale” means of pay in which a post or group of posts is placed;
 - (iii) “Cadre” means the strength of service or a part of sanctioned as a separate unit;
 - (iv) “Competent authority” means, in relation to the exercise of any power, the authority authorized by or under these rules or any other rules applicable to an employee;
 - (v) “Corporation” means the Sind Road Transport Corporation established under sub-section (1) of section 70, of the Ordinance;
 - (vi) “employee” means a person in the whole time service and includes an employee employed on contract but does not include any civil servant or other person appointed on deputation or tenure under the terms and conditions applicable to him immediately before such appointment;
 - (vii) “Executive” means the secretary, Chief Traffic Manager, Chief Accountant or Chief Technical Officer, as the case may be;
 - (viii) “Government” means the Government of Sind;
 - (ix) “Head of Office” means the head of office and includes the authority designated as drawing and disbursing officer or any other employee not below B-16 as may be so designated by the Corporation;
 - (x) “lien” means the title of an employee to hold substantively either immediately or on the termination of periods or period of absence, a permanent post to which he has been appointed substantively;
 - (xi) “Ordinance” means the Provincial Motor Vehicles Ordinance, 1965;
 - (xii) “pay” means the basic pay without allowances drawn monthly by an employee, that is to say—
 - (a) the pay other than the allowances or pay granted in view of his personal qualifications which has been sanctioned for a post held by him substantively or in an officiating capacity or to which he is entitled by reason of his position in the cadre;
 - (b) technical pay, special pay and person pay; and
 - (c) any other emoluments which may be specially classed as pay by the Corporation, will not be considered pay but considered s allowances;
 - (xiii) “permanent post” means a post carrying a definite rate of pay sanctioned without limit of time;

- (xiv) “personal pay” means the additional pay granted to an employee to save him from a loss of substantive pay in respect of a permanent post other than a tenure post due to a revision of pay or to any reduction of such substantive pay otherwise than as a disciplinary measure; or in exceptional circumstances, on other personal consideration;
- (xv) “officiating” means performing the duties of a post on which another person holds a lien;
- (xvi) “post” means a post mentioned in the schedule;
- (xvii) “substantive post” means the post to which an employee has been appointed substantively or by reason of his substantive position in a cadre;
- (xviii) “Schedule” means the Schedule to these rules;
- (xix) “Service” means the service of the Corporation;
- (xx) “special pay” means an addition of the nature of pay, to the emoluments of a post or of the employee granted in consideration of—
 - (a) the specially arduous nature of the duties;
 - (b) a specific addition to the work or responsibility; or
 - (c) the unhealthiness of the locality in which the work is performed;
- (xxi) “temporary post” means a post carrying a definite rate of pay sanctioned for a limited time;
- (xxii) “time scale” means the scale of pay in which the pay is, subject to any conditions prescribed in these rules, raised by periodical increments from a minimum to a maximum;
- (xxiii) “workers” means a person engaged on mobile duty and includes a driver, cleaner, conductor and checker;
- (xxiv) “workman” means any person employed to do any skilled or unskilled, manual or clerical work.

PART—II

CATEGORIES OF EMPLOYEES AND FIXATION OF THEIR PAY AND ALLOWANCES

Classification of service and employees and their pay scales.

3. (1) The service shall consist of the following categories of the employees:—
 - (a) Executives.

- (b) Officers in basic scale 16 and above.
- (c) Supervisory staff in basic scale 6 to 15.
- (d) Worker/ Workman.
- (e) Security Staff.
- (f) Ministerial Staff.

(2) Each category of employees shall be divided into cadres as specified in the Schedule.

(3) The number of the posts in each cadre shall be determined by the Corporation or any other officer authorized by the Corporation; provided that the number of the executives shall be determined with the approval of the Government.

4. (1) The basic pay scales of various posts shall be determined by the Corporation with the approval of the Government.

(2) An employee shall be entitled to such allowances as may, from time to time, be allowed by the Corporation with the approval of the Government.

(3) An employee shall begin to draw the pay and allowances of the post to which he is appointed with effect from the date when he assumes the duties of that post and shall cease to draw them when he ceases to hold that post.

Fixation of pay.

5. (1) The initial pay of an employee, who is appointed to the service for the first time to a post on a time scale of pay, shall be fixed at the minimum of the time scale unless the appointing authority, for reasons to be recorded, considers that it is necessary to give higher pay in order to secure the services of a person capable of discharging efficiently the duties of the post.

(2) The initial pay of an employee appointed from one post in the service to another post shall be fixed—

(a) at the same stage, if the post carries the same time scale;

(b) at a stage next above the stage in the lower scale if the post carries a higher time scale, and if the appointment involves assumption of duties and responsibilities of greater importance, the benefit of one full increment shall also be allowed;

(c) if the employee is reverted to a lower post for whatever reasons other than punishment on account of misconduct, in the time scale of the post to which he is reverted, at a stage equal to the pay drawn immediately before reversion and if there be no such stage at the stage next below such stage and if the pay drawn immediately before reversion exceeds the maximum of the scale, at the maximum of the scale and the difference in both cases shall be allowed as

personal pay and be subsequently merged with the pay on promotion or on grant of higher pay scale;

(d) if the employee is reverted on account of punishment for misconduct, at the stage in the lower scale at the time of first promotion to the aforesaid post plus all increments due upto the date of reversion.

(3) An employee promoted to a higher post may, at his option exercised within six months of such promotion, continue to receive the pay admissible to him in his original post upto a date later than the date of his promotion and opt for fixation of his pay in the higher time scale with effect from that later date if that be more beneficial to him, and the option so exercised, shall be final and an entry to that effect shall be made in the service book of the employee.

Pay during training.

6. When an employee is treated as on duty during a duly authorized course of training or instruction in Pakistan or abroad, the competent authority may, authorize payment, to him of the pay of his substantive appointment:

Provided that where such employee was at the time he was placed on such duty, in receipt of higher pay on account of an officiating appointment, he may during the period of instruction or training, be allowed to draw pay equivalent to what he would have drawn had he been holding the officiating appointment.

Increment and efficiency bar.

7. (1) An increment shall ordinarily be drawn as a matter of course, unless it is withheld.

(2) An increment may be withheld from an employee by the competent authority if his conduct has not been good or his work has not been satisfactory.

(3) In ordering the withholding of an increment, the withholding authority shall state the period for which it is withheld, and whether the postponement shall have the effect of postponing future increment.

(4) Where an efficiency bar is prescribed in a time scale of pay the increment next above the bar, shall not be given to an employee without the specific sanction of the authority empowered to withhold increment.

Service for increment.

8. The conditions for counting service for increments in a time-scale, shall be as under :

(a) All duty in a post on a time scale and periods of leave other than extraordinary leave shall count for increment in that time scale; provided that the competent authority shall have powers in any case, in which he is satisfied that the leave was taken on account or for any other cause beyond the employee's control, to

direct that extraordinary leave shall be counted for increment under this clause.

- (b) Service in another post, whether in a substantive or officiating capacity and service on deputation shall count for increment in the time scale applicable to the post on which the employee holds a lien or would hold a lien had his lien not been suspended.
- (c) If an employee, while officiating in a post on a time-scale of pay, is appointed to officiate in another post which does not carry less pay than the pay of his original post, his officiating service in that post shall, if he is reappointed to his original post, count for increment in the time-scale applicable to the original post, the period of such service so counted being restricted to the period during which the employee would have officiated in the original post but for his appointment to the other post.

Explanation:—

Clause (c) shall also apply to an employee, who was not actually officiating in the original post at the time of his appointment to the other post, but who would have so officiated had he not been appointed to the other post.

Fixation of pay of employee receiving special pay.

9. If an employee in receipt of special pay in a post is transferred to another post, his pay in the new post will be fixed under rule 5 subject to the condition that his pay plus special pay, if any, in the new post is not less than his pay plus special pay in respect of the old post.

Subsistence grant.

10. An employee who is placed under suspension shall be entitled to such subsistence grant as may from time to time be determined by the Corporation.

Dual charge.

11. If an employee is required on a written order of the appointing authority to hold charge of another post in addition to his own duties he may be allowed special pay at such rates as may be determined by the competent authority by general or special order subject to the following conditions :

- (i) The appointment orders are issued prior to the actual date of assuming charge.
- (ii) No special pay will be admissible if the charge of the additional post is held for less than a period of 30 days.
- (iii) Special pay for such additional charge will not be admissible beyond the period of six months unless prior approval of the competent authority to relax this period is obtained.

Honorarium.

12. The competent authority may grant or permit an employee to receive an honorarium as remuneration for work performed which is occasional in character and is either so laborious or of such special merit as to justify a special reward.

PART—III

RETIREMENT AND RE-EMPLOYMENT.

13. (1) An employee shall retire from service—

- (i) on such date after he has completed twenty-five years of service qualifying for pension or other retirement benefits as the competent authority may, in the public interest, direct; or
- (ii) where no direction is given under clause (i), on the completion of the sixty years of his age.

(2) An employee on leave preparatory to retirement shall be deemed to be in the service of the Corporation and be liable to retire on completion of sixty year of his age irrespective of the fact whether such leave has or has not expired.

Explanation:—In this rule “competent authority” means the appointing authority or a person duly authorized by the appointing authority in that behalf, not being a person lower in rank than the employee concerned.

PART—IV

RE-EMPLOYMENT AND PRIVATE EMPLOYMENT

Re-employment.

14. A retired employee shall not ordinarily be re-employed unless such re-employment is necessary in the public interest and is made with the prior approval of the authority immediately above the appointing authority.

Private employment.

15. An employee may, during leave preparatory to retirement, after retirement from service, seek any private employment :

Provided that, where employment is sought by an employee while on leave preparatory to retirement or within two years of the date of his retirement, he shall obtain the prior approval of the appointing authority.

PART—V

OTHER TERMS AND CONDITIONS OF SERVICE

Whole time of employee at the disposal of service and observance of rule.

16. (1) Unless in any case it be otherwise distinctly provided the whole time of an employee shall be at the disposal of the Corporation and he may be employed in any manner required by the Corporation without claim for additional remuneration.

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

(3) Every employee shall conform to and abide by the rules and regulations of the Corporation and shall observe, comply with and abide by all orders and directions which may, from time to time, be given by any person under whose jurisdiction, superintendence or control he may be.

17. Every employee shall be liable to serve anywhere in connection with the affairs of the Corporation :

Provided that, where an employee is required to serve in a post outside his service or cader, his terms and conditions of service as to his pay shall not be less favourable than those to which he would have been entitled if he had not been so required to serve.

18. (1) Unless his lien is suspended an employee holding substantively a permanent post retains a lien on that post—

(a) while performing the duties of that post;

(b) while on deputation, or holding a temporary post, or officiating in another post;

(c) during joining time on transfer to another post; unless he is transferred substantively to a post on lower pay, in which case his lien is transferred to the new post from the date on which he is relieved of his duties in the old post;

(d) while on leave; and

(e) while under suspension.

(2) The competent authority shall suspend the lien of an employee on a permanent post which he holds substantively if he is appointed in a substantive capacity :

(i) to a tenure post; or

(ii) to a permanent post outside the cader on which he is borne; or

(iii) provisionally, to a post on which another employee would hold lien had his lien not been suspended.

(3) The competent authority may, at its opinion, suspend the lien of an employee on a permanent post which he holds substantively, if he is deputed out of the Corporation or transferred whether in a substantive or officiating capacity, to a post on another cadre, and if any of these cases there is reason to believe that he will remain absent from the post on which he holds a lien, for a period of not less than three years.

(4) Notwithstanding anything contained in sub-rule (2) and (3) an employee's lien on a tenure post may, in no circumstances, be suspended, but if he is appointed substantively to another permanent post, his lien on the tenure post shall be terminated.

(5) If any employee's lien on a post is suspended under sub-rule (2) or sub-rule (3) the post may be filled substantively and the employee appointed to hold it substantively shall acquire a lien on it; provided that the arrangements shall be reversed as soon as the suspended lien of the previous employee revives.

(6) An employee's lien which has been suspended under sub-rule (2) shall revive as soon as he ceases to hold a lien on a post of the nature specified on that sub-rule.

(7) An employee's lien which has been suspended under sub-rule (3) shall revive as soon as he ceases to be on deputation or to hold a post in another cadre; provided that a suspended lien shall not revive if the employee takes leave if there is reason to believe that he will on return from leave, continue to be on deputation or to hold a post in another cadre and the total period of absence on duty will not fall short of three years or that he will hold substantively a post of the nature specified in sub-rule (2).

(8) Subject to the provisions of rule 19 the competent authority may transfer to another permanent post on the same cadre the lien of an employee who is not performing the duties of the post to which lien relates, even if that lien has been suspended.

(9) An employee's lien on a post may in no circumstances be terminated even with his consent, if the result will be to leave him without a lien or a suspended lien upon a permanent post.

(10) In the case of an employee whose lien on a permanent post has been suspended on his appointment in a substantive capacity to a permanent post outside the cadre on which he is borne, the suspended lien may not, except on the written request of the employee concerned, be terminated while the employee remains in the service of the Corporation.

(11) Two or more employees shall not be appointed substantively to the same permanent post at the same time.

(12) An employee shall not be appointed substantively, except as a temporary measure, to two or more permanent posts at the same time.

Transfer.

19. (1) An employee may be transferred from one post to another equivalent post :

Provided that—

- (a) except on account of efficiency or mis-behaviour or on his written request, an employee shall not be transferred substantively to, or, appointed, to officiate in a post carrying less pay than the pay of the permanent post on which he holds a lien or would hold a lien had his lien not been suspended under sub-rule (2) of rule 18;
- (b) nothing contained in clause (a) or any other provision of these rules shall operate to prevent the re-transfer of an employee to the post on which he would hold a lien, had it not been suspended in accordance with the provisions of sub-rule (2) or sub-rule (3) of rule 18.

Record of service and confidential report.

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

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

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

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

(5) All entries in the service book shall be initialed by the head of the office concerned.

Bar o appointment.

21. No person convicted for an offence involving moral turpitude shall, unless Corporation otherwise directs, be appointed as an employee.

Suspension.

22. (1) An employee against whom an investigation for a cognizable offence is pending or who is challaned in a Court of Law on a criminal charge or is in police custody may be placed under suspension if the appointing authority considers it necessary.

(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 rules.

(4) If an employee under suspension is acquitted honourably, he shall be reinstated and the period of suspension shall be treated as spent 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 but 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 it is merely giving the accused benefit of a doubt, the acquittal will be treated as honourable acquittal.

(5) If an employee is exonerated in a departmental inquiry, or acquitted or discharged in a trial in a court of law either on purely a technical ground or on being given benefit of doubt, or otherwise than honourably 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.

Reversion to a lower grade.

23. An employee appointed to a higher post on adhoc or on temporary or officiating basis shall be liable to reversion to his lower post or grade without notice.

Termination of service.

24. (1) The services of an employee may be terminated without notice—

(i) during the initial or extended period of his probation:

Provided that, where the employee is appointed by promotion or, as the case may be, is transferred from one cadre or post to another cadre or post, his service shall not be so terminated so long as he holds a lien against his former post in such cadre, but he shall be reverted to his former cadre or post, as the case may be;

(ii) on the expiry of the initial or extended period of his employment; or

(iii) if the appointment is made adhoc terminable on the appointment of a person on the recommendation of the selection authority on the appointment of such person.

(2) Where, on the abolition of a post or reduction in the number of posts in a cadre, the services of an employee are required to be terminated, the person whose services are terminated shall ordinarily be the one who is the most junior in such cadre or post.

Resignation.

25. (1) A permanent employee shall not resign from his post without giving the appointing authority one month's previous notice in writing failing which he shall be liable to pay to the Corporation a sum equal to his substantive pay for three months.

(2) The right to recover pay in lieu of notice may be waived by the appointing authority.

Absence from duty.

26. Unless the competent authority, in view of any special circumstances of the case, otherwise determines, an employee shall cease to be in the employment after five years' absence from duty, elsewhere than on deputation.

Employee being unfit for service by illness.

27. (1) The competent authority may require an employee to appear before an authorized Medical Officer for medical examination if, in its opinion the employee is suffering from a disease which renders him unfit for the proper and efficient discharge of his duties or from a disease which is communicable and is likely to endanger the health of other employees.

(2) If the authorized Medical Officer certifies, after examining the employee, that the employee requires a period of absence from duty for the purpose of rest and treatment and that there is reasonable prospect of his recovery, the competent authority may grant him leave, including extra ordinary leave, for such period as the Medical Officer recommends under the relevant rules as if the employee had himself applied for the leave.

(3) If the Medical Officer after examining the employee, certifies that the employee is permanently incapacitated for service, the finding of the Medical Officer shall be communicated to the employee immediately.

(4) The employee may, within seven days of the receipt by him of the official intimation of the findings of the Medical Officer, apply to the competent authority for a review of his case by a medical board and the application shall be accompanied by a fee determined by the Corporation.

(5) The competent authority shall then arrange for the convening of a reviewing medical board, the personnel of which shall not include the Medical Officer who issued in the certificate in the first instance and if the reviewing medical board certifies that the employee is permanently incapacitated for further service or the employee fails to apply for review the competent authority may require him to retire from service and may grant him such amount by way of special contribution to the Provident Fund or Compassionate gratuity as may be admissible to him.

(6) In case the reviewing medical board holds that the employee is fit for service, he shall be reinstated forthwith and the period of his absence will be treated as duty and the fees deposited by him for getting his case reviewed by medical board will be refunded to him.

(7) If, the reviewing medical board certifies that the employee is not fit but there is a reasonable prospect of his recovery, the case shall be regulated under the provisions of sub-rules (2), and the fees deposited by him for getting his case reviewed shall be refunded.

Cessation of Service.

28. Service of an employee may cease in the following circumstances:—

- (1) By discharge at any stage of probationary period due to unsatisfactory performance.
- (2) By termination of service on account of his failure to pass the requisite departmental examination for the post, unless exempted therefrom.
- (3) By resignation subject to the following:—
 - (a) The resignation will be effected on its acceptance by competent authority; and in other case on expiry of fourteen days notice or forfeiture of fourteen days pay in lieu thereof.
 - (b) If a permanent employee leaves service before acceptance of his resignation and without handing over proper charge of his office. He shall be liable to dismissal from service.
 - (c) Resignation once accepted shall not be withdrawn unless permitted in exceptional circumstances for reasons to be recorded.
- (4) By retirement on reaching the age of superannuation.
- (5) By compulsory retirement due to permanent disability which in the opinion of the Medical Officer renders him unfit for service.
- (6) By termination of service or abolition of post.
- (7) By retrenchment, the junior most employee in a cadre being retrenched first.
- (8) By removal, dismissal or compulsory retirement from service as a penalty.

Appeal.

29. (1) Where a right to prefer an appeal or review in respect of any order relating to the terms and conditions of his service is provided to an employee under any rules applicable to him, such appeal or application shall, except as may be otherwise prescribed, be made within thirty days of the days of such order.

(2) Where no provision for appeal or review exists under the rules in respect of any order or class or orders, any employee aggrieved by any such order may, within thirty days of the communication to him of such order, make a representation against it to the authority next above the authority which made the order :

Provided that no representation shall lie on matters relating to the determination of fitness of a person to hold a particular post or to be promoted to a higher post or grade.

S C H E D U L E

STATEMENT SHOWING THE POSTS IN THE VARIOUS CADRES

(See RULES 2(2))

S.No.	Name of the Post.
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A. Executives.

1. Secretary.
2. Chief Traffic Manager.
3. Chief Accountant.
4. Chief Technical Officer.

B. CORPORATION'S OFFICERS IN BASIC SCALE 16 AND ABOVE

1. District Manager.
2. Deputy Traffic Manager.
3. Works Manager.
4. Accounts Officer.
5. Store Officer.
6. Purchase Officer.
7. Law Officer.
8. Personal Officer.
9. Audit Officer.
10. Planning Officer.
11. Medical Officer.
12. Private Secretary.
13. Assistant Traffic Manager.
14. Assistant Works Manager.
15. Security Officer.
16. Civil Engineer.
17. Assistant Civil Engineer.

18. Transport Officer.

C. CORPORATION'S SUPERVISORY STAFF IN BASIC SCALE 8 TO 15.

1. Superintendent Branches, Headquarters Officer.
2. Superintendent (Services).
3. Accountant.
4. Deputy Accountant.
5. Yard Master.
6. Assistant Yard Master.
7. Assistant.
8. Traffic Superintendent.
9. Head Store Keeper.
10. Stock Verifier.
11. Inspector Watch and Ward.
12. Foreman.
13. Draftsman.

D. CORPORATION'S WORKERS/ WORKMEN.

WORKERS.

1. Drivers.
2. Conductors.
3. Cleaners.
4. Checkers/Inspectors/ Traffic Supervisors.

WORKMEN.

1. Black Smith.
2. Turner.
3. Carpenter.
4. Tin Smith
5. Assistant Carpenter.

6. Painter.
7. Assistant Painter
8. Fitter.
9. Electrician.
10. Assistant Electrician.
11. Oil Greaser.
12. Mechanic-cum-Welder.
13. Petrol Pump Attendant.
14. Black Smith.
15. Tyreman.
16. Time Keeper.
17. Head Cleaner.
18. Workshop Clearner.
19. Vulcanizer.
20. Assistant Vulcanizer.
21. Upholster.
22. Welder.
23. Water Carrier.
24. Armature Re-winder.
25. Plumber.
26. Pump Operator.
27. Hammerman.
28. Store Cooly.

E. CORPORATION'S SECURITY STAFF/CONTINGENT

1. Assistant Inspector Watch and Ward.
2. Head Watchman.
3. Watchman.
4. NAIB Qasid.
5. Mali.
6. Water Carrier.
7. Sweeper.

F. CORPORATIONS MINISTERIAL STAFF.

1. Stenographer.
2. Stenotypist.
3. Senior Clerk (Administration).
4. Junior Clerk (Administration).
5. Audit Clerk.
6. Cashier.
7. Assistant Cashier.
8. Senior Ledger Clerk.
9. Senior Clerk (Accounts).
10. Junior Ledger Clerk.
11. Junior Clerk (Accounts).
12. Dispensar.
13. Dresser.
14. Midwife.
15. Ward Boy.
16. Senior Store Keeper.
17. Junior Store Keeper.

ABDUS SALEEM KHAN,
Secretary to Government of Sind.

C O N T E N T S

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