

**SINDH POULTRY VACCINE CENTRE  
(PROBATION, CONFIRMATION AND  
SENIORITY) REGULATION 1997**

NO.SO(AMIN)LIW/93/97: In exercise of powers conferred by section 21 read with section 11 of the Sindh (Poultry Vaccine Centre) Act 1995. The Centre is pleased to make the following regulations namely.

**PART - I**

**GENERAL**

1. (1) Short title and commencement: - These regulations May be called the Sindh Poultry Vaccine Centre Employees (Probation, Confirmation and Seniority) Regulation 1997,  
  
(2) They shall come into force at once.
  
2. **Definitions:-** (1) In these regulations unless there is anything repugnant in the subject or context:
  - (a) "employees" means an employee of the Centre referred to in section 11 of the Act;
  - (b) "initial Appointment" means appointment made by otherwise than by promotion or transfer;
  - (c) "Lien" means the title of an employee to hold substantively a permanent post including a tenure post.
  - (d) "Post" means a post sanctioned by the Centre.

**PART - II**

**PROBATION**

3. **Probation:** (1) A person appointed to a post by initial appointment shall be on probation for a period of two years and a person appointed otherwise may, if the appointing authority so directs, be on probation for one year.

Explanation:- Service on deputation to an equivalent or higher post shall count towards the period of probation.

4. The appointing authority may for reasons to be recorded in writing.

Curtail the period of probation;

- (ii) extend the period of probation by a period not exceeding one year at a time, and during or on the expiry of the extended period, pass such orders as are passed during or on the expiry of the initial probationary period:

Provided that if no orders are passed by the day following the completion of--

- (a) The initial probationary period, the period of probation shall be deemed to have been extended by one year;
- (b) The extended period of probation, the appointment shall be deemed to be continued until further orders.

### **PART-III**

#### **CONFIRMATION**

- 5. **Confirmation:-** Confirmation of an employee shall be made in the order of seniority in a permanent post on of which no other employee holds any-lien.
- 6. **Termination of lien:-** On confirmation of an employee in a post in his lien, if any, or any other post shall stand as terminated.
- 7. **Confirmation outside Centre:-** No employee who holds a post or any post in the Centre shall be confirmed in any post in any other department of organization unless his consent and the consent of the Centre where he holds such lien, has been obtained, in writing.
- 8. Provided that if during the detertment of the confirmation of an employee his junior becomes due for confirmation, the post for which such senior employee is due for confirmation shall be kept vacant and the junior employee shall be confirmed in the next available post.
- 9. **Confirmation in more than one posts:-** An employee eligible for confirmation in more than one posts, shall be confirmed first in the lower post and then in the higher post from the dates due for confirmation in such posts.
- 10. **Deferment of Confirmation:-** If an employee becomes due for confirmation, his confirmation shall not be deferred unless a disciplinary action is, pending against him or the appointing authority for reasons to be recorded in writing defers his/her confirmation:

### **PART-IV**

#### **SENIORITY**

11. **Seniority list:-** (i) In each cadre there shall be separate seniority list of a group of employee doing similar duties and performing similar functions and for whose appointment same qualifications and experience have been laid down.
- (2) The appointing authority shall, in the month of January of each year, cause to be prepared, on as the case may be, revised, the seniority list under sub clause (1).
- (i) Subject to clause 12 the seniority of an employee shall be reckoned from the date of his regular appointment.
- (ii) No appointment made on adhoc basis shall be regularized retrospectively.

12. Provided that a person selected in earlier selection shall rank senior to a person selected in a later selection.
- (a) in the case of persons appointed by promotion on the basis of their inter-se-seniority in the lower addition post.
  - (b) in the case of persons appointed by initial appointment vis-a-vis persons appointed by promotion, on the basis., that the persons appointed by promotion shall rank senior than the persons appointed by initial appointment;
  - (c) in the case of persons not covered by sub-clauses (a) to (c) on the basis that the persons older in age shall, rank senior to the persons younger in age.
13. If an appointment is made by transfer----
- (a) A person appointed otherwise than on his own request shall for the purpose of determining his seniority, be given the benefit of his regular service in other posts or post by him before his transfer and appointment to the new post.  
  
Provided that if the regular appointment is made in a batch or on the same day, the older in age shall rank senior to younger in age:
  - (b) a person appointed on his own request shall rank junior, to all other persons appointed before him on the addition regular basis and the persons appointed with him in the same hatch or on the same day by promotion or initial appointment;
  - (c) the inter-se-seniority of persons appointed on their request in the same batch or on the same day shall be determined in accordance with their respective dates of regular appointment in the posts held by them before transfer and appointment to the new posts; provided to the dates of their regular appointment in such other posts are same, the older in age shall rank senior to the younger in age.
14. **Effect of non-promotion on turn.** (1) An employee, who is not promoted on his turn on the ground that---
- (i.) his seniority is under dispute or is not determined; or

(ii.) he is on deputation, training or leave; or

- (iii) disciplinary proceedings are pending against him; or
  - (iv) he is not considered for promotion for any reason other than his unfitness for promotion, shall on subsequent, promotion, subject to any order made by the competent authority in this behalf for the purpose of inter-se-seniority in the higher post be deemed to have been prompted in the same batch as his juniors.
- (2) An employee decline to avail of benefit of order of his promotion shall, on his subsequent promotion, rank, junior, in the higher pest to those who may have been promoted earlier as a result of his having declined to avail the benefit of such promotion.

By order of  
**(Dr. Muhammad Nawaz Baloch)**  
Secretary to Government of Sindh /  
Chairman Board of Management  
Sindh Poultry Vaccine Centre  
Korangi, Karachi

