

# THE SIND GOVERNMENT GAZETTE

**PUBLISHED BY AUTHORITY**

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KARACHI, WEDNESDAY, MAY 10, 1972

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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 IV-A**

### **GOVERNMENT OF SINDH FINANCE DEPARTMENT**

The 20<sup>th</sup> April, 1972

#### **NOTIFICATION**

No. FD(SR-II)1-28/71.—In pursuance of the provisions of the Proclamation of the 25<sup>th</sup> day of March, 1969, read with the Proclamation of the 20<sup>th</sup> day of December, 1971, and the Provisional Constitution Order, and in exercise of all the powers enabling him in that behalf, the Governor of Sind is pleased to make the following rules, namely:-

#### **THE SIND (NON-GAZETTED) CIVIL SERVICES (NATIONAL SCALES OF PAY) RULES, 1972.**

1. Short title, Commencement and application.—(1) These rules may be called the Sind (Non-Gazetted) Civil Services (National Scales of Pay) Rules, 1972.

(1) "Provided that in relation to a Government servant exercises his option in pursuance of the provision rule (6) of rule 6, the date of enforcement of the shall be the date with effect and from which Government servant opts for the National Scales.

3. These rules shall apply to all non-gazetted Government Servants under the rules making authority of the Governor of Sind, who are for the time being holding the posts specified in column 2 of the Second Schedule, except the non-gazetted teaching staff whose pay scales were revised under the West Pakistan (Non-Gazetted Teaching Staff) Pay Revision Rules, 1970.

4. Definitions.—In these rules, unless there is anything repugnant in the subject tor context:-

- (a) "Existing Basic Pay" means the pay admissible to a Government servant immediately before the coming into force of these rules and with reference to the incumbent of a post to which a special pay stood permanently attached under the present scales, and who was ordinarily not transferable to another post not carrying such special pay, except on promotion or reversion, inclusive of such special pay;
- (b) "Government" means the government of Sindh;
- (c) "Pay" means the amount drawn monthly by a Government servant, other than special pay, technical pay, personal pay or as an allowance or adhoc relief;
- (d) "Pay-Scale" includes a fixed rate of pay;
- (e) "Present-Scale" means the scale of pay admissible under the West Pakistan (Non-Gazetted) Civil Services (Pay Revision) Rules, 1963;
- (f) "National Scales of Pay" means the scales of pay specified in the first schedule;
- (g) "Post" means a post specified in column 2 of the second Schedule; and
- (h) "Schedule" means a Schedule appended to these rules.

5. Applicability of National Scales of Pay.—Subject to the provisions of rule 6, National Scales of Pay shall apply to all non-gazetted Government servants (other than non-gazetted teaching staff of the Education Department), holding posts specified in Column 2 of the second Schedule.

6. Right of Option.—

- (1) Every Government Servant to whom these rules apply who was in the service of Government on the 29<sup>th</sup> February, 1972, shall have the right to opt for the National Scales of Pay or the present scales of pay, provided that it shall not be open to him to opt for National Scale of Pay in the case of one or some posts and the present scales in the case of another post or other posts.
- (2) Every Government Servant referred to in sub-rule (1) shall be deemed to have opted for the National Scales of Pay unless he opts in favour of the present scales [upto the 30<sup>th</sup> November, 1972] or in the case of a holder of a post included in the second Schedule after the coming into force of these rules, within a period of four months of such inclusion.
- (3) The option under this rule shall be exercised in the form appended to these rules, which shall be signed by the Government servant concerned, attested by the Head of Office and recorded in his service

book. A copy of the option duly attested by the Head of Office shall be furnished to him in token of the option having been received.

- (4) Where a Government servant is on deputation or on foreign service, the option shall be recorded in the Service Book by the Government servant concerned, under his dated signature and attested by the Head of Office.
- (5) Where a Government servant is on deputation or on foreign service, the option shall be recorded in the Service Book by the government servant concerned, under his dated signature and attested by the Head of Office.
- (6) The option once exercised shall be final;

“Provided that where any Government servant opts for the National Scales of Pay with effect from any date other than the first day of March, 1972, he may re-exercise the right of option once again and opt for the National Scales of Pay with effect from and subsequent date not beyond the 30<sup>th</sup> day of November, 1972” [coming into force of these rules in his case] shall be fixed at the stage equal to, or if there be no such stage at the stage next above, the aggregate of the following viz”.

7. Fixation of pay in the National Scales of Pay.—

- (1) In the case of every Government servant who has been in the non-gazetted employ of the Government since 29<sup>th</sup> February, 1972 or earlier, the initial pay in the National Scales of pay of the post held by him on [coming into force of these rules in his case] shall be fixed at the stage equal to, or if there be no such stage at the stage next above, the aggregate of the following viz;
  - (a) his existing basic pay;
  - (b) an amount to be determined in accordance with the percentage increase formula given below:-

Subs: vide F.D Notification No.FD (SR-II) 1-28/71 dated 11-11-72

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Percentage increase formula—

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Serial Number of National Scales Of Pay in which the pay is to be fixed.	Percentage increase to be allowed on the existing basic pay.
No. 1 & 2	40%, subject to a minimum of Rs. 20/- and a maximum of Rs.40/-
No. 3 & 4	30%, subject to a minimum of Rs.20/- and a maximum of Rs.40/-
No. 5, 6 & 7	20%, subject to a minimum of Rs.30/- and a maximum of Rs.60/-
No. 8 9, 10 & 11	15%, subject to a minimum of Rs.30/- and a maximum of Rs.60/-
No. 12, 13, 14 & 15	10%, subject to a minimum of Rs.30/- and a maximum of Rs.60/-

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- (2) Where the aggregate of clauses (a) and (b) of sub-rule (I) exceeds the maximum of the relevant National Scale of Pay, the excess will be allowed as personal pay, which shall be absorbed in subsequent pay increases or on promotion.
- (3) No special pay shall be admissible in any case with the National Scales of Pay “except where such special pay is granted in consideration of:
  - (a) A specific addition to the work or responsibility; or
  - (b) The un-healthiness of the locality in which the work is performed.
- (4) In the case of posts which under the present scale had an ordinary Grade as well as Selection Grade, the National Scale of Pay shall be determined with reference to the maximum of the ordinary Grade only, provided that in the case of a Government Servant who was in Selection Grade [“immediately before the coming these rules”] the National Scale of Pay will be determined with reference to the maximum of that Selection Grade.

(5) The pay of Government Servant in the National Scale of Pay shall be fixed both in the scale of his substantive post and in the scale of the post held by him in a temporary or officiating capacity.

8. Fixation of pay on promotion, etc.—Further fixation of Pay of a Government Servant in the National Scales of Pay, on promotion reversion or transfer, shall be made in accordance with the Civil Service Rules applicable to him; provided that in case of promotion from a lower to a higher post, where the stage in the National Scale of Pay of the higher post, gives a pay increase equal to or less than, a full increment, the initial pay in the National Scale of Pay pertaining to the higher post will be fixed after allowing a premature increment in the National Scale of Pay of the higher post.

(1) A Class Government servant, who has reached the maximum of a National Scale of Pay, shall be allowed the next higher National Scale of Pay with effect from the first day of December of the year in which he completes one year of such service, at the said maximum as counts for increments under the rules.

(2) A Class III Government servant who has reached the maximum of a National Scale of Pay (lower than the National Scale of Pay No.15) shall be allowed the next higher National Scale of Pay with effect from the 1st day of December, of the year in which he completes one year of such service, at the said maximum, as counts for increments under the rules, subject to the condition that there is no adverse entry in his annual confidential reports for the preceding four years. If this condition is not fulfilled, he shall wait at the maximum till he has earned in succession four annual confidential reports without any adverse entry, and movement to the next Higher National Scale of Pay shall take effect from the 1<sup>st</sup> day of December of the year, following the year for which he earns the fourth such annual confidential reports;

“Provided that an official whose pay was fixed on 1<sup>st</sup> March 1972, at the maximum of National Scale of Pay shall be brought on to the next higher National Scale of Pay with effect from 1<sup>st</sup>. December, 1972. The condition of his having earned annual confidential report for the last four years without adverse entry in the case of Class III officials shall continue to apply”.

10. Ad-hoc Relief.—The adhoc relief shall cease to be admissible with effect from the date, the National Scales of Pay come into force.

11. Increments in the National Scales of Pay.—Subject to pay rules regarding withholding of increment and crossing of Efficiency bar, the annual increment of a Government Servant in the National Scale of Pay shall accrue on the 1<sup>st</sup> day of December following the completion of at least six months service at the next stage in the scale.

12. Emoluments of a Government Servant opting for the present scales— Government Servants who opt to retain the present scales shall with effect from 1<sup>st</sup> March, 1972 continue to be entitled to such allowances and adhoc relief, as we admissible to them on the 29<sup>th</sup> February, 1972.

13. Additions to or modifications of the Schedule.—Government may from time to time add to or modify the Schedule.

14. Relaxation.—Any of the provisions of these rules may, for reasons to be recorded in writing, be relaxed in individual cases if Government is satisfied that a strict application of the provisions would cause undue hardship to the individual concerned.

By order of the Governor of Sind,  
**G.D. MEMON**  
Secretary to Government of Sind,  
Finance Department.

(OPTION FORM)  
(See rule 6 (3))

I opt/do not opt for the National Scale of Pay introduced by the Government of Sind with effect from [the date to be specified by the optee] for the Non-Gazetted Government Servants.

I fully understand that the option once exercised is final.

Signature\_\_\_\_\_

Name in Block letters\_\_\_\_\_

Father's Name\_\_\_\_\_

Designation\_\_\_\_\_

Branch\_\_\_\_\_

Office/Department\_\_\_\_\_

Attested

Signature

Designation/Stamp of  
the Head of Office.

## FIRST SCHEDULE

(See rule 4 (f))

(1) 1<sup>st</sup>. May (97)

### Existing N P S

1. 250-5-280/6-340
2. 260-6-302/8-365
3. 270-7-326/8-390
4. 280-8-352/9-415
5. 290-10-350/12-470
6. 312-15-399/14-525
7. 335-14-447/16-575
8. 370-16-514/18-640
9. 390-20-590/22-700
10. 410-22-520/24-760
11. 430-24-550/28-830
12. 460-28-600/30-900
13. 460-30-790/32-950
14. 520-30-730/35-1010
15. 550-35-900/40-1100
16. 625-40-825/50-1325
17. 900-50-1150/60-1750
18. 1350-75-1650/100-2150
19. 2250-100-2750
20. 2600-125-3225
21. 3000-150-3750
22. 3250-200-4250

(2) 1<sup>st</sup>. July 1981

### Revised N P S

- 250-5-280/6-340-7-375
- 260-6-302/7-365-8-405
- 270-7-326/8-390-9-435
- 280-8-352/9-415-12-475
- 290-10-350/12-470-14-540
- 315-12-399/14-525-16-605
- 335-14-447/16-575-18-665
- 370-16-514/18-640-22-750
- 390-20-590/22-700-24-820
- 410-22-520/24-760-28-900
- 430-24-550/28-830-30-980
- 460-28-600/30-900-32-1060
- 460-30-790/32-950-35-1125
- 520-30-730/35-1010-40-1210
- 550-35-900/40-1100-50-1350
- 625-40-825/50-1325-60-1625
- 900-50-1150/60-1750-100-2250
- 1350-75-1650/100-2650
- 2250-100-3050
- 2600-125-3600
- 3000-150-4200
- 3250-200-4850

1. Replaced by Notification No.FD(SR.IV)-1(12)/77 dt.13.5.1977 (w.e.f 1.5.1977)
2. Revised by Notification No.FD(SR.IV)/1-120/81 dt.11.7.1981 (w.e.f 1.7.1977)