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PART-I

SINDH PUBLIC SERVICE COMMISSION

Karachi dated the 23rd October, 2023.

NO. PSC/ADMN/2023/1030 :- In exercise of powers conferred by section 13 of the Sindh Public Service Commission Act, 2022 (Sindh Act No.IV of 2022), the Sindh Public Service Commission is pleased to make the following regulations, namely:-

CHAPTER-I GENERAL

1. **Short title, commencement and application:-** (1) These regulations may called the Sindh Public Service Commission (Recruitment Management) Regulations, 2023.

(2) They shall come into force at once.

2. **Definitions.** (1) In these regulations, unless there is anything repugnant in the subject or context –

- (i) "abetment" means the involvement of a person to help or encourage any person or persons or group of persons to an act prejudicial to the fair, transparent, and orderly process of selection;
- (ii) "accepted application" means an application, which is made in full compliance of the instructions contained in the application forms that is to say that such application must be complete in all respects; have been attached to it all required documents; and is not declared as deficient application or rejected application;
- (iii) "additional vacancy" means an addition to the number of vacancies already conveyed by the concerned Department through an earlier requisition;

- (iv) "Advisor/Subject Specialist" means a specialist individual selected by the Chairperson to assist in the conduct of viva voce and interviews of the candidates in his/her field of specialization;
- (v) "answer book/sheet" means the official document containing the answer or answers to questions, as given by the candidate during the written examination/test in response to the question paper meant for the said examination and includes a part of the answer book;
- (vi) "Appointing Authority" means an officer or authority designated as such in the relevant service laws/rules framed by Government or autonomous or semi-autonomous body for the post(s);
- (vii) "Attached Department" means a Department as defined in the Sindh Government Rules of Business 1986;
- (viii) "autonomous body" means the Corporation or other Autonomous Body or Organization set up by Government under any law or otherwise;
- (ix) "candidate" means a citizen of Pakistan, male or female, domiciled in the Province and has submitted an application for the post;
- (x) "Chairperson" means the Chairperson of the Sindh Public Service Commission;
- (xi) "Commission" means the Sindh Public Service Commission;
- (xii) "Committee" means a Committee constituted by the Chairperson to conduct interviews of eligible candidates for recruitment to or selection for the specified post(s) or for any other purpose as directed by the Chairperson; provided that the Chairperson will determine the strength and composition of such Committee(s), which may comprise one or more Members;
- (xiii) "debar" means exclusion of a person from participating, for a prescribed time, in the selection process conducted by Commission, if such person is found using unfair means;
- (xiv) "deficient application" means an application submitted by the candidate, which contains deficiencies that the candidate would be required to make good immediately before the cut-off date. Such deficiencies include failure to attach required documents and incomplete information provided in the application forms etc.;
- (xv) "Department" means an Administrative Department as defined in the Sindh Government Rules of Business, 1986 and for the purpose of these regulations, includes an autonomous body;
- (xvi) "Departmental Examination" means an examination prescribed by various Government Departments in terms of the Sindh Civil Servants (Departmental Examination) Rules, 1978;
- (xvii) "Departmental Representative" means a senior officer nominated by the concerned Department, who is accepted by the Chairperson as Advisor of the Interview Committee constituted for the selection of candidates(s) against the post(s) advertised concerning that Department;
- (xviii) "differently abled person" means an individual, male or female, who on account of congenital deformity, injury, or disease suffers from permanent or long-term impairment or malfunctioning of one or two organs of the body owing to which he/she cannot carry out normal day-to-day activities and is handicapped to perform any gainful professional function or employment to earn his/her livelihood, the definition also includes blind, deaf, physically handicapped or mentally retarded person;

- (xix) "disqualification" means to declare a person ineligible or unfit for appearing in further examinations, tests, and interviews conducted by the Commission for any valid reason(s);
- (xx) "Examiner" or "Paper Setter" means a qualified individual considered being capable of setting a Question Paper or a MCQ/BCQ/Objective type paper and who is currently an approved Examiner/Paper Setter on the panel approved by the Chairperson;
- (xxi) "Form" means Form appended to these regulations;
- (xxii) "Government" means the Government of Sindh;
- (xxiii) "impersonation" means assuming the name and identity of another person or representing oneself as another person to constitute an offense of pretense and to defraud another person or an organization and includes the person being impersonated as a vicarious liability;
- (xxiv) "interview" means an in-person interview to assess and measure the specific suitability and competence of a candidate for the job/post applied for, the assessment of which shall include but not limited to his/her aptitude for the specific job, professional competence, the potential for development as a Government servant, communications skills, confidence, and general attitude. In the case of the Combined Competitive Examination, or any other examination for a particular post, where required, the interview may include a psychological assessment;
- (xxv) "Language Examination" means an examination prescribed by Government under the Sindh Civil Servants (Language Examination) Rules, 1981;
- (xxvi) "manipulation" means to manage a person or situation to one's advantage unfairly and unscrupulously;
- (xxvii) "Member" means a Member of the Sindh Public Service Commission and includes the Chairperson;
- (xxviii) "Member-in-Charge" means a Member of the Commission who is nominated by the Chairperson for any specific function about the recruitment, selection, interview, examination, test, scrutiny, inquiry, coordination and any other task assigned;
- (xxix) "misconduct" means misconduct in respect of test/examination/interview refers to any unethical, unfair means, or dishonest behavior that occurs during the process of taking an examination/test;
- (xxx) "Objective Type Paper" means the official document, in hardcopy form or online or computer-based, containing the questions with multiple choices or binary choices or best choices, of which the candidate shall be required to select the pre-determined correct answer. These papers may have questions necessitating short descriptive answers containing word(s) such as fill-in the-blanks to complete the statement etc. Such question paper shall also contain all necessary instructions and information, as may be required by the candidate during the examination/test;
- (xxxi) "policy decision" means the decisions which are taken by the Commission to lay down the detailed procedures for various activities or proceedings of the selection process and which are compiled in the Manual of Policy Decisions;
- (xxxii) "post" means the post reflected on the budget book or schedule of establishment of the Department;