



GOVERNMENT OF SINDH HUMAN RIGHTS DEPARTMENT

Situations Vacant

Human Rights Department, Government of Sindh seeks suitably qualified and experienced professionals to serve in the Treaty Implementation Cell (TIC), Human Rights Department, Government of Sindh.

S. No.	Name of the Post	Pay Package	Qualification / Experience	Domicile	Maximum Age of Initial Recruitment
1	Executive Coordinator MP-II	As determined by Finance Department from time to time The 'Revision of Management Position Scales (MP-I, II and III) issued by Finance Department, Government of Sindh vide notification No. FD(SR-III) 5-127/2017 dated 23 August 2017 can be downloaded from our website: https://humanrights.sindh.gov.pk/	Ph.D in International Relations, Gender Studies /Human Rights Law with at least 06 years' experience in relevant field. or Masters in Social Sciences preferably in Human Rights/Human Rights and Democratization/ International Relations/ Gender Studies/ with 10 years' experience in relevant field. In-depth knowledge and demonstrable experience of dealing with UN Mechanisms including UPR and understanding and experience reporting under GSP. Specialized research and writing skills with reference to UN conventions reporting. Coordination, Interpersonal communication skills and experience in working with multi stakeholder's Le CSOs, Civil Society Organization, Government and international agencies.	Sindh Province	Max 63
2	Communication Specialist (Human Rights) MP-III	-do-	Ph.D in International Relations, Gender Studies /Human Rights Law with 04 years professional experience in the relevant field. or Master's Degree in Social Sciences preferably in Human Rights/ Human Rights and Democratization/ International Relations /Gender Studies / Human Rights Law with 8 years' experience of a professional position dealing with Human Rights. Demonstrable experience of working on Core UN Human Rights Conventions and knowledge of UN and EU human rights mechanisms. Specialized research, documentation and Writing skills. Prior experience of preparing reports on UN conventions would be given preference.	Sindh Province	63
3	Communication Specialist (Labor Rights) MP-III	-do-	Ph.D in Social Sciences preferably International Relations/ Gender Studies/ Human Rights Law / Business and Law with 04 years professional experience in relevant field. or Master's Degree in Social Sciences preferably International Relations/ Gender Studies/ Human Rights Law / Business and Law with 08 years' experience of a professional position dealing with Labour Rights. Demonstrable experience of working on ILO Core Labour Rights Conventions and knowledge of UN and EU labour rights related requirements and mechanisms preferably relevant to GSP+. Specialized research, documentation and writing skills. Prior experience of preparing reports on ILO conventions would be an advantage.	Sindh Province	63
4	Communication Specialist (Environment and Climate) MP-III	-do-	Ph.D in Environmental Science with 04 years professional experience in relevant field. or Master's Degree in Environmental Science with 08 years' experience dealing with Environment and Climate Change issues. Demonstrable experience of working on UN Environmental and Climate Change Conventions. Excellent research, documentation and report writing skills. Prior experience of preparing reports on UN conventions would be an advantage.	Sindh Province	63

5	Communication Specialist (Good Governance) MP-II	-do-	Ph.D in Social Sciences preferably Mass Communications/ International Relations/ Gender Studies / Human Rights and Law with 04 years professional experience in relevant field. or Master's Degree in Social Sciences preferably Mass Communications/ International Relations/ Gender Studies / Human Rights and Law with 08 years' experience of a professional position dealing with good governance. Experience and knowledge on UN good governance Conventions. Specialized outreach communication skills and research, documentation and reporting skills.	Sindh Province	63
6	IT Manager MP-III	-do-	Ph.D in the computer science, IT/ software engineering or any of the equivalent subject(s) with 04 years professional experience in relevant field. or Masters in computer science, software engineering or any of the equivalent subject(s) from a reputable university with 08 years' experience of managing IT.	Sindh Province	63

- The Recruitment will be made as per Sindh Management Positions Policy, 2022, issued by Services, General Administration and Coordination Department (SGA&CD), Government of Sindh vide Notification NO.SOII(SGA&CD)6-32/2021, dated 29th December 2022.
- The appointment of each position will be on contract basis initially for a period of 2 years on annual (yearly basis) which is further extendable for a period of 2 years on annual (yearly basis) subject to satisfactory performance.
- Job Description, Eligibility Criteria, Terms and Conditions can be seen on our website: <https://humanrights.sindh.gov.pk/>
- Application on prescribed format along with CV, latest passport size photograph and attested copies of relevant academic certificates and documents and experience certificates should reach to the undersigned at the address given below by 29th May 2023.
- Only shortlisted candidates shall be called for the interview.
- No TA/DA will be admissible for appearing in the interview.

APPLICATION FORM

1. Name of Post (applied for): _____

2. Name of Candidate: _____

3. Father's/Husband Name: _____

4. Date of Birth: _____ S. Gender: Male Female Transgender Domicile: _____

7. CNIC No: _____ E. Cell No: _____ 9. Religion: _____

8. Educational Qualifications:

S.No.	Degree/Examination	Year of Passing	University/Board	Class/Division	Specialization (if any)
1.					
2.					
3.					

9. Professional Qualifications (Certifications):

S.No.	Degree/Examination	Year of Passing	University/Board	Class/Division	Specialization (if any)
1.					
2.					
3.					

10. Experience:

S.No.	Name of Institution	Designation	Duration	Regular/Temporary
1.				
2.				
3.				

11. Address:

a. Postal Address: _____

b. Permanent Address: _____

Signature of Candidate _____

Section Officer (GA)
Human Rights Department, Bungalow No: 184, Clifton Block 5, Near Bilawal Chaurangi,
Karachi; 021 99332061

INF-KRY: 1818/23

پڑھندے سب کو روزانہ سندھ

11K May 2023 DAWN Newspaper



Government of Sindh
Human Rights Department

Situations Vacant

Human Rights Department, Government of Sindh seeks suitably qualified and experienced professionals to serve in the Treaty Implementation Cell (TIC), Human Rights Department, Government of Sindh

Sr. No.	Name of the Post	Pay Package	Qualification / Experience	Domicile	Maximum Age of Initial Recruitment
1.	Executive Coordinator MP-II	As determined by Finance Department from time to time The "Revision of Management Position Scales (MP-I, II and II issued by Finance Department, Government of Sindh vide notification no FD(SR-III)5-127/2017 dated 23 August 2017 can be downloaded from our website : https://humanrights.sindh.gov.pk/	Ph.D in International Relations, Gender Studies /Human Rights Law with at least 06 years' experience in relevant field. or Masters in Social Sciences preferably in Human Rights/Human Rights and Democratization/ International Relations/ Gender Studies/ with 10 years' experience in relevant field. In-depth knowledge and demonstrable experience of dealing with UN Mechanisms including UPR and understanding and experience reporting under GSP+ Specialized research and writing skills with reference to UN conventions reporting. Coordination, Interpersonal communication skills and experience in working with multi stakeholder's i. e CSOs,	Sindh Province	Max 63

			Civil Society Organization, Government and international agencies.		
2.	Communication Specialist (Human Rights) MP-III	--do--	<p>Ph.D in International Relations, Gender Studies /Human Rights Law with 04 years professional experience in the relevant field.</p> <p style="text-align: center;">or</p> <p>Master's Degree in Social Sciences preferably in Human Rights/ Human Rights and Democratization/ International Relations / Gender Studies / Human Rights Law with 8 years' experience of a professional position dealing with Human Rights.</p> <p>Demonstrable experience of working on Core UN Human Rights Conventions and knowledge of UN and EU human rights mechanisms.</p> <p>Specialized research, documentation and Writing skills. Prior experience of preparing reports on UN conventions would be given preference.</p>	Sindh Province	63
3.	Communication Specialist (Labor Rights) MP-III	--do--	<p>Ph.D in Social Sciences preferably International Relations/ Gender Studies/ Human Rights Law / Business and Law with 04 years professional experience in relevant field.</p> <p style="text-align: center;">or</p> <p>Master's Degree in Social Sciences preferably International Relations/ Gender Studies/ Human Rights Law / Business and</p>	Sindh Province	63

			Civil Society Organization, Government and international agencies.		
2.	Communication Specialist (Human Rights) MP-III	--do--	<p>Ph.D in International Relations, Gender Studies /Human Rights Law with 04 years professional experience in the relevant field.</p> <p style="text-align: center;">or</p> <p>Master's Degree in Social Sciences preferably in Human Rights/ Human Rights and Democratization/ International Relations / Gender Studies / Human Rights Law with 8 years' experience of a professional position dealing with Human Rights.</p> <p>Demonstrable experience of working on Core UN Human Rights Conventions and knowledge of UN and EU human rights mechanisms.</p> <p>Specialized research, documentation and Writing skills. Prior experience of preparing reports on UN conventions would be given preference.</p>	Sindh Province	63
3.	Communication Specialist (Labor Rights) MP-III	--do--	<p>Ph.D in Social Sciences preferably International Relations/ Gender Studies/ Human Rights Law / Business and Law with 04 years professional experience in relevant field.</p> <p style="text-align: center;">or</p> <p>Master's Degree in Social Sciences preferably International Relations/ Gender Studies/ Human Rights Law / Business and</p>	Sindh Province	63

			<p>Law with 08 years' experience of a professional position dealing with Labour Rights.</p> <p>Demonstrable experience of working on ILO Core Labour Rights Conventions and knowledge of UN and EU labour rights related requirements and mechanisms preferably relevant to GSP+.</p> <p>Specialized research, documentation and writing skills. Prior experience of preparing reports on ILO conventions would be an advantage.</p>		
4.	<p>Communication Specialist (Environment and Climate) MP-III</p>	--do--	<p>Ph.D in Environmental Science with 04 years professional experience in relevant field.</p> <p>or</p> <p>Master's Degree in Environmental Science with 08 years' experience dealing with Environment and Climate Change issues.</p> <p>Demonstrable experience of working on UN Environmental and Climate Change Conventions.</p> <p>Excellent research, documentation and report writing skills. Prior experience of preparing reports on UN conventions would be an advantage.</p>	Sindh Province	63
5.	<p>Communication Specialist (Good Governance) MP-III</p>	--do--	<p>Ph.D in Social Sciences preferably Mass Communications / International Relations / Gender Studies / Human Rights and Law with 04 years professional experience in relevant field.</p> <p>or</p> <p>Master's Degree in Social Sciences preferably Mass Communications/ International Relations/ Gender Studies /</p>	Sindh Province	63

			Human Rights and Law with 08 years' experience of a professional position dealing with good governance. Experience and knowledge on UN good governance Conventions. Specialized outreach communication skills and research, documentation and reporting skills.		
6.	IT Manager MP-III	--do--	Ph.D in the computer science, IT/ software engineering or any of the equivalent subjects(s) with 04 years professional experience in relevant field. or Masters in computer science, software engineering or any of the equivalent subjects(s) from a reputable university with 08 years' experience of managing IT.	Sindh Province	63

1. The Recruitment will be made as per Sindh Management Positions Policy, 2022, issued by Services, General Administration and Coordination Department (SGA&CD), Government of Sindh vide Notification NO.S0II(SGA&CD)6-32/2021, dated 29th December 2022.
2. The appointment of each position will be on contract basis initially for a period of 2 years on annual (yearly basis) which is further extendable for a period of 2 years on annual (yearly basis) subject to satisfactory performance.
3. Job Description, Eligibility Criteria, Terms and Conditions can be seen on our website: <https://humanrights.sindh.gov.pk/>
4. Application on prescribed format along with CV, latest passport size photograph and attested copies of relevant academic certificates and documents and experience certificates should reach at the address given below by 29th May 2023.
5. Only shortlisted candidates shall be called for the interview.
6. No TA/DA will be admissible for appearing in the interview.

Section Officer (Admin)


**Human Rights Department, Bungalow No: 184, Clifton Block 5, Near Bilawal Chaurangi,
Karachi; 021 99332061**

JOB DESCRIPTION FOR THE POST OF EXECUTIVE COORDINATOR
ITC (TREATY IMPLEMENTATION CELL)

Main Responsibilities and Deliverables.

1. The Executive Coordinator (TIC) shall lead and supervise all activities of Treaty Implementation Cell, Human Rights Department, Government of the Sindh and shall directly be responsible for the following activities: -


- a. Provide leadership and guide the work of Cell while maintaining high standards of coordination, communication and reporting under UN treaty bodies and GSP+.
- b. Be strategic in picking up the good work particularly the government of Sindh is doing with reference to rights and articulate through his team and present to federal TIC, Ministry of Human Rights and visiting UN, EU and other delegations;
- c. Provide written or otherwise input to the office HRD and relevant ministers if and when required with reference to UN, EU conventions or such other requirements;
- d. Coordinate with government departments in the Province and provide technical assistance through his team for improved, efficient and timely reporting on UN conventions
- e. Identify & Coordinate with strategic partners such as businesses, NGOs, Media and others for Pakistan's success in reentry in GSP+ regime;
- f. Coordinate, prepare, improve reports submitted by various departments and ensure that these are shared with the Federal (TIC) after completing all required procedures at provincial level;
- g. Preparations of matrix to facilitate department for submissions of requisite data pertaining to treaty implementation;


Amjad Ali Chaudhry
Section Officer (TIC) Govt of Sindh
Treaty Implementation Cell
Government of Sindh

h. Liaison with concerned Federal Ministries on regular basis;

i. Coordination and liaison with international organizations for better image building of the Provincial Government and the Country

2. Executive Coordinator (TIC) under the supervision of Secretary, Department of Human Rights, shall be a team leader of the Treaty Implementation Cell and would be responsible for professional conducive environment in the cell for its efficient functioning.



Amj. Sandio
Section Officer (Admin) IDDO
Treaty Implementation Cell
Government of Punjab

JOB DESCRIPTION FOR THE POST OF HUMAN RIGHTS EXPERT

27

Main Responsibilities and Deliverables.

1. The Human Rights Expert will be responsible for the following activities in the TIC: -
 - i. Timely collections of responses /data regarding reporting in context of core international human rights mandatory for GSP plus status of Pakistan.
 - ii. Timely preparations of segments of reports related to human rights treaties.
 - iii. Preparation of draft data collection matrix (Human Rights Treaties)
2. The Expert shall work under the supervision of the Executive Coordinator- TIC.
3. The Human Rights Expert shall be responsible for seven core international human rights conventions/ treaties mandatory for GSP+:
 - i. Convention on the prevention and punishment of the Crime of Genocide (1948).
 - ii. International Convention on the Elimination of all forms of Racial Discrimination (1965).
 - iii. International Covenant on Civil and Political Rights (1966).
 - iv. International Covenant on Economic Social and Cultural rights (1966).
 - v. Convention on the Elimination of all forms of Discrimination against Women (1979).
 - vi. Convention Against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (1984).
 - vii. Convention on the Rights of the Child (1989)



Aftab Ali
Section Officer (TIC)/DDO
Treaty Implementation Cell
Government of Punjab

21

**JOB DESCRIPTION FOR THE POST ENVIRONMENT/ CLIMATE
CHANGE EXPET**

Main Responsibilities and Deliverables.

- 1- The Environment and Climate Change Expert will be responsible for the following activities in the TIC.
 - i- Timely collection of responses / data regarding reporting in context of core international environment related treaties mandatory for GSP Plus.
 - ii- Timely preparations of segments of report regarding environment related treaties.
 - iii- Preparation of draft data collection matrix (environment related treaties).
- 2- The Expert shall work under the supervision of the Executive Coordinator of TIC.
- 3- The Expert shall be responsible for following eight core international environment related protocols and conventions mandatory for GSP Plus:-
 - i- Convention on International Trade in Endangered Species of Wild Fauna and Flora (1973)
 - ii- Montreal Protocol on Substances that Deplete the Ozone Layer (1987)
 - iii- Basel Convention on the Control of Tran boundary Movements of Hazardous Wastes and Their Disposal (1989)
 - iv- Convention on Biological Diversity (1999)
 - v- The United Nations Framework Convention on Climate Change (1992)
 - vi- Cartagena Protocol on Biosafety (2000)
 - vii- Stockholm Convention on persistent Organic Pollutants (2001)
 - viii- Kyoto Protocols to The United Nations Framework Convention on Climate Change (1998)

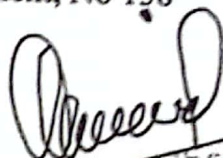

Anil Kumar Chaudhary
Section Officer (Admin)/000
Treaty Implementation
Government of Sikkim

JOB DESCRIPTION FOR THE POST OF LABOUR RIGHTS EXPERT

29

Main Responsibilities and Deliverables

1. The Labour Rights Expert will be responsible for the following activities in TIC:-
 - i. Timely collection of responses/ data regarding reporting in context of core International labor rights treaties mandatory for GSP Plus status of Pakistan.
 - ii. Timely Preparation of segments of report related to labor rights treaties.
2. The Labour Rights Expert shall work under the supervision of Executive Coordinator TIC.
3. The Expert shall be responsible following eight core international labor rights treaties mandatory for GPS Plus:-
 - i. Convention concerning forced or compulsory labor, No 29 (1930)
 - ii. Convention concerning freedom of association and protection of the Right to Organize, No 87 (1948)
 - iii. Convention concerning the Application of the principles of the right to organize and to bargain collectively, No 98 (1949)
 - iv. Convention concerning Equal Remuneration of Men and Women Workers for Work of equal value, No 100 (1951).
 - v. Convention concerning the Abolition of forced labor, No 105 (1957).
 - vi. Convention concerning Discrimination in respect of Employment and Occupation, No 111 (1958).
 - vii. Convention concerning Minimum Age for Admission to Employment, No 138 (1973).


Amjad Ali Chandio
Section Officer (Implementation)
Treaty Implementation Cell
Government of Sindh

JOB DESCRIPTION FOR THE POST OF

GOOD GOVERNANCE EXPERT

33

Main Responsibilities and Deliverables.

1. He/ She will be responsible for the following activities in the TIC:-
 - a) Timely Collection of responses / data regarding reporting in context of core international governance related treaties mandatory for GSP plus status of Pakistan.
 - b) Timely Preparation of segments of report regarding governance related treaties.
 - c) Preparation of draft data collection matrix (governance related treaties).
2. Shall be assigned following four core international governance related protocols and conventions mandatory for GSP Plus.
 - a) United Nations Single Convention on Narcotic Drugs (1961)
 - b) United Nations Convention on Psychotropic Substances (1971)
 - c) United Nation Convention against Illicit Traffic in Narcotic Drugs and psychotropic Substances (1988)
 - d) United nations Convention against Corruption (2004)
3. The Expert shall work under the supervision of Executive Coordinator TIC.


Amjad Ali Chandio
Section Officer (Admin)/DDO
Treaty Implementation Cell
Government of Punjab

JOB DESCRIPTION FOR THE POST OF

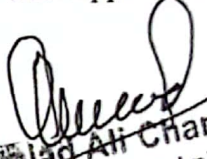
IT Manager

35

Main Responsibilities and Deliverables

MIS and DATA Base Expert will be responsible for the following activities in the TIC:-

- a) Developing and administering the electronic database to manage information / data received in or forwarded by the TIC.
 - b) Developing the electronic data collection mechanism preferably in a cloud format to receive data directly from concerned quarters in the main database.
 - c) Training the TIC focal persons from provincial departments, autonomous bodies, local governments and other relevant institutions for using the data uploading mechanism / cloud.
 - d) Supervision and manage the functioning of HRMIS/ MIS or any other systems/ software installed by TIC
1. He/ She shall work under the directions of Executive Coordinator TIC and support the Experts and provide all IT related support to the team.


Anjad Ali Chandio
Section Officer (Admin)/DDO
Treaty Implementation Cell
Government of Sindh



ANNEX C

GOVERNMENT OF SINDH
SERVICES, GENERAL ADMINISTRATION
AND COORDINATION DEPARTMENT

Karachi, dated the 29th December, 2022

NOTIFICATION

NO.SOII(SGA&CD)6-32/2021: With the approval of the Provincial Cabinet in its meeting held on 16th November, 2022, the Sindh Management Position Scales Policy, 2022, hereinafter referred to as "Sindh Management Position Scales Policy, 2022" for making appointments of highly skilled / qualified professionals from open market on tenure basis (contract) against MP Scale positions in Administrative Departments and Authorities of the Government of Sindh is promulgated with immediate effect as under:

1. Management Position Scales Equivalence to BPS :

S.#	Description	Basic Pay Scale	Remuneration / Pay Package
I.	Management Position Scale I (MP-I)	BPS-21	As determined by Finance Department, Government of Sindh from time to time, with the approval of the Chief Minister
II.	Management Position Scale II (MP-II)	BPS-20	
III.	Management Position Scale III (MP-III)	BPS-19	

2. Need Assessment:

The identification of need is an essential requirement for hiring of management scale professionals. For ascertaining the need for hiring a management scale professional, following shall be clearly established:-

- i) The positions / posts against which the management scale professionals are required to be hired from open market should be identified clearly with due justification and expected outcome of hiring requisite human resources from open market.
- ii) The Finance Secretary, in consultation with SGA&CD, shall be empowered to approve creation of new MP Scale position, on request of Administrative Department.
- iii) In all cases of all such appointments, specific TORs will be prepared by the Administrative Department/ Authority/ Entity concerned featuring relevant qualification, experience, Job descriptions with deliverable and timelines etc. keeping in view the needs, objectives & goals of the organizations. These TORs shall also be made part of final recommendations being sent to the appointing authority for making appointments.

3. Initial Recruitment:

The following criteria shall be observed for recruitment:

- i) Vacancies shall be widely advertised in the national press, principally appearing in three national dailies in Sindhi, English and Urdu, as well as on the website of the Administrative Department / Authority / Entity (if any) indicating the following:

D:\Tariq Albasi\Ofr Doc\12022\12022\Scale Policy-2022\Sindh MP Scale Policy 2022.docx

minutes of the meeting of the Selection Committee duly signed shall invariably be annexed with the summary moved for the purpose.

- f) The summary for the appointing authority in the matter shall be moved through SGA&CD, Government of Sindh.
- g) In case, considering the particular requirements of any MP Scale Position(s), if the Department / Authority instead of issuing open advertisement of the post intends to opt for head hunting against the said position(s), it may do so with prior approval of the appointing authority by hiring the services of a professional head hunting firm, through a competitive process.

4. **Contract Extension:**

- i) The appointment in MP Scales shall initially be for a period of two (02) years which may be extended for further two (02) years only, on annual basis subject to satisfactory performance evaluation of the incumbent by head of the Administrative Department/ Authority and with approval of Appointing Authority.
- ii) All Department / Authority shall submit cases for extension of the contract for consideration of the appointing authority not less than three (03) months before the expiry of contract, failing which the Administrative Secretary shall be held responsible for such negligence and disciplinary proceedings will be initiated against Administrative Secretary under the relevant rules.
- iii) The concerned Administrative Department/ Authority shall evaluate the performance of the employees in MP Scales annually as per criteria given in **Schedule-II**.

5. **Qualifications and Terms & Conditions :**

Description	MP-I
Required Educational Qualification and Experience	Masters in relevant subject(s) with 12 years experience in the relevant field or preferably Ph.D in relevant subject(s) with atleast 08 years experience in the relevant field.
Service Age limit	The maximum service age is restricted upto 65 years
Tenure of Contract	As determined by appointing authority but cannot exceed beyond two (02) years, extendable for further two (02) years only.
Termination of Contract	On completion of tenure or one month's notice from either side. In case of notice by the head of Administrative Department/ Authority, it shall be after approval of the appointing authority.
Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leave earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
Discipline	As applicable in case of contract employees
Appointing Authority	The appointment shall be made by the Chief Minister, on the recommendations of the Selection Committee. Annual extension in contract will also be approved by Chief Minister on recommendations of the head of Administrative Department/ Authority.

- a) Terms of Reference based on the needs, objectives & goals of the organization
 - b) Job description, targets with timeline & deliverables
 - c) Job Specifications e.g. educational qualifications, requisite experience in number of year, age bracket, etc.
 - d) Tenure of appointment
 - e) Pay package
- ii) The relevant field(s) of qualification and experience shall be specified by the concerned Administrative Department/Authority for each position before the advertisement and shall be mentioned accordingly in the advertisement.
- iii) There shall be a Scrutiny Committee constituted with approval of the SGA&CD, Government of Sindh as follows:

1.	Additional Secretary of Administrative Department	Chairperson
2.	Deputy Secretary (Services), SGA&CD	Member
3.	Deputy Secretary, Finance Department	Member
4.	Two (02) Co-opted Member from the concerned domain/field	Member

- iv) The Scrutiny Committee shall scrutinize applications and, based on the advertised criteria, prepare a list of all eligible candidates for interview by the **Selection Committee** for posts in MP-I to III constituted as per **Schedule-I**. There shall be no shortlisting of eligible candidates and all candidates having basic eligibility as per advertised eligibility criteria will be called for interview by the Selection Committee in cases where the number of eligible applicants against one post is fifteen (15) or less.


In case of more than fifteen (15) eligible applicants against a post, the Scrutiny Committee shall:

- a) Shortlist a minimum of fifteen (15) candidates against each post based on the shortlisting criteria which shall be approved by the head of concerned Administrative Department / Authority / Entity prior to advertising the post.
- b) The said criteria shall not only be referred in the advertisement but invariably be published on website of the Administrative Department / Authority / Entity (if any) concerned along with the advertisement and detailed Job Specifications / Job Description of the particular post(s).
- c) Based on the said criteria, the Scrutiny Committee shall prepare a list of all the eligible candidates, in order of merit that will be approved by the head of Administrative Department / Authority / Entity. The top fifteen (15) candidates, against each post, will be called for interview by the Selection Committee.
- d) The Selection Committee (as at Schedule-I), after conducting the interviews, shall recommend to the appointing authority a panel of minimum three (03) suitable candidates for each position, in order of merit, for appointment against the position.
- e) While submitting the case to the appointing authority, the necessary documents, e.g. sanction of post(s), advertisement, list of all eligible candidates duly signed by the Scrutiny Committee, original score sheet and

5

Description	MP-II
Required Educational Qualification and Experience	Masters in relevant subject(s) with 10 years experience in the relevant field or preferably Ph.D in relevant subject(s) with atleast 06 years experience in the relevant field.
Service Age Limit	The maximum service age is restricted upto 65 years
Tenure of contract	As determined by appointing authority but cannot exceed beyond two (02) years, extendable for further two (02) years only.
Termination of contract	On completion of tenure or one month's notice from either side. In case of notice by the head of Administrative Department/ Authority, it shall be after approval of the appointing authority.
Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leave earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
Discipline	As applicable in case of contract employees
Appointing Authority	The appointment shall be made by the Chief Minister, on the recommendations of the Selection Committee. Annual extension in contract will also be approved by Chief Minister on recommendations of the head of Administrative Department / Authority.

Description	MP-III
Required Educational Qualification and Experience	Masters in relevant subject(s) with 08 years experience in the relevant field or preferably Ph.D in relevant subject(s) with atleast 04 years experience in the relevant field.
Service Age Limit	The maximum service age is restricted upto 65 years
Tenure of contract	As determined by appointing authority but cannot exceed beyond two (02) years, extendable for further two (02) years only.
Termination of contract	On completion of tenure or one month's notice from either side. In case of notice by the head of Administrative Department/ Authority, it shall be after approval of the appointing authority.
Leave	The incumbent shall earn leave on full pay @ 3 days per month on annual basis and the leave earned shall be availed during the currency of the year. Title of Leave will neither be carried over to the next year in case of non-availing nor will it be encashed.
Discipline	As applicable in case of contract employees
Appointing Authority	The appointment shall be made by the Chief Minister, on the recommendations of the Selection Committee. Annual extension in contract will also be approved by Chief Minister on recommendations of the head of Administrative Department / Authority.


 29/12/22

6. Perquisites/Facilities

S.#	Description	MP-I	MP-II	MP-III
1.	TA/DA on domestic official tour	As admissible to civil servants of BPS-21	As admissible to the civil servants of BPS-20	As admissible to civil Servants of BPS-19
2.	TA/DA on official tour abroad	As admissible to civil servants of BPS-21	As admissible to the civil servants of BPS-20	As admissible to civil Servants of BPS-19
3.	Medical Facilities	Reimbursement of medical and hospitalization charges shall be as per policy of Government for Civil Servants.	As in the case of MP-I Scale	As in the case of MP-I Scale
4.	Leave	The incumbent shall earn leave on full pay @ 3 days per month for the period of duty. The leave shall be availed during the currency of contract period. Title to leave shall expire on expiry of contract. If given a fresh contract, the period of earned leave available in respect of the previous contract shall not be carried forward.	As in the case of MP-I Scale	As in the case of MP-I scale
5.	Period of contract	As determined by the appointing authority but cannot exceed beyond 02 years, extendable for 02 years on satisfactory performance.	As in the case of MP-I Scale	As in the case of MP-I Scale
6.	Termination of contract.	On one month's notice on either side or payment of one month's basic pay in lieu thereof.	On one month's notice on either side or payment of one month's basic pay in lieu thereof.	On one month's notice on either side or payment of one month's basic pay in lieu thereof.

7. Miscellaneous:

- i) Unless any other laws / rules, for the time being in force, provide otherwise, regular Civil Servants/ Government Servants shall not be substantively posted against MP Scale Positions.
- ii) Civil Servants / Government Servants may, however, subject to eligibility, apply for these positions, through proper channel.

- 57
- iii) Subject to provisions of (i) above, in case a Civil Servant / Government Servant is selected through competitive process against any such position, he / she shall take EOL or resign from Government Service or seek early retirement, severing his / her connection / lien with their parent cadre / Department / organization, etc., before joining the MP Scale Position.
 - iv) The persons being employed under Sindh Management Position Scales Policy, 2022 shall not contribute towards G.P. Fund, Benevolent Fund, Group Insurance etc. and will not be entitled for said benefits.
 - v) The family of persons being employed under Sindh Management Position Scales Policy, 2022 shall not be entitled for Financial Assistance in case of death of an employee.
 - vi) The service of an employee under Sindh Management Position Scales Policy, 2022 shall not be pensionable.
 - vii) The persons being employed under MP Scales shall submit to the government an affidavit declaring their non-involvement in any other relevant business / job which may tantamount to conflict of interest.
 - viii) Current charge or additional charge of the positions of MP Scales may not be granted to any regular civil / Government servants. However, where the situation necessitates, the additional charge may only be granted to a civil / government servant of equivalent grade with approval of the appointing authority for a maximum period of three (03) months only. No extra remuneration will be given to the officer holding the additional charge other than additional charge allowance as determined by Finance Department, Government of Sindh from time to time.
 - ix) After completion of two (02) years or after extended period of two (02) years, an incumbent shall be eligible to compete afresh against any MP Scale position, subject to meeting the advertised criteria.
 - x) Anytime during currency of initial or extended tenure, the performance evaluation score of the incumbent falls in average or unsatisfactory category, the head of the Administrative Department/ Authority concerned may issue formal warnings to the incumbent MP-Scale holder.
 - xi) If satisfied with the valid reasons (unsatisfactory performance or evidence of financial or moral turpitude against the incumbent), the concerned head of the Administrative Department/ Authority, if deems fit and after fulfilling the formalities of disciplinary proceedings, may initiate a summary seeking approval of the Chief Minister for pre-mature termination of contract through SGA&CD, Government of Sindh.
 - xii) In case of financial corruption or any other criminal charge, the reference may also be filed with the relevant Law Enforcement or Anti-Graft Agencies.

- 5
- xiii) Such person(s), who has been removed from Government Service or from an MP Scale Position due to unsatisfactory performance or on account of moral & financial turpitude, shall not be eligible to apply for any MP Scale position in future.
- xiv) II, keeping in view the specific requirements for any particular position(s), any Administrative Department / Authority or any other entity intends to modify or change the "Required Educational Qualification and Experience", a Summary for the Chief Minister shall be moved for the purpose, through SGA&CD, Government of Sindh by giving therein full justification of the case; Provided that any such case shall invariably be moved prior to advertising such a position.
- xv) The policy shall only be applicable on statutory bodies, including regulatory authorities and boards, in such cases, where recruitment rules or service regulations for such positions have not been prescribed under the respective statutes. Statutory authorities and other authorities / organizations shall also be allowed to adopt the instant policy, with approval of the authority competent to do so, while remaining within their statutory mandate.
- xvi) These posts are not meant for project as they shall be governed by the Project Pay Scale (PPS).

**DR. MUHAMMAD SOHAIL RAJPUT
CHIEF SECRETARY SINDH**

1. The Senior Member Board of Revenue Sindh, Karachi.
2. The Additional Chief Secretaries (All), Government of Sindh, Karachi.
3. The Principal Secretary to Governor Sindh, Karachi.
4. The Principal Secretary to Chief Minister Sindh, Karachi.
5. The Chairman, Planning & Development Board Sindh, Karachi.
6. The Chairman, Enquiries & Anti-Corruption Establishment Sindh, Karachi.
7. The Chairman, Chief Minister's Inspection, Enquiries & Implementation Team, Karachi.
8. The Secretary, Provincial Ombudsman Secretariat, Karachi.
9. The Administrative Secretaries to Government of Sindh _____.
10. All Heads of Attached Department, Sindh.
11. All Regional Heads of Department, Sindh.
12. All District & Session Judges, Sindh.
13. The Registrar, High Court of Sindh.
14. The Registrar, Sind Services Tribunal, Karachi.
15. The Inspector General Police, Sindh, Karachi.
16. The Commissioners (All) in Sindh _____.
17. The Chairman, Sindh Revenue Board, Karachi.
18. The Deputy Commissioners (All) in Sindh _____.
19. The Managing Director, Sindh Public Procurement Regulatory Authority, Karachi.
20. The Secretary, Sindh Public Services Commission, Hyderabad.
21. The Additional Secretary (Services-II), SGA&CD, Karachi.
22. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
23. The Private Secretary to Secretary (Services), SGA&CD, Karachi.
24. The Publisher, Sindh Govt. Printing Press, Karachi for publication in the next gazette.

SECTION OFFICER-II

SCHEDULE-I


61,

1. The composition of the Selection Committee for posts in MP-I will be as follows:

Chief Secretary Sindh	Chairman
Chairman, Planning & Development Board, Sindh	Member
Secretary of the concerned Administrative Department	Member
Head of attached Department / Authority / Project concerned (In case of appointment in an Authority or Project)	Member
Additional Secretary of the concerned Administrative Department	Member / Secretary
Additional Secretary (S-I), SGA&CD, Government of Sindh	Member
Additional Secretary, Finance Department, Government of Sindh	Member
Additional Secretary, Law Department, Government of Sindh	Member
Atleast two (02) co-opted Member(s) from the concerned domain / field (to be nominated by Chief Secretary Sindh)	Co-opted Member(s)

2. The composition of the Selection Committee for posts in MP-II and III will be as follows:

Secretary of the concerned Administrative Department	Chairman
Head of attached Department / Authority / Project concerned (In case of appointment in an Authority or Project)	Member
Additional Secretary of the concerned Administrative Department	Member / Secretary
Additional Secretary (S-I), SGA&CD, Government of Sindh	Member
Additional Secretary, Finance Department, Government of Sindh	Member
Additional Secretary, Law Department, Government of Sindh	Member
Atleast two (02) co-opted Member(s) from the concerned domain / field (to be nominated by Secretary / Administrative Department)	Co-opted Member(s)





53

Karachi, dated the 23rd August, 2017

OFFICE MEMORANDUM

SUBJECT: REVISION OF MANAGEMENT POSITION SCALES (MP-I MP-II & MP-III)

In pursuance of Finance Division Regulation Wing, Government of Pakistan, Islamabad Office Memorandum No. F.3(2)R-4/2011, dated 14th July, 2017, and with the approval of competent authority, i.e. Chief Minister Sindh, the Government of Sindh is pleased to adopt the revision of Management Position Scales (MP-I, MP-II & MP-III), Salary Package and perquisites in Public Sector with effect from 14.07.2017, as under: -

Description	MP-I					
	Existing			Revised		
	Mini	Incr.	Maxi	Mini	Incr.	Maxi
Basic Pay	289300	22000	355300	433950	33000	532950
House Rent	101000	-	142000	101000	-	142000
Utilities	13100	-	16200	19650	-	24300
Description	MP-II					
	Existing			Revised		
	Mini	Incr.	Maxi	Mini	Incr.	Maxi
Basic Pay	121000	18150	193600	181500	27225	290400
House Rent	66000	-	110000	66000	-	110000
Utilities	5500	-	8800	8250	-	13200
Description	MP-III					
	Existing			Revised		
	Mini	Incr.	Maxi	Mini	Incr.	Maxi
Basic Pay	84700	12100	121000	127050	18150	181500
House Rent	33000	-	44000	33000	-	44000
Utilities	3850	-	5500	5775	-	8250

AJAZ/SR-III 1

[Handwritten signature]



Notes:

- i) In future the basic pay of the MP Package will subsequently be revised in proportion to the revision in the basic pay of the civil servants as a result of revision of basic pay scales.
- ii) The pay of an incumbent will be fixed at the corresponding stage in the revised MP Scale at which he was drawing pay before revision.
- iii) The revised MP Package will be automatically admissible to the existing incumbents working in MP Scales. However, the extension, if required, of the existing contract of MP Scale holders, will be considered only if their performance is found satisfactory after evaluation by the Performance Evaluation Committee and approval of the competent authority as per rules.
- iv) Monetization of transport facility shall remain the same as per existing rates given below:-

MP-I	Rs.95,910/-
MP-II	Rs.77,430/-
MP-III	Rs.65,060/-

Perquisites/Facilities:

The following perquisites and facilities already admissible to the MP Scales Holders in terms of Finance Division's O.M. dated 18.08.1998 and 01.09.1998, as amended from time to time, shall remain force:-

S.#	Description	MP-I	MP-II	MP-III
1.	TA/DA on domestic official tour	As admissible to civil servants of the highest grade.	As admissible to the civil servants of BPS-21.	As admissible to civil servants of BPS-20.
2.	TA/DA on official tour abroad	As admissible to civil servants in Category-I.	As admissible to civil servants in Category-II.	As admissible to civil servants in Category-II.
3.	Medical Facilities	Reimbursement of medical and hospitalization charges for self, spouse, and children for treatment received at Govt. or Govt. Recognized institutions in Pakistan.	As in the case of MP-I Scale.	As in the case of MP-I Scale.
4.	Leave	The incumbent shall earn leave on full pay @ 3 days per month for the period of duty. The leave shall be availed during the currency of contract period. Title to leave	As in the case of MP-I Scale.	As in the case of MP-I Scale.

AM/2/98-II 2



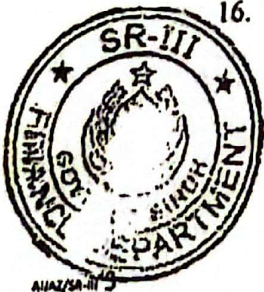
		shall expire on expiry of contract. If given a fresh contract, the period of earned leave available in respect of the previous contract shall not be carried forward.		
5.	Gratuity	One month's basic pay for each completed years of service	One month's basic pay for each completed year of service.	One month's basic pay for each completed year of service.
6.	Period of contract	As determined by the appointing authority but cannot exceed beyond two years.	As in the case of MP-1.	As in the case of MP-1.
7.	Termination of contract.	On one month's notice on either side or payment of one month's basic pay in lieu thereof.	On one month's notice on either side or payment of one month's basic pay in lieu thereof.	On one month's notice on either side or payment of one month's basic pay in lieu thereof.

SYED HASAN NAQVI
Secretary to Government of Sindh
Karachi, dated the 23rd August, 2017

No. FD(SR-III)5-127/2017

A copy is forwarded for information & necessary action to:-

1. The Chief Secretary to Government of Sindh.
2. All Additional Chief Secretaries to Government of Sindh.
3. The Senior Member, Board of Revenue, Sindh.
4. All Administrative Secretaries to Government of Sindh.
5. All Members, Board of Revenue, Sindh.
6. The Principal Secretary to Chief Minister Sindh.
7. The Principal Secretary to Governor, Sindh, Karachi.
8. The Secretary to Provincial Assembly Sindh.
9. All Heads of Attached Departments, Sindh.
10. All Regional Heads of Department, Sindh.
11. All District & Sessions Judges, Sindh.
12. The Registrar, High Court of Sindh.
13. All Commissioners in Sindh.
14. The Registrar, Sindh Services Tribunal, Karachi.
15. The Secretary, Sindh Public Service Commission, Karachi.
16. The Secretary, Provincial Ombudsman Secretariat Sindh, Karachi.




(NISAR AHMED STATKHI)
ADDITIONAL SECRETARY (SR/ADMN.)