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Minutes of Cabinet Meeting & Notified

Rules of Business for

**SINDHI LANGUAGE
AUTHORITY**



**GOVERNMENT OF SINDH
CULTURE, TOURISM, ANTIQUITIES
& ARCHIVES DEPARTMENT**

NOTIFICATION

No. SO(G)/CT&AD/11-1/2019: In exercise of the powers conferred under section 7 of the Sindh (Teaching, Promotion and Use of Sindhi Language) Act, 1972, the Government of Sindh are pleased to make the following rules to regulate the service matters of the "Sindhi Language Authority", in the manner hereinafter appearing.

**CHAPTER-I
PRELIMINARY**

1. (1) These rules may be called the "Sindhi Language Authority" Employees (Service) Rules, 2019.
- (2) They shall come into force at once.
- (3) They shall apply to all employees of the Sindhi Language Authority except the following: -
- (i) Any employee between whom and the Authority has a specific contract of agreement of service subsist;
 - (ii) Any person in the service of a Provincial or Federal Government or any other Institution or Organization on deputation to the Authority on special terms and conditions;
 - (iii) Any employee or class of employees for whom the Authority may, by general or special order, direct that these rules shall not apply in whole or in part.
 - (iv) Any person who is casual or work-charged staff with the Authority

**Short title,
commencement
and application.**

2. (1) In these rules, unless there the context otherwise requires -

Definitions.

- (a) "Act" means the Sindh (Teaching, Promotion and Use of Sindhi Language) Act, 1972;
- (b) "Administrative Department" means Culture Department;
- (c) "Appendix" means Appendix to these rules;
- (d) "appointing authority" means the authority in relation to a post mentioned in rule 6;
- (e) "Authority" means the Sindhi Language Authority constituted under the Sindhi Language Authority



- (Constitution, Powers and Functions) Rules, 2019.
- (f) "basic pay scale" means scale of pay in which a post or group of posts is placed;
- (g) "Board" means the Board of Governors of the Authority;
- (h) "cadre" means the strength of service or a part of Authority service sanctioned as a separate unit or branch;
- (i) "Chief Minister" means the Chief Minister, Sindh;
- (j) "Chief Secretary" means the Chief Secretary Sindh;
- (k) "Chairperson" means the Chairperson of the Authority;
- (l) "competent authority" means the authority by virtue of delegation or authorization made by the Chief Minister, Chairperson or Board, as the case may be, to exercise specified powers under these rules;
- (m) "contract appointment" means an appointment of a duly qualified person made against permanent post for a limited period, in accordance with the prescribed method of recruitment;
- (n) "deputation" means the temporary transfer on lien of the services of any person from or to the Authority;
- (o) "employee" means the officer and other staff employed by the Authority;
- (p) "Government" means the Government of Sindh;
- (q) "initial appointment" means appointment made otherwise than by promotion or transfer;
- (r) "Minister" means Minister for Culture;
- (s) "pay" means the amount monthly drawn by an employee as -
- (i) the pay, other than special pay or pay granted in view of his personal qualifications, which has been sanctioned for a post held by him substantively or in a temporary or an officiating capacity or to which he is entitled by reason of his position in a cadre;
 - (ii) technical pay, special and personal pay; and
 - (iii) any other emoluments, which may be specially classified as pay by the Authority;
- (t) "permanent post" means a post sanctioned without limit of time;



- (u) "post" means a post sanctioned on the strength of the Authority;
- (v) "Promotion Committee" means a Committee constituted for the purpose of selection for promotion to a post in the Authority up to basic pay scale 18;
- (w) "Scrutiny Committee" means the Scrutiny Committee under Rule-17(iv);
- (x) "Secretary" means the Secretary of the Authority;
- (y) "Selection Committee" means the Selection Committee constituted for the purpose of making selection for initial appointment to a post;
- (z) "temporary post" means a post carrying a definite rate of pay sanctioned for a limited period;
- (aa) "tenure post" means a permanent post, which an individual Authority employee may not hold for more than a limited period.

(2) The words and expressions used but not defined in these rules shall have the same meanings as assigned to them in the Act.

**CHAPTER-II
APPOINTMENT, PROMOTION AND TRANSFER**

3. No appointment to a post shall be made except in accordance with these rules.

Appointment to be made under these rules.

4. (1) Appointment to a post or class of posts shall be made in any of the following manner:-

Method of Appointment.

- (a) by promotion or transfer; and
- (b) by initial appointment.

(2) All posts shall be filled on the basis of minimum qualifications and experience and age limit as laid down in Appendix-A.

Provided that where a percentage has been specified for promotion and initial appointment, promotion against the post reserved for the promotion shall be made first:

Provided further that if no suitable person is available for promotion, the vacancy may be filled by initial appointment.

(3) Subject to other provisions of these rules, no appointment to a post shall be made except on the recommendations of the Selection Committee.



5. (1) There shall be one or more promotion committees and selection committees as may be determined by the Board.

**Selection and
Promotion
Committees.**

(2) Each such committee shall consist of at least three members, one of whom shall be appointed as Chairperson.

6. (1) The appointing authority in respect of posts in the Authority shall be such as mentioned in Appendix-B.

**Appointing
Authority.**

(2) The appointing authority may authorize any officer to exercise its powers of appointing authority in respect of the posts specified by him.

7. The appointing authority shall not be bound to accept the recommendations of the Selection Committee but in all such cases the reasons for non-acceptance of the recommendations shall be recorded:

**Appointment
on the recomm-
endations.**

Provided that where the appointing authority is other than the Chief Minister, or the Chairperson, as the case may be, the case shall be referred to the Chief Minister or Chairperson, as the case may be, whose orders shall be final but no such orders will be passed unless the Selection Committee has been given an opportunity to justify its recommendations.

8. (1) Promotions to all posts shall be made on the recommendations of a Promotion Committee.

Promotion.

(2) Appointment by promotion shall ordinarily be made on the basis of seniority-cum-fitness, that is the senior most employee in a cadre will be promoted subject to his being fit; provided that in the case of selection post, the promotion will be made on the basis of merit, seniority playing its part only when all other things are equal.

(3) Persons possess such qualifications and fulfil the conditions laid down for the purpose of promotion or transfer to a post shall be considered by the promotion committee:

Provided that no promotion on regular basis shall be made to posts in Basic Pay Scales 18 and above unless the officer concerned has completed such minimum length of service as specified by Government.

(4) An employee declining to avail the benefit of order of his promotion shall not be considered for such promotion for the next five years from the date of such order and he shall stand superseded permanently on his foregoing such promotion for second time.

9. (1) Appointments by transfer shall be made from amongst the

Appointment by



persons holding appointment on a regular basis in the same basic pay scale in which the posts to be filled exist. **transfer.** 5

(2) Appointment by transfer shall be made for the period specified by the appointing authority which may, from time to time, if necessary, be extended or curtailed.

(3) The appointing authority may repatriate the officer appointed by transfer to his parent department or original post even before the expiry of the period of his tenure.

PART-III INITIAL APPOINTMENT

10. (1) Initial appointment to a post shall be made on the recommendations of and on the basis of interview or test to be held by the Selection Committee after the vacancies have been advertised in the newspapers. **Initial appointment.**

(2) While making recommendations under sub-rule (1), the Selection Committee may also assign position of merit to the candidates so recommended and the vacancies shall be filled in accordance with the position or merit.

11. (1) No person shall be appointed by initial appointment to a post unless he is a citizen of Pakistan and domiciled in any district in the Province of Sindh. **Nationality and domicile.**

(2) The domicile declared by an employee and accepted by the appointing authority at the time of entry into the service shall not be allowed to be changed.

12. (1) A candidate for initial appointment to a post must possess the required educational qualifications and experience and be within the age limit as laid down for the post: **Qualification, age limit etc.**

Provided that for persons already in service of Government or statutory body including the Authority, maximum age limit shall be relaxable up to the age of forty-five years.

(2) For the purpose of sub-rule (1), the age shall be reckoned as on the last date fixed for submission of application for appointment.

(3) Every person appointed by initial appointment shall declare the date of his birth with the documentary evidence, such as matriculation certificate, school leaving certificate or a municipal birth certificate and in the absence of any such documentary evidence it shall be determined by the appointing authority on the basis of medical certificate issued by the Medical Board.

13. No person shall be appointed to a post unless -



**Character and
Physical fitness**

(i) he produces certificates of character from two responsible persons (not being his relatives) who are well acquainted with such person;

Certificate.

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(ii) he is found medically fit by the Civil Surgeon concerned:

Provided that blindness or any other physical defect shall not be a bar to the appointment, if the Civil Surgeon or Medical Board conducting the medical examination, certifies that such defect shall not interfere with his duties.

14. The authorities competent to relax the age limit and the extent of such relaxation are mentioned in Appendix-C.

Relaxation of age.

15. No person convicted for an offence shall be appointed to any post.

Appointment of convicted person.

16. The appointment of differently abled, minority persons and women shall be made against the quota as reserved by Government from time to time;

Appointment of differently abled, minority persons and women.

17. The terms and conditions of the appointment of Chairperson shall be as follows: -

Appointment and Terms and Conditions of the Chairperson.

(i) That the tenure post of the Chairperson shall be for three years; may extended by the Chief Minister further one year on the basis of his / her performance;

(ii) That the salary, allowances, perks and privileges shall be equivalent to BPS-21;

(iii) That the Chairperson shall be appointed by the Chief Minister on recommendation by the Administrative Department;

(iv) That the Administrative Department will recommend on recommendation by Scrutiny Committee. The Scrutiny Committee shall consist of Secretary Culture, Secretary Services and a senior scholar of Sindhi literature.

(v) The applications for the Chairpersonship shall be invited through advertisement.

18. (1) There shall be a Secretary of the Authority who shall be a full-time officer of the Authority. The terms and conditions of the Secretary shall be as follows: -

Appointment and Terms and Conditions of the Secretary.

(i) That the posting of Secretary shall be made by the Chief Secretary on the recommendation of the Administrative Department;

(ii) That the post of Secretary shall be in BPS-19 and on



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tenure basis for a period of three years; provided that the Chief Secretary may extend the term of Secretary for further one year on the basis of his / her performance in the Authority;

- (iii) That the posting of Secretary shall be made by way of transfer from Government University or from any Government Department having relevant experience and qualification.

(2) The Secretary shall, under the general supervision of the Chairperson, look-after the work of the Authority and maintain record of proceedings of the meetings of the Authority. He shall implement the decisions of the Authority and perform such other functions as may be assigned to him by the Chairperson or the Board.

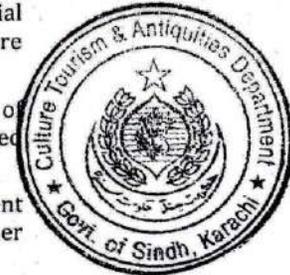
PART-IV PROBATION, CONFIRMATION AND SENIORITY

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

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

(2) The appointing authority may, for reasons to be recorded in writing -

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



20. (1) Confirmation of an employee shall be made in the order of seniority in a permanent post of which no other employee holds any lien. **Confirmation.**

(2) The competent authority is empowered to confirm employee in a permanent post.

(3) On confirmation of an employee in a post, his lien, if any,

on any other post shall stand terminated.

(4) No employee who holds a lien on any post in any department shall be confirmed in any post in any other department unless his consent and the consent of the department, where he holds such lien, has been obtained in writing.

(5) 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 date he is due for confirmation in such posts.

(6) If any 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 confirmation:

Provided that if during the deferment of the confirmation of an employee his junior becomes due for confirmation, the post in which such senior employee is due for confirmation shall be kept vacant and the junior employee shall be confirmed in the next available post.

(7) There shall be no confirmation against any temporary post.

(8) An employee who, during the period of his service, was eligible to be confirmed against any post retires from service before being confirmed shall not, merely by reason of such retirement, be refused confirmation in such post or any benefits accruing therefrom.

(9) Confirmation of an employee in a post shall take effect from the date of occurrence of permanent vacancy in that post or from the date of continuous officiation, in such post, whichever is later.

21. (1) In each cadre, there shall be a separate seniority list of a group of employees doing similar duties and performing similar functions and for whose appointment same qualifications and experience have been laid down. **Seniority.**

(2) The appointing authority shall, in the month of January every year, cause to be prepared, or, as the case may be, revise the seniority list under sub-clause (1).

(3) Subject to sub-clause (5), the seniority of an employee shall be reckoned from the date of his regular appointment.

(4) No appointment made on contract basis shall be regularized retrospectively.

(5) Inter-se seniority of employees appointed in a batch or on the same date shall be determined -



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- (a) in the case of persons appointed by initial appointment, in the order of merit assigned by the selection committee, and if such authority is either not competent to assign such order of merit or has omitted to do so and is unable to overcome the omission for reasons beyond its control, the seniority shall be determined by the appointing authority:

Provided that a person selected in an earlier selection shall rank senior to a person selected in a later selection;

- (b) in the case of persons appointed by promotion on the basis of their inter-se seniority in the lower post;
- (c) in the case of persons appointed by initial appointment vis-à-vis persons appointed by promotion, on the basis that the person appointed by promotion shall rank senior to the persons appointed by initial appointment;
- (d) in the case of persons not covered by clauses (a) to (c), on the basis that persons older in age shall rank senior to persons younger in age.

(6) An employee, who is not promoted on 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 grade, be deemed to have been promoted in the same batch as his juniors.

(7) An employee declining to avail benefit of order of his promotion shall on his subsequent promotion, rank junior, in the higher grade, to those who may have been promoted earlier as a result of having declined to avail the benefit of such promotion.

PART-V

CONTRACT AND TEMPORARY APPOINTMENTS

22. (1) When the appointing authority considers it to be in the public interest to fill in a post falling within the purview of the Selection Committee on urgent basis, it may proceed to fill in such post on contract basis for a period not exceeding one year:



**Contract
Appointment.**

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Provided that the Authority may, if it considers necessary in the public interest, regularize the services of the employee appointed on contract basis who possesses the qualifications prescribed for the post and his performance is satisfactory.

(2) The posts shall be advertised and the procedure laid down for initial appointment shall be followed.

(3) Temporary posts falling within the purview of the Promotion or Selection Committee and occurring as a result of creation of temporary posts for a period not exceeding twelve months may be filled by the appointing authority otherwise than through the promotion or Selection Committee on a purely temporary basis after advertising the posts.

(4) The appointment of Consultants in the Authority shall be regulated under the relevant policy or instructions of Government, issued from time to time.

PART-VI
RETIREMENT AND EMPLOYEES AT THE
DISPOSAL OF THE AUTHORITY

23. (1) An employee shall retire from service -

- (i) on such date after he has completed twenty years of service qualifying for pension or other retirement benefits as the competent authority may, in the public interest, direct; provided that no employee shall be retired unless he has been given an opportunity of showing cause against such action; or
- (ii) where no direction is given under clause (i) on the completion of the sixty years of age.

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

Explanation:- In this clause, "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.

24. (1) Unless in any case it be otherwise distinctly provided, the whole time employee shall be at the disposal of the Authority and he may be employed in any manner required by the Authority 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 rules and

Retirement.



**Whole time
employee at the
disposal of the
Authority and
observance of
rules and
regulations**

regulations of the Authority 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.

25. Every employee shall be liable to serve anywhere in connection with the affairs of the Authority.

Employee to Serve anywhere.

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

26. (1) The services of an employee may be terminated without notice -

Termination of service.

- (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 post or cadre, his service shall not be so terminated so long as he holds 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 probation or employment; or
- (iii) if the appointment is made on contract, 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 the cadre, the services of an employee are required to be terminated, the person whose service are terminated shall ordinarily be the one who is the most junior in such cadre or post.

(3) Notwithstanding the provisions of sub-rule (1) but subject to the provisions of sub-rule (2), the services of an employee in temporary employment or appointed on contract shall be liable to termination on fourteen days' notice or pay in lieu thereof.

27. An employee appointed to a higher post on contract or on temporary or officiating basis shall be liable to reversion to his lower post or basic pay scale without notice.

Reversion to a lower grade.

28. (1) An employee against whom an investigation for a cognizable offence is pending or who is challenged 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.

Conviction and suspension.

(2) Where an employee is placed under suspension, the

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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 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 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 is merely giving the accused benefit of doubt, the acquittal will be treated as honourable acquittal.

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

29. (1) An 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 Authority a sum equal to his substantive pay for three months.

Resignation.

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

30. (1) The competent authority may require an employee to appear before the 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 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

**Employee being
unfit for service.**



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 Authority.

(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 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 an amount as may be admissible to him under rules or regulations.

(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-rule (2) and the fees deposited by him for getting his case reviewed shall be refunded.

31. Service of an employee may cease in the following circumstances: -

Cessation of service.

- (i) by discharging at any stage of a probationary period due to unsatisfactory performance;
- (ii) by resignation subject to the following: -
 - (a) the resignation shall, in the case of permanent employee, be effective on its acceptance by the competent authority; and in the case of a temporary employee on the expiry of fourteen days' notice or forfeiture of fourteen days' pay in lieu thereof from either side;
 - (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 by the competent authority in exceptional circumstances for reasons to be recorded;

(iii) by retirement on reaching the age of superannuation;

(iv) by compulsory retirement due to permanent disability which in the opinion of the Medical Officer renders him unfit for service;

(v) by termination of service or abolition of post;

(vi) retrenchment, the junior most employee in a cadre being retrenched first; and

(vii) by removal, dismissal or compulsory retirement from service as a penalty.

32. (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 or regulations applicable to him, such appeal or application shall, except as may be otherwise prescribed, be made within thirty days of the date of such order. **Appeal.**

(2) Where no provision for appeal or review exists under the rules or regulations in respect of any order or class of 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.

(3) The authorities to hear appeals shall be such as mentioned in Appendix-D.

**PART-VII
EMPLOYEES PAY, ALLOWANCES
AND HONORARIA**

33. (1) The basic pay scale of various posts shall be as determined by the Authority.

**Fixation of pay
and allowances.**

(2) All employees shall be entitled to such allowances as may from time to time, be allowed by the Authority.

(3) An employee shall, on first appointment to a post in a time



scale of pay, draw the minimum of that scale plus admissible allowances unless the competent authority for reasons to be recorded fix his initial pay at a higher stage in that scale.

(4) Subject to any exception specially provided in these rules and to the provisions of sub-rule (5), an employee shall begin to draw the pay and allowances attached to his post with effect from the date when he assumes the duties of that post and shall cease to draw them as soon as he ceases to discharge those duties.

(5) Persons recruited overseas shall commence to draw pay on first appointment, from such date as may be determined by the competent authority.

34. The initial pay of an employee, who is transferred by promotion or otherwise to another post on a time scale of pay, shall be regulated as follows:-

Fixation of initial pay.

Where the appointment to the new post -

- (i) involves the assumption of duties or responsibilities of greater importance than those attached to his previous post, he will draw as initial pay the stage of the time-scale next above his pay in respect of the old post;
- (ii) does not involve the assumption of such duties or responsibilities, he will draw as initial pay, the stage of the time scale which is equal to his pay in respect of the old post, or, if there is no stage new below that pay plus personal pay equal to the difference and in either case will continue to draw the pay until such time as he would have received an increment in the time scale of new post whichever is less but, if the minimum pay of the time scale of the new post is higher than his pay, in respect of the old post, he will draw that minimum as initial pay;
- (iii) is made on his own request and the maximum pay in the basic scale of the post is less than his pay in respect of the old post, he will draw that maximum as initial pay.



35. If an employee is required on a written order of the competent 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 Authority by general or special order subject to the following conditions: -

Dual Charge.

- (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 one month.

- (iii) A special pay for such additional charge will not be admissible beyond the period of twelve months unless prior approval of the competent authority to relax this period is obtained.

36. 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, not exceeding one month's pay in a year.

Honorarium.

37. Except when special reasons, which should be recorded in writing, exist for a departure from this provision sanction to the grant or acceptance of honorarium should not be given unless the work has been done with the prior consent of the competent authority and its amount has been settled in advance.

Bar on grant or acceptance of honorarium.

38. (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 Authority.

Record of service and confidential report.

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

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

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

(5) All entries in the service book/record shall be initialled by the Head of the office concerned.

PART-VIII REMUNERATION AND OTHER FACILITIES TO THE STAFF

39. (1) The officers and staff appointed in the Authority may be granted such additional remuneration and special allowances in addition to the salary and allowances admissible to Government servants working in the same pay scale as the Authority may determine from time to time.

Remuneration and other facilities of the staff of Authority.

(2) Subject to these rules, the rules or orders or instructions for



the time being in force applicable to the civil servants of Government shall regulate the terms and conditions of service of the employee of Authority including the following matters:-

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- (1) Travelling Allowance / Daily Allowance
- (2) Medical facilities
- (3) Residential accommodation
- (4) Record of service and confidential report
- (5) Honorarium
- (6) Any matter not provided in these rules:

Provided that the powers exercisable by Government or competent authority subordinate thereto under the said rules shall be exercisable by the competent authority or by such person as he may, by general or special order, direct:

Provided further that all powers exercisable by the Chairperson under these rules shall, in his absence, be exercisable by such officer as may be authorized by the Authority.

40. Where the Chairperson is satisfied that the interpretation of any provision of these rules causes undue hardship in any particular case, he may, with the prior approval of the Authority, by order, dispense with or relax the requirements of that provision to such extent and subject to such conditions as he may consider necessary for dealing with the case in a just and equitable manner.

Relaxation of rules.

41. In all matters not provided in these rules or any other rule, the rules applicable to civil servants as amended from time to time, shall mutatis mutandis apply to the employees:

Application of Government rules.

Provided that no financial benefits under such rules shall be admissible to an employee unless specifically sanctioned by the Authority.

APPENDIX-A
[See rule 4(2)]
METHOD OF APPOINTMENT



Sr. #	NAME OF POST WITH BPS	METHOD OF APPOINTMENT	MINIMUM ACADEMIC QUALIFICATION AND EXPERIENCE FOR INITIAL APPOINTMENT	AGE LIMIT FOR INITIAL APPOINTMENT MIN - MAX
GENERAL CADRE POSTS				
1	Chairperson	By initial appointment.	(i) Doctor of Philosophy (Ph.D.) from a recognized University in Sindhi Literature or Linguistic in Sindhi; (ii) Having published at least ten (10) research articles in HEC recognized Journals. (iii) Minimum five-year academic/administrative experience;	45-65 (However, no Chairperson shall be appointed who is older than 62 years)

	Secretary (BPS-19)	By transfer.	Master's degree in Sindhi Literature or Linguistic / Social Sciences from a recognized University.	---
3	Deputy Director (Admin & Finance) (BPS-18)	(i) Fifty percent by promotion from amongst the Assistant Directors (Admin) (BPS-17), having five (05) years' service as such in the Authority, on seniority-cum-fitness basis; and (ii) Fifty percent by promotion from amongst the Assistant Directors (Finance/Accounts) (BPS-17), having five (05) years' service as such in the Authority, on seniority-cum-fitness basis.	--	--
4	Assistant Director (Admin) (BPS-17)	By promotion from amongst the Superintendents (BPS-17), having five years length of service as such in the Authority, on seniority-cum-fitness basis.	--	--
5	Superintendent (BPS-17)	By promotion from amongst the Assistants (BPS-16), having at least five (05) years length of service as such in the Authority, on seniority-cum-fitness basis.		
6	Assistant (BPS-16)	(i) Fifty percent by initial appointment; and (ii) Fifty percent by promotion from amongst the Senior Clerks (BPS-14) having seven (07) years length of service in the Authority, on seniority-cum-fitness basis.		18-28
7	Senior Clerk (BPS-14)	By promotion amongst the Junior Clerk (BPS-11), having at least three (03) years' experience as such in the Authority, on seniority cum fitness basis.		
9	Library Assistant (BPS-11)	By Initial appointment.	(i) Diploma in Library Science from a recognized University/ Institute. (ii) Having six months experience in the relevant field.	18-28
10	Junior Clerk (BPS-11)	(i) Seventy percent By Initial appointment; and (ii) Thirty percent by promotion from amongst the Naib Qasid (BPS-02), Chowkidar (BPS-02) and Malhi (BPS-02) having at least three years' service as such and certificate of intermediate pass.		18-28



	Electrician cum Generator Operator (BPS-07)	By Initial appointment.	Diploma in Electrical Technology from Sindh Board of Technical Education/STEVTA with one-year experience in the relevant field.	18-28
12	Photocopier Operator / Duplicate Machine Operator (BPS-05)	By Initial appointment.	Matriculate from the recognized Board with Six months working experience in relevant field.	18-28
14	Driver (BPS-04)	By initial appointment.	(i) At least Matric pass. (ii) Possessing a valid LTV/HTV license. (iii) Must be able to maintain the logbook. (iv) Having at least two years' experience as a driver.	20-28
15	Chowkidar (BPS-02)	By initial Appointment	Preferably Literate.	18-28
16	Malhi (BPS-02)	By initial Appointment	Preferably Literate.	18-28
17	Naib Qasid (BPS-02)	By initial Appointment	Preferably Matriculate	18-28
18	Sanitary Worker (BPS-02)	By initial Appointment	Preferably Literate.	18-28
TECHNICAL CADRE POSTS				
19	Deputy Director (IT) (BPS-18)	By promotion from amongst the Computer Programmers (BPS-17), having three (03) years' service as such in the Authority, on seniority-cum-fitness basis.		
20	Deputy Director (Research & Publication) (BPS-18)	(i) Fifty percent by promotion from amongst the Assistant Director / Research Officers (BPS-17), having five-year service as such in the Authority, on seniority-cum-fitness basis; and (ii) Fifty percent by promotion from amongst the Assistant Directors (Publication) (BPS-17), having five (05) years' service as such in the Authority, on seniority-cum-fitness basis.		
21	Assistant Editor (BPS-17)	By initial appointment.	(i) Masters in Sindhi Literature and Linguistics / Social Sciences from a recognised university. (ii) Having at least five years' experience as such in publication and editing of research journal / magazine.	22-32



	Computer Programmer (BPS-17)	By promotion from amongst the Software Developers (BPS-16), having three (03) year service as such in the Authority, on seniority-cum-fitness basis.		
23	Assistant Director Research (BPS-17)	By promotion from amongst the Assistants (BPS-16) having five (05) years experience as such in the Authority, on seniority-cum-fitness basis.		
24	Assistant Director (Publication) (BPS-17)	By promotion from amongst the Assistants (BPS-16), having five (05) years' experience as such in the Authority, on seniority-cum-fitness basis.		
25	Assistant Director (Finance / Accounts) (BPS-17)	By promotion from amongst the Account Assistants (BPS-16), having five (05) years' experience as such in the Authority, on seniority-cum-fitness basis.		
26	Account Assistant (BPS-16)	By promotion from amongst the Senior Clerks (BPS-14), having bachelor degree in Commerce and at least five (05) years' experience as such on Seniority-cum-fitness basis.		
27	Software Developer (BS-16)	By promotion from amongst the Computer Operators (BPS-11) having at least five (05) years' experience as such in the Authority, on seniority cum fitness basis.		
28	Graphic Designer (BS-14)	By initial appointment.	<ul style="list-style-type: none"> i) Three years Diploma in Computer Science at least in 2nd Division from a recognized University; ii) Possess and command on Graphics and software development, having at least one year experience in relevant field. 	18-28
29	Computer Operator (BPS-11)	By initial appointment.	<ul style="list-style-type: none"> i) Intermediate or equivalent from the Authority of Intermediate and Secondary Education. ii) Certificate in M.S Office form recognized Institute and having Typing speed of forty words per minutes in English. 	18-28



APPENDIX - 'B'
[See rule 6(1)]
Appointing Authorities

Sr. #	Post	Appointing/Competent Authority
1.	Post in BS-18 and above.	Chief Minister
2.	Posts in BS-16 to 17	Board
3.	Posts in BS-01 to BS-15	Chairperson of the Authority

APPENDIX-C
[See rule 14]
AUTHORITIES EMPOWERED TO RELAX PRESCRIBED AGE LIMIT

Sr. #	Basic Pay Scale	Up to 5 years	More than 5 years
1	2	3	4
1	1 to 15	Officers declared appointing authorities for the posts in relevant Pay Scale by the Director General Culture	Chairperson
2	16	Chairperson	Secretary Culture Department

APPENDIX-D
[See rule 32(3)]



(1) The Authorities and Authorized Officers for the purpose of efficiency and discipline rules in respect of the employees shall be:-

Sr. #	Basic Pay Scale	Authority	Authorized Officer
1.	1 to 15	Secretary SLA	Officer in BS-18
2.	16	Chairperson	Secretary SLA
3.	17 and 18	Board	Chairperson
4.	19 and above	Chief Minister	Chairperson

(2) The Authorities competent to hear appeals under the efficiency and discipline rules and service matters in respect of the employees shall be as under: -

Sr. #	Authority making the order	Authority competent to hear appeals and entertain representation
1.	Secretary SLA	Chairperson
2.	Chairperson	Board
3.	Board	Chief Minister
4.	Chief Minister	Review by the Chief Minister

GHULAM AKBAR LAGHARI
Secretary to Govt. of Sindh

No. SO(G)/CT&AD/11-1/2019/26 Karachi, dated the 7th January, 2020.

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

1. The Principal Secretary to CM, Chief Minister Secretariat, Karachi.
2. Chairman, Sindhi Language Authority, Hyderabad.
3. Secretary, Sindhi Language Authority, Hyderabad.
4. The Deputy Secretary (Staff) to Chief Secretary, Sindh, Karachi.
5. The Deputy Secretary (Cabinet) SGA&CD, Govt. of Sindh, Karachi.
6. The Superintendent, Sindh Government Printing Press, Karachi, for publication in the next issue of Sindh Government Gazette.
7. PS to Secretary (Services), SGA&CD, Govt. of Sindh, Karachi.
8. PS to Secretary (I&C), SGA&CD, Govt. of Sindh, Karachi.
9. PS to Secretary, CTA&AD, Govt. of Sindh, Karachi.
10. PA to Director General (Culture), CTA&AD, Govt. of Sindh, Karachi.

(Signature)
(SARANG SAMOO)
Section Officer (General)





**GOVERNMENT OF SINDH
CULTURE, TOURISM, ANTIQUITIES
& ARCHIVES DEPARTMENT**

NOTIFICATION

No. SO(G)/CT&AD/11-1/2019: In exercise of the powers conferred under section 7 read with sections 5 of the Sindh (Teaching, Promotion and Use of Sindhi Language) Act, 1972, the Government of Sindh are pleased to make the following rules, namely:-

**CHAPTER-I
PRELIMINARY**

1. (1) These rules may be called the "Sindhi Language Authority" (Constitution, Powers and Functions) Rules, 2019. **Short title, commencement and application.**
- (2) They shall come into force at once.
2. (1) In these rules, unless there the context otherwise requires – **Definitions.**
- (a) "Act" means the Sindh (Teaching, Promotion and Use of Sindhi Language) Act, 1972 (Sindh Act No. 2 of 1972);
- (b) "Authority" means the Sindhi Language Authority constituted under rule 3;
- (c) "Board" means the Board of Governors constituted under rule 6;
- (d) "Chief Minister" means the Chief Minister, Sindh;
- (e) "Chairperson" means the Chairperson of the Authority;
- (f) "Government" means the Government of Sindh;
- (g) "Fund" means the fund established under rule 14;
- (h) "Member" means a member of the Board;
- (i) "regulations" means regulations made in accordance with the Act and these rules.

(2) The words and expressions used but not defined in these rules shall have the same meanings as assigned to them in the Act.

**CHAPTER-II
CONSTITUTION OF THE AUTHORITY**

3. (1) There shall be an Authority to be called the Sindhi Language Authority for carrying out the purposes of the Act and these rules. **Constitution and composition of the Authority.**
- (2) The Authority shall be a body corporate, having perpetual succession and a common seal, with powers subject to the provisions of the Act and these rules, to acquire, hold and dispose of property, both moveable and immovable and shall by the said name sue and be sued.



(3) The headquarters of the Authority shall be at Hyderabad and it may establish its offices at such other place or places in the Province of Sind as it may consider appropriate.

4. Without prejudice to the generality of the powers under the Act, the Authority shall also have the following powers and functions –

**Powers and
Functions of the
Authority.**

- (i) to consider ways and means for the promotions and use of Sindhi Language as the provincial Language and achieving better understanding, harmonious linguistic development, national cohesion and integration;
- (ii) to maintain and reinforce the status of Sindhi Language at all levels in the official and semi-official records both in the provincial and government records, semi-government, autonomous institutions and local bodies;
- (iii) to coordinate and ensure correct use of Sindhi Language in the provincial, autonomous and semi-autonomous institutions in the –
 - (a) records, notifications, manuals, and publications;
 - (b) in educational text books, and
 - (c) in permanent official documents and lasting public monuments and fixtures like foundation stones, maps, mileage stones, place and names;
- (iv) to facilitate due adoption of Sindhi Language as the language of all competitive examinations in cooperation with the Sindh Public Service Commission;
- (v) to coordinate and promote correct use of Sindhi Language in the media e.g. the TV; Radio, websites, the newspapers and other periodic and publications;
- (vi) to promote the use of Sindhi Language in classified Federal documents and Publications in coordination and with the assistance of the National Language Authority;
- (vii) to undertake publications of dictionaries, encyclopaedia, reference books and periodicals;
- (viii) to arrange translations and publications of technical terms of various subjects of science and humanities;
- (ix) to bring the national language and other Pakistani languages closer by arranging translation and publication of major Sindhi works of history and literature in Urdu, Pashto, Punjabi and Balochi;
- (x) to translate major Sindhi works of scholars and writers into English for international understanding, goodwill and appreciation;
- (xi) to confer prizes and awards, to writers and scholars who have rendered valuable services to Sindhi linguistics, to hold



seminars and lecturers and to adopt any other measures for promoting any of the above objectives; provided that awards and prizes shall not be conferred upon creative literary work;

- (xii) to consider ways and means for deciphering of Indus Valley Ancient Script;
- (xiii) to do such other things and carry out all other matters as may be necessary and required by the Authority to further the objectives of the Act and these rules.

CHAPTER-III MANAGEMENT AND ADMINISTRATION OF THE AUTHORITY

5. (1) Subject to the provisions of the Act and rules, the general directions and administration of the Authority shall vest in the Board which may exercise all powers and perform all functions and to do all acts and things which may be exercised, performed or done by the Authority.

**Management and
administration of
Authority.**

(2) The Board in discharging its functions, shall be guided by such directions as Government may, from time to time, give.

(3) If a question arises whether any matter is a matter of policy or not, the decision of Government shall be final.

6. (1) The Board shall consist of the following: -

**Constitution of the
Board.**

- (a) the Chairperson;
- (b) four ex-officio Members;
- (c) ten non-official Members from eminent scholars to be nominated by the Chief Minister;

(2) The non-official members shall hold office for a period of three years and shall in no case be eligible for re-appointment for more than one similar term, on such terms and conditions as the **Chief Minister** may determine.

(3) The non-official members may be removed by the **Chief Minister** from office before the expiry of their term on account of proven charges of corruption, inefficiency, permanent disability or failure to attend three consecutive meetings without intimation in advance.

(4) The Board may co-opt any person as a members for any particular purpose, but such person shall not have right of vote.

(5) A non-official member may at any time, before the expiry of his term, resign from his office, or be removed from office by **Chief Minister** without assigning any reason.

(6) Any person appointed on a casual vacancy in the office of non-official member shall hold office for the unexpired portion of the term of such vacancy.



(7) No act or proceedings of the Board shall be invalid merely because of any vacancy in or defect in the constitution of the Authority.

(8) The Board may allow such remuneration to the Members for attending the meetings of the Authority as may be prescribed by regulations.

7. (1) The Board shall, subject to the provisions to this Act and rules or regulations, exercise administrative and financial powers in respect of the Authority as may be necessary for its proper and efficient functioning.

Powers and functions of the Board.

(2) In particular and without prejudice to the generality of the foregoing provisions, the Board shall have powers: -

- (i) to hold, control and administer the property, funds and resources of the Authority and borrow or raise money for the purpose of the Authority with the approval of the Government;
- (ii) to approve the budget estimates of the Authority within the grant allocated by Government through Finance Department;
- (iii) to consider and approve annual research program, annual reports and audit statements of account of the Authority;
- (iv) to cause proper books of accounts to be kept for all sums of money received and expended by the Authority and for assets and liabilities of the Authority as determined by the Accountant General Sindh;
- (v) to constitute committees and sub- committees;
- (vi) to frame regulations for carrying out the purposes of the Authority and in particular, for the following:-
 - (a) conduct proceedings of the Authority;
 - (b) admissibility of travelling and daily allowances to members of the Authority
- (vii) such other matters as may require decision of the Authority from time to time.



Meetings of the Board.

8. (1) The meetings of the Board shall be regulated by regulations but until regulations are framed, the meetings shall be held as and when required by the Chairperson; provided that the meeting shall be held once in a quarter.

(2) Half of the total membership of the Authority shall constitute a quorum for a meeting of the Board.

(3) The members shall have reasonable notice of the time and place of the meeting and matters on which a decision by the Board shall be

taken in such meeting.

(4) The decision of the Board shall be taken by the majority of its members present and, in case of a tie, the Chairperson shall have a casting vote.

(5) All orders, determination and decision of the Board shall be taken in writing and shall be signed by the Chairperson.

9. (1) The Chairperson shall be a person of eminence and proven ability who has made significant contribution to promotion of Sindhi language, and shall be appointed by the **Chief Minister**, on such terms and conditions as may be prescribed by Service Rules.

**Appointment of
Chairperson.**

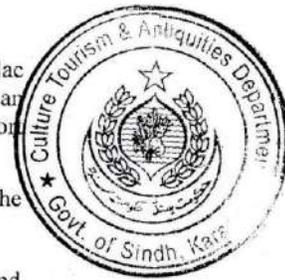
(2) If at any time when the office of the Chairperson is vacant, or the Chairperson is absent or is unable to perform the functions of his office due to illness or some other cause, the **Secretary Culture, Government of Sindh** shall perform the functions and duties of the office of the Chairperson.

10. (1) The Chairperson shall be the Chief Executive of the Authority and shall exercise effective control over and be responsible for smooth functioning of day-to-day affairs of the Authority, subject to the supervision and directions of the Secretary Culture, Government of Sindh.

**Functions and
Powers of the
Chairperson.**

(2) In particular and without prejudice to the generality of the foregoing powers, the Chairperson shall :-

- (a) be responsible for, and have the authority necessary for overseeing and implementing in an expeditious and efficient manner, the schemes of the Authority;
- (b) exercise administrative control over the personnel of the Authority;
- (c) keep in custody the record and seal of the Authority;
- (d) sanction or re-appropriate an amount not exceeding one lac (one hundred thousand) rupees during the fiscal year for an unseen item not provided for in the budget and submit a report to the Authority in this behalf in its next meeting;
- (e) authorize payment of monthly salaries and allowances to the employees of or the persons working in the Authority;
- (f) exercise in respect of the Authority, such administrative and financial powers as deemed by the Board;
- (g) to prepare budget estimates and supplementary budget estimates and place the same before the Authority for approval and subsequent its submission to Government;



- (h) to ensure that the provisions of the Act, rules and the regulations are faithfully observed;
- (i) to take steps for the implementation of decisions of the Authority;
- (j) to carry on all the correspondence of the Authority;
- (k) to prepare the annual report for the Authority; and
- (l) to act on behalf of the Authority in any emergency, subject to the obligation to report such action to the Authority at its next meeting and to seek the Authority's ratification of any action so taken; and
- (m) to perform any other duties which may be assigned to him by the Board.

(3) The Chairperson shall not except with the previous approval of the Board in each case or unless already approved in the budget duly item wise, allow expenditure on items of civil works, or capital expenditure on equipment or automobiles.

(4) The Chairperson may delegate such of his powers not being the powers delegated to him to any officer or committee of the Authority subject to such conditions as he deems fit.

11. No person shall be or shall continue to be a Chairperson or member who :-

- (a) is not a citizen of Pakistan;
- (b) is found a lunatic or becomes of un-sound mind;
- (c) is or at any time has been convicted of an offence involving moral turpitude;
- (d) is or has at any time been adjudicated insolvent;
- (e) is or has at any time been disqualified for employment in or dismissed from Government service;
- (f) is acting in contravention of the provisions of this Act;
- (g) has without permission of Government directly or indirectly any financial interest or property of the Authority.

Disqualification of Chairperson and members.

12. The Authority may set up such administrative and technical committees for the efficient performance of its functions as may be necessary and entrust to the committees such functions as it may consider necessary.

Committees.

13. (1) The Authority may, for efficient performance of its functions, appoint such officers, advisers, consultants, experts and other staff possessing requisite professional, technical, ministerial or secretarial qualifications and experience and experience on such terms and conditions as may be prescribed by Service Rules.

Appointment of officers and staff.

(2) The officers, advisers, consultants and other staff shall be liable to such disciplinary action and in such manner as may be prescribed by



rules.

CHAPTER-IV FINANCIAL PROVISIONS

14. (1) There shall be established a Fund to be known as the Sindh **Fund.**
(Teaching Promotion and Use of Sindhi Language) Authority Fund
which shall vest in the Authority with powers and operate it.

(2) All receipts of the Authority from any source whatsoever
including annual grants from Government and donations, shall be
credited to the Fund.

(3) Government shall provide annual grants to the Authority for
carrying out the purposes of the Act, rules and regulations.

(4) The Authority may receive grants or donations from other
sources including private sector.

(5) The Authority may invest its funds in investment schemes
including Government securities for raising funds.

(6) The Fund shall be managed and operated in the manner as may be
prescribed by rules.

(7) The fund of the Authority shall be maintained in a scheduled bank
selected by the Authority which shall be operated in the manner as
determined by the Chairperson.

15. (1) The Authority shall maintain accounts of receipts and expenditure **Audit and accounts.**
in accordance with the rules.

(2) The Authority would maintain an internal Audit Division which
would regularly undertake institutional internal check and control.

(3) The accounts of the Authority shall be annually audited through
the Auditor General of Pakistan or by a firm of external Chartered
Accountants approved by Government and the report of the Auditor
General or Chartered Accountant along with audited accounts shall be
presented to Government.

16. The Authority shall cause its accounts to be maintained properly
and in respect of each financial year submit for approval of Government
by such date and in such form as may be specified by Government a
statement showing the estimated receipts and current expenditure and the
sums to be required from Government during the next financial year. **Budget and
accounts.**

17. The Authority shall cause proper accounts to be kept and shall after **Maintenance of
accounts.**
the end of each financial year cause to be prepared for that financial year
a statement of accounts of the Authority which shall include a balance
sheet and an account of receipt and expenditure.



18. (1) The Authority shall submit an annual report to Government in respect of any of its activities and furnish such information as and when required by Government. **Submission of Reports.**
- (2) The Authority shall post all relevant information in a user-friendly manner on its website.
19. The Board may, by general or special order, delegate any of its powers, functions and duties, to the Chairperson, member or any officer of the Authority. **Delegation of powers.**
20. Every employee of the Authority including officers, advisors, consultants and every person acting or purporting to act under the Act, rules and regulations shall be deemed to be a public servant within the meaning of section 21 of the Pakistan Penal Code, 1860. **Public Servant.**
21. No suit, prosecution, or other legal proceedings shall lie against the Board, the Chairperson or any member, officer, servants, advisers or consultants of the Authority in respect of anything in good faith done or intended to be done under the Act or the rules and regulations made hereunder. **Indemnity.**
22. The Board may make regulations, not inconsistent with the provisions of the Act and rules, for carrying out the purposes of this Act. **Power to make regulations.**
23. If any difficulty arises in giving effect to any of the provisions of these rules, **Chief Minister** may make such order not inconsistent with the provisions of the Act or these rules for removing the difficulty. **Removal of difficulty.**
24. The Sindhi Language Authority notified by Government before the commencement of these rules, shall be deemed to have been constituted under these rules in accordance with section 7(2)(b) of the Act and all orders made, proceedings taken, persons appointed or authorized, and acts done thereunder, shall continue to remain in force until altered, repealed or amended by the competent authority. **Savings.**

GHULAM AKBAR LAGHARI

Secretary to Govt. of Sindh
Karachi, dated the 7th January, 2020

No. SO(G)/CT&AD/11-1/2019/26

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

1. The Principal Secretary to CM, Chief Minister Secretariat, Karachi.
2. Chairman, Sindhi Language Authority, Hyderabad.
3. Secretary, Sindhi Language Authority, Hyderabad.
4. The Deputy Secretary (Staff) to Chief Secretary, Sindh, Karachi.
5. The Deputy Secretary (Cabinet) SGA&CD, Govt. of Sindh, Karachi.
6. The Superintendent, Sindh Government Printing Press, Karachi, publication in the next issue of Sindh Government Gazette.
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9. PS to Secretary, CTA&AD, Govt. of Sindh, Karachi.
10. PA to Director General (Culture), CTA&AD, Govt. of Sindh, Karachi.



(SARANG SAMOO)

Section Officer (General)

Page 8 of 8