

MOST IMMEDIATE

No. **127-206** /EB-III/T-7/S&S/2022

**GOVERNMENT OF SINDH
POLICE DEPARTMENT**

Karachi dated: **07** -01-2022



To

1. All Addl. IsGP in Sindh.
2. All DIsGP in Sindh.
3. All SSsP in Sindh.
4. All AIsGP in Sindh.

SUBJECT: **REVISED SINDH POLICE RECRUITMENT POLICY-2022.**

Enclosed please find herewith a copy of revised Sindh Police Recruitment Policy-2022 for information and immediate implementation in letter and spirit.

02. However, previous Sindh Police Recruitment Policy-2019 issued vide letter No.27575-650/EB-III/T-7/S&S, dated 14.11.2019, is hereby withdrawn.

Encl: (**17** leaves)

(SHEHZAD AKBAR) PPM, PSP
DIGP/ESTABLISHMENT
FOR INSPECTOR GENERAL OF POLICE /
SECRETARY TO GOVERNMENT OF SINDH
POLICE DEPARTMENT, KARACHI.

Copy forwarded to the following for information and necessary action:-

1. The Chief CPLC, Karachi.
- ✓ 2. The Project Director (I.T) CPO Sindh, Karachi.
3. The PS to IGP Sindh.
4. The PS to Addl. IGP E&T Sindh.
5. The PS to DIGP/Establishment, CPO Sindh, Karachi.

SINDH POLICE RECRUITMENT POLICY-2022

1. Background

Sindh Police consists of a number of distinct districts and Ranges / Regions. Recruitments are made by different modes. However, a system has to be evolved by which recruitment is initially done with uniform policy and in a transparent manner.

To achieve this objective, the existing recruitment procedure is being updated to meet contemporary requirements. Certain procedures relating to submission of applications needs to be simplified. A change is to be introduced in Physical Efficiency Tests requirements and provisions regarding written examination are required to be made explicit. These changes will make the Police recruitment more transparent and will also simplify the procedure.

2. Scope of the policy

The scope of this paper is limited to the policy for general recruitment of Junior Clerk, Wireless Operator (HC), Police Constables and I.T related posts in Sindh Police.

Prosecution Branch however is not included in the policy because in Prosecution (Legal) Branch, no recruitment is done in the aforementioned ranks.

3. Objectives of the policy

Following are the objectives of the recruitment policy:-

- i. Process of recruitment shall be conducted in such a manner that external influence and interference of any kind is fully done away with.
- ii. To recruit best available candidates in a transparent manner.
- iii. To ensure completion of recruitment in a manner that is fair, merit-based and verifiable.
- iv. To ensure uniform standards of recruitment at the rank of Junior Clerk, Wireless Operator (HC), Police Constable, and IT related posts.

4. Recruitments

There are two different types of recruitment in Sindh Police described as follows:-



- 4.1 General Recruitment against clear vacancies and against the newly sanctioned posts.
- 4.2 Recruitment against Shaheed, Deceased, Permanently Invalidated or Incapacitated Quota under Sindh Police (Shaheed, Deceased, Permanently Invalidated or Incapacitated Quota) Recruitment Rules, 2021.

4.1 General Recruitment

4.1.1 Sindh Police Recruitment Board (SPRB)

All recruitment process is to be monitored at CPO level through a Recruitment Board that is named as Sindh Police Recruitment Board (herein referred to as SPRB).

a. Composition of SPRB

- | | |
|-----------------------------|-------------|
| 1. Addl: IGP E&T Sindh | (Chairman) |
| 2. DIGP/Establishment | (Member) |
| 3. DIGP/Finance | (Member) |
| 4. DIGP/Training | (Member) |
| 5. Representative from CPLC | (Member) |
| 6. AIGP Establishment | (Secretary) |

b. Functions of SPRB

- i. The SPRB shall act 'only' as policy guideline forum for recruitments to be made in Districts / Regions / Ranges of Sindh Police.
- ii. The Board shall be responsible for overall supervision of the recruitment process and ensure that no unit violates the recruitment policy.
- iii. The Board shall work out and notify the available vacancies and distribute the new vacancies sanctioned by the government and authenticated by A.G Sindh / respective DAO of districts with the approval of IGP.
- iv. All draft advertisements shall preferably be made by the respective Heads of Range / Region which are to be published for recruitment after approval of SPRB for routing of the same to the Sindh Information Department, Government of Sindh.
- v. The Range / Region Recruitment Committee(s) shall send information at each stage of selection process for approval of the Sindh Police Recruitment Board before initiating / starting next stage of selection process. Final Recommendations of the Recruitment Committee(s) in r/o suitable candidates (merit-wise) shall also be sent to the Board for obtaining its approval before issuance of offer letters / appointment orders."


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- vi. SPRB shall notify Range Recruitment Committees through its Secretary i.e. AIGP/Establishment.
- vii. New recruitments shall be announced/communicated by SPRB 'only'.
- viii. No recruitment in any District / Range / Region against any vacancy shall be made without prior approval of SPRB.

4.1.2 Vacancies against which recruitment can be done:

All kinds of recruitments shall be carried out 'only' against vacancies authenticated by the A.G Sindh or DAO and relevant District/Unit SP / Range.

The clear vacancies against which recruitment is to be made include:

- i. Vacancies occurring through SNE, after release of the same vacancies from Finance Department, Government of Sindh.
- ii. Vacancies occurring as a result of retirement of Police Officials.
- iii. Vacancies occurring as a result of dismissal from service after exhaustion of all administrative appellate forums within six months.
- iv. Those posts which are showing against the strength of Units / Range Offices, shall be distributed among the respective districts of the Ranges / Regions in a manner to ensure equal career growth opportunity to all member of Sindh Police Personnel.

4.1.3 Communications of Vacancies

All units of Sindh Police shall prepare and send the consolidated information containing the available clear vacancies duly authenticated by the AG Sindh Office / District Account Officer or concerned District / units SP for general recruitment in their respective unit at the beginning of new financial year to the SPRB through its secretary. Such information shall reach SPRB latest by 30th of June every year.

The Chairmen of district/unit Recruitment Committees shall work out tentative Recruitment plan and prepare draft of advertisement for recruitment which shall be sent to CPO for approval of the Board. The draft advertisement shall clearly mention vacancy available for recruitment, domicile, all quota reserved i.e. **Female 5% & Minority 5% as per sanctioned posts. 0.5% transgender Quota shall be observed on sanctioned strength of all posts i.e. Ministerial / Class-IV as well as Executive Cadre Posts (BS-01 to 15). Whereas 5% disable Quota shall be observed as per approval / policy of Government of Sindh (only for non-uniform posts).**


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SPRB after verification of the provided information shall announce general recruitment in the rank of Constables with prior approval of IGP. Recruitment against vacancies occurred in the units without approval of SPRB is not allowed.

Result of each stage of recruitment must immediately be sent to SPRB for information.

4.1.4(I): CONSTITUTION OF RECRUITMENT COMMITTEE FOR RANGES/ DISTRICTS: (for general recruitment)

Officer	Recruitment Committee(s)	Nominated As
Addl: IGP E&T Sindh	Hyderabad, Mirpurkhas & SBA Ranges	Chairman
Addl: IGP Karachi Range	Sukkur & Larkana Ranges	
Addl: IGP/I.A.B, CPO, Sindh Khi	Karachi Range	
DIGP/Sukkur Range	Hyderabad Range	Member
DIGP/Larkana Range	Mirpurkhas Range	
DIGP/Mirpurkhas Range	SBA Range	
DIGP/SBA Range	Sukkur Range	
DIGP/Hyderabad Range	Larkana Range	
DIGP/Traffic Karachi	Karachi Range (South Zone)	
DIGP/CIA Karachi	Karachi Range (East Zone)	
DIGP/CTD Sindh	Karachi Range (West Zone)	
SP/SSP of concerned Range	To be nominated by Chairman of Recruitment Committee (the officer shall not be the SSP/SP of concerned District. In no case, reciprocal nomination of SSsP/SsP shall be made for recruitment Committees. If SSP of District A is nominated for recruitment in District B, SSP of District B will not be nominated for recruitment in District A)	Secretary
Representative of CPLC	To be nominated by the Chief of CPLC for Physical, Written & Interview process in all Recruitment Committee(s)	Member
Representative of Pakistan Army	To be nominated by 5-Corps to the extent of Physical & endurance test in all Recruitment Committee(s)	Member
Representative of SPRB	to be nominated by Chairman SPRB/Sindh for all Recruitment Committee(s)	Member

4.1.4(II): CONSTITUTION OF RECRUITMENT COMMITTEE: (for recruitment in IT)

i.	Addl: IGP (Establishment & Training) Sindh	Chairman
ii.	DIGP / IT Sindh CPO	Member
iii.	Director IT Sindh CPO	Secretary
iv.	Representative of CPLC to be nominated by the Chief of CPLC (for Interview process)	Member
v.	Representative of SPRB not below the rank of SP to be nominated by Chairman SPRB/Sindh	Member

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4.1.4 (III): CONSTITUTION OF RECRUITMENT COMMITTEE:
(for recruitment in T&T / Technical Cadre)

i.	Addl: IGP (Operations) Sindh	Chairman
ii.	DIGP / T&T Sindh CPO	Member
iii.	Respective AIGP (Telecommunication or Motor Transport) Sindh	Secretary
iv.	Representative of CPLC to be nominated by the Chief of CPLC (for Physical endurance test to Interview process)	Member
v.	Representative of SPRB not below the rank of SP to be nominated by Chairman SPRB/Sindh	Member
vi.	Representative of Pakistan Army to be nominated by 5-Corps (to the extent of Physical & endurance test)	Member

4.1.4 (IV): CONSTITUTION OF RECRUITMENT COMMITTEE:
(for Jr. Clerk (BS-11) / Class -IV posts of CPO Units including T&T, I.T.
Prosecution on Centralized basis.

i.	Addl: IGP E&T Sindh	Chairman
ii.	DIGP / Establishment CPO Sindh	Member
iii.	DIGP / Finance CPO Sindh	Member
iv.	DIGP/I.T Sindh CPO	Member
v.	DIGP / T&T Sindh	Member
vi.	AIGP / Establishment CPO Sindh	Secretary
vii.	Representative of CPLC to be nominated by the Chief of CPLC (for Written test to Interview process)	Member

The aforesaid recruitment Committee(s) are authorized to call answer sheet / Written test record from the Testing Firm for cross check of those candidates who obtain higher marks in Written Test but during Interview he/she is not found deserving for such marks obtained by him/her in Written Test. In case of any discrepancy found, the Chairman of the Recruitment Committee(s) shall move reference to the CPO for taking action as per agreement between Sindh Police and 3rd party testing firm.

The above Committee shall make selection against the available vacancies of all Ranges / Units of Sindh Police duly authenticated by the A.G Sindh / D.A.O / DDO on centralized basis and furnish recommendations to Sindh Police Recruitment Board / IGP Sindh for final approval.

After approval of SPRB / IGP Sindh, appointment orders in respect of successful candidates shall be issued by concerned Ranges as per district of domicile of Candidates, after fulfillment of all codal formalities.

The Chairman of the Recruitment Committee(s) shall seek nominations of Pakistan Army and CPLC Karachi from concerned quarter for incorporation in the respective recruitment Committee(s).

All previous orders regarding constitution of Committee(s) issued into the matter by time to time are hereby dissolved.


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4.1.5 Frequency of recruitment:

Recruitment shall be done once a year or at such frequency as may be required based on vacancies as may be determined by Sindh Police Recruitment Board.

4.1.6 Eligibility Criteria

Candidates who meet following eligibility criteria will be considered for the recruitment as Constables in any of the executive establishments of Sindh Police.

Age	Educational Qualification	Height (minimum)		Chest (Male candidates only)
		Male	Female	
18-28	Matriculation	5'-5"	5'	33" Min with 1.5" expansion

Eligibility criteria for Recruitment of Wireless Operators in T&T Branch (Recruited at the rank of Head Constables BS-07) should be as follows.

Age	Educational Qualification	Height (minimum)		Chest (Male candidates only)
		Male	Female	
18-28	Intermediate	5'-5"	5'	33" Min with 1.5" expansion

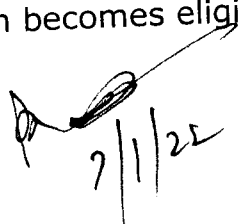
However, Advance Psychometric Test will be needed only in selection of Special Security Unit (SSU).

Eligibility criteria for the post of Driver PC (BS-5) will be as follows.

Age	Educational Qualification	Height (minimum)		Chest (Male candidates only)
		Male	Female	
21-28	Matric Valid LTV License	5'-5"	5'	33" Min with 1.5" expansion

The Selection of Candidates for the post of Driver Constables in General Recruitment shall be made in view of following Conditions: -

- Second Chance for Driving Test to be given to the candidates at the same time, if failed in first attempt.
- The age of Candidates should be 21 to 28 years on the grounds that a person becomes eligible for LTV License at the age of 21 years.


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Eligibility criteria for the post of Helper PC (Petrol Mechanic, Diesel Mechanic, Auto Electrician, Denter / Painter, Upholster and Welder; (BS-05)) in MT Unit of T&T Branch will be as follows:-

Age	Educational Qualification	Chest (Male candidates only)
18-28	Matric Certificate Course in relevant field from a STEVTA recognized Institute	33" Min with 1.5" expansion


Eligibility criteria / method for recruitment for I.T Cadre posts in Sindh Police shall be observed as per Home Department, Govt. of Sindh notification bearing No.POL-I-HD/04/22-2012(Pt-A), dated 29.10.2018. However, 30 w.p.m for English typing and 20 w.p.m for Urdu / Sindhi typing is required mandatorily for selection criteria against the post of Data Entry Operator / Key Punch Operator (BS-08).

Eligibility criteria for the post of Constables (BS-05) in Traffic Police will be as follows:-

Age	Educational Qualification	Height (minimum)		Chest (Male candidates only)
		Male	Female	
18-28	Matric	5'-5"	5'	33" Min with 1.5" expansion

Eligibility criteria for recruitment of Transgender in Sindh Police will be as follows:-

Description	Rank	Age	Educational Qualification	Physical Standard
Uniform Posts	ASI (BS-09)	18 to 28 years	Intermediate (2 nd Division)	Height 5'Feet & 2" inch (minimum) Running 800 meters in 14 minutes.
	PC & Driver PC (BS-(05)		Matriculation	
	HC (W/Operator) BS-07		Intermediate	
Non-Uniform Posts	Same as prescribed in the existing rules / policy.			-

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Eligibility criteria / method for recruitment for the post of Junior Clerk (BS-11) shall be observed as per SGA&CD, Govt. of Sindh notification bearing No.SO(ADMN)/SGA&CD/Misc/6(6)/2016/EV, dated 10.11.2017.

Only those candidates will be eligible to apply who are domiciled of the concerned district. No Candidate shall be considered in any other district except in the district of domicile/PRC.

Candidate applying for the recruitment must have Matriculation or equivalent from any recognized Board of the Country.

However, the domicile of such candidate who passed the Matriculation from the Board other than Boards of Sindh Province, must be verified thoroughly particularly from the cities of native places and wherefrom the SSC Certificate was obtained. In this regard, the respective Recruitment Committee(s) will get clarification from the respective cities.

In addition to above, the candidates will be treated as eligible if not suffering from Hepatitis B and Hepatitis C. Certificates provided by the candidates will not be treated as valid and on-spot screening will be done for each candidate.

4.1.7 Procedure for inviting Applications / Advertisement:

One testing service shall be hired through competitive bidding for conducting recruitment process against available vacancies of whole Sindh Police.

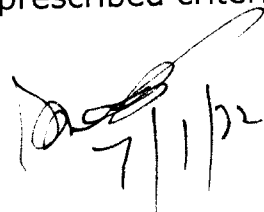
Recruitment shall be announced and applications shall be invited by giving advertisement in three leading daily newspapers preferably in English, Urdu and Sindhi.

Wide publicity will also be given through local channels of National Radio Service, Sindh Police web site, Social media and Electronic media.

It shall specify the eligibility criteria and applications shall be called from the intending candidates who fulfill the criteria mentioned above.

4.1.8 Submission of application:

The selected Testing Service shall invite application from the eligible candidates as per prescribed criteria laid down in the advertisement.



The applicants shall submit application for recruitment on the prescribed Performa to the given address of selected Testing Service. An application will be considered only in respect of vacancies of the District if the applicant is domiciled of the same district.

No certificates or copies of certificates are to be attached with the application. Instead every applicant will sign a declaration on the application form itself undertaking that the information furnished by him in the Application Form is true and correct. The actual information of original certificates will be done only in respect of candidates who are called for 'Interview" and any applicant having made an incorrect or false declaration shall stand disqualified automatically at that stage.

4.1.9 Maintenance of Recruitment Record:

The selected testing firm will issue list of ineligible candidates and give them time period of 15 days from closing date of application for addressing their disqualification by submitting the evident documents to the Selected Testing Firm.

The selected testing firm will prepare a final list of eligible candidates who will be allowed to appear in the written test, within 15 days of expiry of time period indicated above.

Computerized record of all the applications shall contain the following information.

- i. Application Number
- ii. Name of the applicant with parentage
- iii. Address with concerned PS
- iv. CNIC Number
- v. Contact telephone / Cell phone Number
- vi. District of Domicile / PRC
- vii. Date of Birth
- viii. Educational Qualification
- ix. Religion
- x. Respective Quota (female, minority, disable and transgender) applied by the candidate.
- xi. Whether the candidate is son/daughter of retired employee or Serving employees of Sindh Police having 25 years qualifying service on the closing date of submission of application form.

The computerized record of the received applications shall be provided to the Chairman of Recruitment Committee as well as to SPRB through its Secretary. No application shall be added after the last date of application.



4.1.10 Physical Standards Test:

The Testing Service shall call the candidates to be measured for height and, in the case of male candidates for chest expansion. All measurements will be recorded in the Candidate Sheet (separate for each candidate) and signed by the members of endurance test panel.

Candidates who do not meet the standards prescribed at 4.1.6 shall summarily be rejected and informed accordingly.

A grievance / redressal desk comprising of senior officers will be made by relevant chairman of Recruitment Committee to listen to the complaints / grievance of the candidate not satisfied with physical measurement / tests, on spot of the test.

4.1.11 Physical Endurance Test of Candidates:

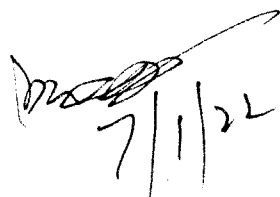
The Candidates found eligible according to required physical standards should be called for Physical endurance Test, which will be of qualifying nature as per the following details:

GENDER	NATURE OF TEST	DISTNCE	QAULIFYING TIME
Male	Running	1600 meters	7 Minutes
Female	Walking	800 meters	14 minutes

The Testing Service shall cause to enter the record of timing and distance of the Physical Endurance Test in the Candidate's Sheet (separate for each candidate) which will be duly signed by each member of the endurance panel.

Candidates who fail to qualify in the event will be disqualified and will not participate in the remaining events.

Complete videography of the Physical Efficiency Test will be done for ensuring transparency and keeping the record.


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Chairman Recruitment Committees shall ensure that physical test of the candidates are held in closed premises with plain and smooth surface/ground for running and physical test should be conducted in the morning.

The Candidates shall be directed by the Secretary of respective Range Recruitment Committee to appear in physical test with proper kit joggers, track suit etc.

Result of physical Tests shall be uploaded by the Selected Testing Firm on its official website within a week.

A Basic List of Candidates qualifying the Physical Efficiency Test will be prepared. The list shall be pasted immediately after test on the Notice Board of the District Police Headquarter (Police Lines) and qualified candidates shall be required to report for the Written Examination on the appointed date, time and venue.

4.1.12 Screening of qualified candidates for Hepatitis

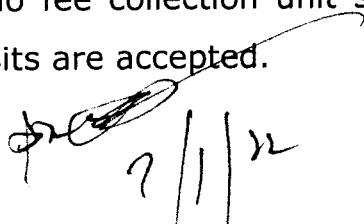
This screening should preferably be arranged through third party service provider but final decision lies with SPRB.

All candidates who were detected with Hepatitis "B" on the date of medical laboratory test will be disqualified for appointment as Constable / Driver PC.

Similarly all candidates who are detected in the initial test as Hepatitis "C" (ELISA or ICT Test) as Reactive will be disqualified for appointment as Police Constable / Driver Police Constable. Their qualitative test Hepatitis "C" as PCR negative will not make them eligible for appointment because such candidates cannot perform strenuous long hours duty of Police Department and there are chances of reactivation of Hepatitis "C".

4.1.13 Written Examination

Written examination will be held at District Headquarters or venues preferred by the testing firm within the district concerned. Written examination will be of 100 marks and it shall be conducted through a Reputed Testing Service selected by SPRB. The fee for the conduct of examination by the Testing Service Agency shall be submitted by the applicants declared qualified in Physical Efficiency Test directly in the prescribed banks in shape of Fee Challan in favour of the Testing Service Agency. No fee collection unit shall be established in Police establishments and no cash deposits are accepted.


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The syllabus for the above written examination shall be of Matriculation standard.

Following subjects shall be covered in the Written Test.

- i. English Language
- ii. Urdu/ Sindhi Language
- iii. General Awareness
- iv. Mathematics & Science
- v. Reasoning Aptitude

The selected Testing Service shall ensure that written test of those candidates who apply for the post of Driver Constable are prepared in such a manner that test the candidates' knowledge of Driving and vehicle.

The selected Testing Service shall deduct 0.25 marks additional (negative marking) for each wrong answer in the written test.

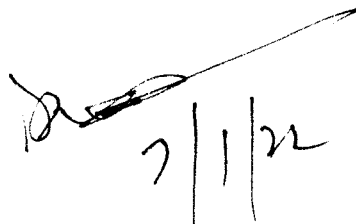
Only such candidates shall be deemed to have qualified who secures 40% marks in the written test. The result of the written test shall be uploaded on the official website of selected Testing Service within a week.

The candidates who applied for the I.T. related posts and for the post of Junior Clerk will go further for skill test after passing of Written Test, as per para "**4.1.6 Eligibility Criteria**"

4.1.14 Interview

Interview shall be of 50 marks. Passing marks shall be 50% and Candidates will be called for Interview from amongst those who have qualified in the written test.

Before admitting a qualified candidate to the interview, all necessary and relevant documents (in original) shall have to be produced by candidate alongwith a set of photocopies. Only after the documents are duly scrutinized and found in order, a candidate shall be allowed to appear for interview. Failure to submit original documents or any documents not found in order as required shall result in immediate disqualification of the candidate.



A sub-committee namely "Documents Verification Committee" (DVC) shall be formed at least under a Gazetted Officer by the concerned district Superintendent of Police, who shall verify documents submitted by the candidates. Such verification lists shall be signed by DVC and shall separately be preserved and maintained by District Superintendent of Police.

All candidates for interview (of 50 marks) shall have to write hundred (100) words Essay (20 marks) in each English and Urdu or Sindhi within 30 minutes, on the day of interview.

The Recruitment Committee Shall conduct interview of candidates declared successful in written test. A specialist psychologist should be an additional member of the Interview board, who will assess the candidate on psychological basis. All the Committee members will award marks to each candidate. Thereafter average of the marks awarded to a candidate will be treated as marks obtained by a candidate in the Interview.

NOTE:

50 Marks of Interview for the **post of Driver Constables** in General Recruitment shall be distributed as under:-

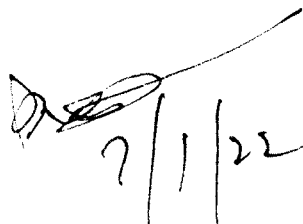
- i. 35 Marks shall be reserved by the Committee for Driving Test of Candidates.
- ii. 15 Marks shall be reserved by the Committee for Interview.
- iii. However, minimum passing marks for Driving Test as well as Interview shall be 50% (i.e. 17.5 for Driving Test and 7.5 for Interview).

50 Marks of Interview for the **post of Junior Clerk** in General Recruitment shall be distributed as under:-

- i. 20 marks for 100 words Essay in each English and Urdu or Sindhi within 30 minutes, to be written by candidates on the day of interview.
 - ii. 30 Marks shall be reserved by the Committee for Interview.
- Minimum passing marks for Interview shall be 50%.

4.1.15 Additional Marks.

Additional 15 Marks shall be given to the interview qualified candidates, who are the sons/daughters of retired employees of Sindh Police or Serving employees of Sindh Police having 25 years qualifying service.


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4.1.16 Publication of Final Result.

The final result will be the sum of total of the marks obtained in the Written Test and Interview (as well as Addl. Marks allocated to Sindh Police's employees son/daughter). The final result showing the marks obtained in each of the attributes along with the total out of 150 marks in respect of all candidates who appeared for the Interview shall be uploaded on the official website of selected Testing Service within a week, after completion of Interview.

Committee to take care of an eventuality when:

- A suitable candidate either fails to join, or
- Subsequently he is not found fit for appointment for reasons mentioned below i.e. Unfitness in Medical Examination, unsatisfactory Character / Antecedents verification reports, submission of bogus documents i.e. CNIC, Domicile / PRC, Educational documents etc.

4.1.17 Medical Examination:

The selected candidates shall be required to undergo a medical examination by the relevant Medical Board. Medically unfit candidate shall be informed of rejection of their candidature. The result of the Medical Examination shall be posted on the Notice Board of District Police Headquarters concerned.

An appeal against the medical report shall be allowed to be filed before the concerned District Superintendent of Police within 7 days of the display of the result of medical examination. The SP concerned shall refer such appeals to SPRB, who will decide the appeals after re-examination of the candidate through panel of selected hospitals. This Board shall decide the appeal within 30 days.

4.1.18 Verification of character and antecedents:

The verification of character and antecedents of the selected candidates who have been selected provisionally shall be conducted by concerned district Superintendent of Police and Special Branch as well as Crime Data of CRO. The candidates' record shall be verified from throughout Province. In case a candidate is found to have been convicted in a court of law in any criminal case, he shall not be offered appointment irrespective of the nature of the offence and the period of sentence.



In case of a candidate against whom **investigation or trial in a criminal case is pending**, the offer of appointment may be held in abeyance until he is cleared during investigation or trial, whichever is earlier. Such a candidate shall not be deemed to have become overaged on this account alone.

4.1.19 Appointment and Probation:

Candidates appearing in the final merit list after declaration of Medical fitness and verification of character and antecedents shall be issued a letter of appointment by the concerned appointing authority.

The appointees will have to successfully complete Recruit Training Course (RTC) as prescribed in Police Rules 1934. In case an appointee is unable to pass the recruit training course, his service shall be liable to be terminated. Recruits will be confirmed only after successful completion of RTC and successful completion of probation of 2 years service including RTC.

4.2 Recruitment against Shaheed, Deceased, Permanently Invalidated or Incapacitated Quota

Recruitment against Shaheed, Deceased, Permanently Invalidated or Incapacitated Quota shall be made in Sindh Police as per Sindh Police (Shaheed, Deceased, Permanently Invalidated or Incapacitated Quota) Recruitment Rules, 2021.

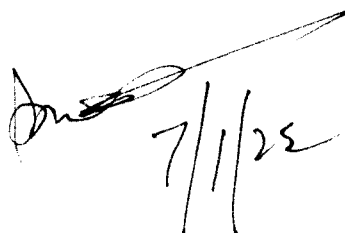
Such Recruitments against Shaheed, Deceased, Permanently Invalidated or Incapacitated Quota shall be made against the following posts subject to fulfillment of eligibility criteria as prescribed under the Rules:-

- (i) Junior Clerk;
- (ii) Assistant Sub Inspector;
- (iii) Wireless Operator;
- (iv) Driver Constable;
- (v) Constable;
- (vi) Class-IV.

4.2.1 Reservation of Quota:

The following quota shall be reserved for recruitment under Shaheed, deceased and permanently invalidated or incapacitated categories:-

- (i) Three percent (03%) quota on the sanctioned strength of Assistant Sub-Inspectors (ASI);



- (ii) Five percent (05%) quota on the sanctioned strength of Police Constables, Wireless Operators and Driver Constables; and
- (iii) Twenty percent (20%) quota on the sanctioned strength of Ministerial and Class IV staff respectively (as provided in the schedule appended with these Rules):

Provided that the reserved quota shall first be utilized to exhaust the claims of Shaheed category:

Provided further that the remainder of quota shall then be utilized for recruitment under the deceased and permanently invalidated or incapacitated categories;

Provided also that the remainder of quota, if any, shall be transferred to regular recruitment.


4.2.2 Special Provincial Recruitment Committee:

The following "Special Provincial Recruitment Committee" notified by the Home Department, Govt. of Sindh vide notification bearing No.POL-II-HD/12-1/2021, dated 15.10.2021 shall supervise the recruitment process i.e. Physical examination, written tests, interviews etc for the post of ASI, Junior Clerk, Wireless Operator, Police Constable, Driver Constable and Class-IV staff reserved against the quota under Shaheed, Deceased, Permanently Invalidated or Incapacitated Categories in accordance with Sindh Police (Shaheed, Deceased, Permanently Invalidated or Incapacitated Quota) Recruitment Rules, 2021.

On completion of recruitment process, the Committee shall submit its recommendations to the Inspector General of Police Sindh, for approval in respect of Shaheed Category. In respect of deceased and permanently invalidated or Incapacitated categories, the Committee shall submit its recommendations to the Home Department, for seeking final approval from the Competent Authority as per Rule 11-A of the Sindh Civil Servants (Appointment, Promotion and Transfer) Rules, 1974.


5. Extent of applicability of the policy:

The recruitment policy given hereinabove is applicable throughout the province for recruitment of Junior Clerk (BPS-11), HC-Wireless Operator (BPS-07), Constables (BPS-05), and IT related as well as Class-IV posts in all units of Sindh Police.



Henceforth, no recruitment shall be made in violation of this policy and any recruitment done in violation of this policy shall be irregular, illegal and void ab-initio and the officer who issued such appointment order(s) will be liable to departmental proceedings as prescribed under the applicable disciplinary rules.

This recruitment policy is subject to necessary modification in accordance with any modification issued by Government of Sindh from time to time regarding recruitment policies / process.


(MUSHTAQ AHMED MAHAR) PSP
INSPECTOR GENERAL OF POLICE/
SECRETARY TO GOVERNMENT OF SINDH
POLICE DEPARTMENT, **KARACHI**.