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SINDH PUBLIC SERVICE COMMISSION

Karachi dated the 23rd October, 2023.

NOTIFICATION

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

CHAPTER-I
GENERAL

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

(2) They shall come into force at once.

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

(i) "abetment" means the involvement of a person to help or encourage any person or persons or group of persons to an act prejudicial to the fair, transparent, and orderly process of selection;

(ii) "accepted application" means an application, which is made in full compliance of the instructions contained in the application forms that is to say that such application must be complete in all respects; have been attached to it all required documents; and is not declared as deficient application or rejected application;

(iii) "additional vacancy" means an addition to the number of vacancies already conveyed by the concerned Department through an earlier requisition;

(iv) "Advisor/Subject Specialist" means a specialist individual selected by the Chairperson to assist in the conduct of viva voce and interviews of the candidates in his/her field of specialization;

(v) "answer book/sheet" means the official document containing the answer or answers to questions, as given by the candidate during the written examination/test in response to the question paper meant for the said examination and includes a part of the answer book;

a. [1]["appeal" means a complaint of any aggrieved party addressed to the Chairperson against misapplication of law, rules or regulations, or misunderstanding of facts by the nominated member on the representation filed by a candidate for hearing and disposal by the Appellate Committee]:

[1]In Regulation 2 (v), inserted vide Office order No. PSC.ADMN./2023/1202 dt 05.12.2023, the Sindh Govt. Gaz, Pt-I dt December 05, 2023

b. [“appellate committee” means a committee constituted by the Chairperson comprising of at least two members on the request of the aggrieved candidate on the decision of his/her representation]:

(vi) “Appointing Authority” means an officer or authority designated as such in the relevant service laws/rules framed by Government or autonomous or semi-autonomous body for the post(s);

(vii) “Attached Department” means a Department as defined in the Sindh Government Rules of Business 1986;

(viii) “autonomous body” means the Corporation or other Autonomous Body or Organization set up by Government under any law or otherwise;

(ix) “candidate” means a citizen of Pakistan, male or female, domiciled in the Province and has submitted an application for the post;

(x) “Chairperson” means the Chairperson of the Sindh Public Service Commission;

(xi) “Commission” means the Sindh Public Service Commission;

(xii) “Committee” means a Committee constituted by the Chairperson to conduct interviews of eligible candidates for recruitment to or selection for the specified post(s) or for any other purpose as directed by the Chairperson; provided that the Chairperson will determine the strength and composition of such Committee(s), which may comprise one or more Members;

[1] [(xii-a) “Datum” means the marks in written examination/test obtained by the last candidate shot-listed under Regulation 91];

(xiii) “debar” means exclusion of a person from participating, for a prescribed time, in the selection process conducted by Commission, if such person is found using unfair means;

(xiv) “deficient application” means an application submitted by the candidate, which contains deficiencies that the candidate would be required to make good immediately before the cut-off date. Such deficiencies include failure to attach required documents and incomplete information provided in the application forms etc.;

(xv) “Department” means an Administrative Department as defined in the Sindh Government Rules of Business, 1986 and for the purpose of these regulations, includes an autonomous body;

(xvi) “Departmental Examination” means an examination prescribed by various Government Departments in terms of the Sindh Civil Servants (Departmental Examination) Rules, 1978;

(xvii) “Departmental Representative” means a senior officer nominated by the concerned Department, who is accepted by the Chairperson as Advisor of the Interview Committee constituted for the selection of candidates(s) against the post(s) advertised concerning that Department;

[1]In Regulation 2(1), inserted vide Office Order No. PSC/ADMN/2024/1393 dated 11.11.2024.

(xviii) "differently abled person" means an individual, male or female, who on account of congenital deformity, injury, or disease suffers from permanent or long-term impairment or malfunctioning of one or two organs of the body owing to which he/she cannot carry out normal day-to-day activities and is handicapped to perform any gainful professional function or employment to earn his/her livelihood, the definition also includes blind, deaf, physically handicapped or mentally retarded person [1][, and has been certified as such by the competent authority under the relevant law;]

(xix) "disqualification" means to declare a person ineligible or unfit for appearing in further examinations, tests, and interviews conducted by the Commission for any valid reason(s);

(xx) "Examiner" or "Paper Setter" means a qualified individual considered being capable of setting a Question Paper or a MCQ/BCQ/Objective type paper and who is currently an approved Examiner/Paper Setter on the panel approved by the Chairperson;

(xxi) "Form" means Form appended to these regulations;

(xxii) "Government" means the Government of Sindh;

(xxiii) "impersonation" means assuming the name and identity of another person or representing oneself as another person to constitute an offense of pretense and to defraud another person or an organization and includes the person being impersonated as a vicarious liability;

(xxiv) "interview" means an in-person interview to assess and measure the specific suitability and competence of a candidate for the job/post applied for, the assessment of which shall include but not limited to his/her aptitude for the specific job, professional competence, the potential for development as a Government servant, communications skills, confidence, and general attitude. In the case of the Combined Competitive Examination, or any other examination for a particular post, where required, the interview may include a psychological assessment;

(xxv) "Language Examination" means an examination prescribed by Government under the Sindh Civil Servants (Language Examination) Rules, 1981;

(xxvi) "manipulation" means to manage a person or situation to one's advantage unfairly and unscrupulously;

(xxvii) "Member" means a Member of the Sindh Public Service Commission and includes the Chairperson;

(xxviii) "Member-in-Charge" means a Member of the Commission who is nominated by the Chairperson for any specific function about the recruitment, selection, interview, examination, test, scrutiny, inquiry, coordination and any other task assigned;

(xxix) "misconduct" means misconduct in respect of test/examination/ interview refers to any unethical, unfair means, or dishonest behavior that occurs during the process of taking an examination/test;

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[1]In Regulation 2 (xviii), inserted vide Office Order No. PSC.ADMN./2023/1202 dt 05.12.2023, the Sindh Govt. Gaz, Pt-I dt December 05, 2023.

(xxx) "Objective Type Paper" means the official document, in hardcopy form or online or computer-based, containing the questions with multiple choices or binary choices or best choices, of which the candidate shall be required to select the pre-determined correct answer. These papers may have questions necessitating short descriptive answers containing word(s) such as fill-in the-blanks to complete the statement etc. Such question paper shall also contain all necessary instructions and information, as may be required by the candidate during the examination/test;

(xxxi) "policy decision" means the decisions which are taken by the Commission to lay down the detailed procedures for various activities or proceedings of the selection process and which are compiled in the Manual of Policy Decisions;

(xxxii) "post" means the post reflected on the budget book or schedule of establishment of the Department;

(xxxiii) "psychological assessment" means an assessment conducted by trained professional(s), to essentially measure, objectively, and in a standardized manner and sample behavior of an individual to assess the aptitude of the candidate for the requisite post in Government service;

(xxxiv) "Province" means the Province of Sindh;

(xxxv) "Question Paper" means the official "Highly Confidential" document containing the questions set by the Examiner or Paper Setter to test the knowledge, caliber, and aptitude of the candidate in the given subject of the written examination or test scheduled by the Commission as part of its process to recruit candidates for Government. Such question paper(s) shall also contain all necessary instructions and information, as may be required by the candidate during the examination or test, as the case may be;

(xxxvi) "recruitment" means the initial appointment of an individual through the prescribed procedure for service in the Government or autonomous body, other than through promotion or transfer;

(xxxvii) "recruitment rules" means the criteria and procedures framed for appointment to a particular post;

(xxxviii) "rejected application" are those applications containing deficiencies which cannot be rectified immediately or are not rectifiable;

a. [1]["representation" means complaint addressed to the Chairperson by the candidate if aggrieved by any decision of the Commission or nominated member]:

(xxxix) "requisition" means the request sent to the Commission by the Department on the prescribed Form for selection of suitable candidates against the vacancies, existing/created in the Department or autonomous body;

(xl) "Requisition Form" means the Requisition Form prescribed by the Commission;

[1] In Regulation 2 (xxxviii), inserted vide Office Order No. PSC.ADMN./2023/1202 dt 05.12.2023, the Sindh Govt. Gaz, Pt-I dt December 05, 2023.

(xli) "revised vacancies" means the revised number of vacancies, which, the Department after re-consideration, conveys, to the Commission for recruitment/selection;

(xlii) "Scheduled Caste" means the caste, race and tribe or part of groups within caste, race and tribe declared to be Scheduled Caste under any law for the time being in force in the Province of Sindh;

[1][(xlii-a) "Screening Test" means a preliminary test conducted to evaluate and shortlist candidates for eligibility to participate in a more comprehensive subsequent examination, like the Combined Competitive Examination or any other such examination, the purpose being to assess candidate's basic knowledge, abilities, skills and aptitude for advancement to the next higher level of examination.]

(xliii) "Secretary" means the Secretary of the Commission;

(xliv) "Supervisor" means the Principal or Headmaster / Headmistress of the school / college or Director / Directress of an Institute or nominated individual of university, or an officer of the Commission to be nominated by the Chairperson for the examination/test conducted by the Commission;

(xlv) "tampering of document" means meddling with any document to alter/ change its contents, facts and data to make it corrupt and use or intend or attempt to use it to his/her advantage and gain unfair benefit;

(xlvi) "unfair means" mean to adopt or attempt to adopt means in the context of examination, test or interview that enables or attempts to enable a candidate to be aided through some other person(s), source(s), unauthorized material that may give him/her unfair and undue advantage;

(xlvii) "written examination" means an examination prescribed by the Government for specific job(s)/post(s) either in the relevant recruitment / service rules or as a general policy as per the prescribed syllabus, to be announced through advertisement and the Commission's web portal. Written Examination shall always have more than one paper as laid down in the syllabi and shall include Combined Competitive Examination (CCE) and Competitive Examination (CE).

(2) Following is the list of abbreviations used in the Recruitment Management Regulations:-

(i) **A**

(1)	AC	Additional Controller
(2)	ACE	Assistant Controller of Examination
(3)	ADL	Assistant Director Labour
(4)	AD/RM	Assistant Director/Regional Manager
(5)	AMIE	Associate Member of the Institute of Engineering
(6)	ARCS	Assistant Registrar Cooperative Societies
(7)	ARO	Age Relaxation Order

[1] In Regulation 2, clause (xlii-a), inserted vide Office Order No. PSC.ADMN./2024/1689 dt 18.12.2024, the Sindh Govt. Gaz. Part-I dt January 21, 2025.

(ii) **B**

(1)	B. A.	Bachelor of Arts
(2)	B. B. A.	Bachelor of Business Administration
(3)	B. Com.	Bachelor of Commerce
(4)	B. C. S.	Bachelor of Computer Science
(5)	B. D. S.	Bachelor of Dental Surgery
(6)	B. E.	Bachelor of Engineering
(7)	B. Ed.	Bachelor of Education
(8)	BPS	Basic Pay Scale
(9)	B. Sc.	Bachelor of Science
(10)	B-SPSC	Bombay-Sindh Public Service Commission

(iii) **C**

(1)	CA	Chartered Accountant
[1][(1-A)	CBT	Computer-based Test]
(2)	CCE	Combined Competitive Examination
(3)	CE	Controller of Examination
(4)	CERC	Centralized Examination Record Cell
[2][(5)]	CGPA	Cumulative Grade Point Average
[3][(5-A)	CIO	Chief Information Officer]
(6)	CNIC	Computerized National Identity Card
(7)	CRR	Centralized Record Register

(iv) **D**

(1)	DDA	Deputy District Attorney
(2)	DDO	Deputy District Officer
(3)	DEx	Departmental Examination
(4)	DP	Departmental Permission
(5)	DS	Deputy Secretary
(6)	DSP	Deputy Superintendent of Police
(7)	DSR	Deputy Secretary Recruitment
(8)	DS-R	Deputy Secretary – Regulations
(9)	Dy	Deputy

(v) **E**

ETO		Excise & Taxation Officer

(vi) **F**

(1)	FRCPS	Fellow of the Royal College of Physicians & Surgeons
(2)	FRCS	Fellow of the Royal College of Surgeons

(vii) **G**

(1)	GOP	Government of Pakistan
(2)	GoS	Government of Sindh
(3)	GPA	Grade Point Average

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[1]In Regulation 2(2)(iii), inserted vide Office Order No. PSC/ADMN/2025/813 dt 18.06.2025, the Sindh Govt. Gaz. Part-I dt October 27, 2025.

[2]In Regulation (2)(2)(iii), duplicate clause renumbered vide Officer Order PSC/ADMN/2025/813 dt 18.06.2025, the Sindh Govt. Gaz. Part-I dt October 27, 2025.

[3]In Regulation (2)(2)(iii), inserted vide Officer Order PSC/ADMN/2025/813 dt 18.06.2025, the Sindh Govt. Gaz. Part-I dt October 27, 2025.

(viii) **H**

(1)	HEC	Higher Education Commission
(2)	HSSC	Higher Secondary School Certificate

(ix) **I**

IIEE		International Institute of Electrical Engineering

(x) **J**

(xi) **K**

(xii) **L**

(1)	LFA	Local Fund Audit
(2)	LO	Labour Officer

(xiii) **M**

(1)	M. A.	Master of Arts
(2)	M.B.B.S.	Bachelor of Medicine & Bachelor of Surgery
(3)	MBA	Master of Business Administration
(4)	MCQ	Multiple Choice Questions
(5)	M. C. S.	Master of Computer Science
(6)	M. Com.	Master of Commerce
(7)	M. D.	Doctor of Medicine
(8)	M. Ed.	Master of Education
(9)	MO	Medical Officer
(10)	M. Phil.	Master of Philosophy
(11)	M. R. C. P.	Member of the Royal College of Physicians
(12)	M. R. C. S.	Member of the Royal College of Surgeons
(13)	M. Sc.	Master of Science

(xiv) **N**

(1)	N/A	Not Applicable
(2)	NIM	National Institute of Management
(3)	NOC	No Objection Certificate

(xv) **O**

Oi/c		Officer in Charge

(xvi) **P**

(1)	PBC	Pakistan Bar Council
(2)	PCS	Provincial Civil Service
(3)	PEC	Pakistan Engineering Council
(4)	Ph.D.	Doctor of Philosophy
(6)	PMDC	Pakistan Medical & Dental Council
(7)	PRC	Permanent Residence Certificate

(xvii) **Q**

(xviii) **R**

(1)	RFO	Range Forest Officer
(2)	RMR	Recruitment Management Regulations
(3)	RO	Regional Office
(4)	RQE	Revenue Qualifying Examination
(5)	RRC	Recruitment Rules Committee

(xix) **S**

	(1)	SAS	Subordinate Accounts Service
	(2)	SBTE	Sindh Board of Technical Education
	(3)	SDFO	Sub Divisional Forest Officer
	(4)	SGA&CD	Services, General Administration & Coordination Department
	(5)	SO	Section Officer
	(6)	SPSC	Sindh Public Service Commission
	(7)	SSC	Secondary School Certificate
	(8)	Suptd.	Superintendent
(xx)	**T**		
(xxi)	**U**		
	UGC		University Grants Commission
(xxii)	**V**		
(xxiii)	**W**		
	(1)	WRO	Ward Rationing Officer
	(2)	WT	Written Test

CHAPTER--II
REQUISITIONS AND PUBLICATION OF ADVERTISEMENTS

PART-A - HANDLING OF REQUISITIONS

3. **General.** In order to facilitate planning, avoid bottlenecks and conduct the recruitment process in an orderly and systematic manner, the Commission promulgates a schedule of posts falling within its purview from time to time. Requisitions for recruitment to the posts are accordingly received at the Commission from the Departments or autonomous bodies on the prescribed form as given in these regulations.

4. **Submission of schedule of requisition.** (1) The Department or autonomous body, as far as possible, shall adhere to the following schedule for submission of requisitions to the Commission: -

(a) Requisitions for Combined Competitive Examinations (Executive Cadre) should be received at the Head Office by 31st March of each calendar year to enable the Commission to hold a written examination within the same year.

(b) Requisitions for Combined Examinations (Engineering Cadre) shall be received at the head office of the Commission from 1st January to 30th April each year.

(c) For other post(s), the Departments should forward the requisitions from 1st January to 31st May each year enabling the Commission to plan the workload.

(2) The requisitions sent to the Commission during the periods other than specified under sub-regulation (1) above, may be considered subject to evaluation of the workload and pendency of earlier requisitions by the Chairperson.

5. **Anomalous requisitions.** The requisition outside the mandate of the Commission would not be accepted. Government may, however, in exceptional

circumstances only assign such extraordinary tasks in the interest of good governance, after prior consultation with the Commission. The Commission shall assess the negative impact of such task(s) on its normal workload and shall apprise the Government accordingly. To avoid adverse effects on Commission's normal operations, supplementary financial and personnel assistance may be demanded from the Government.

6. **Requisition signing authority.** The Secretary of the Department shall sign all the requisitions forwarded to the Commission.

7. **Documents attached to the requisitions.** Requisitions forwarded by Administrative Department must have attached thereto -

(a) a copy of the Notification of the recruitment / service rules relevant to the post (s);

(b) description of the Job as approved by the Administrative Secretary and issued from time to time;

(c) job specification as per the notified recruitment / service rules;

(d) written approval for increase/decrease in vacancies from Services General Administration & Coordination Department; and

(e) a certificate of authenticity of the above-mentioned documents duly signed by the Secretary of the Department.

8. **Receipt of requisition in the Commission.** The requisition(s) shall be sent by the Department within the periods specified in regulation 4, to be received in the office of the Secretary of the Commission. The requisition(s) so received will be processed in the following manner: -

(a) Secretary shall forward the original requisition to the concerned Branch / Recruitment Section for scrutiny as specified in regulation 10.

(b) The General Recruitment Section (GRS) of the Commission shall prepare the draft of the advertisement based on the approved requisition and obtain its' approval from the Chairperson through the Secretary.

(c) Secretary shall have the approved advertisement published in leading local and national newspapers through the Information Department, Government of Sindh. A copy of the advertisement shall be endorsed to the Director, IT for hosting on Commission's web portal as well as to the Controller of Examinations for Planning.

9. **Record of received requisition in the concerned Branch.** The Deputy Director (DD), General Recruitment Section of the Commission shall keep separately, a detailed record of all requisitions in a Requisition Receipt Register maintained for the purpose. The record shall reflect the date of receipt in Commission, post(s) requisitioned, vacancies indicated, documents attached, dates of approval by the Secretary, date of submission of draft advertisement, and date of publication of the advertisement. The concerned officer-in-charge of the office must initial all entries in the register with the date.

10. **Scrutiny of requisition.** The Branch/Section-in-Charge shall scrutinize the requisition to verify that it conforms to the Recruitment / Service Rules and policy of Government or autonomous body regarding prevailing quota system and this process shall be completed as early as possible from its receipt in the Branch/Section. The following shall be the guidelines for Branch/Section-in-Charge to scrutinize the Requisition: -

(a) to ensure that all columns are legibly filled in and requisition is signed by the Secretary of the Department;

(b) to check the title of the post(s) and verify whether it is a permanent or temporary post and not an ad-hoc or contract appointment;

(c) to examine the total number of vacancies and verify whether policy/law/rules of Government regarding maintaining of Rural/Urban Quota in the ratio of 60:40 respectively is being adhered by the Department or otherwise;

(d) to confirm if the number of vacancies to be filled in are based on quota reserved for male and female, minorities and differently abled candidates or another special quota (if any), have been correctly calculated and indicated;

(e) to ensure that a copy of notified Recruitment/Service Rules relevant to the post(s) has been attached; and

(f) to apprise the Department or autonomous body if the requisition is found deficient and to rectify the defect at the earliest.

11. **Filling up of posts.** All posts requisitioned by the Departments shall be filled on merit as per urban/rural and male/female quota indicated in the requisition. In specific cases where Government has indicated Zonal/District/Regional allocation, the same shall be followed on a merit-based system. Allocation of vacancies for differently abled persons and minorities will be administered as per existing policy/rules of the Department.

PART-B - PUBLICATION OF ADVERTISEMENT

12. **Drafting of advertisement(s).** (1) The Controller of Examination (CE) will be responsible for drafting the advertisements for CCE/CE and DD, GRS for general recruitment for all other Departments respectively. The advertisement(s) shall be drafted based on data/information laid down in scrutinized requisition and processed as specified hereunder: -

(a) The advertisement(s) is drafted in the standard format in Form. Brevity and conciseness are aimed to minimize costs.

(b) It will be ensured that the advertisement is in conformity with the approved requisition and that no conditionality contrary to, or in conflict with the Recruitment Rules is incorporated.

(2) As far as practicable, the Secretary shall expedite the drafting of advertisement and seek the approval of the Chairperson for consolidated publication.

13. **Release of advertisement.** Post-approval of the Chairperson, the Secretary will be responsible to issue consolidated advertisements for the post(s), in the

national/regional newspapers. As far as possible, the advertisements may be released for publication on Sunday in issues of widely circulated national and regional English, Urdu, and Sindhi newspapers by the Information Department. Concurrently, advertisements shall be uploaded by the Director, IT on the Commission's web portal.

14. **Contents of advertisement(s).** The consolidated advertisements will normally contain all relevant information about the post(s). They may include, not limited to the designation of the posts, accompanying scale, number of vacancies, eligibility criteria, required qualifications, experience (if any), maximum/minimum age limits, age relaxation permissible or not, quota, closing date/time for submission of online application, and payment of fee. The consolidated advertisement(s) may also include any other important information or requirement and further guidelines are included in the advertisement in Form.

15. **Re-Advertisement.** When a post is advertised and there is no suitable candidate is to be selected for appointment to a post by the Commission, such information shall be conveyed to the Department by the Commission; and to this extent the Department may send to the Commission, a fresh requisition for re-advertisement of the post(s).

16. **Closing date**. The closing date for the advertisement in the newspapers should normally allow at least two weeks for the candidates to submit their online applications with all necessary documents scanned and attached thereto, and online payment of fee. It should be ensured that the closing date does not fall on a weekend or a gazette holiday. However, if the closing date is declared to be a holiday by the Federal or Provincial Government, the next working day shall be considered as the closing date.

17. **Submission of applications.** Detailed procedure for submission of online application is laid down in **Part-III.**

CHAPTER-III
SUBMISSION OF APPLICATIONS BY CANDIDATES

18. **General provisions.** A candidate applying for service […] shall be required to do so on the prescribed online application form available at Sindh Public Service Commission's official website **www.spsc.gov.pk** and submit relevant scanned documents as listed in regulation 21.

[2]**[Note 1**: All the documents listed in Regulation 21 must have been issued by the respective competent authority before the closing date of the application as mentioned in the Advertisement for that particular post.

Note 2: If an intending applicant has applied for issuance of any of the above mentioned documents to the competent authority without any inexplicable delay after being qualified for such a document, and the issuance is delayed by that authority, then the said applicant must attach proof thereof and submit an application explaining the reason for delay to the Chairperson well before the closing date and act as per the decision of the Commission.

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[1]In Regulation 18, words deleted vide Office Order No. PSC/ADMN/2026/1578 dt 12.08.2026, the Sindh Govt. Gaz. Part-I dt August 17, 2026.
[2]In Regulation 18, inserted vide Office Order No. PSC/ADMN/2026/1578 dt 12.08.2026, the Sindh Govt. Gaz. Part-I dt August 17, 2026.

Note 3: While filling-in the online application, if a candidate finds that if any of his particulars already available in the Commission's database during any of his previous application are in contravention of his latest particulars, and the relevant field of the online application is not accepting the recent particulars, then the candidate must, without loss of time, approach the Secretary of the Commission for updating of his particulars – but this process must be completed before the closing date of the application/form].

19. **Submission of applications.** (1) An intending candidate is advised to deeply reflect on the requirements of the job by going through the advertisement, Subsequently, finding him/herself prima facie eligible should submit all the required documents/ certificates/ testimonials/degrees, etc.

(2) Prior to completing the online form, it is essential for the candidate to review thoroughly the 'Important Instructions' provided in the accompanying advertisement for ensuring meticulous completion of the application form.

(3) Optimally, a candidate should submit an application well before the closing date to enable him to mitigate technological or unforeseen delays. The candidate must fill in the application form personally to enable him to understand the precise requirements of the processes. Certain fields are mandatory in nature and without appropriately filling in those the application will not be processed. Any delay on account of that shall lie squarely on the candidate, whose duty is to complete all formalities within the prescribed timeframe. No officer or official of the Commission is allowed to assist the candidate in filling the application.

20. **Candidates' responsibilities while submitting application.** (1) The candidates must –

(a) fill in all fields carefully;

(b) spelling of the name and date of birth of the candidate must match those in the matriculation certificate;

(c) field(s) not applicable must be struck off as "NA";

(d) scan and attach all relevant/required documents with the application by following the instructions; provided that only a digital version of the passport-size photograph with white background, taken not earlier than six months, should be uploaded.

(2) The communication with the Commission other than an appeal against rejection is to be made online through Commission's web portal. All communications to the Commission must be addressed to the Secretary, Sindh Public Service Commission, Head Office, Thandi Sarak, Hyderabad. All communications must mention the following alongside a narration of what the candidate wants to mention:-

1. Name of the post applied for.
2. Department.
3. Advertisement Number and Date.
4. Name and Father's name as given in the application form.
5. Unique Identity Number of the Candidate.

21. **Documents to be attached with the application.** The candidate is required to attach properly scanned copies of the following documents with the application:

1. Computerized National Identity Card (CNIC).

2. National Identity Card for Overseas Pakistanis (NICOP), if the candidate is a Pakistani national with dual citizenship.
3. Digital passport-size photograph.
4. Matriculation Certificate or Secondary School Certificate (SSC) showing the Date of Birth or equivalent certificate like "O" Level etc.
5. Higher Secondary School Certificate (HSSC) or equivalent certificate like "A" Level etc.
6. Graduation Degree from the University concerned.
7. Post-Graduate Degree from the University concerned, if the post applied for requires a post-graduate degree.
8. Year – wise marks sheet or transcript of SSC, HSSC, Graduate, and Post-Graduate degrees from the concerned Board/University.
9. Certificate from the Controller of Examinations of the concerned University showing the exact date of announcement of result.
10. Valid Registration Certificate from the relevant registration authority.
11. Certification body established by the Act of Parliament or the Provincial Assembly for instance, PMDC, PEC, and PBC in the case of doctors/dentists, engineers, and lawyers respectively.
12. Candidate's Domicile Certificate issued by the concerned Deputy Commissioner.
13. Candidate's Permanent Residence Certificate in Form-D issued by the concerned Deputy Commissioner.
14. 'No Objection Certificate' or 'Departmental Permission' from the concerned Ministry/Department – applicable for those candidates who are currently in service with the Federal/Provincial Government or Attached Department/Office.
15. Experience Certificate relevant to the post applied for issued by the concerned competent authority in case experience is required by the recruitment/service rules.
16. Details of research work or publications as a first or second author published in reputed journals/magazines recognized as such by the professional organizations of the field if such research/publication is required for the post, and are mentioned in the advertisement.
17. In case of over-aged, age relaxation Order issued by the competent authority.
18. Candidates applying for Combined Competitive Examination or Competitive Examination for Engineers must additionally submit Option Form indicating their preference for the optional subjects.
19. [1][Certificate of Disability if the candidate is applying against the quota reserved for the persons with disabilities].

22. [2]**[Domicile and Permanent Residence Certificate (PRC) in Form-D].** A candidate shall submit his/her valid certificate of Domicile and PRC in Form "D" as proof of his/her district of domicile and place of residence claimed in the application. Only such candidates would be eligible for selection by the Commission who are

[1] In Regulation 21, clause 19 inserted vide Office Order No. PSC/ADMN/2024/451 dt 06.05.2024, the Sindh Govt. Gaz, Ext. dt July 07, 2024.
[2] In Regulation 22, heading changed vide Office Order No. PSC/ADMN/2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 17, 2026.

domiciled in any district of the Province. The following conditions for Domicile (Form P-1) and PRC (Form- D) are mandatory: -

(a) The place of residence in PRC (Form-D) must be the same as the Domicile of the candidate to determine his/her province/district of the domicile and rural/urban status.

(b) In case, a candidate has a domicile of rural Sindh and the PRC Form 'D' shows permanent residence in an urban area or vice versa, the quota against which such a candidate will be selected shall be based on his/her domicile certificate only.

(c) Domiciles changed/altered/amended after the expiry of the 'Closing Date' fixed for submission of application shall not be acceptable. However, female candidates who have changed their domicile due to marriage during the advertisement / recruitment process would be acceptable as it is in accordance with the government's wedlock policy subject to submission of valid/requisite documents.

(d) If a candidate has inadvertently provided inaccurate domicile details while submission of online application, he/she may submit a written request supplemented by a supporting affidavit and relevant documents for rectification of the same. The request may be considered subject to the condition that said inadvertent act has been committed while applying for the first time for any particular post advertised by the Commission.

[3][Provided that the process of rectification of that error must be completed before the closing date of the application/form.

(e) Domicile and PRC (Form D) of a candidate already in service shall have to be the same as submitted at the time of entry into Government service. No change afterward shall be accepted. The No Objection Certificate/Departmental Permission must mention these aspects.

(f) The following quota for recruitment as fixed by the Government is to be complied with, unless otherwise specifically indicated: -

(i) [1][Forty percent (40%) of vacancies shall be reserved for the candidates residing within the pre-2021 boundaries of Karachi Metropolitan Corporation, Hyderabad Municipal Corporation and Sukkur Municipal Corporation];

(ii) Sixty (60%) percent of vacancies shall be reserved for the candidates residing in other cities and rural areas of the Province of Sindh.

[2][Note:The Deputy Commissioners, while issuing domicile, shall affix a stamp or type "Urban" or "Rural" based on the place of residence in terms of Para (i) or (ii) respectively.]

23. **Change of closing date for submission of applications**. Unless otherwise modified and notified through hoisting on the official website of the Commission, the closing date for submission of applications by the candidates shall be such as declared in the original advertisement.

[1]In Regulation 22, clause (f) (i), substituted vide Office Order No. PSC/ADMN/2025/087 dt 24.01.2025 the Sindh Govt. Gaz, Ext. dt October 27, 2025.

[2]In Regulation 22, clause (f), Note inserted vide Office Order No. PSC/ADMN/2025/087 dt 24.01.2025 the Sindh Govt. Gaz, Ext. dt October 27, 2025.

[3]In Regulation 22, clause (d), Proviso added vide Office Order No. PSC/ADMN/2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 17, 2026.

24. **Applications submitted by means other than online.** All applications shall be submitted through Online as indicated in regulation 18; provided that the applications received by the Commission other than Online, shall not be entertained by the Commission.

25. **Information dissemination after closing date.** The Information Systems Branch shall generate a statistical report for the recently closed advertisement. The report will include the name of the post, the name of the Department, the total number of vacancies, the category-wise or quota-wise distribution of vacancies, the total number of applications submitted, gender-wise break-up, and quota-wise break-up.

CHAPTER-IV
ELIGIBILITY OF CANDIDATES AND CONSIDERATION OF APPLICATIONS

26. **Eligibility conditions**. Eligibility of a candidate shall be determined in accordance with the advertisement for the post(s), Service/Recruitment Rules governing appointment to the relevant post(s) [1][…] and such other ancillary instructions issued by Government and/or the Commission, if any, from time to time. For this purpose, the age, qualifications, experience, and other credentials, etc. of the candidates existing on or upto the closing date fixed for such posts, as advertised, shall be taken into account; provided that no relaxation in this regard shall be allowed by the Commission.

[2][Provided further that if the Government or a Court of competent jurisdiction refer a candidate or a class of candidates for ascertainment of eligibility and assessment of suitability of that candidate or the class of candidates for a particular post or categories of posts, then the conditions of eligibility as laid down in this Chapter shall, as far as these are relevant for the purpose shall be applicable to such candidate or class of candidates as the case may be, and for the purpose of assessment of suitability, the eligible candidate(s) shall be interviewed as per the provisions of Chapter-VIII.]

27. **Eligibility through relaxation.** [3][In case, Government grants any relaxation to a candidate or a class of candidates including relaxation in the upper or lower age, then that relaxation shall only be acceptable for the purpose of eligibility of such candidate or class of candidates if it specifically mentions the nomenclature of the post, advertisement number issued by the Commission for that post, and specifies the validity of that relaxation for a specified time. No relaxation of any sort shall be acceptable if it is 'general' in nature and is not specific for any given post as provided above.]

28. **Acquisition of educational qualifications.** The prescribed educational qualifications must be acquired by the candidate on or before the closing date for submission of his application. Proof of the announcement of the results (date, month, and year) should be entered in the 'Qualification Section' of the Online Application to confirm that the candidate possesses the advertised qualifications. In case the candidate possesses the marks sheet/transcript of the final examination but has not been issued the degree, he will attach a certificate issued by the Controller of Examinations of the concerned University/Institute, mentioning the date of

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[1]In Regulation 26, phrase deleted vide Office Order No. PSC/ADMN/2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 17, 2026.

[2]In Regulation 26, proviso added vide Office Order No. PSC/ADMN/2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 17, 2026.

[3]In Regulation 27, contents substituted vide Office Order No. PSC/ADMN/2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 17, 2026.

announcement of result and the remarks that the candidate has passed the examination and issuance of degree is under process. Applications of candidates, whose results have not been officially announced by the university or institute on or before the closing date of applications shall not be entertained.

29. **Work Experience.** Work experience required for any post advertised will be considered only if it is issued by the Head of the Department, and it conforms to the criteria laid down for such experience. For the purpose of these regulations, the prescribed experience would be the experience gained in a regular, full-time paid job acquired after obtaining the prescribed basic qualification, whether within or outside the country. The time spent in achieving a Ph.D. or M Phil degree in the relevant field by way of study leaves or extra-ordinary leave without pay will, however, be excluded from the claimed length of experience except for consideration of teaching experience for employment in educational institutions administered by Government of Sindh. Similarly, the time spent on an ad-hoc appointment, contract appointment, or holding a post in officiating capacity shall also be excluded.

30. **Equivalence of a foreign degree to a local degree.** Candidates who seek equivalence of a foreign degree with the prescribed educational qualification of a post, must at the time of applying for the post, enclose proof of such equivalence of degrees/diploma issued by the Higher Education Commission (HEC), Pakistan Engineering Council (PEC), Pakistan Bar Council (PBC), Pakistan Medical and Dental Council (PMDC) or any other registration/certification bodies established under the Act of Parliament/ Majlis-e-Shoora or Provincial Assembly of Sindh, whichever may apply in, the case.

31. **Submission of certificate of equivalence.** Candidates who have sought equivalence must attach the required Certificate of Equivalence along with the application. If, however, such a certificate is in the process of issuance, the same must be issued by the competent authority and produced by the candidate at the time of the interview. Failure to produce a Certificate of Equivalence at the time of the interview shall render the candidate ineligible to go through the process of the interview. The commission may, however, accept an application if the Dossier on Degrees/Equivalence referred to in regulation 32 below, already contains an equivalence certificate without requiring the candidate to produce the same.

32. **Acceptance of qualification in cases where 'Equivalence' is not mentioned.** Where a specific qualification is prescribed in the recruitment / service rules as the essential qualification and there is no mention of 'equivalent qualification' then only the specific qualification shall be accepted.

33. **Calculation of Equivalence of Marks.** The equivalence of marks awarded by foreign universities to the local universities will be calculated according to the uniform conversion formula as devised by the Higher Education Commission (HEC).

34. **Dossier on degrees / equivalence**. The Statistical Officer under the supervision of Director IT is required to maintain a dossier of all accredited universities and degree-awarding institutions within the Province of Sindh and other provinces to be disseminated to the concerned Recruitment/Examination Sections for necessary actions at their end. The dossier should also be compiled and updated continually with data gleaned from applications showing equivalences where applicable and which are recognized by the Higher Education Commission of Pakistan.

35. **Submission of research papers.** As prescribed in the recruitment / service rules, if the candidate is required to submit research papers, his eligibility and candidature will be regulated by the guidelines set out hereunder: -

(a) A candidate shall be required to attach scanned copy of the publication for research work with the online application, where so required or as prescribed in the recruitment / service rules. Failure to attach the research work shall render the candidate ineligible for the post and his/her application shall be rejected without any explanation or notice.

(b) If a candidate fails to submit his / her research work within the stipulated time for award of additional marks (if provided in the recruitment/service rules), then his/her claim for such award shall not be considered.

(c) The Commission will not consider research work submitted by the candidate for determining his/her eligibility or award of marks, if the research work has been published after the 'Closing Date' fixed by the Commission for submission of online applications for the post advertised.

(d) A research paper will be accepted for evaluation only if it is a distinguished research work and has been published in a standard journal sponsored/published by an academic, professional or a research institution, association, society, council or committee at the provincial, national or international level. Any such journal/publication and body should be duly recognized by relevant Governing/Controlling Body/Agency/ Authority, such as HEC, PM&DC, PEC, PBC, AMIE, IIEE and Index Media etc.

(e) The professional research publications of only those foreign Universities will be accepted whose degrees are recognized by the Higher Education Commission, Pakistan Medical & Dental Council, Pakistan Engineering Council and such other recognized bodies. Monthly magazines not sponsored by an academic, professional or research organization will not be considered as standard/research journals.

(f) Review articles, case studies, translations, briefs, presentations in conferences etc. shall not be considered for evaluation or grant of additional marks as professional research work.

(g) Synopses of Ph.D. thesis will not be considered as a research paper.

(h) The research work will be evaluated according to the guidelines mentioned above.

36. **Evaluation of research paper by Referee Evaluation.** In case a candidate is not satisfied with the final evaluation of the Research Paper by the Commission, he/she may request the Chairperson for review of the same by a Referee Evaluator nominated by the Commission from within its Panel. The Evaluator so nominated shall be other than the Specialist who may have been designated to conduct the first review either as an Evaluator or as a Subject Specialist. The re-evaluation result given by the Referee Evaluator shall be final.

37. **Conversion of CGPA Marking system into percentage.** Foreign and local universities, which follow semester system, allocate overall marks in terms of Cumulative Grade Point Average (CGPA) rather than percentages, is prevalent in many universities in Pakistan. In order to convert CGPA into percentage, the

Commission shall multiply the candidate's CGPA by 100 and divide it by 4, i.e. (%age = CGPA x 100 / 4) or as per the formula devised by the Higher Education Commission HEC).

38. **Maintenance of data at the Commission.** The Commission shall, at all times, maintain updated data of the following: -

(a) Universities accredited and recognized by HEC, Pakistan.
(b) Polytechnic Colleges and Institutes accredited and recognized by Sindh Technical and Vocational Training Authority (STEVTA) and Provincial Technical Boards.
(c) Degrees and Diplomas issued by the Provincial Technical Boards of Education.
(d) List of accredited and degree awarding colleges.
(e) Equivalent National and International degrees recognized by PM&DC.
(f) Equivalent National and International degrees recognized by PEC.
(g) Equivalent National and International degrees recognized by Pakistan Bar Council.
(h) Fellowships and Memberships awarded by the College of Physicians and Surgeons, Pakistan.
(i) List of medical journals recognized by the College of Physicians & Surgeons of Pakistan.
(j) List of Engineering Journals recognized by PEC.
(k) List of Professional Journals recognized by HEC of Pakistan.
(l) List of Professional Journals recognized by PBC.
(m) List of Journals recognized by Professional Bodies registered with the Government at Federal or Provincial levels.

39. **Maintenance of data.** The data required to be maintained by the Statistical Officer of the Commission must include such details as pass marks, division/grade marks and CGPA equivalent to percentages/divisions/grades of various Universities/ Institutions.

40. **Mechanism for scrutiny of applications.** The responsibility for scrutiny of applications and the attached documents lies with the concerned Branch/Section-in-Charges (AD) and Deputy Directors**.** During the process of scrutiny, the concerned Branch/Section-in-Charges and Dy. Directors shall ensure that no undue advantage or disadvantage accrues to any candidate whatsoever as a result of errors/omissions by the staff. The following mechanism is strictly adopted for checking, scrutiny, and verification of each application form received by the Commission through the Online Portal: -

(i) Authorized Application Forms available through the "Online Application Portal" through SPSC Official Website https://www.spsc.gov.pk/onlineapplication as specified for the post, and revised/updated from time to time, are used by the respective candidates.
(ii) All the required fields are filled-in.
(iii) All requisite documents are enclosed.
(iv) Check that no document(s) is/are found to have been tampered with, mutilated, or manipulated.
(v) Verify that the candidate is domiciled in any district of the Province of Sindh and a Domicile Certificate is issued by the concerned Deputy Commissioner.

(vi) Age and minimum qualification, experience, and research work criteria are fully met.
(vii) Candidate should not have exhausted all the attempts authorized for appearing in the selection process.
(viii) Online payment of fee duly made.
(ix) Optional subjects are correctly selected.
(x) Choice of post/service is correctly made.

Note: *Any deliberate omission and commission of the above shall be construed as misconduct.*

41. **Parameters for categorization of applications.** The following is an account of the parameters for acceptance, rejection, or marking as 'deficient' of the applications to be followed by the designated Superintendent/Assistant, Assistant Director and Deputy Director: -

(a) **Accepted Applications:** Accepted applications must be fully compliant with the instructions contained in the Scrutiny Policy. Such applications must be complete in all respects and must have all the requisite documents attached to them at a subsequent stage.

(b) **Deficient Applications:** If a candidate fails to furnish the following information in his/her application and submission of requisite documents (hard copies) at a subsequent stage, then the application will be regarded as deficient:

(1) Name/Father's name and date of birth do not tally with Matriculation/Equivalent certificate.
(2) Secondary School and Higher Secondary School Certificates not attached.
(3) Marks Sheets/Transcripts not attached.
(4) Subject to regulation 28, Degrees/Qualification Certificates not attached.
(5) No Objection Certificate/Departmental Permission, as the case may be, from Competent Authority not attached.
(6) Experience Certificate of the minimum experience required in the advertisement is not attached.
(7) Service Certificate mentioning the date of entry in service and the district of domicile as per the record not attached.
(8) Age Relaxation Order not attached.
(9) Screenshot of the payment of fee is not attached.
(10) Domicile/PRC (Form-D) is not attached.
(11) Number of chances availed in the past for the particular post not mentioned.
(12) CCE or CE candidate has not mentioned or incorrectly mentioned the choice of optional subjects.
(13) CCE candidate has not mentioned the preference of post/service.

(c) **Rejected Applications:** Following are the parameters resulting in the rejection of applications: -

(1) Applications received only physically or by courier/post in the Commission Office and not online.
(2) The candidate lacks prescribed minimum qualifications and experience as per the advertisement and recruitment/service rules.
(3) Candidate is underage or is overage beyond the Government's approved relaxation limits.

(4) Candidate's proof of date of birth is not issued by the authorized agency or its veracity is conspicuously doubtful.
(5) Documents submitted by the candidates appears to be tampered, mutilated, manipulated, or photo-shopped however, subject to verification of its genuineness from the concerned authority/ institution.
(6) Fee not deposited within closing date.
(7) Requisite conditions of prescribed experience and/or research work/publications are non-conformant with the advertisement and recruitment/service rules.
(8) Domicile not produced/submitted.

42. **Late discovery of deficiencies.** Discovery of deficiencies in any candidate's application and/or its attachments at the time of the interview shall be addressed as under: -

(a) The dealing Superintendent/Assistant shall inform the Chairman of the interview committee of the deficiency before the interview of the candidate.
(b) The Chairman of the interview committee shall decide if the deficiency can be made good before the last date of the interview or not. If in his/her opinion, which he/she shall write on the interview sheet against the name of the candidate, the deficiency is rectifiable, the candidate will be allowed to go through the process of the interview but the candidate will be required to fulfill the shortfall(s) until the last date of the scheduled interview.
(c) In case of failure of the candidate to rectify the deficiency before the last date specified, the Chairman of the interview committee shall reject his/her candidature.
(d) If the Chairman of the interview committee so decides that the deficiency is such that it cannot be rectified before the last date of the interview or is of grave nature, he/she shall reject the candidature of the candidate by recording the reasons thereof. The dealing Superintendent/Assistant shall, if the candidate is present, inform him/her of the decision and shall also inform the Information System (IS) Wing to hoist the factum of rejection of candidature on the Commission's web portal and information by SMS to the concerned candidate.
(e) In case of rejection of the candidature of the applicant, all those in charge of the sections including the concerned Superintendent/Assistant and Deputy Directors (ADs), whose duty it was to screen the applications shall be held liable and proceeded against for misconduct. Likewise, all concerned officials who issued letter(s) to the candidate(s), who is/are not eligible for the recruitment process, shall also be proceeded against for misconduct.

43. **Detection of serious deficiency.** In case a serious deficiency is observed in the eligibility of a candidate at any stage of the process of selection, the Commission may cancel his/her candidature or withdraw its recommendation to the Department, as the case may be. Such case(s), if and when detected, will be prepared by the concerned Branch/Section and placed before the nominated Member-in-Charge through Deputy Director for orders and to Chairperson for information. The concerned Branch/Section-in-Charge, Assistant Director and the concerned Deputy Director will be held accountable for the non-detection of these at the scrutiny stage as it reflects adversely on the credibility of the Commission. However, the decision of

the Member-in-Charge shall be communicated to the candidate through the Commission's web portal and email.

44. **Candidates who's results are withheld.** In the case of a candidate whose result has been withheld by the University/Board and remains undecided until the last date of submission of the application, the candidate shall be considered disqualified.

45. **Disqualification of candidates.** [1]**[(1)]** Notwithstanding the regulations specified in the preceding paras, a candidate who indulges himself/herself in the following practices shall be disqualified [2][for maximum five years] from the further selection process: -

(a) canvassing in any form;
(b) making false accusations or insinuations against any other candidate;
(c) furnishing any information or particulars, which are false or suppressing material information;
(d) attempting to influence the Commission or its staff or trying to obtain support for his/her candidature by improper means/channel;
(e) maligning or defaming the Commission in any manner. The proper procedure for aggrieved candidates if he/she has any grievance/suggestion/information to share, it may be communicated through a letter to the Secretary of the Commission or via an email to the Commission's official email account.
(f) deliberately submitting false documents, forged certificates or tampering with entries/content of any document such as his/her age, educational certificates/mark sheets, or other.
(g) Unruly behavior coupled with assault/threat in the premises of examination/interview venue.

[3]**[****]**

[4]**[(2)]** Candidate(s) found guilty of conniving with any staff member of the Commission, in wrongful gain for himself/herself or for others, and copying by any means or receiving help from another candidate or any other person or helping another candidate(s) during examination/test shall be debarred for life to undertake any examination of the Commission; provided that the staff found guilty of connivance shall be proceeded against for misconduct under the relevant rules, and the Chairperson may initiate criminal proceedings simultaneously.

46. **Presentation of original documents**. The candidates shall present the required original documents and a set of photocopies duly attested by an officer of BPS-17 or above along with a print of the application form including receipt of payment of fee at the time of interview to the dealing Superintendent/Assistant as scheduled by the Commission.

47. [6][…]

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[1]Sub Regulation (1) inserted vide Office Order No. PSC/ADMN./2024/1113 dt 09.09.2024, the Sindh Govt. Gaz, Ext. dt September 11, 2024.
[2]In the Regulation 45 (1), the words "for maximum five years" inserted by the Office Order No. PSC/ADMN/2024/1113 dt 09.09.2024, the Sindh Govt. Gaz, Ext. dt September 11, 2024.
[3]In Regulation 45(1), clause h & i deleted vide Office Order No. PSC/ADMN./2024/1113 dt 09.09.2024, the Sindh Govt. Gaz, Ext. dt September 11, 2024.
[4]In Regulation 45, inserted vide Office Order No. PSC/ADMN./2024/1113 dt 09.09.2024, the Sindh Govt. Gaz, Ext. dt September 11, 2024.
[5]Regulation 47 substituted vide Office Order No. PSC/ADMN./2024/451 dt 06.05.2024, the Sindh Govt. Gaz, Ext. dt July 12, 2024
[6]Regulation 47 deleted vide Office Order No. PSC/ADMN./2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 18, 2026.

48. **Correspondence between the candidates and Commission**. (1) All correspondence, communication, representation, appeals, etc. in respect of recruitment shall be addressed to the Secretary, Sindh Public Service Commission, Hyderabad, and must bear the signatures of the candidate.

(2) No representation, communication, correspondence or appeal for and on behalf of the candidate shall be entertained by the Commission. Likewise reply, if any, to a candidate in response to his/her application, shall be cleared by Chairperson and signed by the Secretary before dispatch.

(3) All correspondence, messages (SMS etc.) shall be addressed to the Secretary. However, in case of any correspondence through electronic means, the IT Wing shall forward it immediately to the Secretary, who shall ensure a response to the candidate within ten (10) working days positively.

49. **Responsibilities for Scrutiny and approval of applications / candidature.** Responsibilities for scrutiny and approval of applications/candidature shall vest in the following officials/authority: -

(a) **Recruitment Section-in-Charge (Assistant Director):** Each Recruitment Branch/Section at Commission shall be allocated a few Government Departments that shall be responsible to process the applications submitted online by the candidates in response to the advertisements and forwarded to the Branch/Section by the IT Wing of the Commission along with an abstract of the relevant information about the applications received.

The Recruitment Branch/Section-in-Charge shall –

(i) be responsible for in-depth and accurate scrutiny of applications/documents submitted online;

(ii) be fully conversant with the Rules of Recruitment (provided through the Scrutiny Policy) in vogue for the posts they are responsible for.

(iii) be fully aware of the mechanism to be adopted for scrutiny and verification of each application and the attached documents;

(iv) sort out the applications post-wise, Roll Number wise, division/district-wise, and based on rural/urban domicile, minority and differently abled persons quota after the announcement of result of written test/examination.

(v) fill-in the given check-boxes with appropriate marking and forward the scrutinized and recommended applications and rejectable applications (both categories separately) to the Deputy Director (Recruitment) along with a synopsis of relevant information who shall in turn seek formal approval of the Member/Chairman of the Interview Committee on a note sheet.

(b) **Deputy Director (Recruitment):** Each Deputy Director at Commission shall be allocated a few Recruitment Branches/Sections who shall be responsible for processing, validating, assessing and sorting the applications in the prescribed manner in respect of those applications, which have already been scrutinized, by the concerned Branch / Section in response to an advertisement. The Deputy Director shall -

(i) be responsible and fully conversant with the Rules of Recruitment (provided through Scrutiny Policy) for the posts he is responsible for;

(ii) be fully aware of the mechanism to be adopted for in-depth check, scrutiny, and verification of each application received at the recruitment branches;

(iii) train the Branch/Section staff in procedural intricacies involved in online scrutiny of documents, and the fallout of inappropriate entry or submission and keep them informed of all other changes in technological/legal/administrative issues from time to time. Training should be an-ongoing process;

(iv) be responsible for in-depth and accurate scrutiny of applications/documents received online at the branches/sections;

(v) place before the nominated Member/Chairman of the Interview Committee, a list of scrutinized applications segregated based on deficiencies which requires an appropriate decision as per Commission's policy;

(vi) maintain confidentiality of the applications and their status;

(vii) shall be held responsible for any breach of confidentiality of the applications which shall be construed as misconduct on part of Deputy Director/Assistant Director/Branch In charge and other officials whosoever is held responsible for said misconduct after due process.

(c) **Member-in-Charge:** A Member-in-Charge shall –

(i) be the final authority for passing orders on deficient applications for acceptance, rejection, or corrective action on part of the by the candidates as prescribed in the rules;

(ii) not delegate these responsibilities to any other subordinate staff; provided that in an emergency and on the request of he Member-in-Charge, in writing, as to his unavailability for a specified period, the Chairperson may assign additional/acting charge to another member till that specified time.

(iii) refer cases to the Chairperson for his decision if, in his/her opinion, any application/case has a complex/intricate nature of deficiencies/omissions, which involve complications/ repercussions. If required by Member-in-Charge, concerned DD/AD will clarify any ambiguity that may arise.

CHAPTER-V
AGE OF CANDIDATES

50. **General.** The general criteria or guidelines about reckoning the date of birth of the candidate and calculation of his age to determine his eligibility for recruitment for service with Government is laid down in this Part.

51. **Basic source for reckoning date of birth.** Date of birth shall ordinarily be the date of birth endorsed on the Matriculation/Equivalent certificate or, where such certificate is not available on account of unavoidable circumstances, the candidate shall have to justify to the satisfaction of the Commission, some other authentic document to be admitted to the Commission depending on facts of the individual case.

Such documents, the veracity of which shall be confirmed through official sources, which may include 'O' Level Pass Certificate or Date of Birth Certificate issued by the Principal/Head of the Institution from where the candidate has passed his/her 'O' Level examination.

52. **Reckoning date of birth through 'O' Level Certificate.** In case a candidate passes his/her 'O' Level or any other examination equated with the Secondary School Certificate in Pakistan, the date of birth shown in the certificate therein will be acceptable. If the certificate so issued by the authority conducting such examination does not show the date of birth, the birth certificate issued by the Principal/Head of the Institution giving reference to the Institution's enrollment register maintained at the time of the entry of the candidate to the Institution concerned will also be accepted, subject to verification by the Commission.

53. **Conflicting date of birth provided by candidates.** If any candidate presents documents to the Commission that carry conflicting dates of his/her birth, the date specified in the following documents will be considered in order of preference:

(a) Secondary School Certificate (SSC).

(b) Certificate in case the candidate has qualified Matriculation Equivalent Grade under a different system.

(c) Certificate of date of birth issued by the Principal/Head of the institution attended by the candidate if the certificate as mentioned at (b) above does not contain his/her date of birth.

54. **Age limit for recruitment.** The maximum and minimum age for recruitment to various posts under the Government shall always be specified in the advertisement. The Commission shall follow the criteria about age limit as notified by the Government, from time to time.

55. **Calculation of age.** To calculate the age of a candidate for recruitment in the Government, the following principles shall apply: -

(a) The exact age of the candidate will be calculated (years, months, days) from the actual date of his accepted date of birth, as specified in the preceding regulations.

(b) The last date for submission of the application, as specified in the advertisement shall be considered for calculating the age.

(c) The age so calculated shall be written down in days, months, and years against the Date of Birth column on the application form of each candidate.

(d) For the purpose of reckoning the exact age for the induction of candidates through CCE, 1st September of any given year of Combined Competitive Examination will be the datum date.

56. **Non-acceptance of amendments / alterations in the date of birth.** No subsequent alteration or amendment in the date of birth, including submission of any substitute/revised certificate of Matriculation or any other documents, etc. after the Closing Date of applications, shall be entertained/ accepted.

CHAPTER-VI
PART-I [1][CONDUCT OF TESTS/EXAMINATIONS AND INTERVIEWS]

57. [2]**[Examination Wing.** (1) All tests/examinations/interviews shall be conducted by the Examination Wing headed by the Controller of Examinations (CE) appointed to the Commission by transfer by SGA&CD.

(2) The Controller of Examinations shall function directly under the supervision of Chairperson. The CE shall not delegate or transfer any of his duties and responsibilities which are secret in nature and exclusively mandated to him without prior approval of Chairperson. His responsibilities shall include:

(a) **Branch Head**: He shall head the Examination Branch-I (Secret and Conduct Sections) for Combined Competitive Examinations (CCE), Competitive Examinations for Engineering Cadre (CEx), Examinations conducted for selection of Stipendiary Candidates for Forestry Courses, all categories of Pre-Interview Written Tests/Professional Tests and all other examinations/tests that are required to be conducted by the Commission except those tests / examinations which are assigned by these regulations and /or the Chairperson. He shall be assisted by an Assistant Controller of Examinations who shall be responsible to him in the performance of the functions of his Examination Branch as hereinafter enumerated. In discharge of his responsibilities the CE shall:

(i) Implement all orders, instructions and decisions of the Government and the regulations promulgated by the Commission pertaining to CCE, CEx, Examinations conducted for selection of Stipendiary Candidates, Pre-Interview Written Tests and other examinations/test as above.

(ii) Ensure maintenance of strict secrecy with respect to examination papers, results, panel of paper setters, examiners and advisors/departmental representatives, answer sheets/books, award list and marks sheet etc. wherever required and for as long as it is required.

(iii) Convene all meetings pertaining to examinations and other issues of his Wing, and may Chair all such meetings when required.

(iv) Update panel of examiners and paper setters every year in January seeking approval of Chairperson.

(v) Supervise the work of all the officers and staff of the Wing working under him and report on them annually as required by the rules.

(vi) Communicate with relevant Government Departments and the candidates in all matters relating to his Wing.

(b) **Examinations**: The CE shall be responsible for the following:

(i) Selection of paper setters and examiners after approval of Chairperson, and keeping it secret.

(ii) Appointment and issuance of instructions to Paper-setter and Examiners. He shall personally ensure that papers are set well in time and are placed in his safe custody.

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[1]The Chapter-VI, Part-I renamed vide Office Order No. PSC/ADMN./2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 18, 2026.

[2]Regulation 57 substituted vide Office Order No. PSC/ADMN./2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 18, 2026.

(iii) Place for approval of the Chairperson the draft papers/questions received from paper setters and ensure timely process of printing of question paper after such approval and place it in his unbreachable safe custody.

(iv) Institute safety measures and precautions for secrecy and security of question paper till its handing over to the Member Incharge/Officer Incharge of the examination centre under these regulations.

(v) Prepare schedule of test/examination and seek its approval from Chairperson.

(vi) Seek approval of examination centres from the Chairperson.

(vii) Appointment of Member Incharge/Supervisors/Additional Supervisors with the approval of the Chairperson and appointment of other staff of examination centres and issue instructions to them.

(viii) Centre-wise organization, distribution, re-collection under proper receipt and safe custody of question papers, blank answer sheets and answered copies of examinations/tests.

(ix) Approval of the assessors for various descriptive answer scripts and timely dispatch and receipt thereof after assessment. Confidentiality, secrecy and safe custody of the answer scripts shall be the hallmark of the entire process and shall be the personal responsibility of the CE.

(x) Tabulation, preparation and announcement of results after thorough re-checking on the due date(s) fixed for the purpose.

(xi) Preparation of marks sheets of all the candidates appearing in the examination.

(xii) Preparation of press release and final recommendation for submission to the concerned Department after seeking approval of Chairperson.

(c) **Interviews**: The CE shall be responsible to Chairperson:

(i) Planning, organizing, scheduling and coordinating interviews/viva voce pertaining to all examinations and interviews mandated to his Branch.

(ii) Issue interview call-up letters to all eligible candidates.

(iii) appoint requisite staff for coordination of interviews to be conducted by his Branch.

(iv) Ensure timely and correct preparation of interview dockets and Candidates' assessment proforma to be provided to the Interview Committee ahead of the interview.

(d) **Conduct Section**: The CE shall head the Conduct Section and shall be assisted by an Assistant Controller of Examination if appointed by the Chairperson. He shall supervise the Section's work and issue directions to his subordinates. His responsibilities include:

(i) Receipt, record/scrutiny and processing of applications from prospective candidates of all competitive examinations and any Government Department allocated to him.

(ii) Upload marks sheets of individual candidates on Commission's web portal as per regulations.

(iii) Correspond with all relevant agencies and candidates as required.

(e) **Legal Matters**: The CE shall be responsible to Chairperson for:

(i) Preparation and processing for approval of the Chairperson through Litigation Branch of the Commission of the replies to petitions/appeals/applications received from Superior Courts/Provincial Ombudsman in cases of all Competitive Examinations and Departments/Examinations allocated to his Branch.

(ii) Attend Court proceedings whenever so required.

(iii) Process, handle, correspond with candidates and finalize cases of use/attempt of unfair means reported during any examination/test held by the Commission.

(iv) Forward to the Chairperson case(s) for formation of appropriate Committee for hearing cases of use/attempt of unfair means.

(f) **Syllabus**: With regard to Syllabi of various examinations and tests, he shall:

(i) Review and propose changes to syllabi of Combined Competitive Examinations (Executive Cadre), Competitive Examinations (Engineering Cadre) and Competitive Examinations conducted for selection of Stipendiary Candidates for Forestry Courses.

(ii) Prepare case for submission to the Government for changes and updating various syllabi.

(iii) Prepare outline of syllabi of various pre-interview written tests for approval of Chairperson before these are forwarded to paper setters.

(g) **Maintenance of Office Files & Records**: Controller of Examinations shall be responsible for maintaining all correspondence files, old as well as fresh records and other data, both secret/confidential and unclassified in an orderly, safe and secured manner.

(h) **Administrative**: The CE shall:

(i) Be responsible for administrative and functional control of human resource appointed in his Branch.

(ii) Initiate/countersign, as the case may be, the Annual Confidential Reports (ACRs)/Performance Evaluation Reports (PERs) of all the personnel in his Wing.

(iii) Coordinate with Secretary of the Commission for all administrative and logistics requirements and keep Chairperson informed of all the developments in that regard.

(iv) Keep a close and cordial liaison with all other Wings/Branches within the Commission.

(3) Additional Controller of Examinations shall report to Chairperson through Controller of Examination for all the correspondences, permissions, approvals, conducting examinations & tests, interviews, preparation of results, press releases as envisaged by these Regulations. He shall be working under the general superintendence of Controller of Examinations. He shall mutatis mutandis perform all functions assigned to the Controller of Examinations in connection with the smooth

conduct of the tests/examinations and interviews of Examination Branch-II. He shall be assisted by an Assistant Controller of Examinations appointed by the Chairperson to Examination Branch-II.

(4) Assistant Controller of Examination-II shall be Incharge of Central Record Cell/Strong Room of Examination Section. In case the post of Assistant Controller fell vacant, then the Chairman may appoint an Officer not below the rank of BPS-17. In discharge of his duties the officer shall be responsible to Controller of Examinations. His duties include:

(a) Safe custody of the Cell's storerooms/strong room and their respective contents and ensure that no pilferage of question papers, answer sheets/copies, award sheets, marks sheets or other examination and test records takes place.

(b) Keeping the storerooms/strong room sealed at all times when not in use and retain keys thereof in his personal safe custody.

(c) Orderly, neat and secured storage of records in the rooms at all times to preclude any untoward incident or fire hazard.

(d) Maintain a proper inventory of all documents stored in the cell.

(e) Being personally present in the strong room whenever it is opened or kept open for cleaning etc.

(f) Inform CE in case of any irregularity detected, or any document found missing or if the safety and security arrangements of the cell is not satisfactory.

(g) Proper accounting of documents taken out of the cell on orders of superiors and its subsequent return. Closely supervise and be responsible for the work of Assistant designated under him].

PART-II - GENERAL PROVISIONS

58. **Eligibility to appear in various tests and examinations.** Eligibility to appear in various examinations and tests will be dependent on the condition that the candidates' applications have been found to be in order and accepted for further processing as enunciated in these regulations. The Chairperson, on the recommendation of the Controller of Examinations may determine the mode of the test on case to case basis.

[1][58-A.**Special assistance to the persons with disabilities.** A person who has been certified by the competent authority to suffer from permanent blindness or has his both forelimbs amputated or permanently disabled in such a way that he cannot hold a pen in his hands for the purpose of writing or marking or, in case of Computer-Based Test (CBT), he cannot read the screen and press the relevant key/touch pad may submit an application to the Commission at least [2][seven days] prior to the commencement of the written examination/test seeking assistance/help for the purpose of reading, writing, marking or pressing the key/touch pad. The Commission, upon receipt of the application and satisfying itself of the necessity to provide the required assistance/help to the candidate, may provide an employee of the Commission as helper who is lesser in qualification than the minimum qualification prescribed for the post for which the examination is being given. Such helper and the

[1]Regulation 58-A inserted vide Office Order No. PSC.ADMN./2024/451 dt 06.05.2024, the Sindh Govt. Gaz, Ext. dt July 12, 2024

[2]In Regulation58-A, words 'Three days' substituted vide Office Order No. PSC/ADMN./2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 18, 2026.

candidate shall be made to sit well apart from other candidates in the examination centre/hall. The helper shall readout the contents of the questions to the candidate and write / mark the answer given by the candidate. The role of the helper shall be restricted to only reading the questions and writing/marking the answer given by the candidate. In no case the helper shall provide any intellectual assistance to the candidate enabling him to know of the correct answer. The said candidate and the helper shall remain within the examination hall/centre until completion of the paper. The request of the candidate for assistance on the day of the examination or to use his own braille machine or other instrument or gadget or to bring his own helper shall not be entertained.]

59. **Issuance of letter of admission for written examination/test.** (1) Online Admission Letters will be issued solely to candidates whose applications have been accepted. The candidates will be informed through email and/or SMS to download Admission letters from the official website www.spsc.gov.pk.

(2) The following Branches shall be responsible to communicate with the candidates who have applied for the posts or examinations, as the case may be, in all the matters connected with the acceptance or rejection of applications and their tests/examinations/interviews:

a. Examination Branch-I	(i)	Combined Competitive Examination (CCE)
	(ii)	Competitive Examinations (Engineers) – CEx.
	(iii)	Examinations/Tests for all other posts.
b. Examination Branch-II	(i)	Departmental Examinations.
	(ii)	Language Examinations.
	(iii)	Any other Test/Examination assigned by the Chairperson.

60. **Candidates' responsibility to view Commission's Web Portal.** The candidates are required to regularly monitor the Commission's Web Portal to be able to know in a timely manner, the schedule of various tests/examinations and other information pertaining to the examination/posts for which he/she has applied. The Commission shall, additionally, send SMS messages to the candidates, on the cellphone number that has been provided in his/her application form. The Commission shall not accept responsibility for any lapse on the part of the candidate whatsoever.

61. **Candidates' preference for examination/test Centre.** The Commission shall hold written examinations and tests at Hyderabad or Karachi or Sukkur or Larkano Centers or any two or more of these centers depending on the circumstances and number of candidates. However, the candidates, while submitting their applications, have the option to choose one of the above-mentioned centers. Normally the Commission shall accept the candidate's choice unless there are concrete reasons for not acceding to his/her preference in which case he/she shall be informed accordingly along with the intimation of the alternate center, which shall be binding on the candidate concerned. The choice of center once exercised by the candidate shall be treated as final.

62. **Centre for written examination/written test.** Given the number of candidates that can be accommodated within the premises of Commission, written examination/test may be conducted in the examination hall(s) available in the Head Office of the Commission. However, if the number of candidates exceeds the available capacity, the concerned Examination Branch may, in addition to the Commission premises, make timely arrangements for the conduct of examinations/tests at any Government college/school/institute or open ground or any suitable hall on hiring basis. In case of a Computer-Based Test (CBT), the center shall be the SPSC Head Office or any suitable venue.

63. **Invigilation during written examination/written test.** Normally, one Member of the Commission shall be nominated by the Chairperson to act as Center Incharge for the examination/test Center. However, if the number of the available Members is less than the number of examination/test centres then the Chairperson may assign more than one centres to a Member within the same city. Furthermore, if sufficient Members are not available for discharging their functions at the examination centers then the Chairperson may nominate a senior officer of the Commission to be the Center Incharge. The concerned Examination Branch or the concerned Recruitment Section shall be responsible to obtain Chairperson's approval and inform the Member(s) well before in time of the commencement of Test/Examination in order to ensure reliable and effective arrangements.

64. **Responsibilities of Invigilation.** An officer of the Commission not below the rank of BPS-17 shall be appointed as the Supervisor by the Chairperson on the recommendation of the Secretary, who shall be responsible to the Member concerned for smooth conduct of the examination/test. The Supervisor shall be assisted by a reasonable number of supporting staff of the Commission in the discharge of his duties. The following procedure is laid down for safe and secured custody and transportation of the examination material to the centre: -

(i) The Supervisor shall receive sealed envelopes of blank answer sheets and other non-sensitive material related to the examination/test from the CE/Addl. CE two days prior to the examination and keep it in his personal safe custody. He shall safely transport the said material to the examination/test centre one hour before the start of the examination/test and interim hold all such material under lock and key.

(ii) The Member/Center Incharge shall collect the sensitive examination/test material like question papers, rubber and brass seals in sealed envelopes from the CE/Addl. CE – if in Hyderabad (Commission's Headquarters), each day, for each paper, one hour prior to the examination/test, and if outside Hyderabad, one day prior to the commencement of the examination/tests – collectively for all the papers and keep them in his personal safe custody till the completion of the process of examination/test. If the Member is assigned one centre, he/she shall safely transport the sensitive material in the sealed form to the centre at least thirty minutes before the commencement of the paper; de-seal the envelope in the presence of the Supervisor; and handover the question papers to him for onward transmission to the Invigilating staff ten minutes prior to the commencement of the paper. If the Member is assigned more than one centres, he shall safely transport the sealed sensitive material of all the centres for the day's paper one hour prior to the commencement of the paper to a centre which is, as far as possible, equidistance from the other centres and coordinate accordingly with the remaining Supervisors to reach that centre one hour prior to the commencement of the paper.

He/she shall hand over the sealed envelopes to the concerned Supervisor and obtain a receipt thereof, who shall forthwith move to his respective centre. The Member shall stay at that centre and de-seal the envelope in the presence of the Supervisor ten minutes prior to the commencement of the paper, who shall onward transmit the question papers to the invigilating staff. The other Supervisors shall safely transport the sealed envelopes to their respective centres and de-seal them in the presence of the officer in-charge of the premises.

(iii) The Supervisor shall be responsible for smooth conduct of the examination/test in an orderly manner. He/she shall ensure that the process of distribution of blank answer sheets among the candidates is completed at least fifteen minutes before the commencement time; question papers are distributed promptly among the candidates as soon as the time for the paper commences; attendance of the candidates is marked; ensure that Answer Books/Copies/Sheets and any additional sheets, if used by the candidates, are properly accounted for and signed by the Internal Addl. Supervisor; invigilating staff is attentive and taking continual rounds and check that the candidates have properly filled-in the face sheets of the answer copies, and that there is no over-writing or application of eraser or 'whito' on the answer copies; no examination related malpractice takes place either by the candidates or by the invigilating staff or by any other supporting staff; and maintain order in the examination hall/rooms. After completion of the paper, the Centre Incharge shall ensure that the answer sheets are sealed and secured in the envelope(s) and signed and sealed by the Internal Supervisor and countersigned by him/her. All the sealed and signed envelopes should be wrapped up in a cloth provided by the SPSC which should be stitched and sealed; the stitched cloth wrapper should be marked with the name of the Centre, the Examination/Paper, number of allocated, attended and absent candidates and properly dated. The Centre Incharge shall sign the cloth wrapper containing all the envelopes with answer sheets of the centre and put the brass seal at all the possible opening places of the stitched wrapper in presence of the Internal Supervisor. The Supervisor shall collect the unused question papers and seal in a separate envelope and stamp it with proper marking.

(iv) The Member/Center Incharge shall be responsible to take rounds of all the centres assigned to him throughout the duration of the paper and ensure that no malpractice takes place either by the candidates or by the invigilating staff or support staff.

(v) The Member/Center Incharge shall reach the first centre as mentioned at (ii) above, ten minutes prior to completion time of the paper; supervise the sealing and countersigning process of the answer sheets for that centre personally, and ensure that the other Supervisors reach that centre in a short span of time after completion of the paper, having with them the sealed and brass-stamped cloth wrappers containing all the answer sheets with certificate properly affixed along with the separate sealed envelope containing unused question papers. The Member shall countersign all the sealed and stamped cloth wrappers of all the centres assigned to him in presence of the concerned Internal Supervisor and take away these in his personal safe custody, to be delivered to the CE/Addl. CE and obtain receipt thereof – if at Headquarters, on daily basis, and if in other cities, after completion of the examination.

(vi) [1][Likewise, the Member/Centre Incharge shall hand over the rubber and brass seals, authenticity certificates and any other sensitive material obtained under proper receipt from the Controller of Examinations to the respective Supervisor along with the sealed question papers. The Supervisor shall meticulously distribute rubber seals among the Additional Supervisors while retaining in his custody the brass seal and authenticity certificates. The Additional Supervisor shall be responsible for personally handing over these to the Commission's subordinate staff for stamping the answer copies of the candidates. The Additional Supervisor shall personally account for all the rubber seals at the completion of the paper and shall return these to the Supervisor who shall affix the rubber seals on the authenticity certificate; obtain signature of the Additional Supervisor; sign it personally; and obtain signature of the Member/Centre Incharge. The brass seal shall be handed back to the Member/Centre Incharge immediately after affixing it on the waxed openings of the cloth wrapper(s). The Supervisor shall obtain receipt of the handed back sensitive material from the Member/Centre Incharge.]

65. **Responsibilities of Internal Supervisor.** (1) The Principal or the Headmaster/Headmistress College/School or the Institute, respectively, where examination/test is being held, will be the Internal Supervisor of Examination/Test under the supervision of Centre Incharge and general superintendence of the Member, Incharge. In case, the examination/test is being conducted in a hall at any of the offices of Commission, an authorized officer shall act as an Internal Supervisor. The responsibilities of Internal Supervisor are as under: -

(a) to make all arrangements for proper conduct of examination/test. (Question papers and answer sheets will be provided by Commission);

(b) to provide any equipment such as computers etc. required for the test;

(c) to provide all required support staff;

(d) to carryout laid down procedure in case any candidate is found using unfair means during the examination/test;

(e) to check and ensure that the candidate and the Invigilator concerned sign every answer sheet and supplementary sheet(s);

(f) to sign the sealed Answer Books/Copies/Sheets in the presence of Supervisor;

(g) to provide a certificate to the effect that the Question Papers were properly de-sealed before him/her and duly handed over by the Supervisor for distribution to the candidates through Class/Hall Invigilators;

(h) to sign and verify candidates' Verification Sheet (Attendance Roll) for the day of examination/test;

(2) All written answer sheets except OMR test, shall be closed by the invigilating staff and affix signatures at the end of the answer sheet. They shall also cross all the blank spaces in the answer sheets before handing over to the Commission's staff. It shall be the duty of the Commission's staff for collecting the

[1]In Regulation 64, clause vi inserted vide Office Order No. PSC/ADMN./2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Ext. dt August 18, 2026.

answer sheets to ensure this aspect. Any deviation shall be construed as misconduct and shall be proceeded against.

66. **Conduct of examinations/tests.** The examinations/tests are to be conducted strictly in accordance with the following procedure: -

(a) All candidates shall be prohibited to bring their Cell Phones/Electronic Gadgets/Bags to the Examination/Test Centers. However, in the event a candidate still brings Cell Phone/Electronic Gadget/Bag to the Examination/Test Centers despite prohibition order then in such case his/her personal belongings shall be stored outside the Examination/Test premises at their own risk and cost.

(b) As far as possible, candidates are to be seated after verification of their CNIC/NICOP/Passport to avert any impersonation well apart of each other to preclude any chances of inter-communications. [1][In case of doubt on the identity of a candidate or a suspicion that the candidate is attempting to conceal his /her identity, or a suspicion that some other person is attempting to impersonate a candidate, the staff of the Commission or the invigilator or supervision on duty shall subject the said candidate / person to biometric verification through NADRA].

(c) Examinations/Tests are to be conducted strictly in accordance with the schedule already announced.

(d) Candidates should be seated at least thirty (30) minutes prior to the start time of paper for them to settle; receive the blank answer books/sheets; fill-in the particulars as per the instructions contained therein; and for the invigilating staff to pass on verbal instructions, if any.

(e) No candidate to be allowed in the examination hall/room after the commencement of examination/test paper subject to following relaxations in exceptional circumstances: -

i.	For Three hours paper	-	30 minutes
ii.	For Two hours paper	-	20 minutes
iii.	For One-hour paper	-	15 minutes

(f) No extra time shall be allowed to the latecomers under any circumstances.

[1][(ff) No candidate shall be allowed to leave the examination hall/room otherwise than:

(i) Thirty minutes before completion of the three hour paper.

(ii) Twenty minutes before completion of the two hour paper.

(iii) Ten minutes before completion of the one hour paper.]

Provided that if a candidate satisfies the Member Incharge of a serious medical or other emergency, then he may be allowed by the Member Incharge to leave the examination hall/room earlier only after taking back the question paper along with the answer copy from him/her.

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[1]In Regulation 66 (b), inserted vide Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024, the Sindh Govt Gaz part-I dt December 10, 2024.

[2]In Regulation 66, new clause inserted vide Office Order No. PSC/ADMN./2026/1578 dt 12.08.2026, the Sindh Govt Gaz Part-I dt August 18, 2026.

(g) Strict discipline shall be maintained in the Hall.

(h) In case any candidate is found using unfair means during the examination/test, the Internal Supervisor/Supervisor/Incharge Member as per the provisions of these regulations to handle his/her case.

67. **Syllabi.** Government shall promulgate the syllabi for various examinations and tests. The Commission may recommend updating/changes in the syllabi depending on the need of the time. Where the Government has not laid down any specific syllabus, the Commission shall formulate appropriate syllabi, which can be found in the respective parts of these regulations.

68. **Establishment of Question Bank (Item Bank).** Under the control and supervision of the Controller of Examinations, the Information Technology (IT) Wing of the Commission shall establish a secured Question Bank (Item Bank). The Question Bank shall be supported by scalable software, the algorithm of which shall be based on the most modern technological tools ensuring transparency in random selection of questions.

69. **Paper Setting.** (1) The Commission shall maintain a data bank of serving or retired experienced professionals and experts of various subjects/specialties from and within the HEC recognized Universities, Colleges, Schools / Institutions, Judicial officers, senior advocates and senior bureaucrats for drafting the questions for examination/test of the relevant subject in a secured manner. The Controller of Examination shall obtain permission of the Chairperson for nomination of a paper setter from the Panel proposed from the data bank maintained in the examination branch in respect of various examinations/tests. Guidelines pertaining to the setting of questions and paper setting shall be as under: -

(a) The Paper Setter shall be provided with the syllabus of the subject in respect of said examination/test.

(b) The Controller of Examinations shall issue detailed guidelines for formulating questions, which will include, but may not be limited to, the following: -

(i) the Examiner / Paper Setter shall divide the syllabus in Chapters if these are not already prescribed. He/she shall draft questions from each section separately and label these according to the Chapter concerned.

(ii) As far as practicable, the Examiner / Paper Setter he shall adhere to the levels of cognition and understanding of the subject among the candidates according to the Bloom's Taxonomy (BT) while setting the questions. These will be called the 'Difficulty Levels' for the purpose of question-setting in the following manner: -

(1) Difficulty Level-1 (DL-1): BT's Levels 1 & 2 i.e. 'Knowledge' and 'Comprehension' respectively;

(2) Difficulty Level-2 (DL-2): BT's Levels 3 & 4 i.e. 'Application' and 'Analysis' respectively; and

(3) Difficulty Level-3 (DL-3): BT's Levels 5 & 6 i.e. 'Synthesis' and 'Evaluation' respectively.

(iii) Each question will be labelled according to its DL, the estimated time to solve the question and the marks to be assigned to that question.

(iv) The Examiner / Paper Setter ought to draft at least three questions from each section – one question for each DL. However, he/she may frame as many questions for as many DLs from each section as he/she deems appropriate. But it shall be essential that he cover all the sections individually.

(v) Questions from DL-3 should, as far as possible, be scenario-based or case study based from everyday life.

(vi) The Examiner / Paper Setter shall be restricted from plagiarism and copying the questions given at the end of the chapter in the text – book.

(vii) The Examiner / Paper Setter shall avoid framing the questions, which repetitively appear in the Board/University/Institute and Commission's examinations.

(viii) The Examiner / Paper Setter shall be expected to demonstrate creativity in drafting questions. Fundamental concept is not to place candidates in an extraordinarily difficult situation, but to assess their level of conceptual understanding of the subject.

(ix) In case of objective type questions (MCQ/BCQ), the Examiner / Paper Setter shall clearly mention the 'Key' and the 'Distractors' and in case of 'Fill-in the-Blanks, the 'Key' shall be prescribed. Bloom's Taxonomy shall have to be adhered to even in the case of objective type questions.

(x) In the case of Essay/Paragraph, the Examiner / Paper Setter shall set the topic in such a way that the analytical and well-rounded academic exposure and abilities of the candidates may be assessed. The Commission prescribes no range of topics but it shall be desirable that the Examiner / Paper Setter restricts himself to the topics, which are being currently debated, or of some socio-economic/technological/environmental/historical/ religious/ legal and constitutional relevance to our society/field.

(2) The Commission shall continually review and update the Question Bank. A committee in this regard shall be notified with the approval of the Chairperson. The Commission shall continually search for Examiners / Paper Setters and add more and more number of experts in each area or subject of the examination/test. The objective would be to establish a robust Question Bank in each subject, and for each examination.

(3) The Examiner / Paper Setter shall be given honorarium for each paper whether objective type or requiring descriptive answer. The Chairperson will approve the honorarium as per Government Policy.

PART-III- ASSESSMENT

70. **(A) Assessment. (**1) After conduct of objective/subjective test/written exam, the following activities shall be carried out by the secret section of Examination Branch under the supervision of concerned Assistant Controller of Exams/Deputy

Controller of Exams/Additional Controller of exams by engaging reliable, dedicated, skilled and experienced officials.

(2) To ensure transparency, in case of objective / MCQs, test, the Answer key shall be uploaded on the Commission's web portal for self-assessment by the candidates. The Examination Branch of Commission will examine center-wise attendance sheets, abstract proforma and compare the abstract proforma with the Answer sheets whether they are in conformity with each other after the test is held. However, if a candidate realizes that he has inadvertently wrongly mentioned his roll number or forgot to write the paper type (A,B,C,D) on his answer sheet which requires rectification on the part of Examination Branch, he/she may request for rectification of the same. A special committee constituted by the Chairperson in this regard would examine the contents of the application and if it stands on merit then necessary rectification would be made in the record.

(3) The assessment of MCQ / Objective test will be conducted through OMR Machines under the supervision of Controller of Examinations.

(B) Written Examination/Subjective: (1) The Examination Branch will scrutinize the answer copies by matching them with attendance sheets and abstract proforma, center-wise, apply secret codes on the answer copies, detachable roll number/ name slips and supplementary copies in a high confidential and secured manner. Moreover, the detachable roll number/name slips shall be kept in safe custody by the Controller of Examinations for maintaining utmost confidentiality and secrecy.

(2) It shall be ensured that all blank pages/portions of answer copies are crossed in order to ensure any insertion thereafter.

(3) The Chairperson will approve the examiners/assessors for different subjects from the panels (not less than three names for each particular subject) submitted by the Controller of Examinations/Addl. CE for evaluation of the answer copies.

(4) All answer copies shall be packed/sealed in packets along with award list, covering letter, and certain SOPs/General Instructions for dispatching them either by hand or through a courier service, whichever is convenient, without compromising the safety and security of the said material.

(5) After completion of the assessment process, the answer copies along with award list shall be retrieved from the examiners.

[1][(i) Upon receipt of the answer copies alongwith appointment letter and guidelines, the Assessor shall, without any unwarranted delay, start assessing the papers ensuring highest standards of objectivity and fairness, and complete the exercise as soon as possible. Upon completion of assessment, he shall forthwith intimate the Controller or Additional Controller, as the case may be, of the completion of assessment, requiring him to retrieve the answer copies.

(ii) If for any cogent reason, either prior to commencement of assessment or during the course of it, the Assessor feels that he shall not be able to carry out or complete the assessment, he shall forthwith intimate the Controller or Additional Controller, as the case may be, of his intent to return the answer copies.

[1]In Regulation 70 (B), Sub-Regulation (5), inserted by Office Order No. PSC/ADMN./2023/1173 dt 23.11.2023, published in Sindh Govt. Gaz., Pt-I, dt November 28, 2023.

(iii) The Controller or Additional Controller, as the case may be, shall, upon receipt of the communication by the Assessor as per (ii) above, move the case to the Chairperson for cancellation of the appointment of previous Assessor and appointment of new Assessor from amongst a panel of three, two of whom shall be from the previous panel, and proceed further as per (4) above. However, while issuing guidelines to the second Assessor, it shall be additionally mentioned that he shall assess all the copies whether previously assessed or not, and that the assessment of the previous Assessor shall not be binding on the new Assessor, nor shall he be influenced by the previous assessment.

(iv) As soon as the intimation is received by the Controller or Additional Controller, of completion of assessment, he shall immediately retrieve the assessed answer copies along with award list maintaining the highest standards of confidentiality and inaccessibility to any unauthorized person.]

(6) After retrieval of answer copies, the Examination Branch under the strict supervision of Controller of Examinations would ensure that the marks awarded by the examiners are properly computed, however, if there is any error or omission on the part of the examiner then the Controller of Examination will submit the factual position in writing to the Chairperson, SPSC for his approval to dispatch the requisite answer copy/copies to the concerned examiners for modification. However, dispatch of said Answer copies and their retrieval shall be ensured in a transparent manner and necessary entries should be recorded in inward/outward registers to be properly maintained by the Examination Branch. Furthermore, a certificate in this regard shall also be obtained from the concerned examiner regarding said modification.

(7) The Examination Branch shall compile, tabulate and prepare the Marks Sheets (Roll Number/subject wise) and shall place the draft result/Press Release before Chairperson, for his final approval and thereafter its hosting on Commission's web portal. After announcement of the result, the Controller of Examination will issue mark sheets of the unsuccessful candidates to be hosted on Commission's web portal.

[1][**(C) IMPORTANT NOTE:**

a. Answer copies/scripts/OMR sheets/digital data of answers [2][/ mark sheets/consolidated results and other such material relating to assessment] are highly confidential documents and therefore, shall neither be permitted to be seen by the candidate no his/her representative [2][nor shall any citizen of Pakistan or any Institution/Commission/Authority/Agency/Forum/Department shall be authorized to examine or analyze such confidential records.]

[3][aa. No Citizen of Pakistan or any Institution/Commission/Authority/Agency/Forum/Department shall be provided information relating to the paper setter or assessor.]

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[1]In Regulation 70, Sub-Section (C), inserted vide Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024 the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

[2]In Regulation 70, Sub-Section (C), inserted vide Office Order No. PSC/ADMN./2025/475 dt 27.03.2025

[3]In Regulation 70, Sub-Section (C), inserted vide Office Order No. PSC/ADMN./2025/475 dt 27.03.2025

b. On the written request of the candidate, the Controller shall, however, verify whether there has been any error or omission in marking any answer or counting or totaling of the marks. In case any error is found, the benefit shall be given to the candidate, candidate shall be intimated of such error or omission and of his / her final score after rectification.

c. The request of any candidate or his/her representative for re-assessment of the answers shall, I no case be entertained.

d. All communications in this regard shall be addressed to the Secretary, Sindh Public Service Commission. Final decision in all matters as aforesaid shall be taken by the Chairperson, SPSC.]

71. [1][…..]

PART-IV- WRITTEN EXAMINATION

72. **Scope and nature of written examination.** The nature of Written Examinations conducted by Commission shall be full-fledged competitive examinations comprising of descriptive/objective type questions. The scope of such examinations shall comprise of two/three Parts with several questions in each Part, as will be specified later in this Section.

73. **Posts for written examination.** The following shall be the posts for which the written examination shall be held: -

(a) **Combined Competitive Examinations (CCE) for Executive and other Cadres (BPS-17) of the Province:**

(a) Assistant Commissioner (Executive – PCS)

(b) Section Officer (PSS)

(c) Provincial Management Service (Subject to Honorable Supreme Court decision and PMS would merge both cadres at S. No. 1 and 2 above)

(d) Deputy Superintendent of Police

(e) Deputy Superintendent (Prisons)

(f) Assistant Director (Executive), Enquiries & Anticorruption Establishment

(g) Assistant Director, Local Government Department

(h) Assistant Director, Narcotics Control (as per requisition with scales)

(i) Excise & Taxation Officer

(j) Assistant Registrar, Cooperative Societies

(k) Assistant Director, Labour

(l) Labour Officer, Labour

(m) District Food Controller/Storage and Enforcement Officer

(n) Additional District Food Controller

(o) Mukhtiarkar (BOR)

[1]Regulation 71 deleted vide Office Order No. PSC/ADMN./2025/813 dt 18.06.2025, the Sindh Govt. Gaz, Pt-I dt October 27, 2025.

(p) Any other post(s) in connection with affairs of Province of Sindh which the Government may prescribe

(b) **Competitive Examination (CE) for Engineering Cadre (BPS-17):**

Assistant Engineer Civil/Mechanical/Electrical/Electronics/ Chemical (or any other discipline requested by the Government) in BPS-17 in various Departments of Government of Sindh subject to receiving of requisition.

(c) **Competitive Examination (CE) for Forestry Courses:**

(a) Selection of Stipendiary Candidates for M. Sc. Forestry Course for recruitment to the post of Sub-Divisional Forest Officer in BPS-17 in Forest Department, Sindh.

(b) Selection of Stipendiary Candidates for B. Sc. Forestry Course for recruitment to the post of Range Forest Officer in BPS-16 in Forest Department, Sindh.

74. **Screening Test.** [1][(1) All the candidates who have applied for the Combined Competitive Examination (CCE) shall mandatorily appear in the Screening Test to be administered for the purpose of preliminary selection for the written examination to be conducted subsequently.

(2) The following shall be criteria for the Screening Test:

i. The test shall consist of 200 multiple choice questions. Each question shall carry one mark. There shall be no negative marking.
ii. Total time allowed for the test shall be 200 minutes (Three hours & 20 minutes).
iii. Qualifying threshold for the test shall be [2][40 percent marks (80 marks).]
iv. The test shall be administered through Optical Mark Recognition (OMR) technology or shall employ Computer-based Testing or any other technological means in vogue and available in the Commission.
v. The answer keys will be uploaded as soon as possible on the Commission's web portal. The result shall be announced within a short span of time.
vi. Appearance in the screening test shall not be counted towards the number of attempts for CCE prescribed in Regulation 77 even when a candidate, after passing the screening test, does not appear in the subsequent written examination.
vii. Score of Screening Test shall be valid only for the same year's CCE and shall not be counted towards overall marks determining final merit position.

(3) The candidate who does not appear in the screening test for any reason whatsoever, shall be disqualified for further process of the Combined Competitive Examinations for Executive and other cadres (BS–17).]

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[1]Regulation 74, substituted by Office Order No. PSC/ADMN./2024/1689 dt 18.12.2024, the Sindh Govt. Gaz, Pt-I dt January 21, 2025.
[2]In Regulation 74, substituted by Office Order no. PSC/ADMN/2026/1402 dt 13.07.2026, the Sindh Govt. Gaz, Pt-I dt August 06, 2026.

75. **Mode of written examinations.** The CCE and CE will be descriptive examinations to be conducted in accordance with the prescribed syllabi. However, an examiner has the option to include certain MCQs, which in no case shall form the major part of any paper.

76. **Standards of written examination.** Standards of various Written Examinations conducted by Commission, laid down in preceding regulations of this Part are to be equivalent to standards prescribed for following levels of degree/board examinations: -

(a)	CCE	-	Degree (Graduate)
(b)	CE (Engineering Cadre)	-	Degree (Graduate)
(c)	CE for M. Sc. Forestry	-	Degree (Graduate)
(d)	CE for B. Sc. Forestry	-	Intermediate (XII).

77. **Number of attempts allowed.** All candidates (private or in-service) appearing in Combined Competitive Examinations to be held by the Commission shall be allowed to avail three (03) attempts only, subject to their age limits as prescribed under law, for time being in force.

78. **Announcement of examination schedule.** In order to allow sufficient notice to candidates for preparatory studies, Controller of Examination, shall announce the schedule of examinations along with its mode and type, dates and centre(s) by hosting the information on Commission's official web portal.

79. **Admittance to written examination.** A candidate may only be admitted for written examination if prima-facie he/she is eligible; [1][has obtained at least the passing score in the screening test as set forth in Regulation 74;] has in his/her possession a valid Admission Letter issued by the Commission; and is in possession of his/her original CNIC (copy of CNIC in any form NOT allowed nor will be accepted).

PART-V -STRUCTURE OF CCE

80. **Procedure, requirement and syllabus for admission to Combined Competitive Examination.** (1) Both male and female citizens of Pakistan unless deemed otherwise by the Recruitment Rules, who possess a Domicile and Permanent Residence Certificate (PRC) (Form-D) in Sindh are eligible.

(2) The Examination may be held at Karachi, Hyderabad, Sukkur, and Larkano. The Commission may at its sole discretion, add any other center, if required. However, the Commission reserves the right to finally decide the place where the candidate would be examined or interviewed. The Commission as per its rules/policy will announce exact date of the Examination.

(3) Only online Applications duly filled in by the candidates shall be accepted.

(4) The candidate must upload latest Passport size photo with white background facing camera directly with both eyes open and full face in view on his/her online application form.

(5) (i) A fee of Rs.1,000/- only must be deposited on or before the closing date in the Government Treasury or in Branch of State/National Bank of Pakistan or in a State Treasury authorized by Govt. of Sindh to transact the business on its behalf.

[1]In Regulation 79, phrase inserted vide Office Order No. PSC/ADMN./2024/1689 dt 18.12.2024, the Sindh Govt. Gaz, Pt-I dt January 21, 2025.

Moreover, mode of payment of fee through an online mechanism is being processed which would be implemented in due course of time.

(ii) The following information shall be mentioned on the fee challan:

(a) Name of the Candidate

(b) Name of Examination

(c) Head of Account "C02101-Organ of State-Exam Fee (SPSC receipt)" should be clearly mentioned. A copy of Original Challan should be retained by the candidate and shall be produced during the process of Examination. The application form may be rejected if the name of the candidate, or examination applied for or the Head of account is not or incorrectly mentioned.

(iii) No claim for refund of Examination Fee shall be entertained in any circumstances, neither shall be held in reserve, nor it shall be substituted for any other Examination/selection.

(6) (a) No person shall be admitted to the Examination unless he/she –

(i) is a Graduate from a recognized University;

(ii) is not less than twenty-one (21) years and not more than thirty (30) years on 1st of September of the advertisement year;

[1][….]

(c) In case of candidates who are serving in connection with the affairs of the Federation and are domiciled in Sindh and persons serving in connection with the affairs of the province of Sindh with a continuous service of at least four (04) years on 1st September of the advertisement year, the upper age limit shall be 35 years.

NOTE: Employees of autonomous / semi-autonomous bodies/ local Bodies etc. are not eligible for this Concession.[2][Similarly, the employees appointed on contract or ad hoc basis or appointed as project employees or contingent paid staff or work charge employees shall also not be eligible for this concession.]

(7) The candidate must be in possession of the following documents, which may be required during the examination process: -

(i) A certificate from the university that the candidate has passed the Degree examination.

(ii) Certificate from the controller of examination of the university showing the exact date of the announcement of the result.

(iii) Matriculation or secondary school certificate issued by the concerned Board showing the date of birth.

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[1]In Regulation 80, clause (6) para b deleted vide Office Order no. PSC/ADMN/2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Pt-I dt August 18, 2026.

[2]In Regulation 80, clause 6, at the end of the Note inserted vide Office Order No. PSC/ADMN/2026/1578 dt 12.08.2026, the Sindh Govt. Gaz, Pt-I dt August 18, 2026.

(iv) Domicile certificate from the concerned authority of the district to which the candidate belongs.

(v) Permanent Residence Certificate (Form-D) of the candidate.

(vi) A character certificate from a Gazetted Officer/Notary Public/Oath Commissioner in case the candidate is not a Government servant.

(vii) In the case of Government servants who fall in category (c) above, a certificate from the Head of the department or office showing that he/she has at least four (04) years continuous government service at his/ her credit on 1st September of the advertisement year.

(8) The candidate should carefully read the list of all compulsory and optional subjects mentioned in the electronic application. Options/fields (e.g. domicile, age, qualification, examination center, optional subjects and preference of posts etc.) once exercised shall not be changed after the closing date of the advertisement.

(9) All documents mentioned in sub-regulation (7) above (in original) must be produced before the interview, failing which the candidate shall neither be examined nor any other time/date shall be given except under genuine circumstances the Chairman of the Interview Committee may grant reasonable time for submission of the same however, not later than the last date of the interviews.

(10) A candidate who knowingly furnishes any particulars which are false or suppresses material information or deliberately submits forged certificates or tampers with the material in his/her age or educational certificates, shall stand disqualified from the process of the said examination and or subsequent selection(s)/examinations to be conducted by the Commission and shall be recommended to be debarred from further employment with the Government.

(11) A candidate who makes false accusations or insinuations against rival candidate(s) may be disqualified.

(12) A candidate shall not be admitted to the examination hall in case he/she does not bring in the original CNIC/NICOP/valid Passport and the admission slip.

(13) The candidate must reach the Examination center at least thirty (30) minutes before the commencement of the Examination.

(14) No candidate shall be in possession of any hand written material, book(s), or any annotations(s) or any article(s) other than that is specified in the General Instructions/ specially authorized in the examination hall. Possession of mobile phone and other electronic gadgets with built-in programs or any other source of communication through networking shall be strictly prohibited. No candidate will be permitted to bring such equipment/gadgets/materials in the examination hall.

81. **Syllabus and standard for the Combined Competitive Examination.** The syllabus and standard for the Combined Competitive Examination is as under:-

(a) The written examination shall include compulsory and optional subjects.

(b) Every candidate shall be required to attempt all compulsory subjects (600 Marks) and select from the list of optional subjects (400 Marks),

subject to the condition that, not more than one subject shall be taken from each group.

(c) A candidate shall answer the papers in English unless otherwise directed.

(d) The details of marks shall be as under:

(i)	Compulsory Subjects	600 Marks
(ii)	Optional Subjects	400 Marks
(iii)	Interview	[1][300] Marks

IMPORTANT NOTE:

(a) Answer copies/scripts of all the subjects of the examination are the secret/highly confidential documents and, therefore, shall neither be permitted to be seen by the candidates nor their representatives.

(b) On the request of the applicant/candidate in writing regarding re-counting of his/her total score in a particular subject, the examination branch may verify it and apprise the applicant accordingly.

(c) Request by the applicant/candidate for re-assessment of his/her answer copy shall be not be entertained.

(d) Canvassing in any form shall result in disqualification of the applicant/candidate.

(e) All communications pertaining to above shall be addressed to Secretary, Sindh Public Service Commission, Thandi Sarak, Hyderabad.

A: COMPULSORY SUBJECT (600 MARKS)

Code No.	Subject	Marks
01	English Essay	100
02	English (Precis and Composition)	100
03	General Paper in Sindhi OR General Paper in Urdu	100
04	Current Affairs & Pakistan Affairs	100
05	General Science and Ability	100
06	Islamic Studies OR Comparative Study or Major Religions (For Non-Muslims)	100
	TOTAL	**600**

[1]In Regulation 81, modified by Office Order No. PSC/ADMN./2024/1689 dt 18.12.2024, the Sindh Govt. Gaz, Pt-I dt January 21, 2025.

B: OPTIONAL SUBJECT (400 MARKS)

Note: Candidates are required to opt subject of 400 marks from the following Groups, not more than 01(one) subject from each group shall be taken.

Group-I (to select one subject of 200 marks only)

Code No.	Subject	Marks
07	Accountancy & Auditing	200
08	Economics	200
09	Computer Science	200
10	Political Science	200
11	International Relations	200

Group-II (to select one subject of 100 marks only)

Code No.	Subject	Marks
12	Physics	100
13	Chemistry	100
14	Applied Mathematics	100
15	Pure Mathematics	100
16	Statistics	100
17	Geology	100

Group-III (to select one subject of 100 marks only)

Code No.	Subject	Marks
18	Business Administration	100
19	Public Administration	100
20	Governance & Public Politics	100
21	Town Planning & Urban Management	100

Group-IV (to select one subject of 100 marks only)

Code No.	Subject	Marks
22	History of Pakistan & India	100
23	Islamic History & Culture	100
24	European History	100
25	History of USA	100

Group-V (to select one subject of 100 marks only)

Code No.	Subject	Marks
26	Gender Studies	100
27	Environmental Science	100
28	Agriculture & Forestry	100
29	Botany	100
30	Zoology	100
31	English Literature	100
32	Urdu Literature	100
33	Sindhi Literature	100

Group-VI (to select one subject of 100 marks only)

Code No.	Subject	Marks
34	Law	100
35	Constitutional Law	100
36	International Law	100
37	Mercantile Law	100
38	Muslim Law & Jurisprudence	100
39	Criminology	100
40	Philosophy	100

Group-VII (to select one subject of 100 marks only)

Code No.	Subject	Marks
41	Journalism & Mass Communication	100
42	Psychology	100
43	Geography	100
44	Sociology	100
45	Anthropology	100

NOTE:

1. The Question papers in Urdu and Sindhi should be answered in the respective language.
2. In Group-I, a candidate has to select one subject carrying 200 marks (Paper I and II, 100 marks each).
3. The duration of each paper shall be three hours.
4. Non-Muslim candidates may either opt for Islamic Studies OR Comparative Study of major religions as may suit them.
5. Candidates are required to opt either General Paper in Sindhi or Urdu.
6. Names of candidates who qualify shall be arranged in order of merit according to the aggregate marks obtained in the examination.
7. In the event-of a tie, the order of merit shall be determined in accordance with the highest marks secured in the Interview. Should the marks in the interview of the candidates be equal then the order of merit shall be decided in accordance with the highest marks obtained by such candidates in the aggregate of the compulsory subjects.
8. No candidate shall be summoned for Interview unless he/she obtains at least thirty-three percent (33%) marks in each individual written paper and fifty percent (50%) marks in the aggregate of the written portion of the overall examination. No candidate shall be considered to have qualified in the examination unless he/she also obtains at least thirty three percent [1][(33%)] marks in the interview and failure in or absence from interview shall mean that the candidate has failed to qualify for appointment and his/her name will not be included in the merit list.
9. There is no provision of granting grace marks to the candidate under any circumstance.

[1]In Regulation 81, modified by Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024, the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

82. **Structure of CE for Assistant Executive Engineers and Assistant Engineers Civil/Mechanical/Electrical/Chemical (BS-17), (any other discipline to be specified by the Government).** Competitive Examination for Assistant Executive Engineers and Assistant Engineers Civil/Mechanical/Electrical/Chemical (BS-17), (any other discipline to be specified by the Government in Departments is structured in Three Parts. Breakdown of subjects and Maximum Marks for each subject are tabulated below:

a. **SYLLABUS FOR COMPETITIVE EXAMINATION OF ASSISTANT ENGINEER (CIVIL) BPS-17 VARIOUS DEPARTMENTS GOVERNMENT OF SINDH**

PART-I-A
COMPULSORY (GENERAL) (TOTAL MARKS 300)

1.	English (Including Essay and Precis)	100 Marks
2.	General Knowledge and Current Affairs	100 Marks
3.	Pakistan Studies & Islamiat/Ethics	100 Marks

PART-I-B
COMPULSORY (PROFESSIONAL) (TOTAL MARKS 200)

IRRIGATION DEPARTMENT

1.	Irrigation & Drainage	100 Marks
2.	Design of Hydraulic Structure	100 Marks

WORKS & SERVICES DEPARTMENT, SPORTS AND YOUTH AFFAIRS DEPARTMENT, EDUCATION WORKS IN SCHOOL EDUCATION & LITERACY DEPARTMENT

1.	Building Construction Technique	100 Marks
2.	Road and Building Engineering	100 Marks

PUBLIC HEALTH ENGINEERING & RURAL DEVELOPMENT DEPARTMENT, LOCAL GOVERNMENT DEPARTMENT)

1.	Hydraulic & Fluid Mechanics	100 Marks
2.	Water supply and sanitary Engineering	100 Marks

PART-II
OPTIONAL (TOTAL MARKS 300)

Three (03) subjects are to be selected from the following Seven (07) Optional Subjects. All optional subjects carry equal marks.

1.	Surveying	100 Marks
2.	Theory of Structures and Strength of Materials	100 Marks
3.	Concrete Technology and Structure Design	100 Marks
4.	Soil Mechanic and Foundation Engineering	100 Marks
5.	Applied Mathematics	100 Marks
6.	Theory of Structure and Steel Structures	100 Marks
7.	Sanitary Engineering and Water Supply in Combination (Only for Irrigation,	100 Marks

Education Works, Works & Services
and Sports & Youth Affairs Departments)

PART-III
COMPULSORY (TOTAL MARKS 200)

VIVA-VOCE	200 Marks

Note: Pass percentage in	(1) Each Individual Paper	33%
	(2) Aggregate	40%
	(3) Viva Voce	30%

b. **POST OF ASSISTANT ENGINEER/ ASSISTANT EXECUTIVE ENGINEER (MECHANICAL) BPS-17 IN ANY DEPARTMENT, GOVERNMENT OF SINDH**

PART-I-A
COMPULSORY (GENERAL) (TOTAL MARKS 300)

1.	English (Including Essay and Precis)	100 Marks
2.	General Knowledge and Current Affairs	100 Marks
3.	Pakistan Studies & Islamiat/Ethics	100 Marks

PART-I-B
COMPULSORY (PROFESSIONAL) (TOTAL MARKS 200)

1.	Workshop Technology and Machine Tools, Gauges and Meters	100 Marks
2.	Theory of Machines Heat Engines	100 Marks

PART-II
OPTIONAL (TOTAL MARKS 300)

Three (03) subjects are to be selected from the following Five (05) Optional subjects. All optional subjects carry equal marks.

1.	Applied Mathematics	100 Marks
2.	Theory of Structures and Strength of Materials	100 Marks
3.	Elementary Principles of Electricity	100 Marks
4.	Fluid Mechanics	100 Marks
5.	Thermo Dynamics	100 Marks

PART-III
COMPULSORY (TOTAL MARKS 200)

VIVA-VOCE	200 Marks

Note: Pass percentage in	(1) Each Individual Paper……	33%
	(2) Aggregate……...	40%
	(3) Viva Voce……..	30%

c. **POST OF ASSISTANT ENGINEER/ASSISTANT EXECUTIVE ENGINEER (CHEMICAL) BPS-17 IN ANY DEPARTMENT,**

PART-I-A
COMPULSORY (GENERAL) (TOTAL MARKS 300)

1. English (Including Essay and Precis)	100 Marks
2. General Knowledge and Current Affairs	100 Marks
3. Pakistan Studies & Islamiat/Ethics	100 Marks

PART-I-B
COMPULSORY (PROFESSIONAL) (TOTAL MARKS 200)

1. Simultaneous Heat & Mass Transfer	100 Marks
2. Chemical Engineering Kinetics	100 Marks

PART-II
OPTIONAL (TOTAL MARKS 300)

Three (03) subjects are to be selected from the following Seven (07) Optional subjects. All optional subjects carry equal marks.

1. Chemical Engineering Fluid Mechanics	100 Marks
2. Chemical Process Technology	100 Marks
3. Mass Transfer Operations	100 Marks
4. Chemical Process Design	100 Marks
5. Fuels & Energy	100 Marks
6. Food & Biochemical Engineering	100 Marks
7. Pollution Control & Engineering	100 Marks

PART-III
COMPULSORY (TOTAL MARKS 200)

VIVA-VOCE	200 Marks

Note: Pass percentage in	(1) Each Individual Paper	33%
	(2) Aggregate	40%
	(3) Viva Voce	30%

d. **POST OF ASSISTANT ENGINEER (ELECTRICAL) BPS-17 IN ANY DEPARTMENT, GOVERNMENT OF SINDH**

PART-I-A
COMPULSORY (GENERAL) (TOTAL MARKS 300)

1. English (Including Essay and Precis)	100 Marks
2. General Knowledge and Current Affairs	100 Marks
3. Pakistan Studies & Islamiat/Ethics	100 Marks

PART-I-B
COMPULSORY (PROFESSIONAL) (TOTAL MARKS 200)

1. Electrical Technology	100 Marks
2. Elements of Power System	100 Marks

PART-II
OPTIONAL (TOTAL MARKS 300)

Three (03) subjects are to be selected from the following Five (05) Optional subjects. All optional subjects carry equal marks.

1.	Electrical Machines	100 Marks
2.	Electrical Power Generation System	100 Marks
3.	Electrical Power Transmission	100 Marks
4.	Solid State Devices	100 Marks
5.	Power System Protection	100 Marks

PART-III
COMPULSORY (TOTAL MARKS 200)

VIVA-VOCE 200 Marks

Note: Pass percentage in	(1) Each Individual Paper	33%
	(2) Aggregate	40%
	(3) Viva Voce	30%

e. **POST OF ASSISTANT ENGINEER BPS-17 (ELECTRICAL/ ELECTRONICS) IN ANY DEPARTMENT, GOVERNMENT OF SINDH**

PART-I-A
COMPULSORY (GENERAL) (TOTAL MARKS 300)

1.	English (Including Essay and Precis)	100 Marks
2.	General Knowledge and Current Affairs	100 Marks
3.	Pakistan Studies & Islamiat/Ethics	100 Marks

PART-I-B
COMPULSORY (PROFESSIONAL) (TOTAL MARKS 200)

1.	Electrical Technology	100 Marks
2.	Elements of Power System	100 Marks

PART-II
OPTIONAL (TOTAL MARKS 300)

Three (03) subjects are to be selected from the following Five (05) Optional subjects. All optional subjects carry equal marks.

1.	Electrical Machines	100 Marks
2.	Electrical Power Generation System	100 Marks
3.	Electrical power Transmission	100 Marks
4.	Solid State devices	100 Marks
5.	Power System Protection	100 Marks
6.	Electronic Circuits and System	100 Marks
7.	Signal Processing	100 Marks
8.	Control System	100 Marks
9.	Digital Logic Design	100 Marks

PART-III
COMPULSORY (TOTAL MARKS 200)

VIVA-VOCE 200 Marks

Note: Pass percentage in	(1) Each Individual Paper	33%
	(2) Aggregate	40%
	(3) Viva Voce	30%

83. **Syllabus for stipendiary candidates for M.Sc. (Forestry) and B.Sc. (Forestry) courses, for initial appointment as Sub-Divisional Forest Officer (BPS-17) and Range Forest Officer (BPS-16).** (1) The examination shall include compulsory and optional subjects and every candidate shall take all compulsory subjects and any two from the optional subjects; provided that from amongst the Optional Subjects at Sr. No.1 and 2, only one will be permitted to be offered.

(2) A candidate shall answer the paper in English unless otherwise directed.

(3) The compulsory and optional subjects and the maximum marks fixed for the subject shall be as shown in the statement below:

(a) **SYLLABUS FOR M.SC (FORESTRY)**

i. **COMPULSORY SUBJECTS**

1.	English (including Essay & Precis Writing) Degree Standard	100 Marks
2.	General Knowledge Degree Standard	100 Marks
3.	Viva-Voce	200 Marks

ii. **OPTIONAL SUBJECTS**

1.	Applied Mathematics	200 Marks
2.	Pure Mathematics	200 Marks
3.	Botany	200 Marks
4.	Chemistry	200 Marks
5.	Geology and Physiography	200 Marks
6.	Physics	200 Marks
7.	Zoology	200 Marks
8.	Agriculture	200 Marks
9.	Agriculture Botany & Plant Pathology	200 Marks
10.	Horticulture	200 Marks
11.	Agriculture Chemistry	200 Marks
12.	Agriculture Zoology and Entomology	200 Marks
13.	Forestry	200 Marks

NOTE:

1. Standards will be same as for Degree Examination. The Commission will fix the exact percentage of qualifying marks after the examination.
2. Failure in or absence from Viva-Voce would mean that candidate has failed to qualify and his name will not be included in the merit list.
3. All the papers shall be of three hours duration.
4. If a candidate's handwriting is not easily legible, a deduction may be made on this account from the total marks secured by him.
5. Credit will be given for proper English including orderly, effective and exact expression combined with due economy of words, in all the subjects of the examination except English (including Essay and Precis writing).
6. Name of candidates who qualify shall be arranged in order of merit according to the aggregate marks obtained in the Examination; provided that in the event of tie, the order of merit shall be determined in accordance with the higher marks secured in the Viva-Voce. Should the marks secured in the Viva-Voce of the candidates be equal, then the order of the merit shall be determined in

accordance with the highest marks obtained by such candidates in the aggregate of the compulsory Subjects.

TERMS AND CONDITIONS:

(i) The candidates finally selected will be required to produce a Surety Bond in the sum of Rs.25,000/- (Rupees Twenty Five Thousand) only and execute agreement through the Chief Conservator of Forests Sindh agreeing to serve the Government of Sindh for a minimum period of five years after successful completion of the course and to pay all costs incurred on their training in the event of either their failure to pass the M.Sc: Forestry Course OR their expulsion from the Pakistan Forest Institute on account of misconduct. This requirement of furnishing surety should be completed by the successful candidates before they are sent to Pakistan Forest Institute, Peshawar for Training in the above course.

(ii) The selected candidate will be given one month's practical field training (at their own cost including travelling expenses) before joining Pakistan Forest Institute, Peshawar.

(iii) The selected candidates will have to undergo medical examination to be conducted by the competent authority and furnish physical fitness certificate to the Chief Conservator of Forests Sindh, Hyderabad.

(iv) They shall be Government stipendiary students during the training period of two years at the Pakistan Forest Institute, Peshawar and will receive monthly stipend at the rate of Rs.500/- P.M. OR as fixed by the Government of Sindh from time to time.

(v) On completion of training, the successful candidates will be appointed as Sub-Divisional Forest Officer against the temporary posts of Sub-Division Forest Officer in BPS BPS-17.

(vi) If the candidate fails to pass the said examination viz. M.Sc. in Forestry or upon resignation from service OR is removed from service prior to the completion of five years terms (excluding the training period at Pakistan Forest Institute Peshawar), the amount spent on their training will be recoverable from the sureties furnished by them.

b. **SYLLABUS FOR B.SC FORESTRY**

i. **COMPULSORY SUBJECTS**

1. English (Including Essay and precis writing)	100 Marks
2. General Knowledge	100 Marks
3. Viva- Voce	200 Marks

ii. **OPTIONAL SUBJECTS**

1. Mathematics	200 Marks
2. Physics	200 Marks
3. Chemistry	200 Marks
4. Biology	200 Marks
5. Agriculture	200 Marks

NOTE:

1. Standard will be the same as for intermediate (Class XII) Examination exact percentage of qualifying marks would be fixed by the Commission after the Examination.

2. Failure or absence from Viva–Voce would mean that the candidate has failed to qualify and his name will not be included in the merit list.

3. All the papers shall be of Three Hours duration.

4. If a candidate's handwriting is not easily legible, a deduction may be made on this account from the total marks secured by him/her.

5. Credit will be given for proper English including orderly effective and exact expression combined with due economy of words, in all the subjects of the examination except the subjects which are specially devoted to English.

6. Name of candidates who qualify shall be arranged in order of merit according to the aggregate marks obtained in the Examination; provided that in the event of tie, the order of merit shall be determined in accordance with the higher marks secured in the Viva-Voce, should the marks secured in the Viva-Voce of the candidates are equal than the order of the merit shall be determined in accordance with the highest marks obtained by such candidates in the aggregate of the compulsory Subjects.

7. The selected candidates will be given one month's practical field training (at their own cost including traveling expenses) before joining Pakistan Forest Institute, Peshawar.

8. The selected candidate will have to undergo Medical Examination to be conducted by a Competent Authority and furnish physical fitness certificate to the Chief Conservator of Forest, Sindh, Hyderabad.

9. On completion of training, the successful candidates will be appointed as Forest Rangers in the Sindh Forest Department against the temporary posts of Forest Rangers in BPS-16.

84. **Interview.** Candidates will be called for interview only if they achieve the prescribed pass percentages in individual subjects as well as aggregate. Failure in or absence from appearance in interview would constitute failure in the examination and candidate's name would not be included in the Merit List irrespective of his/her results in written paper(s). The passing marks for the interview for the B.Sc. and M.Sc. Forestry shall be [1][33%].

85. **Credit/dis-credit to be awarded for legibility/illegibility.** Credit may be given to candidates for proper English language skills including orderly, effective and exact expression combined with the due economy of words, in all the subjects of the Written Examinations. Such award will not be restricted to English papers only. Likewise, if a candidate's handwriting is not easily legible, a deduction may be made on this account from the total marks secured by him/her.

[1]In Regulation 84, modified by Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024, the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

86. **Preparation of merit list – criteria.** Following criteria shall be adopted for preparation of Merit List at the end of Written Examinations (Both Combined Competitive and Competitive): -

(a) Names of candidates who qualify the Written Examination shall be arranged in the order of merit according to the Aggregate Marks they obtain.

(b) In case of a tie, the order of merit shall be determined in accordance with the marks secured in the Interview.

(c) Should the marks obtained by two or more candidates in Interview be the same, then the order of merit in their case will be decided in accordance with the highest marks secured by such candidates in the Aggregate of the Compulsory Subjects.

(d) If by application of above sub-regulations, two or more candidates are still found to have identical marks, the order of merit will be determined in accordance with the age (older to be ranked higher).

PART – VI WRITTEN TESTS

87. **Scope.** There are a number of posts in various Departments for which the relevant recruitment rules prescribe qualifying a certain specialized test. Apart from that, there are numerous posts in the Department, which require professional qualification and specialized skills – for instance, Medical Officer (General or Specialist), Veterinary Officer, Computer Programmer, Data Processing Officer, Subject Specialist, Lecturer, Information Officer, Deputy District Attorney, Deputy District Prosecutor, and many others. The Commission shall prescribe written tests for the candidates to be recruited against such posts. Upon receipt of the Department's requisition, the Chairperson, on the recommendation of the Controller of Examinations, shall decide the nature and mode of the test to be conducted for the candidates. Normally, these tests shall be based on objective type questions. The technology may vary between OMR-based test and CBT. Similarly, the number of papers and the number and nature (extent of Difficulty Level) of questions will vary as decided by the Chairperson.

[1][87-A.**Computer-Based Testing (CBT):** (i) The Computer-based Test shall be performed in a secured and controlled environment with tablets individually connected with the Question Bank (Item Bank) via intranet.

ii. The Question Bank, established under Regulation 68, shall comprise a robust collection of pre-validated multidisciplinary questions.

iii. The provisions of Regulation No. 69 shall, mutatis mutandis, apply to the setting of the questions for the question bank.

iv. Normally, the CBT shall be based on 50 questions, divided, as far as practicable, equally into three difficulty levels (DLs) and according to Bloom's Taxonomy (Knowledge, Comprehension, and Application levels).

[1]Regulation (87-A), inserted by Office Order No. PSC/ADMN./2025/813 dt 18.06.2025, the Sindh Govt. Gaz, Pt-I dt October 27, 2025.

v. The Chairperson will give a general guideline to the Controller of Examinations about the breakdown of the paper into General English/General Knowledge/Professional (Subject) questions etc if not already prescribed by the relevant Recruitment Rules for the post.

vi. The eligible candidates for a given post shall be divided into batches depending on the number of available tablets, where a batch would mean the candidates appearing in one time slot.

vii. The candidates will be noted with their slips containing QR Codes and their login credentials, in which the username will be their CNIC No. and the password will be their Roll No.

viii. Each batch of candidates shall receive unique set of questions generated dynamically and randomly from the question bank in real time from respective component as mentioned at (iv) and (v) above to ensure fairness across batches while preventing question leaks.

ix. With a view to forestall any chance of collusive practices, no two candidates in a batch shall receive the same sequence of questions, and no two batches shall generally receive the same questions.

x. The candidates shall adhere to the instructions given in advance to them for the CBT. The instructions for candidates will be displayed on the official website.

xi. The system shall maintain a log of all the questions assigned to each candidate including their respective component, difficulty level, key and distractors.

xii. In the event of system malfunction of a temporary nature, the CBT shall be paused, and shall resume from the same point onwards after rectification of the problem, the allowance of time being given to the candidate in the proportion of the time lost.

xiii. If the tablet or data cable or electrical connection of a candidate or a group of candidates malfunctions, he/they shall be provided with alternative arrangement without loss of progress. The Invigilator shall ensure his/their seclusion from other candidates during and after the test in case an alternate venue or placement is decided for such candidate(s).

xiv. In case of electricity outage or system failure for a longer duration, the test shall be re-scheduled with the approval of the Chairperson.

xv. The candidate finishes the test by pressing the “Finish” button, after which their responses shall be securely transmitted and stored for system evaluation.

xvi. The result shall be generated through automated scoring in order to ensure transparency, accuracy and fair play.

xvii. The result so generated by the system shall be authenticated by the Chief Information Officer and shall be un–editable unless otherwise permitted by the Chairperson under his login, and shall be system communicated to the Controller of Examinations who shall issue press release with the prior approval of the Chairperson.]

88. **Syllabus.** (i) **Screening Tests for CCE:** [1]**[**Syllabus in respect of Screening Test for CCE may comprise of the following subjects/areas:

- General English - Vocabulary, grammar, idioms, phrases, synonyms, Antonyms, fill - in the blanks, prepositions, analogies, comprehension etc with the weightage of 20%.

- General Knowledge and General Abilities with the weightage of 80% , which includes:
  - Pakistan Affairs
  - Current Affairs
  - Everyday Science
  - World Geography including celestial bodies
  - Basic Arithmetic SSC level, Algebra SSC level, Geometry SSC level, Analytical problem solving and Logical problem solving
  - Fundamentals of Digital Literacy and IT Skills
  - Islamic Studies or Comparative Study of Major Religions (For minority candidates)

Note (i): Syllabi for the subjects of Screening Test are as per existing Syllabus of Combined Competitive Examination (CCE) for Executive and other Cadres (BS-17) as notified by the Government of Sindh vide No PSC/EXAM: (C.S)/ 2019/317 dated 24.06.2019 and hosted by SPSC on its website.

Note (ii): Minority candidates may opt for either Islamic Studies or Comparative Study of Major Religions. But once an alternate is chosen, the candidate shall have to stick to that particular subject.

Note (iii): The syllabus for Fundamentals of Digital Literacy and IT Skills is separately given on the Commission's web portal.]

(ii) **Tests for General Posts:** Syllabus in respect of general tests may comprise of two portions viz. General Knowledge comprising a weightage of sixty percent (60%) which may include Pakistan Affairs, Current Affairs, Everyday Science, Technological Knowledge, and Islamiat. English with a weightage of forty percent (40%) which may include idioms, phrases, synonyms, antonyms, fill-in-the-blanks, prepositions, grammar, analogies etc.

(iii) **Tests for Professional Posts**: Syllabus in respect of professional tests may comprise of three portions viz. Professional knowledge comprising a weightage of sixty percent (60%), which may include Questions from their relevant fields. General Knowledge with a weightage of twenty percent (20%) which may include Pakistan Affairs, Current Affairs, Everyday Science, Technological Knowledge, and Islamiat. English with a weightage of twenty percent (20%) which may include idioms, phrases, synonyms, antonyms, fill-in-the-blanks, prepositions, grammar, analogies etc.

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[1]In Regulation 88, substituted by Office Order No. PSC/ADMN./2024/1689 dt 18.12.2024, the Sindh Govt. Gaz, Pt-I dt January 21, 2025.

89. **Schedule of the Test.** The CE or Addl. CE, as the case may be, shall issue the schedule of the test keeping in view the existing workload on the Commission and the number of eligible candidates with the approval of the Chairperson.

90. **Issuance of admission letters.** The IT Wing shall host downloadable Admission Letters to the eligible candidates provided to them by the concerned Examination Branch. Simultaneously, messages must be conveyed to the candidates through the available and widely used technological communication – as of the present, it is SMS messages. It is mandatory to give a margin of a minimum of one week to the candidates to provide them adequate chance to view the message and prepare for the test.

91. **Number of Candidates to be short-listed.** In case the number of candidates who have qualified the written test of the recruitment process [1][,] [2][as having obtained a minimum of 33% marks or more marks] is large enough and exceeding the following proportion, a merit list of such candidates shall be prepared according to the rural-urban, male/female, minority, differently abled persons and/or other quota so as to provide equitable chance to each category of candidates. After preparation of the merit list in descending order, the top candidates as per the following ratio are to be short-listed and called for the interview: -

(a) For 1 or 2 posts, 5 candidates for each post;

(b) For 3 to 10 posts, 4 candidates for each post;

(c) For 11 to 100 posts, 3.5 candidates for each post;

(d) For 101 to 300 posts, 3 candidates for each post; and

(e) For 301 or greater number of posts, 2.5 candidates for each post.

[1]**[NOTE:** The marks obtained by the last candidate short-listed for interview under each category/quota as aforesaid shall be called "Datum" for that particular post/examination.]

CHAPTER-VII
DEPARTMENTAL AND LANGUAGE EXAMINATIONS

92. **General.** In addition to Written Examinations (WE) and Written Tests (WT) for which regulations prescribed in the preceding Parts, the Commission may be called upon to conduct Departmental Examinations twice a year, normally in the months of May and November as enumerated below:

(1) Assistant Collector, Part I & II.

(2) Revenue Qualifying Examination (RQE).

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[1]In Regulation 91, inserted by Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024. , the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

[2]In Regulation 91, inserted by Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024. the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

(3) Subordinate Accounts Service (SAS) Part I & II, for Senior Auditors in Local Fund Audit Department.

(4) Subordinate Accounts Service for Treasury Accountants.

(5) Subordinate Accounts Service for Treasury Account Clerks.

(6) Deputy Superintendents of Police (Prisons).

(7) Assistant Superintendent of Police (Prisons).

(8) Forest officer; OR

(9) Any other Departmental Exam prescribed by Government from time to time.

93. **Schedule of examination**. If the Commission is required to conduct the examination, the schedule of such examinations shall be announced by the Commission specifying the date, time and centre(s) at least one (1) month before the commencement, twice a year.

94. **Examinees List.** The Commission shall prepare a list of prospective candidates recommended by the Department for different categories in accordance with Government of Sindh, SGA&CD Notification dated 01st February, 1978 in order to meet the provision of Sindh Civil Servants (Departmental Examinations) Rules, 1978. Details of the prospective Candidates is to be provided by the respective Departments: -

(1) Name of the candidate.

(2) Designation.

(3) Date of appointment in the present Grade.

(4) Manner of appointment.

(5) Date of expiry of probation, if any.

(6) Number of attempts already availed indicating the month and the year.

(7) Any other relevant information.

95. **Qualifying standard.** (1) A civil Servant shall be considered to have successfully passed an examination if he/she achieves a minimum score of forty percent (40%) for the Local Fund Audit Department, forty-five (45%) for all other Departments in each subject, and an overall aggregate score of fifty percent (50%).

(2) If a Government Servant attains a score of sixty percent (60%) or higher in any subject, he/she will be exempted from retaking that subject in subsequent examinations, with the condition that this exemption remains valid for a period of three years.

96. **Number of attempts.** (1) A civil servant is permitted three attempts to pass the examination without requiring special permission from the competent authority.

[1]In Regulation 91, inserted by Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024 the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

(2) No candidate is permitted to participate in the RQE examination beyond three attempts and those who failed to achieve an overall score of thirty-five (35%) for consecutive two years. This regulation applies to all candidates except those exempted within a particular group for the fourth attempt only with the orders of the Honorable Court in CP No. 1481/2020, as outlined in note 08-A, Section-E of Standing Order no.11 of the Board of Revenue, Sindh.

97. **Syllabus of various Departmental Examinations.** The following shall be the syllabus for various Departmental Examinations: -

a. **ASSISTANT COLLECTOR'S PART – I**

Paper – 1 (Registration Act.) (With Books)
Maximum Marks: 100 **Duration: 03 Hours**

i. Stamps Act.
ii. Court Fees Act.
iii. Transfer of Property Act (Sections 54 & 59 only)

Paper–2 (District Police Act, 1967) (With Books except District Police Act)
Maximum Marks: 100 **Duration: 03 Hours**

i. Criminal Tribes Act.
ii. Arms Act.
iii. Sindh Courts Criminal Circulars
iv. Arm Rules

Paper – 3 (District Municipal Act) (with Books)
Maximum Marks: 100 **Duration:03 Hours**

i. Local Boards Act.
ii. Irrigation Act.
iii. Abkari Act.
iv. Land Acquisition Act with Manual.

Paper – 4 (Land Revenue Code) (with Books except Commissioner in Sindh's Special Circulars)
Maximum Marks: 100 **Duration:03 Hours**

i. Land Revenue Rules.
ii. Forest Act.
iii. Commissioner in Sindh's Special Circulars.

b. **ASSISTANT COLLECTOR'S PART –II**

Paper – 1 (Financial Rules under Devolution Rules 37(e) & etc. (with Books)
Maximum Marks: 100 **Duration:03 Hours**

(a) Sindh Civil Service Rules Manual, Volume – I, Chapter I to V, XII (Part III to VIII) Relating to T.A. only XV and XVI.

(b) Sindh Civil Service Rules Manual Volume-II, Appendix XLIV –A only.

Paper – 2 (Constitution of Islamic Republic of Pakistan) (with Books)

Maximum Marks: 100 **Duration:03 Hours**

Constitution of Islamic Republic of Pakistan, 1973

Paper – 3 (Introduction to Pakistan Audit and Accounts 1940), (with Books)

Maximum Marks: 75 **Duration:03 Hours**

Introduction to Pakistan Audit and Accounts 1940, Chapters 1, 7, 8, 12, 13, 14, 16, 20, 24, 26 and 27.

Viva Voce
Maximum Marks: 75

Viva Voce in Revenue Accounts Manual (Village & Taluka Manual)

c. **REVENUE QUALIFYING DEPARTMENTAL EXAMINATION (REVENUE GROUP)**

Paper – 1 (The Sindh Land Revenue Act, 1967 ETC.) (without Books)

Maximum Marks: 100 **Duration:03 Hours**

(i) The Sindh Land Revenue Act, 1967 with Land Revenue Rules, 1968.
(ii) The Colonization of Government Lands Act, 1912 (section 1 to 31 excepting sections 13, 14 & 30).
(iii) The Sindh Tenancy Act, 1950 along with the paragraph-25 of the Land Reforms Regulations 1972.
(iv) The Sindh Board of Revenue Act, 1957.
(v) The Sindh Irrigation Act, 1879.
(vi) The Sindh Canal Rules 1980 made under the Sindh Irrigation Act.

Paper – 2 (The Sindh Local Govt. Ordinance 1979) / (Sindh Local Government Act 2013) (with Books)

Maximum Marks: 100 **Duration:03 Hours**

(i) The Sindh Local Government Ordinance, 1979 / Sindh Local Government Act 2013).
(ii) The Sindh Gothabad (Housing Scheme) 1987.
(iii) The Registration Act, 1908.
(iv) The Sindh City Survey Act, 1987 with City Survey Rules 1988.
(v) The Limitation Act, 1908.
(vi) The Sindh National Calamities (Prevention & Relief) Act 1958.
(vii) The Sindh Court of Wards Act, 1905.
(viii) The Court Fee Act.
(ix) The Stamp Act.

Paper – 3 (The Land Acquisition Act, 1894)
(Without Books)
Maximum Marks: 100 **Duration:03 Hours**

(i) The Land Acquisition Act, 1894 (as amended to-date)
(ii) The Sindh Rural Credit and Land Transfer Act 1947.
(iii) The Land Reforms Regulation 1972 (MLR-115) and the Land Reforms Act 1977.
(iv) The Mukhtiarkar's Court Act, 1906.
(v) The Zakat & Usher ordinance 1980 with assessments Rules 1994.
(vi) The Civil Procedure code, Section 5, 36 to 54, 60 and 68 to 78.

(ACCOUNTS GROUP)

Paper – 1 (The Sindh Civil Servant Act, 1973) (with Books)
Maximum Marks: 100 **Duration:03 Hours**

(i) The Sindh Civil Servants Act, 1973.
(ii) Sindh Civil Servants (Appointment, Promotion and Transfer) Rules 1974.
(iii) The Sindh Civil Servant s (Efficiency & Discipline) Rules 1973.
(iv) The Sindh Civil Servants (Conduct) Rules 1966.
(v) Section – II of the O & M Establishment Manual Volume II Touring).

Paper – 2 (The Sindh Revenue Accounts Manual ETC.)
(without Books)
Maximum Marks: 100 **Duration:03 Hours**

(i)	The Taluka Revenue Accounts	35 Marks
(ii)	The Village Manual	35 Marks
(iii)	The Standing Orders of Revenue Department No. 1, 5, 9, 10 (Part-I) 19 & 24.	30 Marks

Paper – 3 (Financial Rules) (with Books)
Maximum Marks: 100 **Duration:03 Hours**

(i) Financial Rules under Devolution Rules 37(e), Financial Publication No: 1, Chapters 2, 4 to 7, 13, 15 and Chapter 11of Sindh Civil Services Rules Manual (Financial Publication No. V) Chapter I to III, V and VIII.
(ii) T.A Rules 1960.
(iii) The Sindh Civil Servant Pension Rules, 1963.
(iv) The Civil Servants Leave Rules 1986.

(JUDICIAL GROUP)

Paper – 1 (Qanun-e-Shahadat 1984) without Books)
Maximum Marks: 100 **Duration:03 Hours**

(i)	Qanoon-e-Shahadat Order, 1984.	70 Marks

(ii) Islamic Law of Inheritance - Chapter VI to VIII of Muhammad Law by Sir Din Shaw — 30 Marks

Paper – 2 (The (Punjab) Police Act with rules) (With Books)
Maximum Marks: 100 **Duration:03 Hours**

(i) The Punjab Police Act with Rules.
(ii) The Provincial Motor Vehicle Ordinance 1965 and Rules made thereunder.
(iii) The Pakistan Arms Ordinance 1965 and rules made there under.
(iv) The Prisons Act, 1894, with Prison Rules.

Paper – 3 (Criminal Procedure Code) (with Books)
Maximum Marks: 100 **Duration:03 Hours**

Question on the Criminal Procedure Code, Pakistan Penal Code, and the Sindh Court, Criminal Court Circulars.

Paper – 4 (The Magisterial Case) (with Books)
Maximum Marks: 50 **Duration:02 Hours**

Magisterial case or judgment writing (with Criminal Procedure Code and Pakistan Penal Code).

d. **SUB-ORDINATE ACCOUNTS SERVICE (SAS) FOR SENIOR AUDITORS IN LOCAL FUND AUDIT DEPARTMENT**

S.A.S Part-I

Paper – I (Precise Writing and Drafting) (Without Books)
Maximum Marks (150) **Duration (03 Hours)**

i. Precis Writing
ii. Essay writing
iii. Letter writing
iv. General Composition

Paper II (Commercial Books Keeping) (Without Books)
Maximum Marks (100) **Duration (03 Hours)**

The "Students" Complete Commercial Book Keeping, Accounting and Banking by Arthurs Field House supplemented by Chapters I, II, III, VI, X, and XVI, in Advance Accounts by RN Carter. Where these Chapters cover the same ground as Field House.

Paper III Civil Service Rules and Pension Rules (With Books)
Maximum Marks (125) **Duration (03 Hours)**

(i) Sindh Civil Service Rules (Volume-I) all Chapters Excepting XII, XIII, XV, XVI and XVII & XVIII.
(ii) Sind Civil Services Rules (Volume-II) all appendices excepting XII, XIII, XIV, XXIX, LVII & LVIII.
(iii) The West Pakistan Civil Service Pension Rules.
(iv) The West Pakistan Government Servants Leave Rules, 1955.

Paper IV Audit and Accounts Code (With Books)
Maximum Marks (125) Duration (03 Hours)

(ii) Accounts Code Volume – I 1st Edition Reprint – all Chapters.
(iii) Audit code 1st Edition Reprint all chapters excepting Works Audit and Public Works Inspection Rules.
(iv) Audit manual and forms of audit Manual Reprint 1st Edition Chapters 1, 2, 3, 4, 5, 6 and corresponding forms in the books of forms.
(v) Sind Financial Rules Volume I. All chapters excepting relating to Treasury transactions.
(vi) The West Pakistan traveling Allowance Rules, 1960.
(vii) List of Major and Minor Heads.

e. **S.A.S Part-II**

Paper – I (Local Rules and Public Work Accounts Code) (With Books)
Maximum Marks (100) Duration (03 Hours)

(i) Central Public Works Accounts Code Chapters II, III, VI, VII, X and XVI.
(ii) Building and Roads Department Code Chapters II, III and IV excluding portions dealing with the Administrative matters.
(iii) Account code Vol-III – I, II, III 1st Edition Reprint. (Section 1, 2, 5 and 6).
(iv) The West Pakistan Municipal Committees Contract Rules, 1960.
(v) The West Pakistan Municipal Committees (Works) Rules 1969.

Paper – II (Acts of Legislature and Statutory Rules) (Theoretical) (With Books)
Maximum Marks (100) Duration (03 Hours)

(i) Basic Democracies Order, 1959 and the Rules Framed thereunder.
(ii) Municipal Administration Ordinance 1960 and the rules Framed thereunder.
(iii) West Pakistan Waqf Properties (Accounts) Rules, 1960.

Paper – III (Acts of Legislature and Statutory Rules) (Practical) (With Books)
Maximum Marks (100) Duration (03 Hours)

(i) Basic Democracies Order, 1959 and the Rules Framed thereunder.
(ii) Municipal Administration Ordinance 1960 and the rules Framed thereunder.
(iii) West Pakistan Waqf Properties (Accounts) Rules, 1960.

Paper – IV (Rules and Regulations for the Audit and Inspection of Accounts (Theoretical) (without Books)
Maximum Marks (100) Duration (03 Hours)

(i) Office Manual of the Local Fund Audit Department Volume-I.
(ii) Cattle Tress Pass Act.
(iii) Income Tax Act.

(iv) Agricultural Produce Market Act and rules there under.
(v) Workman's Compensation Act.
(vi) Sind and Karachi University Ordinance.
(vii) Karachi and Hyderabad Board of Intermediate and Secondary Education Ordinance.
(viii) Stamp Act – Chapters 5 to 10 only.

Paper – V (Rules and Regulations for the Audit and Inspection of Accounts) (Practical) (with Books)
Maximum Marks (75) Duration (02:30 Hours)

(i) Office Manual of the Local Fund Audit Department Volume-I.
(ii) Cattle Tress Pass Act.
(iii) Income Tax Act.
(iv) Agricultural Produce Market Act and rules there under.
(v) Workman's Compensation Act.
(vi) Sindh and Karachi University Ordinance.
(vii) Karachi and Hyderabad Board of intermediate and secondary Education Ordinance.
(viii) Stamp Act Chapters 5 to 10 only.

f. **SUB-ORDINATE TREASURY ACCOUNTS SERVICE (ACCOUNTANT)**

Paper – I (Service Rules and Procedure) (With Books)
Maximum Marks (100) (Duration:03 Hours)

(i) Sindh civil service Rules, volume I and II.
(ii) The West Pakistan Civil Service Pension Rules.
(iii) The West Pakistan Traveling Allowance Rules.
(iv) The West Pakistan Government Servants Leave Rules.
(v) Sindh Government G.P Fund Rules.

Paper – II Practical Questions (With Book)
Maximum Marks (100) Duration:03 Hours

(i) Checking of Pay bills and recording of Pay orders therein.
(ii) Preparations of first and second List of Accounts.
(iii) Drawing of Cash Books etc.
(iv) Currency Transactions (Extra District).
(v) Adjustment of intra District Currency Transactions.
(vi) Drawing to Treasury's Daily Balance Sheet.

Paper – III Structure of Government Accounts & Audit (with books) excepting Introduction to the Accounts and Audit
Maximum Marks (100) Duration:03 Hours

(i) Chapter 1, 2, 3, 4, 6, 7, 8, 9, 12, 13, 14, 20, 26 and 36 of the book "An introduction to the Accounts and Audit of the Government of Pakistan" (First Edition).
(ii) Appendix "H" of the Central Government, Compilation of Treasury Rules Volume II.
(iii) Sindh Financial Publication No. 1

(iv) Article 18 to 88 to 127 and 168 to 171 of the Constitution of Islamic Republic of Pakistan.
(v) Negotiable Instrument Act.

Paper – IV Treasury Rules and Treasury Procedure
Maximum Marks (100) Duration:03 Hours

(i) Central Government Compilation of Treasury Rules, Volume-I Parts – I to VII, IX to XI and Rules 733 to 774 of Part-XII of Volume I and appendices 3, 4, 8 and 9.
(ii) Treasury Orders and Subsidiary Treasury Rules, (Financial Publication II of the Government of Sindh).
(iii) Account Code Volume II
(iv) Sub – Treasury Manual, Sindh.
(v) Military Pension Payment Instructions.
(vi) List of Major and Minor Heads of Account

Paper – V Financial Rules and Procedure
Maximum Marks (100) Duration:03 Hours

(i) Financial Publication for the Government of Sindh No. II.
(ii) Central Government Compilation of Treasury Rules Volume I and II.
(iii) Contingent Manual.

g. **SUB-ORDINATE TREASURY ACCOUNTS SERVICE (ACCOUNTS CLERK)**

Paper – I Treasury Rules and Procedure
Maximum Marks (100) Duration:03 Hours

(i) Central Government Compilation Treasury Rules, Volume-I.
(ii) Part - I to VII, IX to IX and Rules 733 to 744 of Part XII of Volume I and Appendices 3, 4, 8, & 9.
(iii) Treasury Orders and Subsidiary Treasury Rules (Financial) Publication II of the Government of Sindh.
(iv) Sub-Treasury Manual Sindh.
(v) Military Pension Payment Instruction.

Paper – II Financial Rules & Procedure (with Books)
Maximum Marks (100) Duration:03 Hours

(i) Financial Publication for the government of Sindh, I & II.
(ii) Central Government Compilation of Treasury Rules, Volume I & II.

h. **DEPUTY SUPERINTENDENTS OF POLICE (PRISONS)**

Paper – I Prison Manual (with Books)
Maximum Marks (100) Duration:03 Hours

(i) The Prison Manual containing Rules
(ii) Enactments
(iii) Instructions

Paper – II Cr. P.C & P.P.C (with Books)
Maximum Marks (100) **Duration:03 Hours**

The Cr. P.C and P.P.C

Paper – III Rules and orders of High Court and Law of Evidence (Without Books)
Maximum Marks (100) **Duration:03 Hours**

(i) The rules and orders of High Courts Chapter 17-C. 19, 20 and 27.
(ii) The Evidence Act.

Paper – IV Service & Financial Rules (with Books)
Maximum Marks (100) **Duration:03 Hours**

(i) The Sindh Civil Service Rules Volume-I.
(ii) The Sindh Financial Rules Volume-I.
(iii) The Civil Servants Act, 1973 and Rules made there under.
(iv) T.A, Pension, G.P Fund and leave rules for the time being in force.
(v) Delegation of power (Administrative and Financial)

Paper – V Essay (without Books)
Maximum Marks (100) **Duration:03 Hours**

(i) Prison Admin
(ii) Adult Crime
(iii) Anti-Social elements in Society and its eradication

i. **ASSISTANT SUPERINTENDENTS OF POLICE (PRISONS)**

Paper – I Prison Manual (with Books)
Maximum Marks (100) **Duration:03 Hours**

(i) The Prison Manual containing Rules.
(ii) Enactments
(iii) Instructions

Paper – II Cr. P.C & P.P.C (with Books)
Maximum Marks (100) **Duration:03 Hours**

The Cr. P.C and P.P.C

Paper – III Agriculture, Animal Husbandry and Accounts (without Books)
Maximum Marks (100) **Duration:03 Hours**

(i) Elementary Agriculture.
(ii) Elementary Animal Husbandry.
(iii) Accounts (Factory and maintenance side).

Paper – IV Service Rules (with Books)
Maximum Marks (100) Duration:03 Hours

(i) Sind Civil Servants Rules Volume-I.
(ii) The Sindh Civil Servants Act, 1973 and Rules made thereunder.

Paper – IV Financial Rules (with Books)
Maximum Marks (100) Duration:03 Hours

(i) The Sindh Financial Rules Volume-I.
(ii) T.A Pension and G.P Funds Rules for time being inforce

Paper – V Essay (without Books)
Maximum Marks (100) Duration:03 Hours

(i) Criminology.
(ii) Juvenile delinquency

Paper – VI Drill and Musketry (without Books)
Maximum Marks (100) Duration:03 Hours

(i) Drill.
(ii) Rifle Exercise
(iii) Firing exercise
(iv) Sentry Drill
(v) Squad taking
(vi) Words of command.

j. **FOREST OFFICER**

Paper – I Procedure & Accounts (with Books)
Maximum Marks (100) Duration:03 Hours

(i) Departmental Accounting System in Forest Department (at least 2 Questions).
(ii) Forest Department Codes 6th, 7th: Editions (at least One Question).
(iii) Forest Accounts Code (at Least One Question).
(iv) Civil Accounts Code all the four Volumes (at least One Question).
(v) General Rules regarding conduct of "Business of Forest Department" (at Least 2 Questions).

Paper – II Service Rules (without Books)
Maximum Marks (100) Duration:03 Hours

(i) West Pakistan Forest Manual Volume II (at least 2 Questions).
(ii) Sindh Civil Servants Act, 1973 and Rules made there under (at least 4 Questions).
(iii) T. Rules, Pension Rules for the time being in force (at least 2 Questions)

Paper – III Forest Law (without Books)
Maximum Marks (100) Duration: 03 Hours

(i) Forest Act 1927 as amended up to date and Rules made thereunder (examinees should be acquainted with subjects discussed in Baden Powell's Forest Law) (at least 5 Questions).
(ii) Cattle Trespass Act (at least one Question).
(iii) Sindh Wildlife Protection Ordinance, 1972 and Rules made there-under (at least 2 Questions)

Paper – IV Land Revenue Act (without Books)
Maximum Marks (100) Duration:03 Hours

(i) West Pakistan Revenue Act 1967 (at least 4 Questions).
(ii) Land Acquisition Act 1894, standing Order No. 12 of West Pakistan Board of Revenue regarding Land Acquisition (at least one Question).
(iii) Rural Reconstruction and Problems of village Life (at least One Question).

Note: These syllabi may change from time to time in order to keep abreast with the changing education applications.

98. **Language Examination.** Government of Sindh, SGA&CD Notifications dated 28 March 1981 and 28 October 1981 requires the Commission to hold Language Examinations for the eligible Civil Servants in BPS-15 and above in accordance with the specified rules.

CHAPTER-VIII
PART-I INTERVIEWS (GENERAL)

99. **General.** The following layout describes procedure for conduct of Interview/Viva Voce for guidance of Members, Officers and Staff of Commission: -

(a)	Part I	-	Objectives of Interviews at Commission
(b)	Part II	-	Preparations for Interviews at SPSC
(c)	Part III	-	Interview Committee System
(d)	Part IV	-	Procedure for Conduct of Interviews
(e)	Part V	-	Post Interview Actions

PART-II - OBJECTIVES OF INTERVIEW AT COMMISSION

100. **Objectives of Interview/Viva-Voce.** The objectives of the Interview are:

(a) to asses and evaluate the personal qualities / traits of the candidates;

(b) to evaluate the candidate's alertness, intelligence, and his/her communications skills;

(c) to judge and measure his/her knowledge of the relevant profession, prevalence of the particular skills and aptitude required for the job/service along with demonstrable interest in the history and socio-economic dynamics of Pakistan, Islam, current affairs and general awareness;

(d) to evaluate the candidate's knowledge of the broader professional domain relevant to his/her area of specialization.

PART-III – PREPARATIONS FOR INTERVIEW AT COMMISSION

101. **Eligibility of candidates to appear before Interview Committee.** Candidates' eligibility to appear before the Interview Committee will be determined as per the following procedure and guidelines:

(A) **Scrutiny of documents:** [1][Subject to the restriction on the number of written test qualified candidates who are called for interview under Regulation 91, those candidates who are called for interview shall be required to bring their original and one attested photocopy of all the requisite documents at the time of interview. The dealing official shall carefully scrutinize the original documents and compare the original documents with the photocopies to ascertain and rule out any possibility of the candidate having attempted to, or committed any fabrication, forgery, mutilation or any other malpractice to defraud the process of scrutiny. N case such malpractice is identified, the dealing official shall immediately bring this into the knowledge of the chairman of the interview committee who, after hearing the candidate, and being satisfied of the malpractice, shall cause action under Regulation 160 to be taken against such candidate.]

(B) **Seating of the candidates:** Candidates whose documents have been scrutinized and found in order shall be seated as per the serial number assigned to each, on the basis of roll numbers (ascending order), as far as practicable.

(C) **Entry and exit:** Arrangements shall be made to discourage intermingling of the candidates who appear before the interview committee and to ensure that no candidate shall stay at the premises after his/her interview.

102. **Announcement of interview dates and schedule.** Examination Branch/Recruitment Sections is/are responsible to carefully determine the interview dates/schedule with due regard to overall program of the Commission and availability of Members. Following procedure is mandatory: -

(a) Interview schedule of written qualified candidates should be hosted on Commission's official web portal for information of the candidates. A time lag of seven days must be ensured enabling the candidates to make logistic arrangements;

(b) Interview letters of eligible candidates who qualify written test/exam will be intimated through couriered written communication containing the date, time and venue of the interview. Besides the candidates shall also be informed through SMS, telephonic calls and other available technological means in vogue (such as WhatsApp etc.). As far as possible, the schedule should be adhered to in order to avoid any inconvenience caused to the candidates.

[1]In Regulation 101, Clause (A), substituted by Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024. the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

103. **Finalization of date of interviews.** Examination Branch may normally plan the dates of interviews at least two (02) weeks ahead of the date and seek approval of the Chairperson.

104. **Venue of interview.** Candidates shall be required to appear before the Interview Committee at the Head Office, Hyderabad and other Regional Offices as per the following guidelines: -

(a) Candidate's preference of venue in Hyderabad, Karachi or Sukkur or other Regional Office shall normally be acceded to. However, the Commission reserves the right to interview the candidates at any place irrespective of the centre he/she has opted, in which case the candidates will have to comply without any reservations.

(b) The Commission shall not undertake any financial liability with regard to candidate's travel, boarding or other expenses.

(c) If due to any reason, it is inevitable to postpone the interviews, the concerned Branch shall seek approval of the Chairperson in this regard and immediately forward the same to the Director, IT, who shall host on Commission's web portal, and the individual candidates shall also be intimated through email and SMS or other technological means in vogue at that time (such as WhatsApp message).

(d) Candidate's request for change of centre of interview will not be entertained unless, in exceptional cases, the Chairperson or Chairman of the Interview Committee approves it.

(e) The Chairperson may allow conduct of interview through Zoom or other technological means in respect of candidate(s) who under compelling circumstances are at abroad and cannot return to the country/Interview center on the prescribed date.

(f) Those Candidates who are undergoing serious medical treatment and cannot appear before the interview committee would also be allowed to avail the same facility of being interviewed through technological means.

105. **Preparation of interview dockets**. The concerned Branch shall, on the basis of bio-data given by the candidates, prepare an Interview Docket for each Member of the Interview Committee for the day of the interview. The Docket shall be classified and confidential and will be placed before the Members on the day of interview. It shall contain -

(a) an Interview Sheet specifying the particulars of the Committee, post/service for which interview is to be held, number of vacancies, rural/urban, minority, differently abled persons and female quota and total number of candidates to be interviewed on the day;

(b) candidates' Bio-Data Sheet highlighting his/her Roll Number, Name, Father's Name, Number of attempts availed (For CCE Candidates), Domicile, Date of Birth, Age (days/months/year on the cutoff date), Experience, Present Employment, Qualifications, Institution Qualified from, Year Qualified and Grade/Division/CGPA awarded/earned;

(c) the Bio-Data form which should also reflect on the top the required qualifications, experience, preferred course(s)/knowledge, if any,

maximum/minimum age, post/service for which interview is being held, date of interview and venue;

(d) candidates' Confidential Assessment Sheet drawn in the same order as the Bio-Data form, tabulating blank columns for Members to quantify their assessment of various attributes of the candidates during the Interview.

106. **Administrative arrangements.** Concerned Branch/Recruitment Section shall be responsible for all administrative arrangements for the interviews at the centre(s). The Branch/ Section will also nominate dealing Superintendent/Assistant who should be fully conversant with the procedure, ensure readiness of the venue and coordinate all the administrative aspects of the Interview.

PART-IV- INTERVIEW COMMITTEES

107. **Constitution of Committees.** For the purpose of interview of candidates found eligible, the Chairperson would constitute Interview Committees comprising one or more Members. The Committees shall be guided by regulations set out in this Chapter.

108. **Uniformity of selection.** In order to achieve uniformity in evaluation and process of selection during interviews, the same Committee shall conduct Interview for each post/service. However, if the number of candidates is large and one Interview Committee cannot complete the process in a reasonable period of time, or if the seniority of Male/Female candidates is separately maintained by the Department concerned, the Chairperson, at his discretion, may constitute two Committees for the same post.

109. **Composition of the Committees.** A Committee shall be comprised of one or more Member(s) of the Commission. In addition, one Advisor/Departmental Representative/Expert may assist the Committee during the interview. Scale/Grade-wise composition shall be as under:

110. **Interview Committees for BPS 11 to BPS 16.** The Interview Committee for the posts of BPS 11 to BPS 16 shall comprise of one Member, who would be the Chairman of the Committee. An Advisor/ Departmental Representative/Expert may also be called upon to assist the committee.

111. **Interview Committees for BPS 17.** The Interview Committees for BPS-17 may consist of one or two Members at the discretion of the Chairperson. The Chairperson shall nominate Chairman of the Committee in case of two members committee keeping in view the seniority of the members. An Advisor/ Departmental Representative/Expert may be called upon to assist the committee.

112. **Interview Committees for CCE.** In case of Combined Competitive Examination, the number of Members shall not be less than three to be headed by Chairperson. An Advisor/ Departmental Representative/Expert may be called upon to assist the committee.

113. **Interview Committees for CE (Engineers)**. In case of Competitive Examination for Engineers, the number of Members shall not be less than two Members to be headed by Chairperson or any other Member designated by Chairperson. An Advisor/Departmental Representative/Expert may be called upon to assist the committee.

114. **Composition of Committees for BPS 18 and above**. [1][For the posts in BPS-18, the number of Members shall not be less than two while for the posts above BPS-18 the number of Members shall not be less than three. The senior among the members shall be nominated as the chairman of the committee by the Chairperson. An Advisor/Departmental Representative/Expert may be called upon to assist the committee].

115. **Nomination of Advisor/ Departmental Representative/Expert**. A Panel of three suitable Advisor/Departmental Representative/Expert may be sought from the concerned institutions by the Controller of Examinations for each category to be placed before Chairperson for his approval of a suitable person from the proposed Panel to assist the committee.

116. **Role of Advisor/ Departmental Representative/Expert.** The Members of the Commission, on an interview committee, will be assisted by the Advisor/ Departmental Representative/Expert of the specialized domain during the process of interview in order to adjudge the professional competence, technical expertise and special aptitude of the candidate for the particular post/service. In that case, the Chairperson may select an Advisor/ Departmental Representative/Expert, who shall be an eminent professional of the particular field having the desired understanding of the Government service as an added qualification besides professional domain knowledge. Advisor/ Departmental Representative/Expert shall advise the Members of the interview committee about the professional caliber of the candidate in qualitative terms. However, if the Chairperson has any reservation on the nomination(s), he may re-invite nominations from the Department/Institutions. The Administrative Department concerned shall be afforded a reasonable time to spare the officer concerned from Departmental responsibilities for the period of interview.

PART-V - CONDUCT OF INTERVIEW

117. **Assembly of Interview Committee.** Member(s) of the Interview Committee shall assemble at the notified place, date, and time of the interview and shall adhere to the scheduled program. On account of any unavoidable circumstance(s) that may arise and requires modification in the scheduled program, the Chairman of the Interview Committee shall inform the Chairperson in writing immediately by apprising reasons and recommending plausible proposal for the scheduled program to be revised. Any change that becomes inevitable shall be notified by concerned Branch as early as possible. Such information shall forthwith be uploaded on Commission's official web portal and the candidates concerned shall be intimated of the revised schedule through SMS, email and other messaging service in vogue.

118. **Pre-interview actions by the concerned Branch.** Candidates are normally called an hour before the interview start time. During the available time before the interview, the concerned Branch/Recruitment Section shall –

(a) account for all the candidates who are required to be present according to the program of the day and list out absentees, if any;

[1]In Regulation 114, substituted by Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024. the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

[1][(aa) The staff of the Commission detailed to assist the interview committee shall employ all possible means to identify the candidate properly including but not limited to inspection of the original CNIC and/or biometric verification. In case of a doubt or in case of a suspicion that some other person might be impersonating the candidate, the staff may subject such person to biometric verification through NADRA database. If a person is identified to be impersonating a candidate, a criminal case may be lodged against the said person with the permission of the chairman of the interview committee. Beside, a case shall be moved to the Chairperson, SPSC through the Secretary to take action against the said candidate being impersonated under these Regulations. If any official of the Commission is prima facie found to be involved in abetting impersonation of a candidate, then the act shall be treated as an act of misconduct, and proceedings under Sindh Civil Servants (Efficiency & Discipline) Rules, 1973 shall be taken the said official.]

(b) require all original documents to be produced on the said date/time, viz. educational certificates/degrees, domicile, PRC, experience certificate, NOC from department (if required) etc.;

(c) examine original documents with the attested photocopies for their correctness and genuineness;

(d) ensure that documents presented meet the eligibility criteria for the post. He shall retain a set of the photocopies of the documents for record of the Commission.

(2) Any discrepancy observed shall be brought in the knowledge of the Chairman, Interview Committee forthwith.

(3) A candidate who fails to produce original documents and a set of attested photocopies as mentioned above, will normally not be interviewed. However, Chairman, Interview Committee, if satisfied, may allow the candidate to submit requisite documents on or before the last date of scheduled interviews for allowing him/her to appear before the interview committee.

119. **Failure of Advisor/Departmental Representative/Expert to attend.** In cases where an Advisor or Departmental Representative /Expert drops out or fails to attend, without prior notice, the scheduled interviews may be postponed for another convenient date/time. However, the Chairperson at his discretion may invite another suitable person from the already provided panel by the concerned department/institution for smooth conduct of interviews.

120. **Conflict of Interest.** When a close relative/family member of a Member or of an Advisor/Departmental Representative/Expert is interviewed, such Member, Advisor /Departmental Representative/Expert shall recuse him/herself for the interview of that particular candidate.

[2][120-A]. **Absentee candidates.** (1) If a candidate refrains himself/herself on the date fixed for his/her interview, his/her candidature will be cancelled and he/she will be deemed to have lost his/her chance].

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[1]In Regulation 118, inserted by Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024. the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

[2]Duplicate Regulation 121, renumbered vide Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024. the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

(2) In exceptional cases where a candidate meets an accident or is unable to attend due to sickness or circumstances beyond his/her control, he/she may request in writing as soon as possible, for an alternate date, giving reasons for change. The Chairman of the Interview Committee may, in that case, fix some other date for his/her interview, not later than the schedule already announced for such interviews.

121. **Marking/Assessment**. [1][(1) The interview for all the posts other than Combined Competitive Examination and Competitive Examination for Engineering Cadre shall carry a maximum of 100 marks, 33 percent marks for all the posts including Combined Competitive Examination and Competitive Examination for Engineering Cadre shall be the minimum passing marks, qualifying a candidate to be recommended for appointment subject to availability of vacancy in order of merit and other qualifying criteria, if any mentioned in these Regulations.]

[2][(2) Evaluation/Assessment of candidates during the interviews shall be on the prudent evaluation of the Members based on candidate's performance. Care will have to be exercised not to change the pattern or sensitivity of assessment with passing time to ensure that none of the candidates are disadvantaged owing to such change of mind. At the end of the Interview, Chairman, Interview Committee, if there is a one Member Interview Committee then he/she shall be responsible to compile the marks/assessment or in case of more than one member, the Chairman, Interview Committee shall compile the marks/assessments of other Member(s) of the Interview Committee for a consolidated recommendation to be submitted to the Chairperson for his approval under the prescribed sealed/confidential format duly signed by the Members of the Interview Committee. The Chairperson, shall endorse the recommendations to CE for further necessary action at his end.

(3) The Controller of Examination/Addl. CE shall sum-up the marks obtained by each candidate in the Written Test or Examination and Interview or Viva Voce, as the case may be, and rearrange them in order of merit in descending order (Quota wise). Subsequently, he shall prepare the Press Release for its submission to the Chairperson for his approval/consideration, and thereafter, its notification through a press release for publication through official web portal of the Commission. CE/Addl. CE shall ensure that the Press Notification is checked and counter-checked before release in order to preclude any chance of error and omission.]

[3][121-A. **Confidentiality.** The interview dockets prepared during the process of interview and the audio/visual recordings thereof are the exclusive property of the Commission and are highly confidential, and; therefore, shall neither be permitted to be seen by the candidate, his or her representative or any other citizen of Pakistan, not shall it be authorized to be examined/visualized/comparatively analyzed by any Institution/Commission/Authority/Agency/Forum/Department.]

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[1]In Regulation 121, Clause 1 inserted vide Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024. the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

[2]In Regulation 121, renumbered vide Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024, the Sindh Govt. Gaz, Pt-I dt December 10, 2024.

[3]Regulation 121-A, inserted vide Office Order No. PSC/ADMN./2025/475 dt 27.03.2025, the Sindh Govt. Gaz, Pt-I dt October 27, 2025.

PART-VI – POST INTERVIEW ACTIONS

122. **Handling of interview dockets.** Interview Dockets are classified documents and must be handled as follows: -

(a) At the end of the interview session for the day, Advisor/ Departmental Representative/Expert shall return the Interview Docket to the Chairman of the Interview Committee who shall keep it in sealed form till culmination of the exercise to be shredded thereafter.

(b) If the Interview Committee comprises more than one Member of the Commission, the other Member(s) shall handover their marked docket to the Chairman, Interview Committee who shall seal it along with his own docket in presence of the Interview Committee and sign the sealed envelope putting the date of interview. The sealed envelope shall remain in the personal safe custody of the Chairman, Interview Committee until the last day of the interview when he shall bring in all the sealed envelopes so far retained by him for compilation of the final results of the interview immediately after completion of the interview of the last candidate.

(c) After compilation and signatures of the Member(s) of the Committee on final result all other dockets shall be shredded forthwith.

123. **Post-interview feedback.** (1) In order to continually develop and improve the system of interview and assist the Government to update/modify the broad-based policies in different strata, the Commission may devise a system of feedback from the Members involved in the process of interview immediately after its completion. This feedback system will preclude monotony and reflect on the need to improve Commission's own systems besides suggesting to the Government about possible changes in the recruitment policies. The Feedback report may reflect on following aspects: -

(a) Standard of education of candidates in their field of specialization.

(b) General awareness and knowledge of candidates.

(c) If any inherent weakness is observed in a particular institution, area or a region of Sindh.

(d) Common problems, if any, highlighted by the candidates with regard to processing of interviews.

(e) Any improvement desired in the system particularly the basic application form and other procedures in vogue.

(f) Overall Assessment of Advisor/Departmental Representative/Expert recommending his/her continuity for future interview assignments.

(2) If desired by the Chairperson, the post-Interview feedback will be used to extract agenda points for Full Commission meetings.

124. **Post-interview data for compilation of annual report.** In order to collect data/comments for progressive compilation of Annual Report, all Chairmen of Interview Committees shall be provided with a proforma to be filled-in at the end of the interview. The proforma shall be confidential, and shall broadly contain –

(a) number of candidates scheduled for interview;

(b) number of candidates presented for interviews;

(c) number of candidates disqualified, if any, with reasons;

(d) number of candidates selected;

(e) general standards of interviewees;

(f) proficiency in specialization;

(g) reflection on the overall educational system of the Province in general terms;

(h) any peculiar weakness or strength of educational performance of a region or an area;

(i) any other remarks/observations.

125. **Maintenance of confidentiality.** It is vitally important that confidentiality of the results/tests/examinations shall be maintained until approved by the Chairperson to make it public. Any breach of confidentiality or leakage of information, shall be taken with great concern and the delinquent(s) are liable to disciplinary action under the relevant law/rules.

126. **Submission of recommendations to Government.** Consequent to the action prescribed in regulation 121, the Secretary, with the approval of the Chairperson, shall submit the recommendations to the concerned Department, for other procedural formalities as per rules.

CHAPTER - IX
COUNTING OF EXPERIENCE

127. **General.** The Commission shall consider previous experience of the candidates if the requirement is prescribed as mandatory prerequisite in the advertisement. In such cases, the candidates who fail to produce any documentary proof with the application shall stand disqualified and their applications will not be considered.

128. **Consideration of experience.** The Commission shall not consider the experience required for determination of eligibility unless the candidate produces the documentary proof in support of his/her claim along with the online application.

129. **Authority to issue experience certificate.** Experience Certificate must be issued only by or under the authority of the Secretary/Head of the Department concerned, and in case of private sector, by the Chief Executive Officer or under his authority, by the concerned officer of the organization.

130. **Experience prescribed mandatory for minimum qualification.** In cases where experience has been prescribed as a mandatory prerequisite for the post, the period of experience gained only after acquiring the minimum qualification shall be counted. Any experience gained during the period of acquisition of the minimum qualification shall not be counted.

131. **Internship experience.** If any candidate undergoes internship training as a part of his/her curricula, such as Engineering or Business Administration etc. after

qualifying final written examination, his/her period as such will be counted as experience towards the compulsory experience prescribed for the job.

132. **Experience acquired during higher/equivalent qualifications.** Experience acquired during the course of higher or equivalent qualifications (higher than minimum prescribed qualification) in the same discipline/subject, shall be counted towards the period of experience required for the purpose of eligibility. However, experience acquired in a different discipline or with regard to a different subject shall not be considered.

133. **Experience acquired in a recognized institution.** Experience acquired by candidate only in a recognized Institution shall be counted. For this purpose, any document submitted by the candidate may be sent to the concerned Institution for evaluation of his/her experience.

134. **Counting management experience in educational institutions/ organizations.** Experience gained while working as Administrator or Manager in the educational institutions/organizations/departments will be counted as such and not as teaching experience. Following shall be the criteria for counting experience: -

(a) For Schools' Administration Cadre, administrative experience in schools, colleges, universities and department/organizations dealing with said institutions.

(b) For College Administration Cadre, administrative experience in colleges, universities and department/organizations dealing with said institutions.

(c) For University Administration Cadre, administrative experience in university and organization/departments dealing with said universities.

(d) In case of joint responsibilities/regular experience as an Administrator and teacher/lecturer, the determining factor shall be the appointment order.

135. **Experience for teaching posts.** For the purpose of consideration of experience as a Teacher or Laboratory Demonstrator, candidate's exposure in actual classroom or laboratory teaching/demonstration in a Government or recognized private educational institutions/centres, schools, colleges and universities shall be counted. Any teaching experience claimed to have been gained in an educational institution outside Pakistan, the same will only be considered on its merit and after verification of such claims through own sources such as Pakistan Embassy/High Commission in that country.

136. **Criteria for counting teaching experience.** Criteria for counting teaching experience shall be based on below-mentioned guidelines: -

(a) Period spent on actual teaching only shall be counted.

(b) For teaching in a higher educational institution, experience gained in lower level institution/classes shall not be accepted.

(c) If the required experience is specific subject-based, the experience acquired only in that particular subject shall be considered.

(d) If prescribed experience is desired for graduate or post-graduate classes, experience gained to teach under-graduate classes should not be accepted.

(e) Only that length of experience will be counted that is gained after acquisition of minimum qualification prescribed for the post under consideration.

(f) For technical posts, experience gained after the candidate acquires the necessary minimum prescribed technical qualification shall be considered.

(g) Period spent on extra-ordinary leave or any special leave during the assignment otherwise countable towards service, shall not be reckoned as experience.

137. **Experience in given medical specialty.** Experience in a specific Medicine/Surgery specialty will not be counted as experience in a General Medicine specialty prescribed for such post. For instance, the experience in Neurology, Cardiology, Pediatrics, Dermatology and Pulmonary ailments etc. will not be counted as experience when the post is of General Medicine. This principle will not, however, apply in the case of experience gained in sub-specialties before acquiring the post-graduate qualifications in General Medicine for the reason that for getting the latter a candidate has to work in the sub-specialties of Medicine.

138. **Experience acquired during house jobs in Pakistan.** Those candidates, who have successfully completed their full-time House Jobs in a recognized institution in Pakistan, will be considered eligible for counting their practical experience as such.

139. **Acquisition of experience after post-graduate medical qualification.** Experience of a candidate as Medical Officer/Casualty Medical Officer in a Civil Hospital or Civil Dispensary of Pakistan, Provincial/Local Government and Army/Navy/Air Force Medical Institutions shall be reckoned towards specialty only if it is acquired after obtaining the relevant Post-Graduate Specialization.

140. **Experience acquired during Residency**. Experience acquired during residency in F.C.P.S./M.S./F.R.C.S./M.D. or during studies abroad such as Diplomate of American Board/Fellowships etc., will be counted as experience in such disciplines.

141. **Experience achieved as Engineering Graduate.** Engineering graduates who have undergone mandatory practical training before award of degree/convocation should be reckoned as experience whenever it is prescribed as essential qualification.

142. **Research Experience.** Only that period of research shall be counted which has been dedicated to research in the specific area of specialization as prescribed for the post. Following criteria is laid down for guidance: -

(a) Period gained while working as Research Assistant or Research Associate in Government or recognized institution shall be counted as Research Experience.

(b) Period spent as part of M.Phil. Or a Ph.D. program shall be counted as Research Experience up to following extent: -

(1)	M.Phil.	-	Two (02) Years
(2)	Ph.D.	-	Three (03) Years

143. **Experience of candidates on temporary/ad-hoc appointments**. Experience earned by those candidates who were employed in different Departments on temporary/ad-hoc basis may be considered towards their eligibility criteria. Furthermore, time spent on temporary/ad hoc positions shall not be considered for upper age relaxation while considering his/her candidature.

144. **Experience gained in an honorary capacity.** Experience gained by a candidate in an honorary capacity shall not be considered towards the period of experience.

CHAPTER-X
PREPARATION OF MERIT LISTS AND RECOMMENDATIONS OF THE COMMISSION AND ALLOCATION OF SERVICE IN COMBINED COMPETITIVE EXAMINATIONS

145. **General.** Merit List for various categories of posts will be prepared strictly in accordance with the Rules and Regulations framed by the Government or autonomous or semi-autonomous bodies and Policy Decisions of the Commission taken from time to time. All Members and Commission staff shall be extra cautious and meticulous in drawing up the final list, which should, in all earnest, be free from errors and omissions. The final list must be prepared, checked and re-checked before it is dispatched to the concerned Department after approval of the Chairperson.

146. **Occasions when merit lists are drawn**. Merit Lists are prepared on completion of process of recruitment in accordance with the procedures prescribed for various posts in the foregoing regulations. These lists in their entirety form the basis for Commission's recommendations for recruitment of candidates for the Departments. Merit Lists are thus prepared on completion of following stages of selection processes involving evaluation of candidate's aptitude, suitability and fitness for service over the period of time: -

(a) Combined Competitive Examination and Interviews for Executive Cadre Posts.

(b) Competitive Examination and Interviews for Assistant Engineers/ Assistant Executive Engineers.

(c) Competitive Examination and Interviews for Stipendiary Candidates for M Sc. and BS. Forestry Program for the posts of Sub-Divisional Forest Officer (BS-17) and Range Forest Officer (BS-16) respectively.

(d) Written Examination/Tests and Interviews for posts for which the respective recruitment rules do not prescribe examination/test.

147. **Basic principles of preparation of merit list.** The following principles shall be adopted for preparation of Merit List: -

(a) In case where various posts belonging to the same service/cadre but in different subjects (such as those of Lecturers) are advertised in one lot, separate merit list in each subject shall be prepared. The candidates should be listed in accordance with the respective merit he/she has obtained based on the total marks earned by him/her in the combined list.

(b) A single combined merit list of candidates from urban-rural domiciles shall be drawn out. However, the recommendation of the Commission will be in descending order till the availability of last vacancy in the respective quota.

(c) The general merit list of male/female candidates shall be prepared unless specified otherwise.

(d) Merit List shall be prepared in accordance with the overall merit achieved by the candidates during all stages of the recruitment process.

148. **Scope of merit list.** [1][(1) Unless specifically required, the merit list recommended to the Department shall conform to the vacancies for which requisitions have been received;

Provided that if the concerned Department finds that as a result of issuance of offer letters to the recommended candidates, some of the candidates have expressly declined to accept the offer, or have failed to complete the requisites of the offer letter within the stipulated time, or have been declared ineligible for the post on any other legally valid ground, then the Department may, within a period of four months from the date of issuance of the recommendations of successful candidates, write to the Commission to further recommend the desired number of candidates from the available merit list of the same recruitment process in descending order of merit from the prescribed quota from amongst the candidates who shall be deemed to be on the waiting list.

(2) While writing to the Commission, the concerned Department shall expressly mention the quota against which further candidates are required to fill-in the resultant vacancies.

(3) In no case, the Department shall exceed the actual number of vacancies that it had originally requisitioned, and for which advertisement was published.

(4) If during the process of recruitment, especially after the publication of advertisement for a given requisition, certain new posts fall vacant, or, are created afresh within the Department, in that case, the Department shall be barred from filling-in those vacancies under the above proviso to sub-regulation – (1). For those newly created or available posts, a fresh requisition shall have to be submitted to the Commission.

(5) For the specific purpose of Combined Competitive Examination (CCE) and Competitive Examination (Engineers) (CEx), the Services, General Administration & Coordination Department (SGA&CD) shall collect requisite data of unfilled posts as per the proviso to sub-regulation (1) from all the concerned Departments and shall, within a period of four months from the date of recommendation of successful candidates, intimate the Commission of the vacant posts in any particular service group or Department, whichever the case may be, mentioning the names of such recommended candidates whose post have thus fallen vacant, for further recommendation of the next eligible candidate. Upon receipt of such intimation, [2][as far as practicable,] the same committee of the Commission who had taken interviews shall meet within the next fifteen working days to re-assess allocation of the service groups or the Department of all the successful candidates and give a fresh recommendation to SGA&CD. Notwithstanding commencement of

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[1]Regulation 148 substituted by the Office Order No. PSC/ADMN./2025/084 dt 24.01.2025, the Sindh Govt. Gaz, Pt-I dt October 27, 2025.

[2]In Regulation 148 (5) inserted vide Office Order No. PSC/ADMN./2026/1578 dt 12.08.20269, the Sindh Govt. Gaz, Pt-I dt August 18, 2026.

training programme, if any, the service group or the department of all or any of the recommended candidates may undergo changes, which shall thenceforth be treated as final.

(6) The Commission shall hold such re-assessment only once. Any further intimation by SGA&CD or any other Department as per sub-regulation (4), received after passage of the period as prescribed above, shall not be entertained under any circumstances.]

149. **Detection of errors/anomalies in merit list.** If an error of omission or any other anomaly is detected in the eligibility of a candidate, computation of result, preparation of merit or at any later stage, even after dispatch of recommendations to the Department concerned, but before issuance of offer letters to the recommended candidates, the recommendations(s) made on the basis of such a mistake/error/anomaly will be corrected and the merit shall be modified, [1][by way of a corrigendum/addendum] to be re-dispatched by the Commission as early as possible.

150. **Basis for allocation of service in Combined Competitive Examinations.** The combined Merit List prepared shall form the source from which candidates of CCE will be allocated Services and Posts based on performance and position on the merit list.

151. **Candidates' preference for various posts/services – CCE.** The candidates will normally be required to give in writing, their personal preference for all the categories of posts/services advertised for recruitment through Combined Competitive Examination on the prescribed form before the interview is being held. Options, once exercised, shall be final as far as the candidate is concerned and will not be changed on his/her request at later stage. The candidate shall not have the option to revise the preference list even if, at later stage, the number of posts/available vacancies is increased/decreased by the concerned Department.

152. **Procedure for Allocation of Service.** Finally, selected candidates will be allocated Services/Posts in accordance with the following criteria: -

(a) After the preparation of final merit list, the allocation of service/post shall be made to a candidate on the basis of merit cum-option of the candidate.

(b) If a candidate cannot be allocated to the service/post of his/her first choice due to exhaustion of the available vacancies by the more meritorious candidate(s), he/she will be allocated to service of his/her subsequent choice(s) on the basis his/her position on the merit list.

(c) Irrespective of the position of the candidate on the Merit List, the Commission shall not allocate the service/posts to a candidate for which he/she had not exercised his/her option, even though according to his/her position on the merit list he/she becomes eligible for such post.

(d) Allocation announced by the Commission shall be considered as final.

(e) Allocation shall be in accordance with the rural-urban and male-female (if separately sanctioned) quotas indicated by the Department.

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[1]In Regulation 149, inserted vide Office Order No. PSC/ADMN./2024/1393 dt 11.11.2024, the Sindh Govt. Gaz. Part-I dt December10, 2024

(f) Allocation of service shall not be changed on the request of a candidate or the Department.

CHAPTER-XI
MAINTENANCE OF RECORD

153. **Maintenance of record**. The record of various branches of Commission should be maintained/secured in a transparent manner for future reference, which is divided into following categories: -

(a) The old record of Administration, Accounts, Recruitment, Statistical, Litigation, and IT Sections shall be maintained in a record room under the supervision of Assistant Director, Legal.

(b) Sensitive Record of Examinations Branch shall be disposed of by CE/addl. CE in respect of their assignments in consonance with the timelines mentioned in the later Part of these regulations. It comprises of Question papers, Answer Copies/Sheets, Attendance Sheets, Abstract Proforma, Records/correspondences pertaining to Paper Setters, Interviews, Advisors, Subject Specialists and Examiners.

(c) Sensitive Record of Examinations Branch comprises of Marks Sheets, Award Lists, Press Releases, Approval Note Sheets and Merit Lists is to be retained by the CE/addl. CE in respect of their assignments for a period of five years from the date results have been finally announced. No other Branch is authorized to hold/retain any blank answer copy. At the completion of any examination/test conducted by the CE/Addl. CE, the leftover blank answer copies shall be forthwith handed over to Controller of Examination. Controller of Examinations shall get its accounts/inventory maintained by Assistant Controller of Examinations and Superintendent of the Conduct Branch.

154. **Movement of documents from the storage under the administrative control of CE/Addl. CE.** No document shall be removed outside the respective storage area without the permission of CE/Addl. CE. The CE/Addl. CE shall record the movement of said documents in a register to be properly maintained and updated from time to time. He should also record the date, time and reasons for the same with his signature, and return it to the Cell after making a required entry in this regard.

155. **Disposal of written test/examination Answer copies/sheet.** Documents (in any form) in respect of different categories of tests/examinations listed in regulation 153(b) shall be disposed of as per timelines given as under: -

(a) Departmental Examination	-	Six (06) Months
(b) Test	-	Nine (09) Months
(c) Examination	-	Eighteen (18) Months

**Note[1] [1: The record may not be disposed of if specifically directed by the courts of law.*
Note 2: The disposal of all the documents shall be carried out in the manner and following the procedures adopted by SGA&CD in that regard pertaining to its documents of similar nature.]

[1]In Regulation 155, Note 1 renumbered and new Note 2 inserted vide Office Order No. PSC/ADMN./2026/1578 dt 12.08.2026, the Sindh Govt. Gaz. Part-I dt August 18.2026.

CHAPTER-XII
LEGAL MATTERS

156. [1]**[General.** This Chapter lays down the regulations pertaining to the legal matters arising out of, or consequential to any decision of the Commission with particular emphasis on the Representation by a candidate and Appeal by any party to the proceedings of the Commission aggrieved by such decision].

157. **Practices, which are prejudicial to fair, transparent and orderly process of selection.** Following practices, if indulged by any candidate, shall be considered unfair and prejudicial to good, transparent and orderly conduct of process of recruitment: -

(a) by furnishing his/her particulars or information, which is false or incorrect in any respect;

(b) by suppressing material information;

(c) by influencing or attempting to influence the Member(s), the officer(s) and official(s) of the Commission, any Paper Setter or Examiner or Invigilator (whether belonging to the Commission or other Institutions) or Advisor or Subject Specialist or the Departmental Representative who have been assigned any duty for the recruitment process or any stage thereof;

(d) by canvassing in any form for his/her induction in Service;

(e) by obtaining or attempts to obtain support for his/her candidature or securing higher than due marks or securing higher than due position on merit through improper means;

(f) by submitting forged certificates/degrees/or other documents;

(g) by misbehaving with the duty staff in or outside the examination hall or with the staff or Members of the Interview Committee during the process of interview;

(h) by committing misconduct during examination or test or interview;

(i) by non-observance deliberately or intentionally the lawful instructions issued by the Commission resulting in misbehavior/violence;

(j) by using unfair means in a test/examination conducted by the Commission, which shall include attempt to copy or copying from books, notes, cellphone, digital watch, scientific calculator or other means, providing help or receiving help from any candidate or any external source;

(k) by impersonating any candidate at any stage of selection process in any form;

(l) by leaving any sign or evidence, puts his/her signature and writes name or appeals on the answer sheet to the examiners in any way to gain advantage.

158. **Cognizance to be taken by Commission's management against the Candidate violating Commission's rules/regulations, committing misconduct/ using unfair means at examination/test/interview center(s).** Any candidate found violating Commission's Rules/Regulations, committing misconduct/using unfair means at Examination/Test/Interview Center(s), shall be proceeded against by the Supervisory Staff/Member of the Commission as per the following procedure:-

[1]Regulation 156, substituted vide Office Order No. PSC/ADMN./2023/1202 dt 05.12.2023, the Sindh Govt. Gaz. Part-I dt December 05, 2023.

(a) Material along with answer sheet/copy shall be confiscated.

(b) Candidate shall be directed to explain his/her position.

(c) Explanation submitted by the candidate shall be attached with the prescribed proforma signed by the Invigilator and countersigned by the Centre Supervisor.

(d) Candidate's explanation and material confiscated are to be sealed in envelope and dispatched to Controller of Examination/Addl. CE.

(e) Candidate shall be expelled from the Test/Examination center for that specific paper.

(f) Candidate may be allowed to continue participation in the other papers of the examination, if any.

159. **Procedure to be adopted against candidates found guilty of violation of rules/misconduct/unfair means.** A candidate found guilty as indicated in regulation 157 shall be proceeded against as follows: -

(a) Candidate will be served with a Notice containing details of allegations for his/her personal appearance and written reply on the specified date to explain his/her position.

(b) If the candidate's response to the notice is tenable the matter will be disposed of accordingly.

(c) If the candidate's explanation is not found cogent and tenable after personal hearing is accorded, the nominated Member shall pass appropriate orders as deemed fit.

(d) If the candidate fails to appear before the Commission, an ex-parte order shall be passed after taking into consideration all material facts available on record.

160. **Action against candidates found guilty of violation of rules/regulations/ misconduct/unfair means.** The candidate(s) found guilty of committing misconduct by using unfair means or has violated the rules / regulations of the Commission during the process of recruitment shall be proceeded against by taking following actions:-

(i) cancellation of his/her candidature for the post applied for, and /or;

(ii) liable to be disqualified and/or debarred from any examination, test or interview for any post held by the Commission in future, for a specified period which, in no case, shall be less than two years from the date of decision, and/or;

(iii) criminally prosecuted/debarred from any employment with the Government for a specified period, which shall not be less than two years.

161. [1]**[Right of Representation & Appeal.** A candidate aggrieved by any decision of the Commission or the [2][Member-in-Charge Recruitment] under the preceding regulations may, within 15 days of the communication of such decision, prefer a representation addressed to the Chairperson and submitted to the Secretary of the Commission adducing evidence in support of his/her claim. The Secretary, upon receipt of such representation, shall forthwith seek nomination of a Member from the

[1]Regulation 161 substituted by the Office Order No. PSC/ADMN./2023/1202 dt 05.12.2023, the Sindh Govt. Gaz, Pt-I dt December 05, 2023.

[2]In Regulation 161 word 'nominated Member' substituted by the Office Order No. PSC/ADMN./2024/451 dt 06.05.2024, the Sindh Govt. Gaz, Ext. dt July 12, 2024.

Chairperson. The Member so nominated shall, within the next 15 days, hear the aggrieved candidate, evaluate the evidence produced by him/her, seek any counter evidence or explanation by the concerned Branch/Section of the Commission and announce his/her decision through a speaking order mentioning therein the respective versions of the parties and weighing them against the relevant provisions of law, rules and regulations. Any party aggrieved by the decision of the Member may, within 10 days of the announcement of such decision, prefer an Appeal to the Chairperson. The Chairperson, upon receipt of the Appeal, shall constitute a Committee comprising atleast 02 Members to hear the Appeal. The Member against whose decision the Appeal is preferred, shall not be a Member of the Appellate Committee. The Appellate Committee shall, after giving an opportunity of hearing to the parties concerned, dispose of the Appeal through a speaking order within the next 10 days. The decision of the Appellate Committee shall be final and binding on the parties].

162. **Maintenance of debarred candidates' list.** An updated list of such candidates who have been debarred or referred for disciplinary action is to be maintained by the CE/Addl. CE, as the case may be, to ensure that such candidates do not re-apply during the period such restrictions are enforced on them. On expiry of such period his/her name is to be removed from the list so maintained.

163. **Supersession.** The Sindh Public Service Commission Regulation, 2006 shall, on commencement of these regulations, stand superseded.

CHAIRPERSON
SINDH PUBLIC SERVICE COMMISSION

B Form A-1

REQUISITION FORM

1. Please fill in the columns carefully as you wish it to appear in the advertisement.
2. Information /data should be brief in order to exercise economy.
3. Additions/alternation to entries should be countersigned.
4. Separate sheet may be attached, if necessary.
5. Administrative Secretary / Head of Department must sing the form.

01.	Title of Post (s)	
02.	Total Number of vacancies Rural Urban	
03.	Date (s) of occurrence of vacancy	
04.	Number of vacancies to be filled onthe basis of ratio. (a) Male (b) Female (c) Quota for disabled.	
05.	Job description (according to Recruitment Rules.	
06.	Whether permanent or temporary (if temporary period for which it will continue or it is likely to become permanent).	
07.	When will the selected candidates (s)be required to join ?.	
08.	a) Basic Pay Scale Number. b) Can higher initial pay in the abovescale be allowed if the candidate has special qualifications, or experience?.	
09.	Place or places where the officer/official will be required to serve.	
10.	a) Academic (if more than one qualification is prescribed, state the order of preference). b) Experience. c) Training d) Any other qualifications. e) Will equivalent qualification be accepted ? If So this should be indicated.	
11.	Age Minimum Maximum	

12.	Any other conditions or qualificationsnot covered by the above questions.	
13.	a) Are Government servants eligible. b) If so which of the conditions maybe relaxed in their favour and to whatextent.	
14.	Was the post advertised previously " ifso, when ?.	
15.	Whether recommendations of the Commission for the samepost conveyed previously have been accepted? If not, why not?.	
16.	Whether any appointment (s)/have been made on adhoc basis and if so. a) The date from which these have been made. b) Whether the adhoc appointee possess the qualification prescribed under the rules.	

Counter Signature_____

Signature_____
Secretary
Sindh Public Service Commission

Name_____
Secretary of the Administrative Department.

Official seal.

Dated _____

Note: If any column of the requisition is not filled or the requisition is not in accordance with the Service Rules, the same will be returned to the Department concerned for rectification.

SINDH PUBLIC SERVICE COMMISSION
THANDI SARAK, HYDERABAD

CONSOLIDATE ADVERTISEMENT NO. 08/2023 DATED: 25.09.2023
ONLINE APPLICATIONS ARE INVITED FOR VARIOUS POSTS IN DIFFERENT DEPARTMENTS, GOVERNMENT OF SINDH.
DON'T WAIT FOR THE LAST DATE, APPLY ONLINE TODAY.
(MANUAL APPLICATIONS SHALL NOT BE ENTERTAINED

Sr. No.	Name of Post with BPS	Qualification as per Recruitment Rules	No. of Posts	Quota				Age Limit
					R	U	T	

IMPORTANT INSTRUCTIONS:

i. Original Challan of Rs. 500/- be paid in the Head of Account "C02101-Organ of State Exam Fee (SPSC Receipts)" in State Bank/National Bank of Pakistan. Candidate has to mention Challan No, Date and Name of the Bank Branch in his/her online application, for all categories of one post, one Challan is acceptable.
ii. Candidate must retain Original paid Challan of Rs. 500/- to be presented at the time of Pre-interview Written Test and Interview.
iii. Challan Form can be downloaded from Official website i.e. www.spsc.gov.pk
iv. Options (e.g. Domicile, Age, Qualification, Experience, Centre etc) once exercised shall not be changed at any subsequent stage after the closing date.
v. Online Application Feature is available on the Official Website www.spsc.gov.pk
vi. Online Application requires initial registration through SPSC official website. After fulfilling formalities, candidates can apply through "Available Jobs" features.
vii. The candidates must possess required age, qualification and experience with relevant certificates on closing date of the advertisement.
viii. The experience shall be reckoned from the date of acquiring minimum academic qualification required for the post.
ix. Ineligible candidates and those not fulfilling the conditions or submitting incomplete applications will not be considered.
x. The number of posts is subject to variation without any prior permission/ intimation.
xi. The candidates serving in Government and Semi Government Organizations shall apply through proper channel.
xii. The Commission reserves the right to modify / correct any error at any stage if detected later on.

NOTE:

iv. ONLINE APPLICATION FEATURES WILL BE ACCESSIBLE ROUND THE CLOCK, EXCEPT THE CLOSING DATE.

v. OTHER DETAILS CAN BE VIEWED IN "GENERAL INSTRUCTIONS" AVAILABLE AT SPSC'S OFFICIAL WEBSITE www.spsc.gov.pk

vi. GENERAL AGE RELXATION IS APPLICABLE AS PER NOTIFICATION NO.SOII(SGA&CD)5-64/2011 DATED 23.01.2023 (Except Police Service and the posts tobe filled through Combined Competitive Examination by SPSC).

CLOSING DATE: _____

ASSISTANT DIRECTOR (GRS)
Phone No. (022) 9200694, 9200246
Website: www.spsc.gov.pk
Email: info@spsc.gov.pk

APPLICATION FORM

A-3

For Official Use Only

Bank: National Bank Pakistan

Challan D e: 09/Feb/2021

Challan No: 29

SINDH PUBLIC SERVICE CO
APPLICATION FOR

ASSISTANT RESEARCH OFFICER IN A
CHEMIST en Me

Name of Department AGRICULTURE, SUPPLY & PRICES DEPARTMENT

Con. Advertisement No:____Center for Examination Hyderabad

Full Name nad Shah Surna e

Father s Name Syed Sher Ali Shah Huspand Name

CNIC No 4550423520267 Distt. Of Domicile DADU Date o

Age: 26 M=1 D=10 Gender Ma Marital Status Single Religion Muslim

Phone No. Home. 0222651059 Mobile: 03072979239 E-mail: syedgm

Postal Address: b/22 naseem nager phase 1 hyderabad

Permanent Address b/22 naseem nager phase 1 hyderabad

Ma

B.Sc. (Hons) Agriculture major Soil Science	19/02/2019	Sindh Agriculture University, Tandojam	First	Soil S Water M
Intermediate	06/05/2013	BISE Hyderabad	B	Pre
Matriculation	04/04/2011	BISE Hyderabad	A	
Master Of Science (Agriculture) Honours in Soil Science	07/12/2021	Sindh Agriculture University, Tandojam	First	SOI

Auto Scrutiny Evaluation:

Organization/Position/Designation	Grade/ Scale	Govt./Semi Govt ./Private	From	To	Per Ye

B-1

Roll No.

SINDH PUBLIC SERVICE COMMISSION
THANDI SARAK, HYDERABAD

ADMISSION SLIP

(This admission is **'PROVISIONAL'** subject to verification of all conditions of eligibility afterthe conduct of Pre-interview Written Test)

Post Name: _____

Test Date, Day & Reporting Time: _____

Test Venue: _____

Name: _____

Father's Name: _____

Domicile: _____ CNIC No. _____

Please Bring following documents for admission in Examination Hall:
(a) Downloaded Copy of Admission Slip (b) CNIC (Original) (c) Original Bank Challan

Mobile Phones/Likewise Devices are strictly prohibited in the examination centre, SPSC willnot be responsible for their security or loss.

امتحان حال میں موبائل فون لانا سخت منع ہے۔ امتحان هال ۾ موبائل فون کڻي اچڻ سخت منع آهي.

IMPORTANT INSTRUCTIONS
Instructions given below are for strict compliance.

Eligibility of the candidates in terms of Recruitment Rules and conditions mentioned in the advertisement shall be determined after the conduct of Professional/Screening Test/Examination. On detailed scrutiny of the applications as well as documents if they are found ineligible, their candidature will be cancelled irrespective of the fact whether they have appeared in the examination/test or even qualified therein. On rejection of the applicants' candidatures on the basis of their ineligibility the applicant would be informed by the Commission defining the reasons of their ineligibility. However if they feel aggrieved of rejection of their applications, they may file the appeal within seven days from the date of issuance of REJECTION LETTER with the documentary evidence against rejection of their candidature. Their appeal should be supported with the original treasury receipt of Rs. 250/= as appeal fee in the head of account "C02101 organ of state appeal fee Sindh Public Service Commission, otherwise the same will not be entertained.

(This Admission Slip is computer generated, needs no signature)

Contact Us: Email: info@spsc.gov.pk,Website: www.spsc.gov.pk,Phone: 022-9200694-246

INSTRUCTIONS TO CANDIDATES FOR STRICT COMPLIANCE

1. Please bring black ball point pen & writing pad for attempting OMR Answer Sheet/Descriptive answer Book provided by the invigilator.
2. You are advised to arrive at the Examination / Test Centre at least thirty (30) minutes before the start time to enable you to locate your hall and seat.
3. No candidate will be allowed after 09:30 a.m., as the gates of the centre shall be closed. **You will not be admitted to the Examination Hall after the commencement of the Paper.**
4. Bring your own writing /drawing instruments. No book, paper, literature is allowed in the examination hall.
5. Smoking, discussion, consultation among candidates is not allowed.
6. Write your Name, Roll Number and Paper Type in the OMR Answer Sheet provided.
7. Any initials, notations, symbols, religious verses etc written on the answer sheet may lead to rejection of paper.
8. Follow the verbal instructions of the invigilator for starting / stopping of the test.
9. You are not allowed to leave the Hall till the end of the paper.
10. Mobile phones, scientific calculators, laptops etc. are not allowed in the Examination Hall, the same would be confiscated, if brought in the Exam Hall despite our instructions.
11. No Request for change of Centre will be entertained.
12. Any breach of the general instructions may result in your disqualification and debarment from this or subsequent examinations.
13. Any discrepancy or mistake find in your credentials please contact Information System Branch, SPSC immediately.
14. During scrutiny and identification process, invigilating staff will ask candidates to lower mask for identification.
15. Answer Copies will be collected from the seats. No candidate will be allowed to leave till all the copies are collected.
16. Candidates will be allowed to leave examination hall row-wise while maintaining distance (No mix-up of candidates will be allowed for deposit of copies).
17. Candidates will be expected to bring their own water bottles in view of COVID-19

B-2

SINDH PUBLIC SERVICE COMMISSION, HYDERABAD
ATTENDANCE SHEET
PRE-INTERVIEW WRITTEN TEST FOR THE POST OF COMPUTER PROGRAMMER ET&NCD
Open Merit (Male) B-16

Name: _____

S/O, D/O, W/O_____

Roll No. _____

CNIC No. _____

Candidates Signature _____

C-1

NO. PSC/RS- /2023/ .
SINDH PUBLIC SERVICE COMMISSION
THANDI SARAK, HYDERABAD
Dated: _____

INTERVIEW / VIVA VOCE LETTER

To,

Mr. /Ms. _____
S/O, D/O _____
ROLL NO. _____

SUBJECT: RECRUITMENT TO THE POST OF SUBJECT SPECIALIST ( ) (M/F) BPS-17 IN SCHOOL EDUCATION DEPARTMENT & LITERACY, GOVERNMENT OF SINDH.

The Commission is pleased to call you for Interview/Viva Voce Test on _____ **at 09:00 A.M (Sharp) AT HEAD OFFICE, SINDH PUBLIC SERVICE COMMISSION, THANDI SARAK, HYDERABAD.**

Please bring this letter with you when you report for interview.

You are advised, in your own interest, to read the following instructions carefully, and comply accordingly:-

Please bring all the original documents you submitted with theapplication form including following & its attested copies:-

1. Three attested photographs and CNIC.
2. Original Bank Challan of Rs. 500/- duly paid within closing date (Those candidates who have already submitted the original copy of Bank Challan, need not submitted again).
3. Matric Pass Certificate, showing the date of birth, from Board.
4. Intermediate Pass Certificate from Board.
5. Graduation Pass Certificate from recognized University.
6. Master's or Equivalent Degree (Sixteen years) Education in Physics from a recognized University with date of declaration of Result within due date.
7. Master Marks Certificate with minimum fifty percent Marks or equivalent Marks from a HEC recognized University.
8. Domicile Certificate of your own
9. P.R.C. on form 'D' of your own.
10. Departmental Permission from appointing authority.
11. Character Certificates:
    (i) One Character Certificate from Head of Institute last attended.
    (ii) One Character Certificate from responsible person.
12. Equivalence Certificate.
13. If you fail to produce all original required documents / Testimonial along with attestedphotocopies at the time of interview you will not be allowed to appear in Interview.

Note: This interview letter is subject to verification of original documents. If you do not possess the required Qualification/ Degree/Experience at the time of Interview as per advertisement, your candidature shall be considered as cancelled at once for being not eligible candidate.

ASSISTANT DIRECTOR (RS-)
SINDH PUBLIC SERVICE COMMISSION

SINDH PUBLIC SERVICE COMMISSION

C-2

QUALIFICATION & EXPERIENCE:

Degree in Medicine & Surgery from a recognized University.

Registration with Pakistan Medical and Dental Council of Pakistan.

CONFIDENTIAL ASSESSMENT SHEET & BIO DATA OF ELIGIBLE CANDIDATES FOR THE POST OF

MEDICAL OFFICER (BPS-17)(LARKANA DIVISION) IN HEALTH DEPARTMENT, GOVERNMENT OF SINDH.

P= PROFESSIONAL
PS= PAKISTAN STUDIES
CA= CURRENT AFFAIRS
GK=GENERAL KNOWLEDGE
ISL=ISLAMIAT

AGE
Min: 21 years
Max: 30 years

(TO BE DESTROYED ON FINALIZATION OF RESULTS)

(RECORD OF FINAL MERIT LIST TO BE MAINTAINED AS PER REGULATIONS)

Date of interview: **08.08.2023 @ HYDERABAD**

Sr.No / Roll No.	Name of the Candidate & Father's Name	Domicile	Age	Experience	Qualification	Institution	Year	Division / Grade
					M.B.B.S	Uni of Karachi	2021	Pass
					Inter	BISE, Larkana	2011	A1 Grade
					Matric	BISE,Larkana	2009	A Grade

P (75)		PS (06)		CA (06)		GK (07)		ISL (06)		TOTAL		REMARKS	