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GOVERNMENT OF SINDH
SERVICE, GENERAL ADMINISTRATION & COORDINATION
DEPARTMENT

NOTIFICATION

No. _____. In exercise of the power conferred by section 12 of Police Act, 1861 (Act No. V of 1861), the Inspector General of Police, Sindh, (with the approval of Government of Sindh), is pleased to make the following rules namely:

1. **Short title application and commencement:-** 1.1 These rules may be called "Sindh Police (Posting, Transfer & Tenure) Rules, 2017".

1.2. These rules shall apply to every person who is a member of the Sindh Police.

1.3. These rules shall come into force at once.

2. **Definitions:-** 2.1. For the purpose of the rules, unless there is anything repugnant in the subject or context,

(a) "Act" means The Police Act, 1861.

(b) "Assessment Board" means Board constituted and notified by the I.G.P., Sindh.

(c) "Command Post" means the post defined in Rules 4 and Table 1 of these rules containing specific period of posting under the rules.

(d) "Competent Authority" means Inspector General of Police, Sindh.

(e) "CPO" means Central Police Office.

(f) "Exigencies of service" means an urgent or unforeseen situation which immediately needs placement of an officer to a particular post or station in the

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Table 1

S.No.	Name of the Command Post	Minimum tenure
1.	Additional Inspector General of Police, Karachi Range.	2 years
2.	Range/Zonal Deputy Inspector General (D.I.G.) and D.I.G. Crime Investigation Agency, (CIA), Karachi.	2 years
3.	District Superintendent of Police	2 years
4.	Superintendent of Investigation (including Superintendent of CIA)	1 year
5.	Sub-Divisional Police Officer (SDPO)	1 year
6.	Station House Officer (SHO)	1 year
7.	Station Investigation officer (SIO)	1 year

5. **Eligibility for a Command Post:** - In terms of these rules, following factors shall be taken into account:

- a. The officer shall be in Regular Police and has a proven clean service record.
- b. The officer is not facing trial before any NAB Court, ACE Court, or any Criminal Court, on any serious criminal charges inclusive of moral turpitude.
- c. The officer is not previously transferred on the charges of corruption or misconduct, unless exonerated after due departmental proceedings.
- d. The officer does not have any adverse PER of previous 2 years.
- e. The officer to be posted against the Command Post must have to his/her credit the matching length of service given in the tenure. In case a more senior officer is needed to be selected for the post, the officer selected should be able to serve not less than three-quarters of the tenure assigned to the post prior to his/her retirement.

6. In addition to the above-mentioned general conditions in Rule 5 above, the officer shall qualify the following conditions for the posting against the Command Post.

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Investigation Officer

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D.I.G.s Karachi
range(in case of
Karachi only)
(within their
respective
jurisdiction)

8. **Assessment Board:-** 8.1. In order to evaluate and assess the performance of the officers posted against the Command Post, the I.G.P., Sindh, may direct the constituting of Assessment Board to undertake the assessment of any officer and submit report within two weeks from the date of the notification appointing the said Board.

8.2. The Assessment Board, in terms of these rules, shall be constituted and notified by the I.G.P., Sindh.

8.3. The assessment as mentioned in Rule 8.1 shall be conducted on the basis of pre-determined Key Performance Indicators (K.P.Is.)

8.4 The I.G.P., Sindh, may issue the K.P.Is. as a policy guideline separately, in accordance with the provisions of these rules.

9. The composition of the Assessment Board shall be as follows:-

a) For District Superintendents of Police:- The Inspector General of Police shall by notification constitute a Provincial Assessment Board (PAB), headed by an officer not below the rank of Additional I.G.P., with 2 D.I.Gs., one of which will be the Range D.I.G. where the officer being assessed is serving.

b) For SDPOs and SHOs:- The Inspector General of Police shall by notification constitute a Range Assessment Board (RAB), headed by the concerned Range D.I.G./Zonal D.I.G. and comprising of all District Superintendent of Police of the Range/Zone.

10. The notified Boards mentioned in the rule 9(a) and (b) shall assess, screen and evaluate the performance of the officer according to K.P.Is and submit specific recommendations in writing to the Inspector General of Police, Sindh, regarding his/her retention or pre-mature transfer.

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(b) The officer voluntarily requested for his transfer due to some unavoidable personal reasons endorsed by his Supervisory Officer.

(c) The officer proceeding on leave of any kind for a period of more than 30 days.

(d) The officer's proceedings on departmental course of duration of more than 30 days.

16. **Re posting of officer on a Command Post after being transferred due to compelling Reasons:-** An officer who is transferred from a Command Post due to Compelling Reasons mentioned in the Rule 14 above, before expiry of minimum tenure shall not be re-posted against any Command Post for a minimum period of 1 year.

17. **Rotation policy for posting on Command Post:-** All officers serving at any level on a Command Post should serve in hard area with suitable rotations between Command Post and Staff Posts. An officer, who has served consecutively for a full tenure assigned to a Command Post twice, shall be posted against a Staff Post for a period not less than 2 years.

18. **Transfer and posting against a Staff Post:-** 18.1 Transfer and posting on a Staff Post (including Ministerial and non-uniformed members of Sindh Police) will be made by authorities as mentioned in Table 3.

Table 3

S.No.	Basic Scale	Authority to post & issue posting orders
1.	Basic Scale 1 to 21	Inspector General of Police (inter-Range and Inter-Unit in whole Province)
2.	Basic Scale 1-16	Range Deputy Inspector General of Police/Zonal Range/Zonal Deputy Inspector General of Police/All other Deputy Inspector General of Police heading a unit (within their jurisdiction)
3.	Basic Scale 1-15	District Superintendent of Police/All other SSPs heading a unit (within their jurisdiction)

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GOVERNMENT OF SINDH
SERVICE, GENERAL ADMINISTRATION & COORDINATION
DEPARTMENT

Karachi dated the _____ 2017.

Annex 'A'

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