

**Amendment in the Law and Justice Commission of Pakistan
Employees (Terms and Conditions of Service) Rules 1992**

Report No.79

Subject: Amendment in the Law and Justice Commission of Pakistan Employees (Terms and Conditions of Service) Rules 1992.

The Law and Justice Commission of Pakistan, under powers conferred by Section 9 of the Law and Justice Ordinance of 1979, made the Law and Justice Commission of Pakistan Employees (Terms and Conditions of Service) Rules 1992. The Schedule to the Rules provides provisions regarding move over and grant of selection grades to different categories of employees. The Federal Government revised the basic pay scales and fringe benefits of civil employees (BPS-1 to BPS-22) of the Federal Government in 2001 and abolished the benefits of civil employees getting selection grades and move over in the scheme of basic pay scales. However, similar Provisions regarding selection grades/move over are still part of the LJCP Employees Rules. The Government has changed the nomenclature of "Accountant" as "Assistant Accounts Officer". In the budget of the LJCP, the post is reflected as Assistant Accounts Officer, hence the post of "Accountant" be re-designated as "Assistant Accounts Officer". Rule 4 of the aforesaid Rules provides that the rules and order in force and applicable, from time to time, to civil servants of corresponding grades of the Federal Government shall regulate the terms and conditions of service of employees serving in the Secretariat of the Commission. To remove the anomaly, it is proposed to suitable amend the LJCP Employees (Terms and Conditions of Service) Rules 1992 as indicated in the table below:

Posts	Existing Provisions	Amended Provisions
2. Joint Secretary	by direct recruitment from amongst the officers of the Federal or Provincial Governments holding a law degree including the Judicial officers, having rendered 5 years service in BPS-19, on regular basis or by move-over	by direct recruitment from amongst the officers of the Federal or Provincial Governments holding a law degree including the Judicial officers, having rendered 5 years service in BPS-19, on regular basis.
3. Deputy Secretary	by direct recruitment from amongst the officers of the Federal or Provincial Governments holding a law degree including the Judicial Officers having rendered 7	by direct recruitment from amongst the officers of the Federal or Provincial Governments holding a law degree including the Judicial Officers having

	years service in BPS-18 on regular basis or by move-over	rendered 7 years service in BPS-18 on regular basis.
7. Superintendent	Appointment to the post shall be made by the Chairman by selection from amongst the Assistant Incharge, Assistants (selection grades) serving in the Secretariat of the Commission with 5 years service in the relevant grade on the basis of seniority-cum-fitness, failing that by direct recruitment or by transfer from amongst persons who are Graduate and have 5 years service in BPS-15.	Appointment to the post shall be made by the Chairman by selection from amongst the Assistant Incharge, Assistants serving in the Secretariat of the Commission with 5 years service in the relevant grade on the basis of seniority-cum-fitness, failing that by direct recruitment or by transfer from amongst persons who are Graduate and have 5 years service in BPS-15.
8. Accountant	“Accountant”	Assistant Accounts Officer
9. Assistant Incharge	Appointment to the post shall be made by the Secretary by promotion from amongst the holders of the post of Assistant (selection grade) on the basis of seniority-cum-fitness.	Appointment to the post shall be made by the Secretary by promotion from amongst the holders of the post of Assistant on the basis of seniority-cum-fitness.
10. Assistant	BPS-11 33% posts shall be in selection grade BPS-11 (ii) 50% posts shall be filled from amongst the U.D.Cs.(selection grade) serving in the Secretariat of the Commission on the basis of seniority-cum-fitness having 3 years service as U.D.C.	BPS-11 (ii) 50% posts shall be filled from amongst the U.D.Cs. serving in the Secretariat of the Commission on the basis of seniority-cum-fitness having 3 years service as U.D.C.
11. Stenographer	BPS-15 33% posts shall be in selection grade BPS-16 (ii) Selection grade shall be granted from amongst the Stenographers serving in the Secretariat of the Commission on the basis of seniority-cum-fitness.	BPS-15 Omitted
12. Upper Division Clerk	BPS-7 33% posts shall be in selection grade BPS-9 (ii) 50% posts shall be filled from amongst the L.D.Cs. (selection grade) serving in the	BPS-7 (ii) 50% posts shall be filled from amongst the L.D.Cs. serving in the

	Secretariat of the Commission on the basis of seniority-cum-fitness having 3 years service as L.D.C.	Secretariat of the Commission on the basis of seniority-cum-fitness having 3 years service as L.D.C.
13. Lower Division Clerk	BPS-5 33% posts shall be in selection grade BPS-7	BPS-5

The notification for giving effects to the amendments in the Schedule is annexed for approval

LAW & JUSTICE COMMISSION OF PAKISTAN

Islamabad, the August 2005.

NOTIFICATION

S.R.O. /2005.- In exercise of the powers conferred by section 9 of the Law and Justice Commission of Pakistan Ordinance, 1979 (XIV of 1979), the Law and Justice Commission of Pakistan is pleased to make the following amendments in the Law and Justice Commission of Pakistan Employees (Terms and Conditions of Service) Rules 1992, namely:-

In the said Rules, in the Schedule,-

- (i) at serial number 2, in column 4, in clause (v), the words “or by move-over” shall be omitted.
- (ii) at serial number 3, in column 4, in clause (v), the words “or by move-over” shall be omitted.
- (iii) at serial number 7, in column 4, the brackets and words “(selection grade)” shall be omitted.
- (iv) at serial number 8, in column 2, for the word “Accountant” the words “Assistant Accounts Officer” shall be substituted.
- (v) at serial number 9, in column 4, the brackets and words “(selection grade)” shall be omitted.
- (vi) at serial number 10,
 - (a) in column 3, the figures and words “33% posts shall be in selection grade BPS-15” shall be omitted; and
 - (b) in column 4, in clause (ii), the brackets and words “(selection grade)” shall be omitted.
- (vii) at serial number 11,
 - (a) in column 3, the figures and words “33% posts shall be in selection grade BPS-16” shall be omitted; and
 - (b) in column 4, the brackets, figures and words “(ii) Selection grade shall be granted from amongst the Stenographers serving in the

Secretariat of the Commission on the basis of seniority-cum-fitness." shall be omitted.

- (viii) at serial number 12,
 - (a) in column 3, the figures and words "33% posts shall be in selection grade BPS-9" shall be omitted; and
 - (b) in column 3, the brackets and words "(selection grade)" shall be omitted.
- (ix) at serial number 13, in column 3, the figures and words "33% posts shall be in selection grade BPS-7" shall be omitted.

**RECRUITMENT RULES FOR COMPUTER POSTS AND
SECTION OFFICER**

S. #	Name of Post	Status and Pay Scale	Mode of Appointment, Qualifications/Conditions
1	MIS Manager	BPS-19. The same status and pay scale as may be prescribed from time to time for the post in BPS-19 in the Federal Government.	<p>Appointment to post shall be made by the Chairman in his discretion:</p> <p>(i) by promotion from amongst the officers serving in the Secretariat of the Commission in BPS-18 holding 2nd Class or Grade 'C' Master's Degree in Computer Science or Information Technology or Software Engineering or 4 years Bachelor Degree in Computer Science or Information Technology or Software Engineering and having rendered 7 years service in BPS-18 or 12 years service in BPS-17 and above in the relevant field.</p> <p>(ii) by direct recruitment from amongst the persons holding Ph.D. Degree in Computer Science or Software Engineering or Information Technology with 3 years experience in the field of Management such as Management Analysis or System Analysis or System Programming or 2nd Class or Grade 'C' Master's Degree in Computer Science or Information Technology or Software Engineering or 4 years Bachelor Degree in Computer Science or Information Technology or Software Engineering with 12 years experience in the above fields.</p> <p>(iii) by transfer from amongst the officers of equivalent rank serving in the Federal or Provincial Governments holding Ph. D. Degree or 2nd Class or Grade 'C' Master's Degree in Computer Science or Information Technology or Software Engineering or 4 years Bachelor Degree in Computer Science or Information Technology or Software Engineering.</p> <p>(vi) by taking on deputation from amongst the officers of the Federal or Provincial Governments holding Ph. D. Degree or 2nd Class or Grade 'C' Master's Degree in Computer Science or Information Technology or Software Engineering or 4 years Bachelor Degree in Computer</p>

			<p>Science or Information Technology or Software Engineering and serving in BPS-18 or 19 on regular basis.</p> <p>(Maximum age for column (ii) is 45 years)</p>
2	System Analyst	<p>BPS-18. The same status and pay scale as may be prescribed from time to time for the post of System Analyst in BPS-18 in the Federal Government.</p>	<p>Appointment to post shall be made by the Chairman in his discretion:</p> <p>(i) by promotion from amongst the officers serving in the Secretariat of the Commission holding Ph. D. Degree or 2nd Class or Grade 'C' Master's Degree in Computer Science or Information Technology or Software Engineering or 4 years Bachelor Degree in Computer Science or Information Technology or Software Engineering having 5 years service in BPS-17 or 8 years service in BPS-16 and above in the relevant field.</p> <p>(ii) by direct recruitment from amongst the persons holding Ph. D. Degree or 2nd Class or Grade 'C' Master's Degree in Computer Science or Information Technology or Software Engineering or 4 years Bachelor Degree in Computer Science or Information Technology or Software Engineering with 5 years experience in the relevant field.</p> <p>(iii) by transfer from amongst the officers of equivalent rank serving in the Federal or Provincial Governments holding Ph. D. Degree or 2nd Class or Grade 'C' Master's Degree in Computer Science or Information Technology or Software Engineering or 4 years Bachelor Degree in Computer Science or Information Technology or Software Engineering.</p> <p>(vi) by taking on deputation from amongst the officers of the Federal or Provincial Governments holding Ph. D. Degree or 2nd Class or Grade 'C' Master's Degree in Computer Science or Information Technology or Software Engineering or 4 years Bachelor Degree in Computer Science or Information Technology or Software Engineering and serving in BPS-17 or 18 on regular basis.</p> <p>(Maximum age for column (ii) is 35 years)</p>

3	Section Officer	(BPS-17). The same status and pay scale as may be prescribed from time to time for the post of Section Officer in BPS-17 in the Federal Government.	<p>Appointment to post shall be made by the Chairman in his discretion:</p> <p>(i) by promotion from amongst the officials serving in the Secretariat of the Commission, holding Law Degree, in BPS-16 having 3 years experience or in BPS-15 having 5 years experience or in BPS 11 to 14 having 8 years experience.</p> <p>(ii) by direct recruitment from amongst the persons holding 2nd Class Law Degree.</p> <p>(iii) by transfer from amongst the officers of equivalent rank serving in the Federal or Provincial Governments holding a Law Degree.</p> <p>(iv) by taking on deputation from amongst the officers of the Federal or Provincial Governments holding a Law Degree including the judicial officers serving in BPS-17 or 16 on regular basis.</p> <p>(Maximum age for column (ii) is 30 years).</p>
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Commission's deliberation on 20.8.2005

The above working paper was considered by the Commission in its meeting held on 04.02.2005 and the following are the deliberations :-

The Secretary explained that the Finance Division has sanctioned various new posts for Secretariat of the Commission to discharge additional functions of managing the Access to Justice Development Fund and providing secretariat assistance to the National Judicial Policy Making Committee. A few posts have recently been filled and the rest (i.e. one post of JS (B-20), three posts of DS (B-19) including one resultant vacancy due to promotion of incumbent as JS, two posts of R.O (B-18), one post of S.O (B-17), one post of MIS Manager (B-19), one post of System Analyst (B-18) and one post of Computer Programmer (B-17) are proposed to be filled in the near future to strengthen the capacity of the Secretariat therefore, draft recruitment rules for the 3 newly sanctioned posts of MIS Manager, (B-19) System Analyst (B-18) and Section Officer (B-17) may be approved by the Commission. The Secretary further explained that under the existing rules of the Commission any change made in corresponding rules of the Federal Government shall mutatis mutandis apply to the employees of the Commission. The Federal Government recently abolished the grant of move-over in higher pay scale and higher selection grade to the Government servants and has also changed the nomenclature of the post of Accountant to Assistant Accounts Officer, therefore, the consequential amendment is proposed in the Law & Justice Commission of Pakistan Employees (Terms and Conditions of Service) Rules, 1992. The Secretary moved the Commission to approve draft recruitment rules of the aforesaid newly sanctioned 3 posts and the consequential amendment in the existing rules alongwith approval to filling of the

vacant posts and the Commission unanimously accorded approval thereto. The Secretary added that 9 newly sanctioned posts and one resultant vacancy of DS i.e. one post of JS, two posts of Research Officers (B-18), one post of Section Officer (B-17), one post of MIS Manager (B-19), one post of System Analyst (B-18) and one post of Computer Programmer (B-17) need to be filled to enable the Secretariat of LJCP to perform the added functions of the LJCP, NJPMC and Governing Body, AJDF. It was resolved that the posts be filled through advertisement to induct fresh qualified staff on merit.