

**Lien:** Means the title of a Government servant to hold a permanent post in a substantive capacity.

**General Principles: -**

- \* Two or more Government servants cannot be appointed substantively to the same permanent post at the same time.
- \* A Government servant cannot be appointed substantively, except as a temporary measure, to two or more permanent posts at the same time.
- \* If a Government servant holds a lien on a certain posts, no other Govt. servant can be appointed substantively to that post.
- \* There is only one substantive holder of a given permanent post.
- \* When a Government servant is going to be confirmed in a certain post, he should exercise option that he agrees to the termination of his lien on any other permanent post held by him in a substantive capacity.

**Retention of Lien: -**

Substantive holder of a permanent post retains lien in the following cases: -

- \* While performing the duties of that post.
- \* While on Foreign Service, or holding a temporary post, or officiating in another post.
- \* During joining time on transfer to another post.
- \* During suspension.
- \* During leave.

**Suspension of Lien: -**

a (Compulsory) : A competent authority shall suspend the lien of a government servant holding a permanent post substantively when ever he is appointed in a substantive capacity to a tenure post or to a pennant post outside the cadre or if he is appointed provisionally against a post on which another Government servant holds a lien.

b (Optional): The competent authority may also, at his option, suspend the lien of a Govt. servant holding a pennant post substantively if he is deputed out of Pakistan or goes on foreign

service, or is transferred in a substantive or officiating capacity to a post in another cadre, provided that in all the above cases, the period is not less than 3 years.

**Revival of Lien: -**

The Suspended lien will revive as soon as the Government servant ceases to hold a lien against any of the posts in (a) or (b).

**Termination of Lien: -**

\*A substantive holder of a permanent post acquires a lien on that post and ceases to hold any lien previously acquired on any other post.

\*If appointed to a permanent post, his lien on tenure post must be tenanted.

\*On appointment to the posts of Chief Engineer or Governor, their lien on permanent posts must be tenanted.

\* When Chief Engineer takes leave immediately on vacating his office or post, he shall be left without lien on any other permanent post.

\*When appointed to a permanent post outside the cadre on which he is borne, his lien or suspended lien on his previous post can be tenanted on the written request of the Government servant concerned and not otherwise.