

**BALUCHISTAN AGRICULTURE DEPARTMENT
SUBORDINATE (RESEARCH WING)
(BASIC PAY SCALE 1 TO 15) SERVICE
RULES, 1984**

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RULES

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**¹BALUCHISTAN² AGRICULTURE DEPARTMENT
SUBORDINATE (RESEARCH WING)
(BASIC PAY SCALE 1 TO 15) SERVICE
RULES, 1984**

NOTIFICATION

[25th July, 1984]

No. SOR (2)137/S&GAD-81(B). In exercise of the powers conferred by Section 25 of the Baluchistan Civil Servants Acts 1974³ (IX of 1974), the Government of Baluchistan is pleased to make the following rules regulating recruitment to the Baluchistan Agriculture Department Subordinate (Research Wing) (Basic Pay Scale 1 to 15) Service and prescribing conditions of service for the persons appointed thereto, namely:—

PART I – GENERAL

1. **Short title and commencement.**— (1) These rules may be called the Baluchistan, Agriculture Department Subordinate (Research Wing) (Basic Pay Scale 1 to 15) Service Rules, 1984.

(2) They shall come into force at once.

2. **Definitions.**— In these rules, unless the context otherwise requires the following expression shall have the meanings hereby respectively assigned to them, that is to say:—

- (a) **“Appendix”** means the Appendix to these rules;
- (b) **“Appointing Authority”** means the appointing authority specified in rule 4;
- (c) **“Board”** means a Board of Secondary Education established by law in Pakistan or any other educational authority or institution declared by Government in consultation with the Commission to be a Board for the purpose of these rules;
- (d) **“Commission”** means the Baluchistan Public Service Commission⁴;
- (e) **“Department”** means the Baluchistan Agriculture Department;
- (f) **“Government”** means the Government of Baluchistan;
- (g) **“Initial recruitment”** means appointment made otherwise than by promotion or transfer from an other Service/Department/post;

¹ These rules have been made by the Government of Baluchistan, Services and General Administration Department, vide its notification No. SOR (2)137/S&GAD-81(B), dated 25th July, 1984; and published in the Baluchistan Gazette (Extraordinary) No. 257, dated 25th July, 1984.

² Spelling of the word “Baluchistan”, wherever it appears in these rules, is corrected by insertion of letter “o” instead of “u”; as per Government of Baluchistan, S&GAD’s Notification No. SORI (4) 6/ S&GAD-89, dated 18th June, 1989.

³ That is Baluchistan Act IX of 1974; passed by the Provincial Assembly of Baluchistan on 19th June, 1974; assented to by the Governor of Baluchistan; and published in the Baluchistan Gazette (Extraordinary) No. 41 dated 20th July, 1974.

⁴ Commission constituted under the Baluchistan Public Service Commission Act, 1989 (Act II of 1989); published in the Baluchistan Gazette (Extraordinary) No. 88, dated 23rd May, 1989; and earlier to that constituted under the Baluchistan Ordinance II of 1978 (repealed) and the Baluchistan Act IV of 1974 (repealed).

- (h) “**Recognized University**” means any University incorporated by law in Pakistan or any other University declared by Government in consultation with the Commission to be a recognized University for the purposes of these rules;
- (j) “**Scheduled Castes**” means the castes, races of tribes and parts or groups within castes, races or tribes declared to be scheduled castes, under any law in force in Pakistan or as declared by Government for the purposes of these rules;
- (k) “**Service**” means the Balochistan Agriculture Department Subordinate (Research Wing) (Basic Pay Scale 1 to 15) Service.

PART II – RECRUITMENT

3. **Eligibility and Composition of Service.**— (1) No persons who is married to a foreign national shall be eligible for appointment to the Service.

(2) The restriction imposed by sub-rule (1) above may be relaxed by Government in the case of a person who is married to a citizen of India.

(3) The Service shall comprise of the posts specified in Colum 2 of the appendix and such other posts as may be determined by Government from time to time.

4. **Appointing Authority.**— Appointment to the Service shall be made as specified in rule 4 of the Baluchistan Civil Servant (Appointment, Promotion and Transfer) Rule, 1979¹.

5. **Method of Recruitment.**— Appointment to the Service shall be made as prescribed in the Appendix.

6. **Age.**— (1) No person, who is less than eighteen years or more than twenty five years of age shall be appointed to the Service by initial recruitment;

Provided that —

- (i) in the case of a person whose services under the Government have been terminated for want of a vacancy the period of service already rendered by him shall, for the purpose of the upper age limit under this rule, be excluded from his age.
 - (ii) for upper age limit for appointment in the Service by initial recruitment in case of candidates from scheduled castes or under developed areas, shall be relaxed for three years upto 31.12.1984, as laid down in the Government of Balochistan, S&GAD’s Notification No. S-III-27(127)/ S&GAD-74, dated 8.12.1979.
- (2) For the purpose of this rule, age shall be reckoned: —
- (i) where recruitment is to be made on the basis of a written examination, as on the 1st of January of the year in which the examination is proposed to be held;

¹ Rules made by the Government of Balochistan, Services and General Administration Department, vide its Notification No. 17-237-79-SO-ARC/S&GAD, dated 26th June, 1979; published in the Balochistan Gazette (Extraordinary) No. 73, dated 10th July, 1979; and now repealed by the Balochistan Civil Servant (Appointment, Promotion and Transfer) Rules, 2009, Rule 23.

For the Balochistan Civil Servant (Appointment, Promotion and Transfer) Rules, 2009, See Balochistan Gazette (Extraordinary) No. 165, dated 27th October, 2009.

- (ii) in other cases, as on the last date fixed for submission of applications for appointment.

7. **Qualifications.**— (1) No person shall be appointed to a post in the Service by initial recruitment unless he possesses the qualification prescribed for the post in column 3 of the Appendix.

(2) No person, not already in Government service, shall be appointed to the Service unless he produces a certificate of character from the Principal, Academic officer of the academic institution last attended and also certificates of character from two other responsible person, not being his relatives, who are well acquainted with his character and antecedents.

(3) No person shall be appointed by initial recruitment to the Service unless he is declared to be physically fit by a Government Medical Officer not below the rank of a District Health Officer.

PART III – CONDITIONS OF SERVICE

8. **Probation.**— (1) A person appointed to the service against a substantive vacancy, shall remain on probation for a period of two years if appointed by initial recruitment, and for a period of one year if appointed otherwise.

Explanation. Officiating service and service spent on deputation to a corresponding or a higher post may be allowed to count towards the period of probation.

(2) If the work or conduct of a member of the Service during the period of probation has in the opinion of appointing authority may, notwithstanding that the period of probation has not expired, dispense with his services if he has been appointed by initial recruitment and if he has been appointed otherwise, revert him to his former post, or if there be no such post, dispense with his services.

(3) On completion of the period of probation of a member of the Service, the appointing authority may, subject to the provisions of sub rule 4, confirm him in his appointment, or if his work or conduct has, in the opinion of such authority, not been satisfactory —

- (a) in case he has been appointed by initial recruitment, dispense with his services, *or*
- (b) in case he has been appointed otherwise, revert him to his former post, and if there be no such post, dispense with his services; *or*
- (c) extend the period of probation by a period not exceeding two years in all and during or on the expiry of such period pass such orders as it could have passed during or on the expiry of the initial probationary period.

Explanation– I. If no orders have been made by the day following the completion of the initial probationary period, the period of probation shall be deemed to have been extended.

Explanation– II. If no orders have been made by the day on which the maximum period of probation expires, the probationer shall be deemed to have been confirmed

in his appointment from the date on which he was appointed to the post subject to the provision of Sub-section (5) of Section 7 of Balochistan Civil Servant Act, 1974¹.

(4) No person shall be confirmed in the Service unless he successfully completes such training and passes such departmental examinations as may be prescribed by Government from time to time.

(5) If a member of the Service whether appointed by initial recruitment or otherwise fails to complete successfully any training or pass any departmental examination under sub rule (4) within such period or in such number of attempts as may be prescribed by Government the appointing authority may —

- (a) in case he has been appointed by initial recruitment, dispense with his services; *or*
- (b) in case he has been appointed otherwise, revert him to his former post, and if there be no such post, dispense with his services.

9. **Seniority.**— (1) the *inter se* seniority of the members of the Service in the various grades thereof shall be determined:—

- (a) in the case of members appointed by initial recruitment, in accordance with the order of merit assigned by the Selection Committee; provided that members selected for the Service in an earlier selection shall rank senior to the members selected in a later selection; *and*
- (b) in the case of persons appointed otherwise with reference to the dates of their continuous appointment therein; provided that if the date of continuous appointment in the case of two or more members of the Service is the same the older official, if not junior to the younger official or officials in the next below grade shall rank senior to the younger official or officials.

Explanation— I. If a junior official in a lower grade is promoted to a higher grade temporarily in the public interest, even though continuing later permanently in the higher grade, it would not adversely affect the interest of his seniors in the fixation of his seniority in the higher grade.

Explanation— II. If a junior official in a lower grade is promoted to a higher grade by superseding a senior official and subsequently that official is also promoted to the same grade the official promoted first shall rank senior to the official promoted subsequently.

Explanation— III. A junior official appointed to a higher grade shall be deemed to have superseded a senior official only if both the junior and senior officials were considered for the higher grade and the junior official was appointed in preference to the senior official.

(2) The seniority in the various grades of the Service of the members thereof appointed by initial recruitment *viz-a-viz* those appointed otherwise shall be determined—

¹ That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan on 19th June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41, dated 20th July, 1974.

- (a) in case both the official appointed by initial recruitment and the official appointed otherwise have been appointed against substantive vacancies, or both have been appointed against temporary vacancies, with reference to the date of appointment to such vacancy in the case of the official appointed by initial recruitment and to the date of continuous appointment against such vacancy in the case of the official appointed otherwise; provided that if the two dates are the same the official appointed otherwise shall rank senior to the official appointed by initial recruitment;
- (b) in case the official appointed by initial recruitment has been appointed against a substantive vacancy and the official appointed otherwise has been appointed against a temporary vacancy, the official appointed by initial recruitment shall rank senior to the official appointed otherwise;
and
- (c) in case the official appointed otherwise is appointed against the substantive vacancy and the official appointed by initial recruitment is appointed against a temporary vacancy, the official appointed otherwise shall rank senior to the official appointed by initial recruitment.
10. **Liability to transfer and serve.**— Members of the Service shall be liable to:—
- (a) transfer any where in Balochistan; *and*
- (b) serve in any department of Government or any local authority or statutory body set up or established by Government.
- Provided that where a member of the Service is required to serve in a post outside his service or cadre, his terms and conditions of service as to his pay shall not be less favourable than those to which he would have been entitled if he has not been so required to serve.
11. **General Rules.**— In all matters not expressly provided for in these rules, members of the Service shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.
12. **Relaxation.**— Any of these rules may, for reasons to be recorded in writing, be relaxed in individual cases if Government is satisfied that a strict application of these rules would cause undue hardship to the individual concerned.
13. **Delegation.**— Government may delegate all or any of its powers under these rules to any officer subordinate to it.
14. **Repeal.**— The West Pakistan Agriculture Research Subordinate Service Rules, 1963 in their application to the Province of Balochistan are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

¹APPENDIX

{See Rules 3 (3), 5 and 7 (1)}

S. No.	Nomenclature of the Post.	Minimum qualification prescribed for Appointment by initial recruitment.	Method of Recruitment.
1.	Market Intelligence Inspector (B-15).	2 nd Division Graduation from a recognized University.	i) 50% By initial recruitment. ii) 50% by promotion from amongst the Stenographers (B-12) and Assistants (B-14) on seniority cum fitness basis having three years service as such with following ratio: a) 25% from the holders of the post of Stenographers (B-12). b) 25% from the holder of the post of Assistants (B-14).
2.	Sub-Engineer (B-11).	Diploma in Civil Technology/ Engineering from recognized Polytechnic Institute.	By initial recruitment.
3.	Lab: Technician Male & Female (B-11).	F.Sc from recognized Board.	i) 40% by initial recruitment. ii) 60% by promotion from amongst Lab: Assistant on seniority cum fitness basis having at least three years service as such.
4.	Field Inspector/ Field Supervisor (B-11).	---	By promotion from amongst the Field Assistant of Agriculture Research Wing with three years experience in the Agriculture Research on seniority cum fitness basis as such.
5.	Electric Forman (B-11).	Diploma in Electrical Engineering from a recognized Board.	i) 20% by initial recruitment. ii) 80% by promotion from amongst member holding

¹ Substituted vide the Government of Balochistan, Services and General Administration Department's notification No. SOR-II(I)2/S&GAD/1736-1835, dated 9th June, 2008; and published in the Balochistan Gazette (Extraordinary) No. 66, dated 9th June, 2008, for the existing Appendix.

For the earlier Appendix see S&GAD Notification No. SOR (2)137/S&GAD-81 (B), dated 25th July, 1984; and published in the Balochistan Gazette (Extraordinary) No. 257, dated 25th July, 1984.

			the post of Electrician with three years service Experience, as such.
6.	Drafts Man (B-11).	Diploma in Civil Technology from recognized Polytechnic Institute.	By initial recruitment.
7.	Telephone Technician (B-11).	Matriculation from recognized Board with Diploma/ Certificate from Government recognized Institute of Telephone (Haripur).	i) 50% by initial recruitment. ii) 50% By promotion from amongst the members holding post of Telephone Operator with five years experience on Seniority cum fitness basis as such.
8.	Laboratory Assistant Male & Female (B-09).	Matriculation with Science from a recognized Board.	By initial recruitment.
9.	Artist Cum Photographer (B-09).	Matriculation from recognized Board with one year experience in Photography.	By initial recruitment.
10.	Charge Mechanic (B-10).	---	By promotion from amongst the member holding the post of Mechanic of Agriculture Research Wing with at least three years experience as such.
11.	Mechanic (B-08).	---	By promotion from amongst Fitter/ Plumber of Agriculture Research wing with three years experience in the Department as such on seniority Cum fitness basis.
12.	Cataloger (B-08).	Matriculation from recognized Board with one year Diploma/ Certificate from recognized Institute.	By initial recruitment.
13.	Electrician (B-08).	Matriculation with Diploma in Electricity from a recognized Board.	By initial recruitment.

14.	Dispenser (B-06).	Matriculation from a recognized Board with Diploma/ Certificate from Government Institute as Dispenser.	By initial recruitment.
15.	Tube Well Operator/ Engine Driver (B-06).	---	By promotion amongst the Cleaners/Helpers and Beldars already working with the Tube Well Operator with at least five years experience in the department on the seniority cum fitness basis.
16.	Heavy Vehicle Driver (B-07).	---	By promotion from Driver on seniority cum fitness basis with five years experience in Vehicle driving in Agriculture Research.
17.	Field Man (B-06).	---	By promotion from amongst Malies/ Beldars of Agriculture Research Wing on seniority cum fitness basis as such.
18.	Field Assistant (B-06).	Matriculation from a recognized Board with at least one year training Certificate from Agriculture Training Institute.	i) 80% by initial recruitment. ii) 20% by promotion from amongst the members of Service holding the post in B-01 to B-04 who have passed the Matriculation with three years experience on seniority cum fitness basis.
19.	Telephone Operator (B-06).	Matriculation from a recognized Board and a Certificate from Vocational Institute for handling the Telephone exchange.	By initial recruitment.
20.	Budder (B-06).	---	By promotion from amongst Malies/ Beldars of Agriculture Research Institute on seniority cum fitness basis as such.
21.	Fitter (B-05).	---	By promotion from amongst Cleaners having five years satisfactory Service in the line on seniority cum fitness basis.
22.	Plumber	Matriculation with	i) 25% By Initial

	(B-05).	Certificate of Plumbing from recognized Institute.	recruitment. ii) 75% By promotion from amongst the Tube Well Cleaner / Helpers having five years experience as such on seniority cum fitness basis as such.
23.	Carpenter (B-05).	Middle with Certificate of Carpentry from recognized Institute or certificate from any other recognized training Institute.	By initial recruitment
24.	Welder (B-05).	Diploma/Certificate from recognized Vocational Institute with three years experience in Electric and Gas Welding.	i) 25% By initial recruitment. ii) 75% By promotion from amongst the members of Service possessing of three years service experience in Electric and Gas Welding.
25.	Tractor Driver (B-05).	Tractor Driving License.	i) 20% by initial recruitment. ii) 80% By promotion from amongst the Cleaners having three years service holding Tractor driving license on seniority cum fitness basis.
26.	Met Observer (B-05).	Matriculation with science from recognized Board. The experience of Metrology is preferred.	By initial recruitment.
27.	Vehicle Driver (B-04).	Valid driving license holder	i) 20% by initial recruitment. ii) 80% By promotion from amongst the Cleaners having three years service holding a licence of driving on seniority cum fitness basis as such.
28.	Washer Man (B-04).	One Year experience certificate in cloth washing.	By initial recruitment.
29.	Dairy Attendant / Poultry Attended (B-02).	Physical fitness.	By initial recruitment.

30.	Library Attendant/ Laboratory Attendant/ Store Attendant (B-02).	Physical fitness.	By initial recruitment.
31.	Attendant/Cook (B-02).	One year experience certificate in cooking.	By initial recruitment.
32.	Boiler Attendant (B-02).	Boiler Test examination certificate from a recognized Institute.	By initial recruitment.
33.	Cleaner (B-02).	---	By promotion amongst the Beldars already working as Cleaner on Vehicle/Tractor in Workshop with at least 2 years experience in the department, as such.
34.	Pollinator (B-02).	Physical fitness.	By initial recruitment.
35.	Mali/Beldar/Chowkidar (B-01).	Physical fitness.	By initial recruitment.
36.	Sweeper (B-01).	Physical fitness.	By initial recruitment.
