

**BALUCHISTAN AGRICULTURE DEPARTMENT
(EXTENSION WING) TECHNICAL SUBORDINATE
(GRADE-1 TO 15) SERVICE
RULES, 1983**

CONTENTS

RULES

Preamble.

PART I — GENERAL

1. Short title and commencement.
2. Definitions.

PART II — RECRUITMENT

3. Eligibility and Composition of Service.
4. Appointing Authority
5. Method of Recruitment.
6. Age.
7. Qualification.

PART III — CONDITIONS OF SERVICE

8. Probation.
9. Seniority.
10. Liability to transfer and serve.
11. General Rule.
12. Relaxation.
13. Delegation.
14. Repeal.

Appendix.

**¹BALUCHISTAN² AGRICULTURE DEPARTMENT
(EXTENSION WING) TECHNICAL SUBORDINATE
(GRADE-1 TO 15) SERVICE**

RULES, 1983

NOTIFICATION

[19th November, 1983]

No. SOR (2)138 (A)/(S&GAD)-81/. In exercise of 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 (Extension Wing) Technical Subordinate (Grade-1 to 15) Service and prescribing condition of services for the persons appointed thereto namely:—

PART I— GENERAL

1. **Short title and commencement.**— (1) These rules may be called the Baluchistan, Agriculture Department (Extension Wing) Technical Subordinate (Grade-1 to 15) Service Rules, 1983.

(2) They shall come into force at once.

2. **Definitions.**— (1) 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 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 which may declared by Government in consultation with Commission to be a Board for the purpose of these rules.
- d) **“Department”** means the Agriculture Department Government of Baluchistan.
- e) **“Commission”** means the Baluchistan Public Service Commission⁴:
- f) **“Government”** means the Government of Baluchistan:

¹ These rules have been made by the Government of Baluchistan, Services and General Administration Department, vide its notification No. SOR(2)138(A)/(S&GAD)-81/, dated 19th November, 1983; and published in the Baluchistan Gazette (Extraordinary) No. 395, dated 19th November, 1983.

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).

- g) “**Initial recruitment**” means the appointment made otherwise than by promotion or transfer from another service/Department/ Posts.
- h) “**Recognized Institute**” means any Institute Recognized by the Government in consultation with the commission to be a Recognized Institute for the purpose of these rules:
- i) “**Recognized University**” means any University incorporated by Law in Pakistan or any other University which may be declared by Government in consultation with commission to be a recognized university for the purpose of these rules:
- j) “**Selection/Promotion Committee**” means a selection/promotion committee constituted by or under orders of Government:
- k) “**Service**” means the Balochistan Agriculture Department (Extension Wing) Technical Subordinate (Grade-1 to 15) Service.

PART II – RECRUITMENT

3. **Eligibility and Composition of Service.**— (1) No persons who has 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 has 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 Balochistan Civil Servant (Appointment, Promotion and Transfer) Rule, 1979¹.

5. **Method of Recruitment.**— (1) Appointment to the posts in 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 purposes 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 schedule castes or under Developed area shall be relaxed for three years up to 31-12-1984, as laid down in the Government of Balochistan, S&GAD’s Notification No. S-III-27(127)/S&GAD-74, dated 08-12-1979.

(2) For the purpose of this rule, age shall be reckoned.

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.

- (i) where recruitment is to be made on the basis of a written examination, as on the 1st January of the year in which the examination is proposed to be held: *and*
- (ii) In other case as on the last date fixed for submission of application for appointment.

7. **Qualification.**— (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 persons, not being his relatives. Who are well acquainted with his character and antecedent.

(3) No person shall be appointed by initial recruitments 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 – CONDITION 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 the appointing authority not been satisfactory, the 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 services, 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.
- (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) section 7 of the 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 fails to complete successfully training or pass any departmental examination under sub rule (4) within such period or in a 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.**— 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 appointing authority, 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 member 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 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 senior in the fixation of his seniority in the higher grade.

Explanation– II. 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 official 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 appointed by initial recruitment *viz-a-viz* these 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 vacancy, 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 two dates are the same the official appointed otherwise shall rank senior to official appointed by initial recruitment;
- (b) in case the official appointed by initial recruitment has been appointed against a substantive vacancy and 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 Rule.**— In all matters not expressly provided for in these rules, member of the service shall be Governed by such rules as have been or may here after be prescribed by Government and made applicable to them.

12. **Relaxation.**— Any of these rules may, for reasons to the 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 Department (Extension Wing) Subordinate Service Rules 1963 in their applications 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.	Senior Inspector (B-15)	B.A/ B.Com. from recognized University.	By promotion from amongst the Inspectors (B-11) with 5 years experience on seniority cum fitness basis as such.
2.	Workshop Supervisor (B-15)	Diploma in Mechanical Technology from a Government Polytechnic Institute with 5 years experience.	i) 20% by initial recruitment. ii) 80% by promotion from amongst the Foreman (B-11) with 5 years experience on seniority cum fitness basis as such.
3.	Pesh Imam (B-12)	<i>Sanad in Dars-e-Nizami</i> or <i>Sanad of Fazil Arabi</i> from a Recognized Institute and having good command of Arabic Language and have more than average proficiency in Quran and <i>Hadith</i>	By initial recruitment.
4.	Inspector (B-11)	B.A/ B.Sc. from recognized University.	i) 20% by initial recruitment. ii) 80% by promotion from amongst the Sub-Inspectors (B-09) with 5 years experience on seniority cum fitness basis as such.
5.	Meteorological Assistant (B-11)	B.Sc. with Physics / Math & Statistics from a recognized University.	i) 20% by initial recruitment. ii) 80% by promotion from amongst the Meteorological Observer (B-05) with 5 years experience on seniority

¹ Substituted vide the Government of Balochistan, Services and General Administration Department's notification No. SOR-II/ (1) 10/ S&GAD/453-503, dated 29th January, 2009; and published in the Balochistan Gazette (Extraordinary) No. 11, 29th January, 2009, for the existing Appendix.

For the earlier Appendix see the Services and General Administration Department's notification No. SOR (2) 138(A)/ (S&GAD)-81/, dated 19th November, 1983; and published in the Balochistan Gazette (Extraordinary) No. 395, dated 19th November, 1983.

			cum fitness basis as such.
6.	Lady Inspector (B-11)	B.A/ B.Sc. from a recognized University.	i) 20% by initial recruitment. ii) 80% by promotion from amongst the Lady Field Assistant (B-06) with 5 years experience on seniority cum fitness basis as such.
7.	Sub-Engineer (B-11)	Diploma in Civil Technology from a recognized Polytechnic Institute.	By initial Recruitment.
8.	Agriculture Inspector (B-11)	---	By promotion from amongst the Field Assistants (B-06)/ Crop Reporters (B-06) / Overseers (B-06) / Mukadam (B-06) Agriculture Extension Wing with 5 years experience as such on seniority cum fitness basis as such.
9.	Foreman (B-11)	Matriculate with Diploma in Mechanical Technology from a recognized Polytechnic Institute or 5 years experience/ certificate from any Auto Mobile workshop.	i) 20% by initial recruitment. ii) 80% by Promotion from amongst persons holding the post of Mechanic in Agriculture Department (Extension Wing).
10.	Drafts Man (B-11)	Diploma in Civil Technology from recognized Polytechnic Institute.	i) 20% by initial recruitment. ii) 80% by promotion from amongst Tracer (B-05) with 5 years experience on seniority cum fitness basis as such.
11.	Sub-Inspector (B-09)	F.A/ F.Sc. from a recognized Board.	i) 20% by initial recruitment. ii) 80% by promotion from amongst the auctioneer (B-05) with 5 years experience on seniority cum fitness basis as such.
12.	Lab Technician	F. Sc. from recognized University or Board.	i) 20% by initial

	(B-09)		recruitment. ii) 80% by promotion from amongst Lab Assistants (B-6) having matriculate with 5 years experience on seniority cum fitness basis as such.
13.	Electrician (B-08)	Diploma in electric Technology from a recognized Polytechnic Institute.	By initial recruitment.
14.	Photographer (B-08)	Matriculate from recognized Board with sufficient experience in Photography.	By initial recruitment.
15.	Film Van Operator (B-08)	Middle/Matriculate from a recognized Board and having Driving License and Certificate of Film Project or Operating from a recognized Institute/ Organization dealing in Film Projector.	i) 20% by initial recruitment. ii) 80% by promotion from amongst the Driver Helper Agriculture Department Extension Wing, having Film Van Operator Certificate with Driving License.
16.	Assistant Operator (B-08)	---	By promotion from member holding the post of Pump Operator (B-05) with 5 years experience as such.
17.	Auto Electrician (B-08)	---	By promotion from members holding the post of Fitter (B-05) having one year experience in Auto Electric.
18.	Mechanic / Auto Mechanic (B-08)	---	By promotion from amongst the Fitters of Agriculture Department (Extension Wing) on seniority cum fitness basis as such.
19.	Welder (B-08)	Diploma / Certificate from recognized vocational Institute with 3 years experience in electric and Gas Welding.	i) 20% by initial recruitment. ii) 80% by promotion from amongst the member of service holding the post

			of Fitter (B-05) (Electrical/ Gas) and possessing 5 years service/experience as welder.
20.	Lady Field Assistant (B-06)	Matriculate with two years Diploma from a recognized Agriculture Training Institute.	By initial recruitment
21.	Lab Assistant (B-6)	Matriculate with science from recognized University or Board.	i) 20% by initial recruitment. ii) 80% by promotion from amongst Lab Attendant (B-2) having matriculate with 7 years experience on seniority cum fitness basis as such.
22.	Tube Well Operator / Engine Driver (B-6)	---	By promotion from amongst the Tube Well helpers (B-2) / Tube well cleaners (B-2) and Engine Cleaner (B-2) with 5 years satisfactory experience in the said field on seniority cum fitness basis as such.
23.	Field Assistant/ Crop Reporter/ <i>Mukadam</i> (B-6).	Matriculate with 2 years diploma from Agriculture Training Institute.	i) 80% by initial recruitment. ii) 20% by promotion from amongst the members of service holding the post of B-1 to B-5 who qualify the Matriculation with 5 years experience in the Department on seniority cum fitness basis as such.
24.	Budder (B-6)	Experience in Plant Budding and Grafting.	By promotion from amongst Head Mali, Malies and Beldars of the Department on seniority cum fitness basis as such.
25.	Store Keeper (B-6)	Matriculate from a recognized University or Board.	i) 80% by initial recruitment. ii) 20% by promotion amongst the members of service holding the post of B-1 to B-5 who qualify the Matriculation

			with 5 years experience in the Department on seniority cum fitness basis as such.
26.	Auctioneer (B-5)	Matriculate from recognized Board.	By initial recruitment.
27.	Meteorological Observer (B-5)	Matriculate with Science from recognized Board.	By initial recruitment.
28.	Pump Operator (B-5)	---	By promotion from Tube Well Helper (B-2) / Tube Well Cleaners (B-2) on seniority cum fitness basis with 5 years service as such.
29.	Water Plant Operator (B-5)	---	By promotion from members holding the post of Engine Cleaner (B-2)/ Tube Well Helper (B-2)/ Tube Well Cleaner (B-2) on seniority cum fitness basis at least 5 years service as such.
30.	Plant Operator (B-5)	---	By promotion from members holding the post of Engine Cleaner (B-2)/ Tube Well Helper (B-2) & Tube Well Cleaner (B-2) on seniority cum fitness basis with 5 years service as such.
31.	Tracer (B-5)	Matriculate with Drawing	By initial recruitment.
32.	Fitter (B-5)	1 year experience certificate in handling machine.	By promotion from amongst Helpers (B-2) with 5 years service in the line on seniority cum fitness basis.
33.	Plumber (B-5)	Matriculate with Diploma of Plumbers from recognized Institute.	By promotion from amongst the Helpers (B-2) having 5 years experience as such on seniority cum fitness basis as such.
34.	Tractor Driver (B-5)	Having valid Tractor Driving License.	i) 80% by initial recruitment. ii) 20% by promotion from amongst the cleaners (B-

			2) holding valid Tractor Driving License on seniority cum fitness basis as such.
35.	Vehicle Driver (B-4)	Having valid LTV Driving License.	i) 80% by initial recruitment. ii) 20% by promotion from amongst the cleaners (B-2) having valid Motor Driving Licence on seniority cum fitness basis as such.
36.	Levy <i>Jamadar</i> (B-4)	---	By promotion from amongst the levy sepoy (B-1) having 5 years experience as such on seniority cum fitness basis as such.
37.	<i>Muazzan</i> (B-4)	Matriculate or equivalent qualification from recognized Board.	By initial recruitment.
38.	(Vehicle/Tube Well / Tractor) Cleaner/ Helper (B-2)	Having Middle qualification.	i) 80% by initial recruitment. ii) 20% by promotion from amongst the <i>Beldar</i> (B-1) having three years experience as such.
39.	Cook (B-1)	Middle with one year experience certificate in cooking.	By initial recruitment.
40.	Bearer (B-1)	Having Middle qualification.	By initial recruitment.
41.	Mali / <i>Beldar</i> / Chowkidar / Packer/ <i>Palledar</i> / Rodman (B-1)	---	By initial recruitment.
42.	Levy Sepoyee (B-1)	---	By initial recruitment.
43.	Sweeper (B-1)	---	By initial recruitment.