

**THE BALOCHISTAN AGRICULTURE DEPARTMENT
(MISCELLANEOUS POSTS) (RESEARCH WING)
(GRADE-16 AND ABOVE) 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. Qualifications.

PART III — CONDITION OF SERVICE

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

Appendix.

**THE ¹BALUCHISTAN² AGRICULTURE DEPARTMENT
(MISCELLANEOUS POSTS) (RESEARCH WING)
(GRADE-16 AND ABOVE) SERVICE
RULES, 1983**

NOTIFICATION

[14th December, 1983]

No. SOR(2)136/S&GAD-82(B). In exercise of the powers conferred by Section 25 of the Baluchistan Civil Servants Act, 1974³ (IX of 1974), the Government of Baluchistan is pleased to make the following rules regulating recruitment to the Baluchistan Agriculture Department (Miscellaneous Posts) (Research Wing) (Grade 16 and above) 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 (Miscellaneous Posts) (Research Wing) (Grade 16 and above) Service Rules, 1983.

(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 Commission to be a Board for the purposes of these rules;
- (d) “**Commission**” means the Baluchistan Public Service Commission⁴;
- (e) “**Department**” means the Agriculture Department (Misc: Posts) (Research Wing) Baluchistan;
- (f) “**Government**” means the Government of Baluchistan;
- (g) “**Initial recruitment**” means appointment made otherwise than by promotion or transfer from another 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)136/S&GAD-82(B), dated 14th December, 1983; and published in the Baluchistan Gazette (Extraordinary) No. 432, dated 14th December, 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).

- (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;
- (i) “**Scheduled Castes**” means the castes, races or tribes and parts of 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;
- (j) “**Service**” means the Balochistan Agriculture Department (Miscellaneous Posts) (Research Wing) (Grade-16 and above) Service;

PART II – RECRUITMENT

3. **Eligibility and Composition of Service.**— (1) No person 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 Column 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 by the Government.

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

6. **Age.**— (1) No person, who is less than twenty one years or more than twenty eight 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 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: —
- (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 cases, as on the last date fixed for submission of applications for appointment.

7. **Qualification.**— (1) No person shall be appointed to a post in the Service by initial recruitment unless he possesses the qualifications 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, 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 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 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 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 provision of sub-section (5) of Section 7 of Balochistan Civil Servants Act, 1974¹.

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.

(4) No person shall be confirmed in the Services 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 Services whether appointed by initial recruitment or otherwise fails to complete successfully any training and 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 Commission; 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 members 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 officer, if not junior to the younger officer or officers in the next below grade shall rank senior to the younger officer or officers.

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

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

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

- (a) in case both the officer appointed by initial recruitment and the officer 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 officer appointed by initial recruitment and to the date of continuous appointment against such vacancy in the case of the officer appointed otherwise; provided that if the two dates are the same the officer

appointed otherwise shall rank senior to the officer appointed by initial recruitment;

- (b) in case the officer appointed by initial recruitment has been appointed against a substantive vacancy and the officer appointed otherwise has been appointed against a temporary vacancy, the officer appointed by initial recruitment shall rank senior to the officer appointed otherwise; *and*
- (c) in case the officer appointed otherwise is appointed against a substantive vacancy and the officer appointed by initial recruitment is appointed against a temporary vacancy, the officer appointed otherwise shall rank senior to the officer 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 favorable 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.

Provided that wherever such relaxation involves a question on which consultation with the Commission is mandatory the Commission shall be consulted before the relaxation is made.

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 Services Administrative Officer and Accounts Officer Rules, 1963, in their application to the Province of Baluchistan are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See *Appendix* on next page)

APPENDIX

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

S. No.	Nomenclature of the Post.	Minimum qualification prescribed for appointment initial recruitment.	Method of recruitment.
1.	Accounts Officer (NPS-17)	---	By promotion from amongst the members of the service holding the posts of Assistant Accounts Officer, Administrative Officer having five years experience as such or by transfer from any other department.
2.	Assistant Accounts Officer (NPS-16)	B. Com: from a recognized University or S.A.S of the audit Department.	i) 25% by initial recruitment. ii) 75% by promotion from amongst the members of the service holding the post of Offices Superintendent possessing five years experience as such.
3.	Administrative Officer (NPS-16)	---	By promotion from amongst the members of the Service holding the post of office Superintendent possessing five years service as such.
4.	Superintendent (NPS-16)	---	By promotion from amongst the members of the service holding the posts of Assistant, Stenographer, Senior Auditor on seniority cum fitness basis having at least five years service as such.