

**THE BALOCHISTAN AGRICULTURAL DEPARTMENT  
(RESEARCH WING) (GRADE-16 AND ABOVE) SERVICE  
RULES, 1995**

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*RULES*

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**THE BALOCHISTAN AGRICULTURAL DEPARTMENT  
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**NOTIFICATION**

[15<sup>th</sup> February, 1995]

No. SOR-II(2)136-A/S&GAD/245-355. In exercise of the powers conferred by section 25 of the Balochistan Civil Servants Act, 1974<sup>2</sup> (IX of 1974), the Government of Balochistan is pleased to make the following rules / regulations recruitment to the Balochistan Agricultural Department (Research Wing) (Grade 16 and above) service and prescribing condition of service for the persons appointed thereto, namely: —

**PART I – GENERAL**

1. **Short title and commencement.**— (1) These rules may be called the Balochistan, Agricultural Department (Research Wing) (Grade 16 and above) Service Rules, 1995.

(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 the Balochistan Agriculture Research Board constituted by the Government of Balochistan for strengthening the Agriculture Research in Balochistan;
- (d) “**Commission**” means the Balochistan Public Service Commission<sup>3</sup>;
- (e) “**Department**” means the Balochistan Agriculture Department (Research Wing);
- (f) “**Government**” means the Government of Balochistan;
- (g) “**Initial Recruitment**” means appointment made otherwise than by promotion or transfer from an other Service/ Department/ Post;
- (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;

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<sup>1</sup> These rules have been made by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR-II(2)136-A/S&GAD/245-355, dated 15<sup>th</sup> February, 1995; and published in the Balochistan Gazette (Extraordinary) No. 22, dated 15<sup>th</sup> February, 1995.

<sup>2</sup> That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan on 19<sup>th</sup> June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41 dated 20<sup>th</sup> July, 1974.

<sup>3</sup> Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23<sup>rd</sup> May, 1989; and earlier to that constituted under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

- (i) “**Scheduled Castes**” means the Castes, races or tribes and parts 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 (Research Wing) (Grade 16 and above) Service;
- (k) “**Technical Committee**” means a committee constituted by the Government to scrutinize the research outcome, of the scientists.

## **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 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 as prescribed in rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules 1979<sup>1</sup>.

5. **Method of Recruitment.**— (1) Appointment to the service shall be made as specified in the appendix.

6. **Special Incentives.**— (1) The scientist who render remarkable research results shall be granted 2-4 advance increments on the recommendation of Technical Committee to the next pay scale irrespective to the post availability which shall be personal to him, Such scientists shall be entitled regular promotion on his due turn. This promotion shall be in higher scale which shall be personal to him.

(2) Promotion shall be awarded to the research scientists who produces outstanding result in a research discipline such research results which is duly recognized at the national level and recommended by the Technical Committee.

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

- (i) Provided that in the case of the 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) Provided further that for upper age limit for appointment in the service by initial recruitment in the case of candidates from scheduled castes or under developed areas shall be relaxed from three years to five years up

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<sup>1</sup> Rules made by the Government of Balochistan, Services and General Administration Department, vide its Notification No. 17-237-79-SO-ARC/S&GAD, dated 26<sup>th</sup> June, 1979; published in the Balochistan Gazette (Extraordinary) No. 73, dated 10<sup>th</sup> 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 27<sup>th</sup> October, 2009.

to 13-12-1996, vide Government of Balochistan S&GAD Notification No. SORI(3)/35/S&GAD-94, dated 16-11-1994.

- (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 first of 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 application for appointment.

8. **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 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**

9. **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 any 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 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 service.

(3) On completion of the period of probation of a member of the service, the appointing authority may, subject to the provision 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 service; *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, 1974<sup>1</sup>.

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

(5) If a member of the service whether appointed by initial recruitment or otherwise fails to complete successfully any training and pass any departmental examination under sub-rule (4) with-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 service; *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 service.

10. **Seniority.**— (1) The *inter-se* seniority of the members of the service in the various grades there of 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 a 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 the younger officer or officers in the next below grade shall rank senior to the younger officer or officers.

*Explanation.* If a junior officer in a lower grade is promoted to a higher grade temporarily in the public interest, even though continuing latter permanently in the higher grade, it would not adversely affect the interest of the senior in 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.

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

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

- (a) in case both the officers appointed by initial recruitment and the officer 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 officers appointed by initial recruitment and to the date of continuous appointment against such vacancy, in the case of officers 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 ranked 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.

11. **Liability to transfer and serve.**— The members of the service shall be liable to: —

- (a) transfer anywhere 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 out side his service or cadre, his terms and conditions of services as to his pay shall be less favourable than those to which he would have been entitled, if he has not been so required to serve.

12. **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 the Government and made applicable to them.

13. **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 un-due hardship to the individual concerned.

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

14. **Delegation.**— Government may delegate all or any of its power under these rules to any officer sub-ordinate to it.

15. **Repeal.**— The Balochistan Agriculture Department (Research Wing) (Grade 16 & above) Service Rules 1983 are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

*(See Appendix on next page)*

## <sup>1</sup>APPENDIX

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

<b>S. No.</b>	<b>Nomenclature of the post.</b>	<b>Minimum Qualification Prescribed for Initial Recruitment.</b>	<b>Method of Recruitment.</b>
1.	Director General Agriculture Research (B-20)	---	By promotion on seniority cum fitness basis from amongst 3 senior most Directors (B-19) having degree of M. Sc. and above in Agriculture with 17 years Service in BS-17 and above with 4 scientific publications, published in Scientific Journals having ISSN number and published during the last five years.
2.	i) Director Agriculture Research (Head Quarter & Planning) (B-19) ii) Director Agriculture Research (Fruits) (B-19) iii) Director Agriculture Research (Tropical Fruits) (B-19) iv) Director Agriculture Research (Vegetable & Potato) (B-19) v) Director Agriculture Research (Plant Protection) (B-19) vi) Director Agriculture Research (Soil & Water Testing) (B-19)	---	By promotion on seniority cum fitness basis from amongst 3 senior most members of service holding the post at S. No. 3, 4, 5 and 6 having degree of M.Sc. with 12 years service in BS-17 and above with 3 scientific publications, published in Scientific Journals having ISSN number and published during last five years.

<sup>1</sup> Substituted vide the Government of Balochistan, Services and General Administration Department's notification No. SOR-II (I)5/S&GAD/746-781, dated 15<sup>th</sup> July, 2006; and published in the Balochistan Gazette (Extraordinary) No. 113, dated 15<sup>th</sup> July, 2006, for the existing Appendix.

For the earlier Appendix see S&GAD Notification No. SOR-II(2)136/S&GAD/245-355, dated 15<sup>th</sup> February, 1995; published in the Balochistan Gazette (Extraordinary) No. 22, dated 15<sup>th</sup> February, 1995.



	<p>vii) Director Agriculture Research (Water Management &amp; High Efficiency) (B-19)</p> <p>viii) Director Agriculture Research (Cereal Crops) (B-19)</p> <p>ix) Director Agriculture Research (Fodder Pulses &amp; Spatial Crops) (B-19)</p> <p>x) Director Agriculture Research (Oil Seed &amp; Cotton Crops) (B-19)</p> <p>xi) Director Agriculture Research (Economics &amp; Marketing) (B-19)</p>		
3.	<p>i) Deputy Director Agriculture Research (B-18)</p> <p>ii) Deputy Director Agriculture Research (Quality Control) (B-18)</p> <p>iii) Deputy Director Agriculture Research (Soil Fertility) (B-18)</p> <p>iv) Deputy Director Agriculture Research (Information &amp; Publication) (B-18)</p> <p>v) Deputy Director Agriculture Research (Procurement &amp; Supply) (B-18)</p>	---	By promotion from amongst members of the service holding the post at S. No. 7 and 8 on the basis of seniority cum fitness with 7 years service in Agriculture Research and having 2 scientific publications, published in Scientific Journals having ISSN number and published during last five years.
4.	Deputy Director (Statistics)	---	By promotion on Seniority cum fitness from amongst Assistant Director Statistics

	(B-18)		with 5 years service in Statistics of Agriculture Research and having 2 reports on the subject, published in Scientific Journals having ISSN number and published during last five years.
5.	<ol style="list-style-type: none"> <li>1. Soil Chemist.</li> <li>2. Agriculture Chemist.</li> <li>3. Agronomist.</li> <li>4. Entomologist.</li> <li>5. Horticulturist.</li> <li>6. Food Technologist.</li> <li>7. Plant Pathologist.</li> <li>8. Potato Botanist.</li> <li>9. Vegetable Botanist.</li> <li>10. Virologist.</li> <li>11. Agriculture Economist.</li> <li>12. Sorghum Botanist.</li> <li>13. Wheat Botanist.</li> <li>14. Oil Seed Botanist.</li> <li>15. Cotton Botanist.</li> <li>16. Pulses/Fodder Botanist.</li> <li>17. Crops Physiologist.</li> <li>18. Bio Chemist.</li> <li>19. Sugar Crops Botanist.</li> <li>20. Irrigation Agronomist.</li> </ol> (B-18)	M. Sc Agriculture at least 2 <sup>nd</sup> Division from a recognized University or B-Grade in relevant subject from a recognized University with 5 years Experience on post mentioned at S. No. 9 or equal position in other Agriculture research organization in Pakistan in the field of Agric: Research having two Scientific Publications, published in Scientific Journals having ISSN No. and published during last five years.	<ol style="list-style-type: none"> <li>i) 20% by initial recruitment.</li> <li>ii) 80% by promotion on the base of seniority cum fitness from amongst members of the service holding the post at S. No. 8 or equivalent with 5 years service in BS-17 and above, having 2 Scientific Publications, published in Scientific Journals having ISSN number and published during last five years.</li> </ol>
6.	Agriculture Engineer. (B-18)	---	By promotion on seniority cum fitness from amongst members of service holding the post of Assistant Agriculture Engineer with 5 years service in Agriculture Research having 2 Scientific Publications, published in Scientific Journals having ISSN number and published during last five years.

7.	<p>i) Assistant Director Research. (B-17 Supervisory)</p> <p>ii) Assistant Director Research. (Quality Control) (B-17 Supervisory)</p>	<p>M.Sc Agriculture (2<sup>nd</sup> Class) with two years experience in Agriculture Research.</p>	<p>i) 20% by initial recruitment.</p> <p>ii) 80 % by promotion on seniority cum fitness basis from amongst member the of Service holding the post of Research Officer with 3 years service and having one Scientific Publication published in Scientific Journal having ISSN number and published during last five years.</p>
8.	<ol style="list-style-type: none"> <li>1. Assistant Soil Fertility Officer.</li> <li>2. Assistant Soil Chemist.</li> <li>3. Assistant Agriculture Chemist.</li> <li>4. Assistant Agronomist.</li> <li>5. Assistant Entamologist.</li> <li>6. Assistant Food Technologist.</li> <li>7. Assistant Horticulturist.</li> <li>8. Assistant Plant Pathologist.</li> <li>9. Assistant Oil Seed Botanist.</li> <li>10. Assistant Potato Botanist.</li> <li>11. Assistant Vegetable Botanist.</li> <li>12. Assistant Wheat Botanist.</li> <li>13. Assistant Rice Botanist.</li> <li>14. Assistant Agriculture Economist.</li> <li>15. Assistant Sugar Crops Botanist.</li> <li>16. Assistant Sorghum Botanist.</li> <li>17. Assistant Cotton Botanist.</li> <li>18. Assistant Bio Chemist.</li> <li>19. Assistant Irrigation Agronomist. (B-17 Supervisory)</li> </ol>	<p>M.Sc. Agricultural at least 2<sup>nd</sup> Div: in Agriculture from a recognized University in the required subject with 3 years experience as Research Officer in Agricultural Research having 1 Scientific Publications, published in Scientific journals having ISSN No. and published during last five years.</p>	<p>i) 20% by initial recruitment.</p> <p>ii) 80% by promotion on seniority cum fitness basis from amongst members of the service holding the post of Research Officer with 3 years service and having one Scientific Publication, Published in Scientific Journal having ISSN number and published during last five years.</p>

9.	Assistant Director Statistics (B-17 Supervisory)	Master Degree (II Class) or 'B' grade in Statistics from recognized University with 2 years experience in Agricultural Statistics.	i) 20% by initial recruitment. ii) 80% by promotion on seniority cum from amongst member of the service holding the post of Research Officer/Herbarium Keeper with 3 year service.
10.	Statistical Officer (B-17)	Master Degree in Economics or Statistics or Mathematics as 1 of the subject from a recognized University.	i) 50% by initial recruitment. ii) 50% by promotion from amongst member of the service holding the post of Market Intelligence Inspector (BS-15) with at least 5 years service.
<sup>1</sup> [11.	Research Officer Herbarium Keeper (B-16/B-17).	M. Sc Agriculture (II Class) OR B.Sc (Hons:) Agriculture (II Class) from a recognized University.	(i) 80% by initial recruitment. (ii) 20% by promotion from amongst the graduate/post graduates departmental employees of Agriculture Research Wing with at least Ten years service after acquiring the degree.]
12.	Assistant Agriculture Engineer. (B-17)	B.E Agriculture / B.Sc. (Hons) in Agriculture Engineering (II-Class) from recognized University having registration with Pakistan Engineering Council, having 1 Scientific Publications, published in Scientific Journals having ISSN No. and published during last five years.	i) 90% by initial recruitment ii) 10% by promotion from the employees of Agriculture Research holding the degree of B.E Agriculture / B.Sc. (Hons) in Agriculture Engineering from recognized Agriculture University, having 1 Scientific Publication, published in Scientific Journals having ISSN number and published

<sup>1</sup> Substituted vide the Government of Balochistan, Services and General Administration Department's notification No. SOR-II(I)5/S&GAD/1481-1579, 18<sup>th</sup> December, 2007; and published in the Balochistan Gazette (Extraordinary) No. 166, dated 18<sup>th</sup> December, 2007.

			during last five years.
13.	Computer Programmer (B-17)	<ul style="list-style-type: none"> <li>i) 2<sup>nd</sup> Class Master Degree in Computer Science.</li> <li>ii) Experience in system analyzing &amp; designing as a part of study or one year experience in programming.</li> </ul>	<ul style="list-style-type: none"> <li>i) 50% by initial recruitment.</li> <li>ii) 50% by promotion from amongst the holder of the post of computer operator having at least 5 years experience.</li> </ul>

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