

**BALUCHISTAN AGRICULTURE ENGINEERING DEPARTMENT
SUBORDINATE (GRADE 2 — 15) SERVICE**

RULES, 1982

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RULES

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**BALUCHISTAN¹ AGRICULTURE ENGINEERING DEPARTMENT
SUBORDINATE (GRADE 2—15) SERVICE
RULES, 1982**

NOTIFICATION

[26th June, 1982]

No. SOR (2)42/S&GAD— 79. 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 Agricultural Engineering Department Subordinate (Grade 2—15) Services 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 Agricultural Engineering Department Subordinate (Grade 2—15) Service Rules 1982.

(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 appointing authority specified in rule 4 of the Baluchistan Civil Servants (Appointment, Promotion and Transfer) Rules, 1979⁴;
- (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 purposes of these rules,
- (d) “**Department**” means the Agriculture Engineering Department Baluchistan;
- (e) “**Government**” means the Government of Baluchistan.
- (f) “**Initial recruitment**” means appointment made other than by promotion or transfer from another service/department/post;
- (g) “**Recognized University**” means any University incorporated by law in Pakistan or any other University which may be declared by Government to be a recognized University for the purposes of these rules;

¹ These rules have been made by the Government of Baluchistan, Services and General Administration Department, vide its notification No. SOR (2)42/S&GAD— 79, dated 26th June, 1982; and published in the Baluchistan Gazette (Extraordinary) No.118, dated 26th June, 1982.

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 See footnote 1 under Rule 4.

- (h) “**Selection/Promotion Committee**” means Selection/Promotion Committee constituted by or under orders of Government.
- (i) “**Service**” means the Balochistan Agricultural Engineering Department Subordinate 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 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.**— Appointments to the Service shall be made by the Appointing Authority as specified in Rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 1979¹.

5. **Method of Recruitment.**— Appointments to the various posts in the Service shall be made as specified in the appendix to these rules.

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) for upper age limit for appointment to the Service by initial recruitment shall be relaxed for three years up to 31-12-1984, according to the Government of Balochistan Notification No.S-III-27 (127)/S&GAD-74, dated, 8-12-1979;
- (ii) in case of a person whose services under 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.

(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; *and*
- (ii) in other cases, as on the last date fixed for submission of applications for appointments.

7. **Qualifications.**— (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 to the rules.

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, R. 23.

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

(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.

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 requirement, 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 been unsatisfactory, 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 Service, the appointing authority may, subject to the provisions of 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 provision of sub-section (5) of section 7 of Balochistan Civil Servants 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 any training and pass any departmental examination prescribed under sub-rule (4) within such period or in such number of attempts as may be prescribed by Government the appointing authority may;

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 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 seniority *inter se* 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 persons selected for the Service in an earlier selection shall rank senior to the persons 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 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 temporary 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, 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 performance to the senior official.

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

- (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 shall 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 a 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 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 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 had 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 the 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 official subordinate to it.

14. **Repeal.** The West Pakistan Agriculture Department Subordinate Service Rules, 1965 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	Tyre Officer (B-13).	Three years Diploma from Government recognized Institute in Mechanical Engineering.	By initial recruitment.
2	Security Assistant (B-12)	---	By promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Time Keepers having five years experience as such.
3 a.	Foreman (B-11) (Machine Shop).	Three years Diploma in Mechanical Engineering from recognized Institute.	i) 25% by initial Recruitment. ii) 75% by promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Assistant Foreman/Machinist/ Turner/Instrument Mechanic possessing seven years service.
3 b.	Foreman (B-11) (Auto shop).	Three years Diploma in Mechanical Engineering from recognized institute.	i) 25% by initial Recruitment. ii) 75% by promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Assistant Foreman / Charge Mechanic / Auto Mechanic /Diesel Mechanic possessing seven years service.

¹ Substituted vide the Government of Balochistan, Services and General Administration Department's notification No. S.O. (R-II) (1)3/S&GAD/121-200, dated 24th January, 2008; and published in the Balochistan Gazette (Extraordinary) No. 8, dated 24th January, 2008, for the existing Appendix.

For the earlier Appendix, See S&GAD notification No. SOR(2)42/S&GAD-79, dated 26th June,1982; published in the Balochistan Gazette (Extraordinary) No. 118, dated 26th June,1982.

3 c.	Foreman (B-11) Tractor repair Shop.	Three years Diploma in Mechanical Engineering from recognized institute.	i) 25% by initial Recruitment. ii) 75% by promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Assistant Foreman / Charge Mechanic/ Mechanic (Diesel / Pump) having Seven years service.
3 d.	Foreman (B-11) (Auto Electric Shop).	Three years Diploma in Electrical Engineering from recognized Institute.	i) 25% by initial Recruitment. ii) 75% by promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Assistant Foreman / Auto Electrician having seven years service.
3 e.	Foreman (B-11) (Electrical Shop).	Three years Diploma in Electrical Engineering from recognized Institute.	i) 25% by initial Recruitment. ii) 75% by promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Assistant Foreman/Electrician having seven years service.

3 f.	Foreman (B-11) (Ancillary Shop).	Three years Diploma in Mechanical Engineering from recognized Institute.	<p>i) 25% by initial Recruitment.</p> <p>ii) 75% by promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Assistant Foreman / Welder / Moulder / Pattern Maker / Carpenter / Black Smith / Denter / Tin Smith / Tyre Vulcanizer / Painter / Upholster having seven years service.</p>
4.	Sub-Engineer (B-11).	Three years Diploma in Mechanical Engineering from recognized Institute.	By initial recruitment.
5.	Draughtsman (B-11).	Diploma/ Certificate in Draughtsmanship from a recognized Institute.	By initial recruitment.
6.	Assistant Foreman (B-9)	---	By promotion from amongst the members of the service holding the post of Mechanic (Diesel/ Auto/ Pump), Machinist, Electrician, Welder, Pattern Maker, Freighter Operator, Denter, Painter, Upholster, Radiator Maker, Black Smith, Tyre Vulcanizer possessing 4 years service experience as Mechanic, Freighter Operator, Machinist, Electrician, Welder, Pattern Maker or possessing six years service experience as Carpenter, Upholster or Pattern Maker, Radiator Maker, Valcunizer, Painter, Denter, Black Smith, Tin Smith in the Department.
7.	Charge Mechanic (B-9).	---	By promotion from amongst the members of the service holding the post of Diesel Mechanic who possess 4 years service experience as Diesel Mechanic.

8.	Unit Supervisor (B-9).	Three years Diploma in Mechanical Engineering from a recognized Institute.	<p>i) 75% by initial recruitment.</p> <p>ii) 25% by promotion on seniority-cum-fitness basis from amongst the members of service holding the post of Training Instructor/ Supervisor / Junior Supervisor or 3 years service experience as Supervisor/ Training Instructor or eight years service experience as Junior Supervisor in the Department.</p>
9.	Training Instructor / Supervisor (B-8).	<p>i) Diploma in Mechanical Engineering from a recognized Institute.</p> <p>ii) Matriculation having 3 years experience in Operation, Maintenance and repair of Tractors.</p>	By initial recruitment.
10.	Mechanic Auto/Diesel (B-8).	Diploma / Certificate from Govt. recognized vocational Institute in Auto/ Diesel with 3 years repair and maintenance experience in the line.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion amongst the members of the service holding the post of Fitter (Auto / Diesel) having five years experience in the Department on seniority cum fitness basis. Be able to overhaul independently the engine of Petrol / Diesel Vehicle and Bulldozers.</p>
11.	Pump Mechanic (B-8).	---	By promotion on seniority cum fitness basis from amongst the member of the service holding the post of Fitter having 5 years experience of Fuel Injection Celebration and Pump Room Practices in the Department.

12.	Auto / Line Electrician (B-8).	Diploma / Certificate from a Govt. recognized vocational Institute in Auto Electric Technology with three years experience as Electrician.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion on seniority cum fitness basis from amongst the member of the service holding the post of Helper Electrician having 7-years service experience in the repair, maintenance and setting of electric parts and components. Be able to work independently.</p>
13.	Machinist / Turner / Instrument Mechanic (B-8).	Diploma / Certificate from a recognized vocational Institute in Machine shop.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion on seniority-cum-fitness basis from the member of the service holding the post of Bench Fitter / Assistant Turner (Machine Shop) having seven years service experience as such.</p>
14.	Welder (B-8).	Diploma / Certificate from a recognized vocational Institute with three years experience in Gas and Electric Welding.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion on seniority cum fitness basis from amongst the members of the service possessing of 7 years services experience in Electric and Gas Welding.</p>
15.	Pattern Maker (B-8).	Diploma / Certificate from a recognized Institute in Pattern Making with three years experience as Pattern Maker.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion on seniority cum fitness basis from amongst the members of the service having 7-years service experience in carpentry and Pattern Making work in the Department. Be able to make pattern independently.</p>

16.	Carpenter (B-8).	Diploma / Certificate from a recognized Institute in carpentry with three years experience in carpentry.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion on seniority cum fitness basis from amongst the members of service having the 5- years services experience as Assistant Carpenter in the Department. Be able manufacture vehicles cabin and office furniture independently.</p>
17.	Moulder (B-8).	Diploma / Certificate from a recognized Institute in moulding with three years experience in moulding.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion on seniority cum fitness basis from amongst the members of the service having 5-years services experience as Assistant Moulder in the Department.</p>
18.	Upholster (B-8)	---	By promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Fitter (Upholster Shop) and having seven years service experience as such. Enable to work independently.
19.	Denter (B-8)	Diploma / Certificate from a recognized vocational Institute in dentering with three years experience in the line.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Fitter (Denter Shop) and having seven years service experience as such. Enable to work independently.</p>

20.	Painter (B-8).	---	100% by promotion on seniority-cum-fitness basis from amongst the members of service holding the post of Fitter (Painter Shop) and having seven years service.
21.	Radiator Maker (B-8).	Diploma / Certificate from a recognized Institute in Radiator making with three years experience in the line.	i) 25% by initial recruitment. ii) 75% by promotion on seniority cum fitness basis from amongst the members of service having 5-years service experience as Assistant Radiator Maker or 7-years service experience in the line in the department.
22.	Black Smith / Tin Smith (B-8).	Diploma / Certificate from a recognized vocational Institute in Black Smithy.	i) 25% by initial recruitment. ii) 75% by promotion on seniority-cum-fitness basis from amongst the members of service holding the post of Fitter (Black Smith Shop) having five years service experience.
23.	Freighter Operator (B-8).	Heavy Vehicle Driving license and five years experience in maintenance and driving of 15 / 25 tons capacity vehicles.	i) 25 % by initial recruitment. ii) 75% by promotion on seniority cum fitness basis from amongst the members of the service holding the post of M.T. Driver (Heavy Vehicle), Crane Operator possessing five years service experience as M. T. Driver or Crane Operator in the department.
24.	Tyre Vulcanizer (B-8).	---	By promotion on seniority-cum-fitness basis from amongst the members of service holding the post of Fitter (Tyre Vulcanizing Shop) having five years experience as such.

25.	Crane Operator (B-8).	Heavy Duty Vehicle Driving license and three years experience as Crane Operator.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion from amongst the members of the service holding post of M.T. Cleaners who possess Heavy Vehicle Driving License and possessing 5- years experience in the Department.</p>
26.	Dozer Driver / Dozer Operator (B-6).	Holder of a valid Driving License.	By promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Dozer Cleaners having five years experience as such. Should also be well conversant with operation and daily maintenance of bulldozer. Enable to work independently.
27.	Senior Store Keeper (B-6).	---	By promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Junior Store Keeper / Tool Room Keeper / Store Munshi / Store Clerk / Store Ledger Clerk having three years experience as such. Enable to work independently.
28.	Fitter (B-5) Auto / Diesel.	Diploma / Certificate from a recognized Institute in repair and maintenance of machinery with one year experience in the line.	<p>i) 25% by initial recruitment.</p> <p>ii) 75% by promotion from amongst the members of the service holding the post of Trained Helper / Helper Hand / Helper possessing 3-years experience in line in the department.</p>
29.	Bench Fitter (B-5).	---	By promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Helper / Helper Hand / Trained Helper having three years service experience in the machine shop.

30.	Junior Store Keeper / Tool Room Keeper / Store Munshi / Store Clerk / Ledger Clerk (B-5).	Matric or equivalent qualification from recognized University and Board. Preference shall be given to a person having store Keeping experience.	By initial recruitment.
31.	Time Keeper (B-5).	Matric or equivalent qualification from recognized Board. Preference shall be given to a person having store Keeping experience.	By initial recruitment.
32.	Assistant Turner (B-4).	---	By promotion on seniority cum fitness basis from amongst the members of the service possessing three years experience as Helper Machine Shop in the department.
33.	Assistant Radiator Maker (B-4).	---	By promotion on seniority cum fitness basis from amongst the members of the service possessing three years experience as Helper in Radiator Making shop of the department.
34.	Junior Supervisor (B-4).	Matriculate with two years experience in handling operation and maintenance of tractor.	By initial recruitment.
35.	M.T.Driver/Driver (B-4).	Heavy Vehicle Driving license and five years experience as a Motor Driver	i) 25% by initial recruitment. ii) 75% by promotion on seniority cum fitness basis from amongst the members of the service having light Vehicle driving License and possessing five years experience.
36.	Tractor-cum-Combine Harvester Driver (B-6).	---	Promotion on seniority-cum-fitness basis from amongst the members of the service holding post of Dozer Cleaner / Tractor Cleaners having light driving License.

37.	Assistant Carpenter (B-4).	---	By promotion on seniority cum fitness basis from amongst the members of the service possessing 3-years experience as Helper in carpentry shop in the department.
38.	Assistant Moulder (B-4).	---	By promotion from amongst the members of the service possessing 3-years experience as Helper in Moulding shop of the department.
39.	Incharge Chowkidar (B-4).	---	By promotion from amongst the Chowkidar in the department.
40.	Hammer Man (B-2).	---	By promotion from amongst the members of the service possessing 3-years experience as Helper in Black Smith shop in the department.
41.	Helper/Helper Hand / Trained Helper (B-2).	¹ [***]	By initial recruitment.
42.	Dozer Cleaner/ Tractor Cleaner (B-2)	² [***]	By initial recruitment.
43.	M.T.Cleaner (B-2)	³ [***]	By initial recruitment.
44.	Store Coolli (B-1).	---	By initial recruitment.
45.	Mali (B-1).	---	By initial recruitment.
46.	Serviceman (B-1).	---	By initial recruitment.
47.	Chowkidar (B-1).	---	By initial recruitment.

¹ Entries omitted, by the Government of Balochistan, Services and General Administration Department, vide its Notification No. S.O.R-II (1)3/S&GAD/11792-843, dated 28th October, 2010; published in the Balochistan Gazette (Extraordinary) No. 111, dated 28th October, 2010.

² Omitted *ibid*.

³ Omitted *ibid*.
