

**THE BALOCHISTAN AGRICULTURE COLLEGE, QUETTA  
(ACADEMIC, ADMINISTRATIVE AND GENERAL CADRE)  
(B-16 & ABOVE) SERVICE  
RULES, 2015**

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RULES, 2015**

**NOTIFICATION**

[19<sup>th</sup> November, 2015]

No. S.O.(R-II)(1)17/2015-S&GAD/3176-3225. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974<sup>2</sup> (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Agriculture College, Quetta (Academic, Administrative and General Cadre) (B-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 Balochistan Agriculture College, Quetta (Academic, Administrative and General Cadre) ( B-16 & above) Service Rules, 2015”.

(2) They shall come into force at once.

2. **Definitions.**— (1) In these rules, unless there is anything repugnant in the subject or context,—

- (a) “**Act**” means the Balochistan Civil Servants Act, 1974<sup>2</sup> (Act No. IX of 1974);
- (b) “**Appendix**” means the Appendix annexed to these rules;
- (c) “**Appointing Authority**” means the appointing authority as specified in rule 4;
- (d) “**Board**” means a Board of Intermediate and 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;
- (e) “**Commission**” means the Balochistan Public Service Commission<sup>3</sup>;
- (f) “**Department**” means the Agriculture and Cooperatives Department, Government of Balochistan;
- (g) “**Government**” means the Government of Balochistan;

<sup>1</sup> These rules have been issued by Government of Balochistan, Services and General Administration Department vide its notification No. S.O.(R-II)(1)17/2015-S&GAD/ 3176-3225, dated 19<sup>th</sup> November, 2015; and published in Balochistan Gazette (Extraordinary) No. 220, dated 19<sup>th</sup> November, 2015.

<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> 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 under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

- (h) “**Initial recruitment**” means appointment made otherwise than by promotion or transfer from another Service/Department/Post;
- (i) “**ISSN**” means International Standard Serial Number. ISSN’s have eight digits, and each is unique to a journal publication.
- (j) “**Post**” means a post specified in column 2 of the Appendix and such other post in the Service as may be specified by the Government from time to time for the purpose of these rules;
- (k) “**Provincial Selection Board**” means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>1</sup>;
- (l) “**Recognized Institute**” means any institute established by law in Pakistan or any other Institute declared by the Government in consultation with the Commission to be a recognized Institute for the purpose of these rules;
- (m) “**Recognized University**” means any University established by law in Pakistan or any other University declared by the Government in consultation with the Commission to be a recognized University for the purpose of these rules;
- (n) “**Rules**” means the Balochistan Agriculture College, Quetta (Academic, Administrative and General Cadre) (B-16 and above) Service Rules, 2015;
- (o) “**Service**” means the Balochistan Agriculture College, Quetta (Academic, Administrative and General Cadre) (B-16 and above) Service;
- (p) “**Standard Journal**” means a Journal of National/International repute publishing research findings; *and*
- (q) “**Subordinate Service**” means the Balochistan Agriculture College, (Ministerial and Technical Staff) (BPS-1 to BPS-15) Service<sup>2</sup>.

(2) Words and expressions used but not defined herein above in sub-rule (1), unless the context otherwise requires, shall have the same meanings as assigned to them in the Act.

## **PART II – RECRUITMENT**

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

(2) The restriction imposed sub-rule (1), may be relaxed by Government in case of a person who is married or proposed to marry a foreign national of any country recognized by the Government of Pakistan.

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

<sup>1</sup> Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

<sup>2</sup> For Subordinate Service Rules, see the Balochistan Gazette (Extraordinary) No. 50, dated 16<sup>th</sup> April, 2009.

4. **Appointing Authority.**— Appointment to the posts in the Service shall be made by the appointing authority as specified in rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>1</sup>.

5. **Method of Recruitment.**— (1) The appointment to the posts in the Service shall be as specified in column 4 of the Appendix.

(2) All the posts for initial recruitment shall be filled from amongst the candidates domiciled/local of Balochistan.

6. **Age.**— No person shall be appointed to the Service by initial recruitment who is:-

- (a) less than 35 years and more than 50 years of age for BPS-20 posts;
- (b) less than 27 years and more than 45 years of age for the posts in BPS-19;
- (c) less than 25 years and more than 35 years of age for the posts in BPS-18; *and*
- (d) less than 18 years and more than 28 years for all other posts.

Provided that the upper age limit may be relaxed in terms of rule 4 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit) Rules, 2012<sup>2</sup>.

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.

(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/gazetted officers, not being his relatives and 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 the Medical Board constituted by the Government for the purpose.

### **PART III – CONDITIONS OF SERVICE**

8. **Probation.**— A person appointed to a post in the Service on regular basis shall remain on probation for a period as prescribed in rule 2-A of the Balochistan Civil Servants (Confirmation) Rules, 2012<sup>3</sup>.

9. **Confirmation.**— After satisfactory completion of the probationary period:

Provided that he holds a substantive post, a civil servant appointed on probation under rule 8, shall be eligible for confirmation in the Service on a post or a grade as prescribed in rule

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<sup>1</sup> Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

<sup>2</sup> Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 35, dated 25<sup>th</sup> February, 2013.

<sup>3</sup> Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16<sup>th</sup> April, 2012.

20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>1</sup> and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012<sup>2</sup>.

10. **Seniority.**— The inter-se-seniority of the members of the Service appointed to posts in the same grade shall be determined as prescribed in rule 21 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>2</sup> and in the Balochistan Civil Servants (Seniority) Rules, 2008<sup>3</sup>.

11. **Liability to Transfer and Serve.**— The members of the Service shall be liable to—  
(a) transfer anywhere in Balochistan; *and*  
(b) to serve in any department of Government or any local authority or statutory body setup or established by the 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.

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 provision of these rules, for reasons to be recorded in writing, may 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 on a question on which consultation with the Commission is mandatory, the Commission shall be consulted before the relaxation is made.

14. **Delegation.**— The Government may delegate all or any of its powers under these rules to any officer subordinate to it.

15. **Repeal.**— The Balochistan Agriculture College, Quetta (B-16 and above) Service Rules, 1993<sup>4</sup> are hereby repealed.

Provided that all the actions taken, appointments made, orders passed, notifications issued or any other thing done under any of the provisions of the repealed rules, shall be deemed to be taken, made, passed, issued or done under the provisions of these rules, unless otherwise, altered, replaced, cancelled or withdrawn by the Competent Authority.

BY ORDER OF  
GOVERNOR BALOCHISTAN

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<sup>1</sup> Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

<sup>2</sup> Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16<sup>th</sup> April, 2012.

<sup>3</sup> Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25<sup>th</sup> August, 2008.

<sup>4</sup> Rules issued by the Services and General Administration Department vide Notification No. SOR-II(2)99/S&GAD/2479-2589, dated 6<sup>th</sup> December, 1993; and published in the Balochistan Gazette (Extraordinary) No. 33/D, dated 6<sup>th</sup> December, 1993, now repealed by R.15.

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

*(See Appendix on next page)*

**APPENDIX**

{See Rules 2 (1) (b) 3 (3), 5 and 7 (1)}

**PART-A {ADMINISTRATIVE AND GENERAL}**

<b>Serial No.</b>	<b>Nomenclature and basic pay scale (BPS) of the post.</b>	<b>Minimum qualification for initial recruitment.</b>	<b>Method of recruitment.</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1.	Principal, (BPS-20).	---	By promotion from amongst the members of the Service holding the post of Professors (BPS-20) of the various Divisions having at least two (02) years service as such, on seniority cum fitness basis.
2.	Vice Principal, (BPS-19).	---	By posting from amongst the members of the Service holding the post of Associate Professor (BPS-19) of the various Divisions on seniority cum fitness basis.
3.	Registrar, (BPS-18).	(a) Master's Degree at least in Second Division in Public Administration from a recognized University; <i>or</i>  (b) Master's Degree at least in Second Division in Business Administration from a recognized University; <i>and</i>  (c) having at least five (5) years experience in the relevant field in a reputed Institution.	By initial recruitment.
4.	Controller of Examination, (BPS-18).	(a) Master's Degree at least in Second Division in Public Administration from a recognized University; <i>or</i>  (b) Master's Degree at least in Second Division in Business Administration from a recognized University; <i>or</i>  (c) Master's Degree at least in Second Division in Commerce from a recognized	By initial recruitment.



		University; <i>and</i> (d) having at least five (5) years experience in the relevant field in a reputed Institution.	
5.	Planning and Progress Officer, (BPS-17).	(a) Master's (Honours) Degree at least in Second Division in Agriculture Economics from a recognized University; <i>or</i> (b) Master's Degree at least in Second Division in Economics or Business Administration or Public Administration from a recognized University; <i>or</i> (c) Bachelor's Degree at least in Second Division in Business Administration from a recognized University; <i>or</i> (d) Equivalent qualification from a recognized University.	By initial recruitment.
6.	Administrative Officer, (BPS-17).	---	By promotion from amongst the members of the Service holding the post of Superintendent (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis.
7.	Accounts Officer, (BPS-17).	---	By promotion from amongst the members of the Service holding the post of Assistant Accounts Officer (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis.
8.	Medical Officer, (BPS-17).	---	By posting from amongst the Medical Officer of the equivalent grade of the Health Department.
9.	Librarian, (BPS-17).	(a) Master's Degree at least in Second Division in Library Science from a recognized University; <i>or</i>	By initial recruitment

		(b) Master's Degree at least in Second Division in Library Information Science from a recognized University.	
10.	(a) Sports Officer, (BPS-16); and (b) Physical Training Instructor, (BPS-16).	(a) Bachelor's Degree at least in Second Division from a recognized University; <i>and</i> (b) Diploma in Physical Education from a recognized Institute.	By initial recruitment.
11.	Store Officer, (BPS-16).	(a) Bachelor's Degree at least in Second Division in Commerce from a recognized University; (b) having two (2) years experience in the relevant field.	By initial recruitment.
12.	Assistant Accounts Officer, (BPS-16).	(a) Bachelor's Degree at least in Second Division in Commerce from a recognized University; <i>or</i> (b) Bachelor's Degree at least in Second Division in Business Administration from a recognized University.	By initial recruitment
13.	Hostel Warden, (BPS-16).	(a) Bachelor's Degree at least in Second Division from a recognized University; (b) having two (2) years experience in the relevant field.	(a) 50% by promotion from amongst the members of the Subordinate Service holding the post of Assistant Warden (BPS-14) having at least three(3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
14.	Superintendent, (BPS-16).	---	(a) 80% by promotion from amongst the members of the Subordinate Service holding the post of Assistant (BPS-15) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i>

			(b) 20% by promotion from amongst the members of the Subordinate Service holding the post of Stenographer (BPS-14) having at least three(3) years service as such, on seniority-cum-fitness basis.
15.	Computer Operator, (BPS-16).	Bachelor's Degree at least in Second Division in Computer Science from a recognized University.	By promotion from amongst the members of the Subordinate Service holding the post of Assistant Computer Operator (BPS-12) having at least three (3) years service as such, on seniority cum fitness basis.

**APPENDIX**

{See Rules 2 (a) 3 (3), 4 and 6 (1)}

**PART-B {ACADEMIC STAFF}**

<b>Serial No.</b>	<b>Nomenclature and basic pay scale (BPS) of the post.</b>	<b>Minimum qualification for initial recruitment.</b>	<b>Method of recruitment.</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1.	Professor, (BPS-20).	(a) (i) Ph.D in the relevant subject from a recognized University; <i>and</i> (ii) having at least five (5) years teaching experience as Associate Professor (BPS-19) in the relevant subject; <i>and</i> (iii) having five (05) publications in the relevant subject in Standard Journals having ISSN during the last five 5 years; <i>or</i> (b) (i) M.Phil in the relevant subject from a recognized University; <i>and</i> (ii) having at least seven (7) years teaching experience as Associate Professor (BPS-19) in the relevant subject; <i>and</i> (iii) having six (6) publications in the relevant subject in Standard Journals having ISSN during the last five years.	(a) 80% by promotion from amongst the members of the Service holding the post of Associate Professor (BPS-19) of the respective Division having at least seventeen (17) years service in BPS-17 and above or 12 years Service in BPS-18 and above or five (5) years Service as such, and having three (3) publications in the relevant subject in Standard Journals having ISSN during the last five years, on seniority cum fitness basis; <i>and</i> (b) 20% by initial recruitment.
2.	Associate Professor, (BPS-19).	(a) (i) Ph.D in the relevant subjects from a recognized University; (ii) having at least three (3) years teaching experience as Assistant Professor (BPS-18) in the relevant subject; <i>and</i>	(a) 80% by promotion from amongst the members of the Service holding the post of Assistant Professor (BPS-18) of the respective Division having at least twelve (12) years service in BPS-17 and above or

		<p>(iii)having four (4) publications in the relevant subject in Standard Journals having ISSN during the last five years; <i>or</i></p> <p>(b) (i) M.Phil in the relevant subject from a recognized University; <i>and</i></p> <p>(ii) having at least six (6) years teaching experience as Assistant Professor (BPS-18) in the relevant subject; <i>and</i></p> <p>(iii)having five (5) publications in the relevant subject in Standard Journals having ISSN during the last five 5 years.</p>	<p>seven (7) years Service as such, and having three (3) publications in the relevant subject in Standard Journals having ISSN during the last five 5 years, on seniority cum fitness basis; <i>and</i></p> <p>(b) 20% by initial recruitment.</p>
3.	Assistant Professor, (BPS-18).	<p>(a) (i) Ph.D in the relevant subjects from a recognized University;</p> <p>(ii) having at least one (1) year teaching experience as Lecturer (BPS-17) in the relevant subject; <i>and</i></p> <p>(iii)having three (3) publications in the relevant subject in Standard Journals having ISSN during the last five years; <i>or</i></p> <p>(b) (i) Master's (Honours) Degree at least in Second Division in the relevant subject from a recognized University; <i>and</i></p> <p>(ii) having at least three (3) years teaching experience as Lecturer (BPS-17) in the relevant subject; <i>and</i></p> <p>(iii)having four (4) publications in the relevant subject in Standard Journals having ISSN during the last five 5</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Lecturer (BPS-17) of the respective Division having at least five (5) years Service as such, and having three (3) publications in the relevant subject in Standard Journals having ISSN during the last five years, on seniority cum fitness basis; <i>and</i></p> <p>(b) 20% by initial recruitment.</p>

		years.	
4.	Lecturer, (BPS-17)	<p>(a) Master's (Honours) Degree at least in Second Division in Agriculture in the relevant Subject from a recognized University; <i>or</i></p> <p>(b) Master's Degree at least in Second Division in Basic Science in relevant subject from a recognized University; <i>or</i></p> <p>(c) Master's Degree at least in Second Division in Humanities in the relevant subject from a recognized University.</p>	By Initial recruitment.

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