

**THE BALOCHISTAN AGRICULTURE COLLEGE, QUETTA
(ACADEMIC, ADMINISTRATIVE AND GENERAL CADRE)
(BPS-16 AND ABOVE) SERVICE RULES, 2017**

Service Rules No. LV of 2017

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**THE BALOCHISTAN AGRICULTURE COLLEGE, QUETTA
(ACADEMIC, ADMINISTRATIVE AND GENERAL CADRE)**

¹ These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (1)17/2017-S&GAD/3672-3721, dated 11th October, 2017; published in the Balochistan Gazette (Extraordinary) No. 146, dated 11th October, 2017.

(BPS-16 AND ABOVE) SERVICE RULES, 2017

NOTIFICATION

[11th October, 2017]

No. SOR-II (1)17/2017-S&GAD/3672-3721. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974¹, (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) (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:

**THE BALOCHISTAN AGRICULTURE COLLEGE, QUETTA
(ACADEMIC, ADMINISTRATIVE AND GENERAL CADRE)
(BPS-16 AND ABOVE) SERVICE RULES, 2017**

Service Rules No. LV of 2017

PART I – GENERAL

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Agriculture College, Quetta (Academic, Administrative and General Cadre) (BPS-16 and above) Service Rules, 2017".
(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, 1974² (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 Commission to be a Board for the purpose of these rules;
 - (e) "**Basic Pay Scales (BPS)**" means the Basic Pay Scale of a post as 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;
 - (f) "**Commission**" means the Balochistan Public Service Commission²;

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

² Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23rd May, 1989; and earlier to that constituted under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

- (g) "**Department**" means the Balochistan Agriculture and Cooperatives Department¹;
- (h) "**Government**" means the Government of Balochistan;
- (i) "**Initial recruitment**" means appointment made otherwise than by promotion or transfer from another Service/ Department/Post;
- (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, 2009²;
- (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) (BPS-16 and above) Service Rules, 2017;
- (o) "**Service**" means the Balochistan Agriculture College, Quetta (Academic, Administrative and General Cadre) (BPS-16 and above) Service; *and*
- (p) "**Subordinate Service**" means the Balochistan Agriculture College, Quetta (Ministerial and Technical Staff) (BPS-1 to 15) Service³.

(2) Words and expressions used but not defined herein above 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 hereinabove 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.

¹ An Administrative Department of the Government of Balochistan, *see* S. No. 1, Schedule II of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14th December, 2012.

² Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27th October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27th October, 2009.

³ For its Service Rules *see* the Balochistan Agriculture College, Quetta (Ministerial and Technical Staff) (BPS-1 to 15) Service Rules, 2017 (Service Rules No. XIX of 2016), issued by S&GAD, Government of Balochistan, vide its Notification No. SOR-II (1)13/2016-S&GAD/2609-58, dated 4th November, 2016; published in the Balochistan Gazette (Extraordinary) No. 148, dated 4th November, 2016. These Rules repealed the earlier Balochistan Agriculture (BPS-1 to 15) Service Rules, 2009, issued vide S&GADs' Notification No. SOR-II/1(13)-S&GAD 2009/1703-1765, dated 16th April, 2009; published in the Balochistan Gazette (Extraordinary) No. 54, dated 16th April, 2009.

(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.

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, 2009¹.

5. **Method of Recruitment.** — (1) The appointment to the posts and Basic Pay Scales of the post 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 post in BPS-18; *and*
- (d) less than 18 years and more than 28 years for all other posts:

Provided that only the upper age limit may be relaxed in terms of rules 3 and 4 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit), Rules, 2012¹.

7. **Qualification.** — (1) No person shall be appointed to a post and Basic Pay Scale in 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, 2012².

9. **Confirmation.** — After satisfactory completion of the probationary period, a civil servant appointed on probation under rule 8, provided that he holds a substantive post, shall be eligible for confirmation in service or a post or a Basic Pay Scale as prescribed in rule

¹ Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O. (R-I) 3 (12)/2013-S&GAD/808-907, dated 25th February, 2013; and published in the Balochistan Gazette (Extraordinary) No. 35, dated 25th February, 2013.

² Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O. (R-I)1(16)/2012-S&GAD/961-1060, dated 16th April, 2012; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16th April, 2012.

20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009³ and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012¹.

10. **Seniority.** — (1) The *inter se* seniority of the members of the Service appointed to the posts in the same Basic Pay Scale shall be determined as prescribed in rule 21 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009² and in the Balochistan Civil Servants (Seniority) Rules, 2008¹.

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 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 the 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.

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 (Academic, Administrative and General Cadre) (BPS-16 and above) Service Rules, 2015², are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

³ Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27th October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27th October, 2009.

¹ Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI.1(17)S&GAD/2007/929-1030 dated 25th August, 2008; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25th August, 2008.

² These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O(R-II)(1)17/2015-S&GAD/3176-3225, dated 19th November, 2015; published in the Balochistan Gazette (Extraordinary) No. 220, dated 19th November, 2015. Now repealed by R.15. It repealed the earlier Balochistan Agriculture College Quetta (B-16 and above) Service Rules, 1993; issued by the Service and General Administration Department vide Notification No. SOR-II(2)99/S&GAD/2479-2589, dated 6th December, 1993; and published in the Balochistan Gazette (Extraordinary) No. 33/D, dated 6th December, 1993.

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

APPENDIX- I

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

PART-A [ADMINISTRATIVE AND GENERAL]

Serial No.	Nomenclature and basic pay scale (BPS) of the Post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Principal, (BPS-20).	---	By promotion from amongst the members of the Service holding the post of Professor (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 promotion from amongst the members of the Service holding the post of Associate Professor (BPS-19) of the various Divisions having at least two (02) years' Service as such, 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,	(a) Master's Degree (at least in Second Division) in Public Administration	By initial recruitment.

	(BPS-18).	<p>from a recognized University; <i>or</i></p> <p>(b) Master's Degree (at least in Second Division) in Business Administration from a recognized University; <i>or</i></p> <p>(c) Master's Degree (at least in Second Division) in Commerce from a recognized University; <i>and</i></p> <p>(d) having at least five (5) years' experience in the relevant field in a reputed Institution.</p>	
5.	Planning and Progress Officer, (BPS-17).	<p>(a) Master's (Honours) Degree (at least in Second Division) in Agriculture Economics from a recognized University; <i>or</i></p> <p>(b) Master's Degree (at least in Second Division) in Economics or Business Administration or Public Administration from a recognized University; <i>or</i></p> <p>(c) Bachelor's Degree (at least in Second Division) in Business Administration from a recognized University; <i>or</i></p> <p>(d) equivalent qualification from a recognized University.</p>	By initial recruitment.
6.	Administrative Officer, (BPS-17).	---	By promotion from amongst the members of the Service holding the post of Superintendent (BPS-17) 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 from 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> (b) Master's Degree (at least in Second Division) in Library Information Science from a recognized University.	By initial recruitment.
10.	Superintendent, (BPS-17).	---	By promotion from amongst the members of the Subordinate Service holding the post of Assistant (BPS-16) having at least three (3) years' Service as such, on seniority cum fitness basis.
11.	(a) Sports Officer, (BPS-16); <i>and</i> (b) Physical Training Instructor, (BPS-16).	(a) Bachelor's Degree (at least in Second Division) from a recognized University; <i>and</i> (d) one year's Diploma in Physical Education from a recognized Institute.	By initial recruitment.
12.	Store Officer, (BPS-16).	(a) Bachelor's Degree (at least in Second Division) in Commerce from a recognized University; <i>and</i> (d) having two (2) years' experience in the relevant field.	By initial recruitment.

13.	Assistant Accounts Officer, (BPS-16).	<p>(a) Bachelor's Degree (at least in Second Division) in Commerce from a recognized University; <i>or</i></p> <p>(b) Degree in Cost and Management Accounting (CMA) from a recognized Institute of Cost and Management Accounts of Pakistan; <i>or</i></p> <p>(c) ACCA qualification from a recognized Association of Chartered Certified Accountants/ Institute; <i>or</i></p> <p>(d) Bachelor's Degree (at least in Second Division) in Business Administration from a recognized University.</p>	By initial recruitment.
14.	Hostel Warden, (BPS-16).	<p>(a) Bachelor's Degree (at least in Second Division) from a recognized University;</p> <p>(d) having two (2) years' experience in the relevant field.</p>	<p>(a) 50% by promotion from amongst the members of the Subordinate Service holding the post of Assistant Warden (BPS-14) having at least three years service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>
15.	Computer Operator, (BPS-16).	---	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.
16.	Assistant Private Secretary, (BPS-16).	---	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.
17.	Security Officer, (BPS-16).	Bachelor's Degree (at least in Second Division) from a recognized University with relevant experience preferably in any Security forces.	By initial recruitment as contractual appointment from ex-arms personnel.
18.	Assistant, (BPS-16).	(a) Bachelor's Degree from a recognized University; <i>and</i> (b) having at least three (3) months Office Automation Certificate in Computer operations from a recognized Institute.	(a) 75% by promotion from amongst the members of the Subordinate Service holding the post of Senior Clerk (BPS-14) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 25% by initial recruitment.

APPENDIX

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

PART-B [ACADEMIC STAFF]

Serial No.	Nomenclature and basic pay scale (BPS) of the Post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Professor, (BPS-20).	(a) Ph.D in the relevant subject from a recognized University; <i>or</i> (b) having at least eight (8) years' teaching experience in BPS-17 and above in the relevant subject; <i>and</i> (c) having five (5) publications in the relevant subject in Standard Journals having ISSN number (at least 2 publications in impact	(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 at least (3) publications in the relevant subject in Standard Journals having ISSN during the last five

		factor Journals) during the last five (5) years.	years, on seniority cum fitness basis; <i>and</i> (b) 20% by initial recruitment.
2.	Associate Professor, (BPS-19).	(a) Ph.D in the relevant subject from a recognized University; (b) having at least five (5) years' teaching experience in BPS-17 and above in the relevant subject; <i>and</i> (c) having four (4) publications in the relevant subject in Standard Journals having ISSN number (at least 2 publications in impact factor Journals) during the last 5 years.	(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 seven (7) years' Service as such, and having at least (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.
3.	Assistant Professor, (BPS-18).	(a) (i) Ph.D in the relevant subject from a recognized University; (i) having at least one (1) year's teaching experience as Lecturer (BPS-17) in the relevant subject; <i>and</i> (iii) having four (4) publications in the relevant subject in Standard Journals having ISSN number during the last 5 years. (b) (i) Master's (Honours) Degree (at least in Second Division) in the relevant subject from a recognized University; <i>and</i> (ii) having at least three (3) years' teaching	(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> (b) 20% by initial recruitment.

		<p>experience as Lecturer (BPS-17) in the relevant subject; <i>and</i></p> <p>(ii) having four (4) publications in the relevant subject in Standard Journals having ISSN number during the last 5 years.</p>	
4.	Lecturer, (BPS-17).	<p>(a) Master's (Honour) 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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