

**THE BALOCHISTAN AGRICULTURE DEPARTMENT
(RESEARCH WING) (BPS-16 AND ABOVE)
SERVICE RULES, 2017**

Service Rules No. XXXIX of 2017

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**THE BALOCHISTAN AGRICULTURE DEPARTMENT
(RESEARCH WING) (BPS-16 AND ABOVE)**

¹ These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (1)5/2017-S&GAD/2489-2538, dated 24th April, 2017; published in the Balochistan Gazette (Extraordinary) No. 90, dated 24th April, 2017.

SERVICE RULES, 2017

NOTIFICATION

[24th April, 2017]

No. SOR-II (1)5/2017-S&GAD/2489-2538. 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 Department (Research Wing) (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN AGRICULTURE DEPARTMENT (RESEARCH WING) (BPS-16 AND ABOVE) SERVICE RULES, 2017

Service Rules No. XXXIX of 2017

PART I – GENERAL

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Agriculture Department (Research Wing) (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 Department (Research Wing) (BPS-16 and above) Service Rules, 2017;
- (o) "**Service**" means the Balochistan Agriculture Department (Research Wing) (BPS-16 and above) Service; *and*
- (p) "**Subordinate Service**" means the Balochistan (Agriculture Department Research Wing Ministerial) and (Agriculture Department Research Wing Subordinate) (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 Department (Research Wing) Subordinate Ministerial Service (BPS-1 to 15) Service Rules, 2016 (Service Rules No. XXIV of 2016), issued vide S&GADs' Notification No. SOR-II (1)24/2016-S&GAD/, dated 8th November, 2016; and published in the Balochistan Gazette (Extraordinary) No. 157, dated 8th November, 2016. For the earlier repealed rules, *see* the Balochistan Agriculture Department Ministerial (Research Wing) (BPS-1 to 15) Service Rules, 1984, issued vide S&GAD notification No. SOR (2)137/S&GAD-82(A) dated 17th March, 1984; and published in the Balochistan Gazette (Extraordinary) No. 106, dated 17th March, 1984.

(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, who is less than 18 years or more than 28 years of age shall be appointed to the Service by initial recruitment:

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 or a Government Medical Officer not below the rank of District Health Officer, as the case may be.

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

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.

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.

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 Department (Research Wing) (Grade-16 and above) Service Rules, 1995², are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

¹ Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No.SORI.I(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. SOR-II (2)136-A/S&GAD/245-355, dated 15th February, 1995; and published in the Balochistan Gazette (Extraordinary) No. 22, dated 15th February, 1995. Now repealed hereabove by R.15. These Rules repealed the earlier Balochistan Agriculture Department (Research Wing) (Grade 16 & above) Service Rules, 1983.

APPENDIX

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

Serial No.	Nomenclature and basic pay scale (BPS) of the Post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Director General Agriculture Research, (BPS-20).	---	By promotion from amongst the five (5) senior most members of the Service holding the posts of Director Agriculture Research (BPS-19), Director Agriculture Research, Headquarters, Planning and Coordination (BPS-19), Director Agriculture Research, Fruit (BPS-19), Director Agriculture Research, Vegetable Seed Production (BPS-19), Director Agriculture Research, Plant Protection (BPS-19), Director Agriculture Research, Soil and Water Testing (BPS-19), Director Agriculture Research, Water Management and High Efficiency Irrigation System (BPS-19), Director Agriculture Research, Cereal Crops (BPS-19), Director Agriculture Research, Fodder (BPS-19), Director Agriculture Research, Oil Seed Crops (BPS-19), Director Agriculture Research, Agriculture Business (BPS-19), Director Agriculture Research, Pulses (BPS-19), Director Agriculture Research, Special Crops (BPS-19), Director Agriculture Research, Cotton (BPS-19), Director Agriculture Research, Floriculture (BPS-19), Director Agriculture Research, Post Harvest and Food Technology (BPS-19), Director Agriculture Research, Potato (BPS-19),

			<p>Director Agriculture Research, Farm Machinery and Implements (BPS-19), Director Agriculture Research, Dates (BPS-19), Director Agriculture Research, Medicinal Plant (BPS-19), Director Agriculture Research, Sugar Crops (BPS-19), Director Agriculture Research, Transfer Technology (BPS-19), Director Agriculture Research, Pest Warning (BPS-19) and Director Agriculture Research, Viticulture (BPS-19) with having at least seventeen (17) years' service in BPS-17 and above or 12 years' Service in BPS-18 and above. The suitability for the post will be determined on the basis of (i) having five (3+2) Scientific Research Publication (3 out of 5) with impact factor) publication in standard Scientific Journals having ISSN recognized by the HEC. (ii) having highest quantification in PERs. (iii) having Highest qualification. (iv) qualified Senior Management Course (SMC).</p>
2.	<p>(a) Director Agriculture Research, (BPS-19);</p> <p>(b) Director Agriculture Research, Headquarters, Planning and Coordination (BPS-19);</p> <p>(c) Director Agriculture Research, Fruit, (BPS-19);</p> <p>(d) Director</p>	<p>Ph. D in Agriculture with eight (8) years' Agriculture related relevant experience and four (2+2) scientific publications (2 out of 4 with impact factor) published in scientific journals having ISSN number recognized by HEC.</p>	<p>(a) 90% by promotion from amongst the members of the Service holding the posts of Deputy Director Agriculture (Research) (BPS-18), Deputy Director Agriculture Research (P&D) (BPS-18), Tissue Culture Specialist (BPS-18), Deputy Director Agriculture Research (Quality Control) (BPS-18), Soil Fertility Officer (BPS-18), Entomologist (BPS-18), Floriculturist (BPS-18), Horticulturist (BPS-18), Plant Pathologist (BPS-18), Soil Chemist (BPS-18),</p>

	<p>Agriculture Research, Vegetable Seed Production, (BPS-19);</p> <p>(e) Director Agriculture Research, Plant Protection, (BPS-19);</p> <p>(f) Director Agriculture Research, Soil and Water Testing, (BPS-19);</p> <p>(g) Director Agriculture Research, Water Management and High Efficiency Irrigation System, (BPS-19);</p> <p>(h) Director Agriculture Research, Cereal Crops, (BPS-19);</p> <p>(i) Director Agriculture Research, Fodder Crops, (BPS-19);</p> <p>(j) Director Agriculture Research, Oil Seed Crops, (BPS-19);</p> <p>(k) Director Agriculture Research, Agriculture Business,</p>		<p>Agriculture Chemist (BPS-18), Bio-Chemist (BPS-18), Vegetable Botanist (BPS-18), Agronomist (BPS-18), Irrigation Agronomist (BPS-18), Sorghum Botanist (BPS-18), Wheat Botanist (BPS-18), Oil Seed Botanist (BPS-18), Agriculture Economist (BPS-18), Pulses/Fodder Botanist (BPS-18), Sugar Crops Botanist (BPS-18), Cotton Botanist (BPS-18), Crop Physiologist (BPS-18), Food Technologist (BPS-18), Potato Botanist (BPS-18), Rice Botanist (BPS-18) and Agriculture Engineer, (BPS-18) having at least twelve years' Service in B-17 and above or seven (7) years' service as such, four (4) Scientific Publications published in the Standard Scientific Journals having ISSN recognized by the HEC during the last five years' on seniority cum fitness basis; <i>and</i></p> <p>(b) 10% by initial recruitment.</p>
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	<p>(BPS-19);</p> <p>(l) Director Agriculture Research, Pulses Crop, (BPS-19);</p> <p>(m) Director Agriculture Research, Special Crops, (BPS-19);</p> <p>(n) Director Agriculture Research, Cotton Crop, (BPS-19);</p> <p>(o) Director Agriculture Research, Floriculture, (BPS-19);</p> <p>(p) Director Agriculture Research, Post Harvest and Food Technology, (BPS-19);</p> <p>(q) Director Agriculture Research, Potato, (BPS-19);</p> <p>(r) Director Agriculture Research, Farm Machinery and Implements, (BPS-19);</p> <p>(s) Director Agriculture Research, Dates, (BPS-19);</p> <p>(t) Director</p>		
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	<p>Agriculture Research, Medicinal Plant, (BPS-19);</p> <p>(u) Director Agriculture Research, Sugar Crops, (BPS-19);</p> <p>(v) Director Agriculture Research, Transfer Technology, (BPS-19);</p> <p>(w) Director Agriculture Research, Pest Warning, (BPS-19); <i>and</i></p> <p>(x) Director Agriculture Research, Viticulture, (BPS-19).</p>		
3.	<p>(a) Deputy Director Agriculture (Research), (BPS-18);</p> <p>(b) Deputy Director Agriculture Research, (P&D) (BPS-18); <i>and</i></p> <p>(c) Deputy Director Agriculture Research, (Quality Control), (BPS-18).</p>	<p>(a) (i) Ph.D in the relevant subject from a recognized University;</p> <p>(ii) having at least one (1) year's experience in Agriculture; <i>and</i></p> <p>(iii) having two (2) Scientific Publications published in the relevant discipline/subject in the Standard Scientific Journals having ISSN recognized by the HEC;</p> <p>(b) (i) Master of Agriculture (Honours) Degree or equivalent at least in</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Research Officer (BPS-17) having at least five (5) years' service and having two (2) Scientific Publications published in the Standard Scientific Journals having ISSN recognized by the HEC during the last five years' on seniority cum fitness basis; <i>and</i></p> <p>(b) 20% by initial recruitment.</p>

		<p>Second Division in the relevant discipline/subject from a recognized University; <i>and</i></p> <p>(ii) having at least three (3) year's experience as a BPS-17 Officer in the relevant subject; <i>and</i></p> <p>(iii) having four (4) Scientific Publications published in the relevant discipline/subject in the Standard Scientific Journals having ISSN recognized by the HEC.</p>	
4.	Deputy Director Agriculture (Statistics), (BPS-18).	<p>(a) Master's Degree or equivalent at least in Second Division in the Statistics from a recognized University; <i>and</i></p> <p>(b) having at least five (5) years' experience as a BPS-17 Statistical Officer in the relevant subject.</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Statistical Officer (BPS-17) having at least five (5) years' service, on seniority cum fitness basis; <i>and</i></p> <p>(b) 20% by initial recruitment.</p>
5.	<p>(a) Soil Chemist, (BPS-18);</p> <p>(b) Agriculture Chemist (BPS-18);</p> <p>(c) Bio Chemist, (BPS-18); <i>and</i></p> <p>(d) Soil Fertility Officer (BPS-18).</p>	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; <i>and</i></p> <p>(b) having (4) Scientific Publications published in the relevant discipline/subject in the standard scientific journals having</p>	<p>(a) 10% by promotion from amongst the members of the Service holding the post of Research Officers BPS-17 (Soil Science) possessing Ph.D. degree in Agriculture with at least one year's experience with two (2) impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five years' on seniority cum fitness basis.</p>

		ISSN recognized by the HEC.	<p>Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Soil Science) in the relevant discipline/ section having at least five (5) year's service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five years' on seniority cum fitness basis; <i>and</i></p> <p>(c) 20% by initial recruitment.</p>
6.	<p>(a) Crop Physiologist, (BPS-18); <i>and</i></p> <p>(b) Agronomist (BPS-18).</p>	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; <i>and</i></p> <p>(b) having (4) scientific publications published in the relevant discipline/ subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>(a) 10% by promotion from amongst the members of the Service holding the post of Research Officers BPS-17 (Agronomy) possessing Ph.D. degree in Agriculture with at least one year's experience with two (2) impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Agronomy) in the relevant discipline/ section having at least five (5) year's service</p>

			<p>and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; <i>and</i></p> <p>(c) 20% by initial recruitment.</p>
7.	Entomologist, (BPS-18).	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; <i>and</i></p> <p>(b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>(a) 10% by promotion from amongst the members of the Service holding the post of Research Officers BPS-17 (Entomology) possessing Ph.D. degree in Agriculture with at least one year's experience, with two (2) impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Entomology) in the relevant discipline/ section having at least five (5) year's service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; <i>and</i></p> <p>(c) 20% by initial recruitment.</p>
8.	(a) Horticulturist,	(a) M.Sc. (Hons) in	(a) 10% by promotion from

	<p>(BPS-18);</p> <p>(b) Tissue Culture Specialist (BPS-18); <i>and</i></p> <p>(c) Floriculturist, (BPS-18).</p>	<p>Agriculture at least in Second Division in the relevant discipline/subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; <i>and</i></p> <p>(b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>amongst the members of the service holding the post of Research Officers BPS-17 (Horticulture) possessing Ph.D. degree in Agriculture with at least one year's experience, with two (2) impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Horticulture) in the relevant discipline/ section having at least five (5) year's service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; <i>and</i></p> <p>(c) 20% by initial recruitment.</p>
9.	Food Technologist, (BPS-18).	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; <i>and</i></p> <p>(b) having (4) scientific publications published in</p>	<p>(a) 10% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Food Technology) possessing Ph.D. degree in Agriculture with at least one year's experience, with two (2) impact factors scientific publications published in the journals having ISSN No.</p>

		<p>the relevant discipline/subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Food Technology) in the relevant discipline/ section having at least five (5) year's service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; <i>and</i></p> <p>(c) 20% by initial recruitment.</p>
10.	Plant Pathologist, (BPS-18).	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; <i>and</i></p> <p>(b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>(a) 10% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Plant Pathology) possessing Ph.D. degree in Agriculture with at least one year's experience, with two (2) impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the</p>

			<p>service holding the post of Research Officers BPS-17 (Plant Pathology) in the relevant discipline/ section having at least five (5) year's service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; <i>and</i></p> <p>(c) 20% by initial recruitment.</p>
11.	<p>(a) Potato Botanist, (BPS-18);</p> <p>(b) Vegetable Botanist (BPS-18);</p> <p>(c) Wheat Botanist, (BPS-18);</p> <p>(d) Oil Seed Botanist (BPS-18);</p> <p>(e) Pulses/Fodder Botanist (BPS-18);</p> <p>(f) Sugar Crops Botanist (BPS-18);</p> <p>(g) Rice Botanist (BPS-18);</p> <p>(h) Cotton Botanist (BPS-18); <i>and</i></p> <p>(i) Sorghum Botanist (BPS-18).</p>	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; <i>and</i></p> <p>(b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>(a) 10% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Plant Breeding and Genetics) possessing Ph.D. degree in Agriculture with at least one year's experience with two (2) impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Plant Breeding and Genetics) in the relevant discipline/ section having at least five (5) year's service and having two (2) scientific publications published in the standard scientific journals</p>

			<p>having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; <i>and</i></p> <p>(c) 20% by initial recruitment.</p>
12.	Agriculture Economist, (BPS-18).	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; <i>and</i></p> <p>(b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>(a) 10% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Agriculture Economics) possessing Ph.D. degree in Agriculture with at least one year's experience with two (2) impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Agriculture Economics) in the relevant discipline/section having at least five (5) year's service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; <i>and</i></p> <p>(c) 20% by initial recruitment.</p>
13.	(a) Irrigation Agronomist, (BPS-18); <i>and</i>	(a) M.Sc. (Hons) in Agriculture at least in Second Division in the	(a) 10% by promotion from amongst the members of the service holding the post of

	<p>(b) Ground Water Specialist (BPS-18).</p>	<p>relevant discipline/subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; <i>and</i></p> <p>(b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>Research Officers BPS-17 (Water Management) possessing Ph.D. degree in Agriculture with at least one year's experience, with two (2) impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers BPS-17 (Water Management) in the relevant discipline/ section having at least five (5) year's service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; <i>and</i></p> <p>(c) 20% by initial recruitment.</p>
<p>14.</p>	<p>Agriculture Engineer, (BPS-18).</p>	<p>(a) Master's Degree or equivalent at least in Second Division in Agriculture from a recognized University; <i>or</i> Bachelor's Degree at least in Second Division in Agriculture Engineering from a recognized University;</p> <p>(b) having three (3) years' experience in the relevant</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Research Officer (BPS-17) in the relevant discipline having at least five (5) years' service and having two (2) Scientific Publications published in the Standard Scientific Journals having ISSN recognized by the HEC during the last five (5) years'</p>

		field; <i>and</i> (c) having valid registration with Pakistan Engineering Council.	on seniority cum fitness basis; (b) 20% by initial recruitment.
15.	Livestock Specialist, (BPS-18).	---	By posting/transfer from amongst the members of the Service holding the post of BPS-18 of Livestock and Dairy Development Department having the Degree of Doctor of Veterinary Medicine and Animal Husbandry Science from a recognized University.
16.	Computer System Analyst, (BPS-18).	---	By promotion from amongst the members of the Service holding the post of Computer Programmer (BPS-17) with MBA-IT/ MCS/ M.Sc. Computer Science or BCS (4 years') with majors in Software Engineering from a recognized University and having at least five (5) years' service, on seniority cum fitness basis.
17.	Boiler Engineer, (BPS-18).	---	By transfer from Industries Department having experience in relevant field.
18.	Statistical Officer, (BPS-17).	Master's Degree or equivalent at least in Second Division in Statistics from a recognized University.	(a) 20% by promotion from amongst the members of the Subordinate Service holding the post of Market Intelligence Inspector (BPS-15) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 80% by initial recruitment.
19.	Research Officer, (BPS-17).	Master's Degree or equivalent at least in Second Division in the relevant subject in Agriculture from a recognized University.	(a) 10% by promotion from amongst the members of the Service holding the post of Field Assistant (BPS-6/11), Field Supervisors (BPS-11)

			<p>and Field Inspector (BPS-11) possessing the Degree of B.Sc. (Honors) Agriculture from HEC recognized University, having at least three (3) years' service after acquiring the degree;</p> <p>For the purpose of promotion a common seniority list will be maintained with reference to their dates of acquiring the Degree of B.Sc. (Honors) Agriculture: —</p> <p>Provided that: —</p> <ul style="list-style-type: none">(i) if two or more officials acquired the Degree of B.Sc. (Honors) Agriculture on the same date, the officials having longer service shall be ranked to the other;(ii) 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, shall be ranked senior to the younger official; <i>and</i>(iii) if an employee possesses the Degree of B.Sc. (Honors) Agriculture prior to induction in Service shall be entitled for promotion having at least five (5) years service and his seniority shall be fixed
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			from the date of his appointment; <i>and</i> (b) 90% by initial recruitment.
20.	Bio-Technologist, (BPS-17).	Master's Degree at least in Second Division in Bio-technology/Bio-Chemistry From a HEC recognized University.	By initial recruitment.
21.	Computer Programmer, (BPS-17).	Master's Degree or equivalent at least in Second Division in Computer Science or Software Engineering or IT or equivalent qualification in the relevant subject from a recognized University.	(a) 50% by promotion from amongst the members of the Service holding the post of Computer Operator (BPS-16) with MBA-IT/ MCS/ M.Sc Computer Science or BCS (4 years') from a recognize University and having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
22.	Computer Operator, (BPS-16).	Bachelor's Degree at least in Second Division in Computer Science from a recognized University.	(a) 80% 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; <i>and</i> (b) 20% by initial recruitment.
