

**THE BALOCHISTAN ENERGY DEPARTMENT
DIRECTORATE OF ELECTRICITY (BPS-16 AND ABOVE)
SERVICE RULES, 2014**

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**'THE BALOCHISTAN ENERGY DEPARTMENT
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NOTIFICATION

[4th December, 2014]

No. S.O (R-II) (36) 2/2014-S&GAD/2299-2348 In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974² (Act No. IX of 1974), the Government of the Balochistan is pleased to make the following rules regulating the recruitment to Balochistan Energy Department, Directorate General of Electricity (Basic Pay Scale 16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:—

PART I – GENERAL

1. **Short title and commencement.** — These rules may be called the Balochistan Energy Department, Directorate General of Electricity (Basic Pay Scale 16 and above) Service Rules, 2014".

(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 the Commission to be a Board for the purpose of these rules;
- (e) "**Commission**" means the Balochistan Public Service Commission;
- (f) "**Department**" means the Energy Department, Government of Balochistan;
- (g) "**Government**" means the Government of Balochistan;
- (h) "**initial recruitment**" means appointment made otherwise than by promotion or transfer from another Service / Department Post;
- (i) "**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 these rules;

¹ These rules have been issued by the Government of Balochistan, Service and General Administration Department, vide its Notification S.O (R-II) (36) 2/2014-S&GAD/2299-2348, dated 4th December, 2014; and published in the Balochistan Gazette (Extraordinary) No. 159, dated 4th December, 2014.

² Baln Act IX of 1974 was 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.

- (j) "**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.
- (k) "**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;
- (l) "**Rules**" means the Balochistan Energy Department, Directorate General of Electricity (Basic Pay Scale 16 and above), Service Rules, 2014;
- (m) "**Service**" Balochistan Energy Department, Directorate of Electricity (Basic Pay Scale 16 and above);
- (n) "**Selection / Promotion Committee**" means Selection/ Promotion Committee constituted by the Department under Rule 5 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009; *and*
- (o) "**Subordinate Service**" means the Balochistan Energy Department, Directorate of Electricity (Basic Pay Scale 1 to 15) Service.

2. Word 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.

(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 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.** — (1) 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 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, 2012².

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

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

7. **Qualifications.** — (1) No person, shall be appointed to a post in the Service by initial recruitment unless he possesses the qualifications as 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, 2012¹.

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 20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009¹ and rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012³.

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, 2009² and in the Balochistan Civil Servants (Seniority) Rules, 2008³.

11. **Liability to Transfer and Serve.** — The member of the Service shall be liable to—

- (a) transfer anywhere in Balochistan; *and*
- (b) and 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 these rules would cause undue hardship to the individual concerned:

¹ Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16th April, 2012.

² Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27th October, 2009.

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

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

15. **Repeal.** — The Balochistan Irrigation and Power Department, Electric Inspectorate (Basic Pay Scale 16 and above) Service Rules, 1984 are hereby repealed.

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

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
BALOCHISTAN

(See Appendix on next page)

APPENDIX

(See rules 2 (1) (b) 3 (3), 5 and 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, (BPS-20).	---	By promotion from amongst the members of the Service holding the post of Director Electricity (BPS-19), having seventeen (17) years service in B-17 and above, including at least two years service as such, on seniority cum fitness basis.
2.	Director Electricity, (BPS-19).	----	By promotion from amongst the members of the Service holding the posts of Deputy Director (Renewable Energy) (BPS-18), Deputy Director (Reconciliation) (BPS-18) and Electric Inspector (BPS-18) having at least twelve (12) years service in B-17 and above, or having seven (7) years service as such in case of direct appointment in BPS-18, on seniority cum fitness basis.
3.	Deputy Director (Renewable Energy), (BPS-18).	(a) (i) Minister's Degree of Science (Second Division) in Renewable Energy from a recognized University; <i>or</i> (ii) Bachelor's Degree of Science (Second Division) in Alternative / Renewable Energy from a recognized University; <i>or</i> (iii) Bachelor's Degree of Engineering (Second Division in Electrical or	(a) 50% by promotion from amongst the members of the Service holding the post of Assistant Director (Renewable Energy) (BPS-17) having at least five (5) years service, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.

		<p>Electronics from a recognized University; <i>and</i></p> <p>(b) 3 Years experience in the relevant field.</p>	
4.	Deputy Director (Reconciliation), (BPS-18).	<p>(a) (i) Minister's Degree of Science (Second Division) in Renewable Energy from a recognized University; <i>or</i></p> <p>(ii) Bachelor's Degree of Science (Second Division) in Alternative / Renewable Energy from a recognized University; <i>or</i></p> <p>(iii) Bachelor's Degree of Engineering (Second Division) in Electrical or Electronics from a recognized University; <i>and</i></p> <p>(b) 3 Years experience in the relevant field.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Assistant Director (Reconciliation) (BPS-17) having at least five (5) years service, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>
5.	Electric Inspector, (BPS-18).	---	By promotion from amongst the members of the Service holding the post of Assistant Electric Inspector (BPS-17) having at least give (5) years service, on seniority cum fitness basis.
6.	Deputy Director (Legal), (BPS-18).	----	By transfer from amongst the members of the Judicial Service / Law Department and Prosecution Department of the equivalent grade, having the Degree of B.A /LLB with at least five (5) years experience in filing suits and pleading cases.
7.	Senior Accounts Officer,	----	By promotion from amongst the members of the Service holding the post of Accounts Officer

	(BPS-18).		(BPS-17) having at least five (5) years service, on seniority cum fitness basis.
8.	Assistant Director Renewable Energy), (BPS-17).	<p>(a) Minister's Degree of Science (Second Division) in Renewable Energy from a recognized University; <i>or</i></p> <p>(b) Bachelor's Degree of Science (Second Division) in Alternative / Renewable Energy from a recognized University; <i>or</i></p> <p>(c) Bachelor's Degree of Engineering (Second Division) in Electrical or Electronics from a recognized University.</p>	By initial recruitment.
9.	Assistant Director (Reconciliation), (BPS-17).	<p>(a) Minister's Degree of Science (Second Division) in Renewable Energy from a recognized University; <i>or</i></p> <p>(b) Bachelor's Degree of Science (Second Division) in Alternative / Renewable Energy from a recognized University; <i>or</i></p> <p>(c) Bachelor's Degree of Engineering (Second Division) in Electrical or Electronics from a recognized University.</p>	By initial recruitment.
10.	Assistant Electric Inspector, (BPS-17).	<p>(a) Bachelor's Degree of Science (Second Division) in Electrical or Electronics from a recognized University; <i>or</i></p> <p>Bachelor's Degree of Engineering (Second Division) in Electrical or Electronics from a recognized University; <i>and</i></p> <p>(b) having registration with Pakistan Engineering</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Electric Sub Inspector (BPS-11) having at least eight (8) years service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>

		Council.	
11.	Administrative Officer, (BPS-17).	----	By promotion from amongst the members of the Service holding the posts of Superintendent (BPS-16) and Assistant Private Secretary (BPS-16), having at least three (3) years service as such, on seniority cum fitness basis.
12.	Computer Programmer, (BPS-17).	Master's Degree (Second Division) in Computer Science or Information Technology 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) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
13.	Accounts Officer, (BPS-17).	Master's Degree (Second Division) in (Commerce) or Bachelor's Degree (Second Division) in (Business Administration) or equivalent qualification in the relevant subject from recognized University.	(a) 50% 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, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
14.	Divisional Accounts Officer, (BPS-17).	----	By transfer on deputation basis from amongst the officer of an equivalent grade from the office of Accountant General Balochistan.
15.	Superintendent, (BPS-16).	----	By promotion from amongst the members of the Subordinate Service holding the post of Assistant (BPS-14) having at least three (3) years service as such, on seniority cum fitness basis.
16.	Assistant Accounts Officer,	Bachelor's Degree (Second Division) in (Commerce) or in Business Administration or	(a) 50% by promotion from amongst the members of the Subordinate Service holding

	(BPS-16).	equivalent qualification in the relevant subject from a recognized University.	the post of Accounts Assistant (BPS-11) and Commercial Assistant (BPS-11) having at least five (5) years service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
17.	Computer Operator, (BPS-16).	Bachelor's Degree (Second Division) in Computer Science or Information Technology or equivalent qualification in the relevant subject from a recognized University.	(a) 75% 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) 25% by initial recruitment.
18.	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.