

**THE BALOCHISTAN COLLEGES, HIGHER AND TECHNICAL  
EDUCATION DEPARTMENT (TECHNICAL WING) TECHNICAL  
SUBORDINATE (MEN'S SECTION)  
(BPS-1 TO 15) SERVICE  
RULES, 2017**

**Service Rules No. IV of 2017**

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(BPS-1 TO 15) SERVICE  
RULES, 2017**

**NOTIFICATION**

[26<sup>th</sup> January, 2017]

No. SOR-II (4)10/2017-S&GAD/326-75. In exercise of 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 Colleges, Higher and Technical Education Department (Technical Wing) Technical Subordinate (Men's Section) (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**THE BALOCHISTAN COLLEGES, HIGHER AND TECHNICAL  
EDUCATION DEPARTMENT (TECHNICAL WING) TECHNICAL  
SUBORDINATE (MEN'S SECTION)  
(BPS-1 TO 15) SERVICE  
RULES, 2017**

**Service Rules No. IV of 2017**

**PART I – GENERAL**

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Colleges, Higher and Technical Education Department (Technical Wing) Technical Subordinate (Men's Section) (BPS-1 to 15) 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, 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 Commission to be a Board for the purpose of these rules;

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<sup>1</sup> These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (4)10/2017-S&GAD/326-75, dated 26<sup>th</sup> January, 2017; published in the Balochistan Gazette (Extraordinary) No. 20, dated 26<sup>th</sup> January, 2017.

<sup>2</sup> Balochistan Act IX of 1974; passed by the Balochistan Assembly 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.

- (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 Commission<sup>1</sup>;
- (g) "**Department**" means the Balochistan Colleges, Higher and Technical Education Department<sup>2</sup>;
- (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) "**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;
- (l) "**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;
- (m) "**Rules**" means the Balochistan Colleges, Higher and Technical Education Department (Technical Wing) Technical Subordinate (Men's Section) (BPS-1 to 15) Service Rules, 2017;
- (n) "**Service**" means the Balochistan Colleges, Higher and Technical Education Department (Technical Wing) Technical Subordinate (Men's Section) (BPS-1 to 15) Service; *and*
- (o) "**Selection/Promotion Committee**" means the Selection/ Promotion Committees constituted by the Department under the rule 5 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>3</sup>;

(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.

<sup>1</sup> Commission 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 constituted under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

<sup>2</sup> That is an Administrative Department of the Government of Balochistan, *see* S. No. 4, Schedule II of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14<sup>th</sup> December, 2012.

<sup>3</sup> 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 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

(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, 2009<sup>1</sup>.

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, 2012<sup>1</sup>.

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, 2012<sup>2</sup>.

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

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<sup>1</sup> 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 25<sup>th</sup> February, 2013; and published in the Balochistan Gazette (Extraordinary) No. 35, dated 25<sup>th</sup> February, 2013.

<sup>2</sup> 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 16<sup>th</sup> April, 2012; 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>3</sup> and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012<sup>1</sup>.

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, 2009<sup>2</sup> and in the Balochistan Civil Servants (Seniority) Rules, 2008<sup>1</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 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 Education Department (Technical Wing) Technical Subordinates (Men's Section) (B-1 to 15) Service Rules, 2014<sup>2</sup>, are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

<sup>3</sup> 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 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

<sup>1</sup> 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 25<sup>th</sup> August, 2008; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25<sup>th</sup> August, 2008.

<sup>2</sup> These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II(4)10/2014/S&GAD/1266-50, dated 19<sup>th</sup> June, 2014. Now repealed by R.15. It repealed the earlier Balochistan Education Department, (Technical Wing) Technical Subordinate (B-1 to 15) Service Rules, 1989 issued vide S&GAD notification No. SOR-II(2)213/S&GAD/605-60, dated 10<sup>th</sup> October, 1989.

(See **Appendix** on next page)

## APPENDIX

{See rule 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.	Draftsman, (BPS-11).	Three years' Diploma of Associate Engineers in Architecture Technology from a recognized Institute.	By initial recruitment.
2.	Boiler Supervisor, (BPS-11).	(a) Three years' Diploma of Associate Engineers in the relevant field from a recognized University /Institute; <i>and</i> (b) Surveying Competency Certificate from a recognized Institute.	By initial recruitment.
3.	Shop Instructor (Technical), (BPS-10).	Three years' Diploma of Associate Engineers in the relevant field from a recognized University/ Institute;	(a) 75% by promotion from amongst the members of the Service holding the posts of Laboratory Assistant (BPS-6), Shop Assistant (BPS-6) and Skilled Worker (BPS-6) having at least ten (10) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 25% by initial recruitment.  For the purpose of promotion a common seniority list of Laboratory Assistant (BPS-6), Shop Assistant (BPS-6) and Skilled Worker (BPS-6) shall be maintained from the

			date of their regular appointment to that grade/post.
4.	Electrician, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) Electrical Wire-man Licence from a recognized Institute/Organization; or Diploma in the relevant field from a recognized Technical Training Center.	(a) 25% by promotion from amongst the members of the Service holding the post of Wireman (BPS-3) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i>  (b) 75% by initial recruitment.
5.	Welder, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) One year's Certificate in the Mechanical Technology with specialization in Welding Technology from a recognized Technical Training Center.	By initial recruitment.
6.	Moulder, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) One year's Certificate in the Mechanical Technology with specialization in Moulding Technology from a recognized Technical Training Center.	By initial recruitment.
7.	Mechanist, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) One year's Certificate in the Mechanical	By initial recruitment.

		Technology from a recognized Technical Training Center.	
8.	Carpenter, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) One year's Certificate in the relevant Trade from a recognized Technical Training Centre.	(a) 50% by promotion from amongst the members of the Service holding the post of Band Saw Operator (BPS-6) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
9.	Painter, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) One year's Certificate in the relevant Trade from a recognized Technical Training Centre.	By initial recruitment.
10.	Turner, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) One year's Certificate in the relevant Trade from a recognized Technical Training Centre.	By initial recruitment.
11.	Laboratory Assistant, (BPS-6).	Secondary Schools Certificate in Science from a recognized Board.	(a) 40% by promotion from amongst the members of the Service holding the post of Shop Attendant (BPS-5) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 60% by initial recruitment.
12.	Shop Assistant,	(a) Secondary School	(a) 40% by promotion

	(BPS-6).	<p>Certificate from a recognized Board; <i>and</i></p> <p>(b) One year's Certificate in the relevant Trade from a recognized Technical Training Centre.</p>	<p>from amongst the members of the Service holding the post of Shop Attendant (BPS-5) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 60% by initial recruitment.</p>
13.	Skilled Worker, (BPS-6).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) One year's Certificate in the relevant Trade from a recognized Technical Training Centre.</p>	<p>(a) 30% by promotion from amongst the members of the Service holding the post of Care Taker (BPS-5) possessing Middle pass Certificate and having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 70% by initial recruitment.</p>
14.	Band Saw Operator, (BPS-6).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) One year's Certificate in the relevant Trade from a recognized Technical Training Centre.</p>	By initial recruitment.
15.	Shop Attendant, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) well skilled in the relevant field to be assessed by the concerned Head of Technical Department.</p>	<p>(a) 10% by promotion from amongst the members of the Service holding the posts of Switch Board Attendant (BPS-2) and Boiler Attendant (BPS-1) possessing Middle pass Certificate and having at least ten (10) years' service as such, on</p>

			<p>seniority cum fitness basis; <i>and</i></p> <p>(b) 90% by initial recruitment.</p> <p>For the purpose of promotion a combined seniority list of Switch Board Attendant (BPS-2) and Boiler Attendant (BPS-2) shall be maintained.</p>
16.	Fitter, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) One year's Certificate in the relevant Trade from a recognized Technical Training Centre.</p>	By initial recruitment.
17.	Plumber, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) One year's Certificate in the relevant Trade from a recognized Technical Training Center.</p>	By initial recruitment.
18.	Mason, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) One year's experience in the relevant field.</p>	By initial recruitment.
19.	Pump Driver, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) One year's Certificate in the Mechanical Technology from a recognized Technical Training Center.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Volveman (BPS-1) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial</p>

			recruitment.
20.	Wireman, (BPS-3).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) Electrical Wire-man Licence from a recognized Institute/Organization; or Diploma in the relevant field from a recognized Technical Training Centre.	By initial recruitment.
21.	Surveyor, (BPS-3).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) Surveying Competency Certificate from a recognized Institute; <i>and</i>  (c) competency to be assessed by the Head of Department of Civil Engineering Department.	By initial recruitment.
22.	Switch Board Attendant, (BPS-2).	Literate.	By initial recruitment.
23.	Boiler Attendant, (BPS-2).	Literate.	By initial recruitment.
24.	Valveman, (BPS-1).	Literate.	By initial recruitment.

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