

**THE BALOCHISTAN COASTAL DEVELOPMENT AND
FISHERIES DEPARTMENT
SUBORDINATE (BPS-1 TO 15)
SERVICE RULES, 2017**

Service Rules No. XXVI of 2017

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THE BALOCHISTAN COASTAL DEVELOPMENT AND

¹ These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (23)2/2017-S&GAD/2056-2106, dated 3rd April, 2017; published in the Balochistan Gazette (Extraordinary) No. 72, dated 3rd April, 2017.

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

NOTIFICATION

[3rd April, 2017]

No. SOR-II (23)2/2017-S&GAD/2056-2106. 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 Coastal Development and Fisheries Department Subordinate (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**THE BALOCHISTAN COASTAL DEVELOPMENT AND
FISHERIES DEPARTMENT
SUBORDINATE (BPS-1 TO 15)
SERVICE RULES, 2017**

Service Rules No. XXVI of 2017

PART I – GENERAL

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Coastal Development and Fisheries Department Subordinate (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, 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;

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.

- (f) "**Commission**" means the Balochistan Public Service Commission²;
- (g) "**Department**" means the Balochistan Coastal Development and Fisheries Department²;
- (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 Coastal Development and Fisheries Department Subordinate (BPS-1 to 15) Service Rules, 2017;
- (n) "**Service**" means the Balochistan Coastal Development and Fisheries Department Subordinate (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, 2009³;

(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.

(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.

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).

² That is an Administrative Department of the Government of Balochistan, *see* S. No. 11, Schedule II of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14th December, 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.

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.

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

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.

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 Fisheries Department Subordinate (Grade-1 to 15) Service Rules, 1982², 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.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. SOR(2)18/S&GAD-79, dated 23rd January, 1983; and published in the Balochistan Gazette (Extraordinary) No. 19, dated 23rd January, 1983. Now repealed by R. 15. These Rules repealed the earlier Rules i.e. the West Pakistan Fisheries Rules Ministerial Service (Headquarters) Rules, 1962 and the West Pakistan Fisheries Subordinate Rules, 1962 in their application to the Province of Balochistan.

APPENDIX

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

PART-A ADMINISTRATION WING

Serial No.	Nomenclature and basic pay scale (BPS) of the Post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Accountant, (BPS-14).	Bachelor's Degree in Business Administration or equivalent qualification in the relevant subject from a recognized University.	By initial recruitment.
2.	Stenographer, (BPS-14).	(a) Bachelor's Degree from a recognized University; (b) typing skill in English and Urdu with a speed of at least 35 words per minute; (c) short hand skill with a speed of at least 80 words per minute; <i>and</i> (d) having at least three months Office Automation Certificate in computer operations from a recognized Institute.	By initial recruitment.
3.	Senior Clerk, (BPS-14).	---	By promotion from amongst the members of the Service holding the post of Junior Clerk (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis; however, the members promoted as Junior Clerk from (BPS-1 to 5) having qualification of Higher Secondary Schools

			<p>Certificate will be considered for promotion as Senior Clerk;</p> <p>Provided that the members unable to acquire Higher Secondary Schools Certificate shall not be eligible for promotion and if deferred twice for promotion by the competent forum will stand superseded.</p>
4.	Assistant Computer Operator, (BPS-12).	<p>(a) (i) Higher Secondary School Certificate from a recognized Board; <i>and</i> having one year's Diploma in Computer Science or IT, from a recognized Institute; <i>or</i></p> <p>(ii) ICS from a recognized Institute /Board; <i>and</i></p> <p>(b) typing skill on computer with a speed of at least 60 words per minute in English and Urdu.</p>	By initial recruitment.
5.	Junior Clerk, (BPS-11).	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) typing skill in English and Urdu with a speed of at least 30 words per minute; <i>and</i></p> <p>(c) preference will be accorded to those who have experience in Computer / IT software applications and Urdu typing skill.</p>	<p>(a) 20% by promotion from amongst the members of the Service holding the posts of (BPS-1 to BPS-5) having at least three (3) years service as such, possessing the Secondary School Certificate with typing skill in English and Urdu having a speed of at least 30 words per minute;</p> <p>For the purpose of promotion a common</p>

			<p>seniority list of all employees (BPS-1 to BPS-5) with reference to their dates of acquiring Secondary School Certificate will be maintained:</p> <p>Provided that:</p> <p>(i) if two or more officials having acquired the Secondary School Certificate on the same date, the official having longer service shall be ranked senior to the other;</p> <p>(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></p> <p>(iii) if an employee possesses the Secondary School Certificate prior to induction in Service, shall be entitled for seniority from the date of appointment; <i>and</i></p> <p>(b) 80% by initial recruitment.</p>
6.	Driver, (BPS-4).	<p>(a) Middle pass Certificate;</p> <p>(b) possessing a valid HTV/LTV driving licence</p>	By initial recruitment.

		issued from the Licensing Authority; <i>and</i> (c) having at least two years' experience as driver.	
7.	<i>Naib Qasid,</i> (BPS-1).	Literate.	By initial recruitment.
8.	<i>Chowkidar,</i> (BPS-1).	Literate.	By initial recruitment.
9.	Mali, (BPS-1).	(a) Literate; <i>and</i> (b) Experience in gardening.	By initial recruitment.
10.	Cook, (BPS-1).	(a) Literate; <i>and</i> (b) Experience in cooking.	By initial recruitment.
11.	Sweeper, (BPS-1).	Literate.	By initial recruitment.

PART-B
TECHNICAL 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.	Charge Man, (BPS-15).	Three years' Diploma of Associate Engineers in the field of Electrical Engineering from a recognized Institute.	(a) 20% by promotion from amongst the members of the Service holding the posts of Electrical Supervisor (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 75% by initial recruitment.
2.	Boat Engineer, (BPS-15).	Three years' Diploma of Associate Engineers in the field of Mechanical Engineering from a recognized Institute.	(a) 50% by promotion from amongst the members of the Service holding the posts of Foreman (BPS-11) having at least three years' service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
3.	Skipper, (BPS-15).	---	(a) 50% by promotion from amongst the members of the Service holding the posts of Crew (BPS-8) having at least five years' service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by promotion from amongst the members of the Service holding the post of Boat Operator (BPS-7) having at least five years' service as such, on seniority cum fitness basis.
4.	Draftsman,	Three years' Diploma of Associate Engineers in the	By initial recruitment.

	(BPS-11).	relevant field of draftsmanship from a recognized University/Institute.	
5.	Foreman, (BPS-11).	---	<p>(a) 10% by promotion from amongst the members of the Service holding the post of Assistant Foreman (BPS-9) having at least three years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 80% by promotion from amongst the members of the Service holding the post of Mechanic (BPS-6) having at least five years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(c) 10% by promotion from amongst the members of the Service holding the post of Engine Operator (BPS-8) having at least four years' service as such, on seniority cum fitness basis.</p>
6.	Store Supervisor, (BPS-11).	Bachelor's Degree from a recognized University.	<p>(a) 25% by promotion from amongst the members of the Service holding the post of Store Keeper (BPS-6) having at least five years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 75% by initial recruitment.</p>
7.	Fisheries Inspector, (BPS-11).	<p>(a) Bachelor's Degree at least in Second Division in Zoology or Botany from a recognized University; <i>and</i></p> <p>(b) swimming experience /Seaworthy.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Assistant Inspector (BPS-9) having at least three years' service as such, on seniority cum fitness basis; <i>and</i></p>

			(b) 50% by initial recruitment.
8.	Assistant Inspector, (BPS-9).	(a) Higher Secondary School Certificate (Pre-Medical) from a recognized Board; <i>and</i> (b) swimming experience /Seaworthy.	(a) 25% by promotion from amongst the members of the Service holding the post of Fisheries Watcher (BPS-1) possessing the Secondary School Certificate, and having at least five years experience respectively in Inland Fisheries on seniority cum fitness basis; For the purpose of promotion a seniority list of Fisheries Watcher (PBS-1) with reference to their dates of acquiring secondary School Certificate will be maintained: Provided that: (i) if two or more officials have acquired the Secondary School Certificate on the same date, the official having longer service shall be ranked senior to 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 possess Secondary School Certificate prior to induction in Service, shall be entitled for seniority from the date of

			appointment; <i>and</i> (b) 75% by initial recruitment.
9.	Assistant Foreman, (BPS-9).	(a) Higher Secondary Schools Certificate from a recognized Board; <i>and</i> (b) training certificate in Mechanical Trade from a recognized Institute.	By initial recruitment.
10.	Laboratory Assistant, (BPS-9).	F. Sc (Pre Medical) from a recognized Board.	By initial recruitment.
11.	Data Collector, (BPS-9).	F. Sc (Pre Engineering) with Mathematics/ Statistics from a recognized Board.	By initial recruitment.
12.	Electrical Supervisor, (BPS-9).	(a) Higher Secondary Schools Certificate from a recognized Board; (b) Certificate in Electrical Supervisory Course from a recognized Institute; and (c) having a valid licence from Irrigation and Power Department.	By initial recruitment.
13.	Engine Operator, (BPS-8).	(a) Secondary Schools Certificate from a recognized Board; <i>and</i> (b) training certificate in Mechanical Trade from a recognized Institute.	By initial recruitment.
14.	Crew, (BPS-8).	(a) Secondary Schools Certificate from a recognized Board; <i>and</i> (b) Swimming experience /Seaworthy.	By initial recruitment.
15.	Security Supervisor,	Secondary School Certificate from a recognized Board.	(a) 50% by promotion from amongst the members of

	(BPS-7).		<p>the Service holding the post of Security Guard (BPS-1) possessing the Secondary School Certificate, and having at least five (5) years service as such, on seniority cum fitness basis;</p> <p>For the purpose of promotion a seniority list of Security Guard (BPS-1) with reference to their dates of acquiring Secondary School Certificate will be maintained:</p> <p>Provided that:</p> <ul style="list-style-type: none">(i) if two or more officials have acquired the Secondary School Certificate on the same date, the official having longer service shall be ranked senior to 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 possess Secondary School Certificate prior to induction in Service, shall be entitled for seniority
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			from the date of appointment; <i>and</i> (b) 50% by initial recruitment.
16.	Boat Operator, (BPS-7).	(a) Secondary Schools Certificate from a recognized Board; <i>and</i> (b) training certificate in Mechanical Trade from a recognized Institute; <i>and</i> (c) having two years' experience in the relevant field and swimming experience as such.	By initial recruitment.
17.	Sea Madic, (BPS-7).	(a) Secondary Schools Certificate with Science from a recognized Board; <i>and</i> (b) having one year's training course Certificate in First-Aid from a Medical Faculty of a recognized Institute.	By initial recruitment.
18.	Store Keeper, (BPS-6).	Secondary Schools Certificate from a recognized Board.	By initial recruitment.
19.	Plumber, (BPS-6).	(a) Secondary Schools Certificate with Science from a recognized Board; <i>and</i> (b) training certificate in the relevant field from Technical Training Centre (TTC).	By initial recruitment.
20.	Mechanic, (BPS-6).	(a) Secondary Schools Certificate from a recognized Board; <i>and</i> (b) training certificate in Mechanical Trade from a	(a) 60% by promotion from amongst the members of the Service holding the posts of Oil Man (BPS-1), Helper (BPS-1), Cleaner (BPS-1) and Porter (BPS-1)

		recognized Institute.	having at least five years' service as such, on seniority cum fitness basis; <i>and</i> (b) 40% by initial recruitment.
21.	Diver, (BPS-4).	Expert in swimming.	By initial recruitment
22.	Carpenter, (BPS-4).	(a) Middle pass; <i>and</i> (b) having experience as Carpenter for Boat building and repairing.	By initial recruitment
23.	Porter, (BPS-1).	Literate	By initial recruitment
24.	Fisheries Watcher, (BPS-1).	Literate	By initial recruitment
25.	Helper, (BPS-1).	Literate	By initial recruitment
26.	Oil Man, (BPS-1).	Literate	By initial recruitment
27.	Laboratory Attendant, (BPS-1).	Literate	By initial recruitment
28.	Water Carrier, (BPS-1).	Literate	By initial recruitment
29.	Cleaner, (BPS-1).	Literate	By initial recruitment
30.	Security Guard, (BPS-1).	Literate	By initial recruitment