

**THE BALOCHISTAN COMMUNICATION, WORKS, PHYSICAL  
PLANNING AND HOUSING DEPARTMENT (CIRCLE)  
SUBORDINATE (BPS-1 TO 15) SERVICE  
RULES, 2016**

*Service Rules No. XXX of 2016*

***CONTENTS***

***RULES***

Preamble.

**PART I – GENERAL**

1. Short title and commencement.
2. Definitions.

**PART II – RECRUITMENT**

3. Eligibility and Composition of the Service.
4. Appointing Authority.
5. Method of Recruitment.
6. Age.
7. Qualification.

**PART III – CONDITIONS OF SERVICE**

8. Probation.
9. Confirmation.
10. Seniority.
11. Liability to Transfer and Serve.
12. General Rules.
13. Relaxation.
14. Delegation.
15. Repeal.

Appendix.

**THE BALOCHISTAN COMMUNICATION, WORKS, PHYSICAL  
PLANNING AND HOUSING DEPARTMENT (CIRCLE)**

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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 (3)10/2016-S&GAD/3172, dated 24<sup>th</sup> November, 2016; published in the Balochistan Gazette (Extraordinary) No. 197, dated 24<sup>th</sup> November, 2016.

**SUBORDINATE (BPS-1 TO 15) SERVICE  
RULES, 2016**

**NOTIFICATION**

[24<sup>th</sup> November, 2016]

No. SOR-II (3)10/2016-S&GAD/3172-3222. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974<sup>1</sup>, (Act No. IX of 1974) the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Communication, Works, Physical Planning and Housing Department (Circle) Subordinate (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**THE BALOCHISTAN COMMUNICATION, WORKS, PHYSICAL PLANNING  
AND HOUSING DEPARTMENT (CIRCLE)  
SUBORDINATE (BPS-1 TO 15) SERVICE  
RULES, 2016**

***Service Rules No. XXX of 2016***

**PART I – GENERAL**

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Communication, Works, Physical Planning and Housing Department (Circle) Subordinate (BPS-1 to 15) Service Rules, 2016".

(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;
- (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>2</sup>;

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<sup>1</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.

- (g) "**Department**" means the Balochistan Communication, Works, Physical Planning and Housing Department<sup>1</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 Communication, Works, Physical Planning and Housing Department (Circle) Subordinate Service (BPS-1 to 15) Service Rules, 2016;
- (n) "**Service**" means the Balochistan Communication, Works, Physical Planning and Housing Department (Circle) Subordinate Service (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>2</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.

(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.

<sup>2</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>1</sup> That is an Administrative Department of the Government of Balochistan, *see* Schedule II, S. No. 5 of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14<sup>th</sup> December, 2012.

<sup>2</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.

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 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

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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.

<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.

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 Communication and Works Department (Circle) Ministerial (Grade-1 to 15) Service Rules, 1982<sup>2</sup>, are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

*(See Appendix on next page)*

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<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 25th 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(2)88/S&GAD-79, dated 10<sup>th</sup> February, 1983. Now repealed by R.15. These rules repealed the earlier West Pakistan Buildings and Roads Department Ministerial Service (Regional) Rules, 1962, in their application to the Province of Balochistan.

## 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.	<i>Khateeb</i> , (BPS-14).	(a) <i>Al Shahdat-ul-Aalmia</i> from <i>Wafaq-ul-Madaris</i> , <i>Tanzeem-ul-Madaris</i> or from any of the HEC recognized Institution;  (b) having good command of Arabic language and have more than average proficiency in <i>Quran</i> and <i>Hadith</i> ; and  (c) <i>Hafiz-ul-Quran</i> and <i>Qari</i> will be preferred.	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; and  (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

			<p>fitness basis; however, the members promoted as Junior Clerk from (BPS-1 to 5) having qualification of Higher Secondary Schools 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.	<i>Pesh Imam,</i> (BPS-12).	<p>(a) <i>Al Shahdat-ul-Alia</i> (Equivalent to Bachelor's Degree) from <i>Wafaq-ul-Madaris, Tanzeem-ul-Madaris</i> or from any of the HEC recognized Institution;</p> <p>(b) having good command of Arabic language and have more than average proficiency in <i>Quran</i> and <i>Hadith</i>; and</p> <p>(c) <i>Hafiz-ul-Quran</i> and <i>Qari</i> will be preferred.</p>	By initial recruitment.
5.	Assistant Computer Operator, (BPS-12).	<p>(a) (i) Higher Secondary School Certificate from a recognized Board; and</p> <p>having one year's Diploma in Computer Science or IT, from a recognized Institute; or</p> <p>(ii) ICS from a recognized Institute /Board; and</p> <p>(b) typing skill on</p>	By initial recruitment.

		computer with a speed of at least 60 words per minute in English and Urdu.	
6.	Caretaker, (BPS-11).	Bachelor's Degree from a recognized University.	By initial recruitment.
7.	Foreman, (BPS-11).	---	By promotion from amongst the members of the Service holding the posts of Mechanic Supervisor (BPS-9) and Gas Supervisor (BPS-9) having at least three (3) years' service as such, on seniority cum fitness basis.
8.	Garage Supervisor, (BPS-11).	---	By promotion from amongst the members of the Service holding the posts of Welder Mate (BPS-8) and Welder (BPS-8) having at least three (3) years service as such, on seniority cum fitness basis.
9	Garden Supervisor, (BPS-11).	(a) Higher Secondary School Certificate with Biology from a recognized Board; <i>and</i> (b) having at least two (2) years experience in the relevant field.	(a) 50% by promotion from amongst the members of the Service holding the post of Mali (BPS-1) having at least ten (10) years service as such, on seniority cum fitness basis;  (b) 50% by initial recruitment.
10.	Accounts Clerk, (BPS-11).	Bachelor's Degree in Commerce (B.Com) from a recognized University.	(a) 70% by promotion from amongst the members of the Service holding the post of Sub Divisional Clerk (BPS-9) having at least three (3) years service as such, on seniority cum



			<p>fitness basis;</p> <p>(b) 30% by initial recruitment.</p>
11.	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 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</p>

			<p>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>
12.	Sub Divisional Clerk, (BPS-9).	<p>(a) Intermediate in Commerce (I. Com) from a recognized Institute; <i>or</i></p> <p>(b) Diploma in Commerce (D. Com) from a recognized Institute.</p>	<p>(a) 5% by promotion from amongst the members of the Service holding the post of Complaint Clerk (BPS-5) having at least three (3) years service as such, on seniority cum fitness basis;</p> <p>(b) 95% by initial recruitment.</p>
13.	Store Supervisor, (BPS-9).	---	By promotion from amongst the members of the Service holding the post of Store Keeper (BPS-6) having at least three (3) years service as such, on seniority cum fitness basis.
14.	Supervisor, (BPS-9).	---	(a) 25% by promotion from amongst the members of the Service holding the posts of Black Smith (BPS-8), Painter (BPS-8) and Carpenter (BPS-8)

			<p>having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 75% by promotion from amongst the members of the Service holding the posts of Road Inspector (BPS-7), and Operator (BPS-7) having at least three (3) years service as such, on seniority cum fitness basis.</p>
15.	Mechanic Supervisor, (BPS-9).	---	By promotion from amongst the members of the Service holding the posts of Mechanic (BPS-8) having at least three (3) years service as such, on seniority cum fitness basis
16.	Work Superintendent, (BPS-9).	Higher Secondary School Certificate from a recognized Board.	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Work Mistri (BPS-6) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>
17.	Electric Supervisor, (BPS-9).	---	By promotion from amongst the members of the Service holding the posts of Electrician (BPS-8) having at least three (3) years service as such, on seniority cum fitness basis.
18.	Investigator,	Three (3) years Diploma of Associate Engineers in Civil	By initial recruitment.

	(BPS-9).	Technology from a recognized Institute.	
19.	Boiler Operator, (BPS-9).	Three (3) years Diploma of Associate Engineers in Mechanical Technology from a recognized Institute.	By initial recruitment.
20.	Mechanic, (BPS-8).	---	By promotion from amongst the members of the Service holding the posts of Fitter (BPS-5), Pump Driver (BPS-5) and Pump Mechanic (BPS-5) having at least three (3) years service as such, on seniority cum fitness basis.
21.	Welder, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having at least one (1) year Welder Course in Electrical and Gas Technology from a recognized Institute; <i>and</i> (c) having at least three (3) years experience in Gas and Electric Welding.	(a) 50% by promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
22.	Painter, (BPS-8).	---	By promotion from amongst the members of the Service holding the posts of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
23.	Electrician, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having at least one (1) year training Course in the relevant field from a recognized Institute.	(a) 50% by promotion from amongst the members of the Service holding the post of Electric Helper (BPS-2) of the relevant Section having at least three (3) years service as such,

			on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
24.	Black Smith, (BPS-8).	---	By promotion from amongst the members of the Service holding the posts of Hammer Man (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
25.	Carpenter, (BPS-8).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
26.	Crane Operator, (BPS-8).	---	By promotion from amongst the members of the Service holding the post of Cleaner (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
27.	Welder Mate, (BPS-8).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
28.	Data Operator, (BPS-7).	(a) (i) Higher Secondary School Certificate from a recognized Board; <i>and</i>  having one year Diploma in Computer Science or IT, from a recognized Institute; <i>or</i>	By initial recruitment.

		(ii) ICS from a recognized Institute/Board; <i>and</i>  (b) typing skill on computer with a speed of at least 60 words per minute.	
29.	Telephone Attendant, (BPS-7).	Higher Secondary School Certificate from a recognized Board.	By initial recruitment.
30.	Work Supervisor, (BPS-7).	---	By promotion from amongst the members of the Service holding the post of Work Mistri (BPS-6) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
31.	Operator, (BPS-7).	---	(a) 90% by promotion from amongst the members of the Service holding the posts of Driver (BPS-4) and Jeep Driver (BPS-4) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i>  (b) 10% by promotion from amongst the members of the Service holding the posts of Truck Driver (BPS-5) having at least three (3) years service as such, on seniority cum fitness basis.
32.	Bulldozer Operator, (BPS-7).	---	By promotion from amongst the members of the Service holding the post of Cleaner (BPS-2) of the relevant Section having at least three

			(3) years service as such, on seniority cum fitness basis.
33.	Road Inspector, (BPS-7).	---	By promotion from amongst the members of the Service holding the post of Work Munshi (BPS-6) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
34.	Roller Operator/ Tractor Driver, (BPS-7).	---	By promotion from amongst the members of the Service holding the posts of Greaser (BPS-2) and Cleaner (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
35.	Dozer Operator, (BPS-7).	---	By promotion from amongst the members of the Service holding the post of Cleaner (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
36.	Heavy Vehicle Driver, (BPS-7).	---	By promotion from amongst the members of the Service holding the posts of Greaser (BPS-2) and Cleaner (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
37.	Transporter Operator, (BPS-7).	---	By promotion from amongst the members of the Service holding the posts of Greaser (BPS-2) and Cleaner (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.

38.	Gas Supervisor, (BPS-6).	---	By promotion from amongst the members of the Service holding the post of Gas Fitter (BPS-5) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
39.	Mechanic Air Condition, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) having at least one (1) year Course of Air Conditioning Trade from a recognized Institute.	By initial recruitment.
40.	Mason, (BPS-6).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
41.	Work Mistri, (BPS-6).	---	By promotion from amongst the members of the Service holding the post of Fitter (BPS-5) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
42.	Work Munshi, (BPS-6).	---	By promotion from amongst the members of the Service holding the post Mate (BPS-3) having at least three (3) years service as such, on seniority cum fitness basis.
43.	Denter, (BPS-6).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on



			seniority cum fitness basis.
44.	Store Keeper, (BPS-6).	---	By promotion from amongst the members of the Service holding the posts of Assistant Store Keeper (BPS-5) and Store Clerk (BPS-5) having at least three (3) years service as such, on seniority cum fitness basis.
45.	Mechanical Technician, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) having at least one (1) year Course in Mechanical Trade from a recognized Institute.	(a) 50% by promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i>  (b) 50% by initial recruitment.
46.	Turner, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
47.	Plant Supervisor, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
48.	Complaint Clerk, (BPS-5).	Secondary School Certificate from a recognized Board.	By initial recruitment.
49.	Electric-cum-Generator Operator,	---	By promotion from amongst the members of the Service holding the post of Electric

	(BPS-5).		Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
50.	Fitter G-II, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
51.	Time Keeper, (BPS-5).	Secondary School Certificate from a recognized Board.	By initial recruitment.
52.	Generator Operator, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
53.	Truck Driver, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Cleaner (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
54.	Tube Well Operator, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Valve Man (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
55.	Roller Operator/ Truck Driver, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Cleaner (BPS-2) of the relevant

			Section having at least three (3) years service as such, on seniority cum fitness basis.
56.	Meter Reader, (BPS-5).	Secondary School Certificate from a recognized Board.	By initial recruitment.
57.	Oil Man, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Greaser (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
58.	Assistant Store Keeper, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Store Munshi (BPS-2) and Store Colly (BPS-2) having at least three (3) years service as such, on seniority cum fitness basis.
59.	Pipe Fitter, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
60.	Plumber, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
61.	Pump Driver, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Valve Man (BPS-2) having at least three (3) years service as such, on seniority cum

			fitness basis.
62.	Pump Mechanic, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
63.	Camel Man, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Colly (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
64.	Fireman, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Helper (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
65.	Roller Driver, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Cleaner (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
66.	Laboratory Assistant, (BPS-5).	Secondary School Certificate in Science from a recognized Board.	By initial recruitment.
67.	Store Clerk, (BPS-5).	Secondary School Certificate from a recognized Board.	By initial recruitment.
68.	Gas Fitter, (BPS-4).	---	By promotion from amongst the members of the Service holding the post of Gas Colly (BPS-2) of the relevant Section having at

			least three (3) years service as such, on seniority cum fitness basis.
69.	(i) Driver, (BPS-4); <i>and</i> (ii) Jeep Driver, (BPS-4).	(a) Middle Pass Certificate; (b) possesses a valid HTV/LTV driving licence issued from the Licensing Authority; <i>and</i> (c) having at least two years experience as driver.	(a) 50% by promotion from amongst the members of the Service holding the post of Cleaner (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
70.	<i>Khadim Masjid</i> , (BPS-4).	Middle Pass Certificate.	By initial recruitment.
71.	Head Bearer, (BPS-4).	(a) Literate; <i>and</i> (b) having experience in Cooking.	By initial recruitment.
72.	Lineman, (BPS-4).	Literate.	By initial recruitment.
73.	Mate, (BPS-3).	---	By promotion from amongst the members of the Service holding the post of Skilled Colly (BPS-2) and Colly (BPS-2) of the relevant Section having at least three (3) years service as such, on seniority cum fitness basis.
74.	Badarga, (BPS-2).	Literate.	By initial recruitment.
75.	Cleaner, (BPS-2).	Literate.	By initial recruitment.
76.	Greaser,	Literate.	By initial recruitment.

	(BPS-2).		
77.	Hammer Man, (BPS-2).	Literate.	By initial recruitment.
78.	Helper, (BPS-2).	Literate.	By initial recruitment.
79.	Head Chowkidar, (BPS-2).	Literate.	By promotion from amongst the members of the Service holding the post of Chowkidar (BPS-1) having at least three (3) years service as such, on seniority cum fitness basis.
80.	Sanitary Jamadar, (BPS-2).	Literate.	By initial recruitment.
81.	Store Munshi, (BPS-2).	Literate.	By initial recruitment.
82.	Valve Man, (BPS-2).	Literate.	By initial recruitment.
83.	(i) Colly, (BPS-2); <i>and</i> (ii) Skilled Colly.	Literate.	By initial recruitment.
84.	Gate Keeper, (BPS-2).	Literate.	By initial recruitment.
85.	Store Colly, (BPS-2).	Literate.	By initial recruitment.
86.	Daftri, (BPS-2).	---	By promotion from amongst the members of the Service holding the post of Naib Qasid (BPS-1) having at least three (3) years service as such, on seniority cum fitness basis.
87.	Machine Operator,	(i) Middle Pass Certificate;	By initial recruitment.

	(BPS-2).	<i>and</i> (ii) having at least one (1) year experience as such.	
88.	(i) Electric Helper, (BPS-2); <i>and</i> (ii) Wireman, (BPS-2).	(i) Middle Pass Certificate; <i>and</i> (ii) having at least six (6) months relevant Course from a recognized Institute.	By initial recruitment.
89.	Plant Operator, (BPS-1).	(i) Middle Pass Certificate; <i>and</i> (ii) having at least six (6) months relevant Course from a recognized Institute.	By initial recruitment.
90.	Gutter Colly, (BPS-1).	Literate.	By initial recruitment.
91.	<i>Naib Qasid</i> , (BPS-1).	Literate.	By initial recruitment.
92.	Peon-cum- Chowkidar, (BPS-1).	Literate.	By initial recruitment.
93.	Ferokhalasi, (BPS-1).	Literate.	By initial recruitment.
94.	Feroprinter, (BPS-1).	Literate.	By initial recruitment.
95.	<i>Chowkidar</i> , (BPS-1).	Literate.	By initial recruitment.
96.	Attendent, (BPS-1).	Literate.	By initial recruitment.
97.	(i) Attendant/ Cook, (BPS-1);	(i) Literate; <i>and</i> (ii) having experience in Cooking.	By initial recruitment.

	(ii) Cook, (BPS-1); <i>and</i> (iii) Chowkidar- cum-Cook, (BPS-1).		
98.	Sweeper, (BPS-1).	Literate.	By initial recruitment.
99.	(i) <i>Mali</i> , (BPS-1); <i>and</i> (ii) <i>Mali/Water</i> Carrier, (BPS- 1).	(i) Literate; <i>and</i> (ii) having experience in gardening.	By initial recruitment.
100.	Radiator Repairer, (BPS-1).	(i) Literate; <i>and</i> (ii) having two (2) years experience in the relevant field.	By initial recruitment.
101.	Chainman, (BPS-1).	Literate.	By initial recruitment.
102.	Gas Colly, (BPS-1).	Literate.	By initial recruitment.
103.	Laboratory Attendant, (BPS-1).	(i) Secondary School Certificate in Science from a recognized Board; <i>and</i> (ii) having at least three (3) years experience in Material Testing.	By initial recruitment.
104.	Liftman, (BPS-1).	Literate.	By initial recruitment.
105.	Generator Supervisor, (BPS-1).	Literate.	By initial recruitment.
106.	Water Carrier,	Literate.	By initial recruitment.



	(BPS-1).		
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