

EXTRAORDINARY

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**GOVERNMENT OF BALOCHISTAN,
SERVICES AND GENERAL ADMINISTRATION
DEPARTMENT.
(Regulations Section-II)**

NOTIFICATION.

Dated Quetta, the 30th July, 2020.

No. SOR-II(4)16/2014-S&GAD/1943-92. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Education Department (Collegiate Branch) (Women's Section) (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

**THE BALOCHISTAN EDUCATION DEPARTMENT (COLLEGIATE
BRANCH) (WOMEN'S SECTION) (BPS-16 AND ABOVE)
SERVICE RULES, 2020.**

Service Rules No. IX of 2020.

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PART-I- GENERAL

1. **Short title and commencement.** --- (1) These rules may be called "the Balochistan Education Department (Collegiate Branch) (Women's Section) (BPS-16 and above) Service Rules, 2020".

(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 (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 Scale (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;

(g) **"Department"** means the Balochistan Colleges, Higher and Technical Education Department;

(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 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;

- (k) **"Provincial Selection Board"** means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009;
- (l) **"Recognized Institute"** means any institute established by law in Pakistan or any other Institute declared by the Government in consultation with the Commission to be a recognized Institute for the purpose of these rules;
- (m) **"Recognized University"** means any University established by law in Pakistan or any other University declared by the Government in consultation with the Commission to be a recognized University for the purpose of these rules;
- (n) **"Rules"** means the Balochistan Education Department (Collegiate Branch) (Women's Section) (BPS-16 and above) Service Rules, 2020; and
- (o) **"Service"** means the Balochistan Education Department (Collegiate Branch) (Women's Section) (BPS-16 and above) Service.

(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.

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.

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 shall be appointed to the Service by initial recruitment who is:-

- (a) less than 35 years and more than 45 years of age for the post of Professor (BPS-20);
- (b) less than 27 years and more than 40 years of age for the posts of Associate Professor (BPS-19) and Assistant Professor (BPS-18); and
- (c) less than 21 years and more than 35 years of age for all other posts;

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.

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.

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.

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 and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012.

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 and in the Balochistan Civil Servants (Seniority) Rules, 2008.

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 (Grade 16 and above) (Collegiate Branch) (Women's Section) Service Rules, 1983 are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN.

CHIEF SECRETARY
BALOCHISTAN.

APPENDIX-I

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

{Teaching/ Administration Women's Section}

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Professor/ Principal of Degree College, (BPS-20)	<p>Master Degree / M.Phil (at least in Second Division) in any of the subjects being taught at recognized colleges/ universities with eighteen (18) years' teaching experience or five (5) years' administrative/ research experience including at least twelve (12) years' service experience as Assistant Professor (BPS-18) or five (5) years' service experience as Associate Professor (BPS-19);</p> <p style="text-align: center;">OR</p> <p>Ph.D in any of the subjects being taught at recognized colleges/ universities in Balochistan with fifteen (15) years' teaching experience in BPS-17 and above, and publication of research papers in Journal of national and international repute will be treated as Additional qualification.</p> <p>Note:-</p> <p>(i) Period of Service Professor B-19 prior to the enforcement of</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the posts of Associate Professor (BPS-19), having at least seventeen (17) years' service in BPS-17 and above or twelve (12) years' in BPS-18 and above or five (5) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 20% by initial recruitment.</p>

		<p>these rules will be counted as service as Associate Professor; and</p> <p>(ii) In case of any difficulty in determining the equivalence of Degree and experience Technical and Professional Subjects university HEC will be consulted.</p>	
2.	Associate Professor/ Principal of Intermediate College/ Director, (BPS-19). Joint	<p>Master Degree/ M.Phil (at least in Second Division) in any of the subjects being taught at recognized colleges/ universities with thirteen (13) years' teaching experience/ research experience including at least five (5) years' experience as Assistant Professor;</p> <p>OR</p> <p>Ph.D or equivalent qualification in any of the subjects being taught at recognized colleges/ universities with at least five (5) years' teaching experience as Assistant Professor or 10 years' teaching experience in BPS-17 and above, at college level.</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the posts of Assistant Professor (BPS-18), having at least twelve (12) years' service in BPS-17 and above or seven (7) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 20% by initial recruitment.</p>
3.	Assistant Professor/ Deputy Director, (BPS-18).	Master Degree (First Division) from a recognized University with five (5) years' teaching experience in the relevant subject in	(a) 80% by promotion from amongst the members of the Service holding the posts of Lecturer (BPS-17), having at

		<p>recognized colleges/ universities;</p> <p>OR</p> <p>M.A. /M.Sc. from a foreign recognized University provided that Indian Universities shall not be deemed to be foreign universities for the purpose of these qualifications with three (3) years' teaching experience in any recognized college/ university;</p> <p>OR</p> <p>Master Degree (at least in Second Division) in the relevant subject from a recognized University with at least seven (7) years' teaching experience in the subjects in recognized colleges/ universities with three (3) years' teaching experience in any subject as lecturer.</p>	<p>least five (5) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 20% by initial recruitment.</p>
4.	Senior Librarian, (BPS-18).	---	By promotion from amongst the members of the Service holding the posts of Librarian (BPS- 17), having at least five (5) years' service as such, on seniority cum fitness basis.
5.	Lecturer, (BPS-17).	<p>Master Degree or equivalent qualification (at least in Second Division) in the relevant subject from a recognized University;</p> <p>OR</p>	By initial recruitment.

		<p>B.S. (four year Program) / B.S.C (Hons) in relevant subject;</p> <p>OR</p> <p>Master Degree (at least in Second Division) in the relevant subject or AL-AALIMIYYA, Shahadat_ul-Almiya-fil-Uloom-al-Arabia-Wal-Islamia (at least in Second Division) from Wafaq-ul-Madaris, Tanzeem-ul-Madaris or any of the HEC recognized Institution for the posts of Lecturer Islamiat (BPS-17)/ Islamic Studies (BPS-17)/ Arabic (BPS-17).</p>	
6.	Librarian, (BPS-17).	Master Degree (at least in Second Division) in Library Science or Library Information Science from a recognized University.	By initial recruitment.
7.	Lecturer in Library Science, (BPS-17).	Master Degree (at least in Second Division) in Library Science or Library Information Science from a recognized University.	By initial recruitment.

APPENDIX-II

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

{Physical Education Women's Section}

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Associate Professor, Physical Education. (BPS-19).	(a)(i) P.hD in Health and Physical Education or equivalent qualification in relevant subject from a recognized University; and (ii) five (5) years teaching experience as Assistant Professor in Physical Education; or (b)(i) Master's Degree/ M.Phil (at least Second Division) in Health and Physical Education or equivalent qualification in relevant subject from a recognized University; and (ii) thirteen (13) years' teaching experience including five (5) years experience as Assistant Professor in Physical Education.	(a) 80% by promotion from amongst the members of the Service holding the post of Assistant Professor (BPS-18), Physical Education having at least twelve (12) years' service in BPS-17 and above or seven (7) years' service as such, on seniority cum fitness basis; and (b) 20% by initial recruitment.
2.	Assistant Professor, Physical Education, (BPS-18).	(a) Master's Degree (at least Second Division) in Health and Physical	(a) 80% by promotion from amongst the members of the Service holding the post of Lecturer

		Education or equivalent qualification in relevant subject from a recognized University; and (b) five (5) years' experience as teaching experience in Physical Education.	(BPS-17) Physical Education having at least five (5) years' service as such, on seniority cum fitness basis; and (b) 20% by initial recruitment.
3.	Lecturer, Physical Education, (BPS-17).	Master's Degree (at least Second Division) in Health and Physical Education or equivalent qualification in relevant subject from a recognized University.	By initial recruitment.

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