

**THE BALOCHISTAN EDUCATION DEPARTMENT (TECHNICAL
WING) TECHNICAL SUBORDINATES
(MEN'S SECTION) (B-1 to 15)
SERVICE RULES, 2014.**

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**¹THE BALOCHISTAN EDUCATION DEPARTMENT
(TECHNICAL WING) TECHNICAL SUBORDINATES
(MEN'S SECTION) (B-1 to 15)
SERVICE RULES, 2014**

NOTIFICATION

[19th June, 2014]

No. SOR-II(4)10/2014/S&GAD/1266-50. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974² (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Education Department (Technical Wing) Technical Subordinates (Men's Section) (B-1 to 15) Service and prescribing conditions of Service for the persons appointed thereto, namely:—

PART – I GENERAL

1. **Short title and commencement.**— (1) These rules may be called “the Balochistan Education Department (Technical Wing) Technical Subordinates (Men's Section) (B-1 to 15) Service Rules, 2014”.

(2) They shall come into force at once.

2. **Definitions.**— (1) In these rules unless there is anything repugnant in the subject or context,—

- (a) “**Act**” means the Balochistan Civil Servants Act, 1974² (Act No. IX of 1974);
- (b) “**Appendix**” means the Appendix annexed to these Rules;
- (c) “**Appointing Authority**” means the Appointing authority as specified in rule 4;
- (d) “**Board**” means the Board of Intermediate and Secondary Education established by law in Pakistan or any other educational authority or institution declared by Government in consultation with the Commission to be a Board for the purpose of these rules;
- (e) “**Commission**” means the Balochistan Public Service Commission;
- (f) “**Department**” means the Colleges, Higher and Technical Education Department, Government of Balochistan;
- (g) “**Government**” means the Government of Balochistan;

¹ These rules have been 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 19th June, 2014; and published in the Balochistan Gazette (Extraordinary) No. 96, dated 19th June, 2014.

² Baln. Act IX of 1974; passed by the Balochistan Assembly on 19th June, 1974; assented to by the Governor of Balochistan; and published in Balochistan Gazette (Extraordinary) No. 41, dated 20th July, 1974.

- (h) **“Initial Recruitment”** means appointment made otherwise than by promotion or transfer from another service, department or post;
- (i) **“Post”** means a post specified in column-2 of the appendix and such other post in the service as may be specified by the Government from time to time for the purpose of these Rules;
- (j) **“Recognized Institute”** means any Institute recognized by the Government in consultation with the Commission to be recognized Institute for the purpose of these rules;
- (k) **“Recognized University”** means any University incorporated by Law in Pakistan or any other University which may be declared by the Government in consultation with the Commission to be a recognized University for the purpose of these rules;
- (l) **“Rules”** means Balochistan Education Department, (Technical Wing) Technical Subordinates (Men’s Section) (B-1 to 15) Service Rules, 2014;
- (m) **“Service”** means the Balochistan Education Department, (Technical Wing) Technical Subordinates (Men’s Section) (B-1 to 15) Service; *and*
- (n) **“Selection/ Promotion Committee”** means selection/ promotion committee constituted by or under orders of the Government.

(2) Words and expressions used but not defined herein above sub-rule (1), unless the context otherwise requires, shall have the same meaning as assigned to them in the Act.

PART – II RECRUITMENT

3. **Eligibility and composition of Service.**— (1) No person who is married to a foreign national shall be eligible for appointment to the Service.

(2) The restriction imposed by sub rule (1), may be relaxed by Government in the case of a person who is married or proposed to marry a foreign national of any country recognized by the Federal Government of Pakistan.

(3) The Service shall comprise of the posts specified in column 2 of the Appendix and such other post as may be determined by Government from time to time.

4. **Appointing authority.**— Appointment to the posts in the Service shall be made by the appointing authority as specified in rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009¹.

5. **Method of Recruitment.**— (1) Appointment to the posts in the Service shall be as specified in the Column 4 of the appendix.

(2) All the posts for initial recruitment shall be filled from amongst the candidates domiciled/ local of Balochistan.

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

6. **Age.**— (1) No person, who is less than 18 years or more than 28 years of age shall be appointed to the Service by initial recruitment:

Provided that the upper age limit may be relaxed.

7. **Qualifications.**— (1) No person, shall be appointed to a post in the Service by initial recruitment unless he possesses the qualification prescribed for the post in column 3 of 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 certificates of character from two other responsible persons/gazetted officers, not being his relatives, 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 Medical Board constituted by the Government for the purpose or Government Medical Officer not below the rank of a District Health Officer, as the case may be.

PART – III CONDITIONS OF SERVICE

8. **Probation.**— A Civil servant appointed to a post in the Service on regular basis shall remain on probation for period as prescribed in rule 2- A of the Balochistan Civil Servant (Confirmation) Rules, 2012¹.

9. **Confirmation.**— After satisfactory completion of the probationary period, provided that he holds or substantive post, a civil servant shall be eligible for confirmation in the service on a post as prescribed in rule 20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009² and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012³.

10. **Seniority.**— (1) The *inter se* seniority of the members of the Service appointed to the posts in the same grade shall be determined as prescribed in rule 21 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009¹ and in the Balochistan Civil Servants (Seniority) Rules, 2008⁴.

11. **Liability to transfer and serve.**— The member of the Service shall be liable to

- (a) transfer anywhere in Balochistan; *and*
- (b) to serve any department of Government or any local authority or statutory body setup or established by Government:

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

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

³ Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16th April, 2012.

⁴ Rules issued by the Services and General Administration Department, Government of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25th August, 2008.

Provided that 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 favorable 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 of these rules, for reasons to be recorded in writing, may be relaxed in individual cases if Government is satisfied that a strict application of these rules would cause undue hardship to the individual concerned:

Provided that wherever such relaxation involves a question on which consultation with the Commission is mandatory, the Commission shall be consulted before the relaxation is made.

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

15. **Repeal.**— The Balochistan Education Department, (Technical Wing) Technical Subordinates (B-1 to 15) Service Rules, 1989¹ are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN.

CHIEF SECRETARY
BALOCHISTAN.

(see Appendix on next page)

¹ Rules issued by the Services and General Administration Department, Government of Balochistan vide Notification No. SOR-II(2)266/S&GAD-89-702-78, dated 5th October, 1989; and published in the Balochistan Gazette (Extraordinary) No. 180, dated 18th October, 1989.

APPENDIX

[See Rule 2 (a), 3 (3), 5 and 7 (1)]

S. No.	Nomenclature of the posts	Minimum qualification prescribed 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 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) 25% by initial recruitment; <i>and</i> (b) 75% by promotion from amongst the members of Service holding the posts of Laboratory Assistant (BPS-6) and Skilled Worker (BPS-6) having at least ten years service as such, on seniority cum fitness basis. 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).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) Electrical Wireman Licence from a recognized institute/organization; or Diploma in the relevant field from a recognized Technical Training Center.</p>	<p>(a) 75% by initial recruitment; <i>and</i></p> <p>(b) 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.</p>
5.	Welder, (BPS-8).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) One year's Certificate in the Mechanical Technology with specialization in Welding Technology from a recognized Technical Training Center.</p>	By initial recruitment.
6.	Moulder, (BPS-8).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) One year's Certificate in the Mechanical Technology with specialization in Moulding Technology from a recognized Technical Training Center.</p>	By initial recruitment.
7.	Mechanist, (BPS-8).	<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>	By initial recruitment.
8.	Carpenter, (BPS-8).	<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</p>	<p>(a) 50% by initial recruitment; <i>and</i></p> <p>(b) 50% by promotion from amongst the members of Service holding the post</p>

		Center.	of Band Saw Operators (BPS-6) having at least three (3) years service as such, on seniority cum fitness basis.
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 Center.	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 Center.	By initial recruitment.
11.	Laboratory Assistant, (BPS-6).	Secondary School Certificate in Science from a recognized Board.	(a) 60% by initial recruitment; <i>and</i> (b) 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.
12.	Shop Assistant, (BPS-6).	(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 Center.	(a) 60% by initial recruitment; <i>and</i> (b) 40% by promotion from amongst the members of the Service holding the post of Shop Attendants (BPS-5) having at least five (5) years service as such, on seniority cum fitness basis.
13.	Skilled Worker,	(a) Secondary School Certificate from a recognized Board; <i>and</i>	(a) 70% by initial

	(BPS-6).	(b) One year's Certificate in the relevant Trade from a recognized Technical Training Center.	recruitment; <i>and</i> (b) 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.
14	Band Saw Operator, (BPS-6).	(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 Center.	By initial recruitment.
15.	Shop Attendant, (BPS-5).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) well skilled in the relevant field to be assessed by the concerned Head of Technical Department.	(a) 90% by initial recruitment; <i>and</i> (b) 10% by promotion from amongst the members of the Service holding the post of Switch Board Attendant (BPS-2) and Boiler Attendant (BPS-02) possessing Middle Pass Certificate and having at least ten (10) years service as such, on seniority cum fitness basis. For the purpose of promotion combined seniority list of Switch Board Attendant (BPS-2) and Boiler Attendant (BPS-2) shall be maintained.
16.	Fitter, (BPS-5).	(a) Secondary School Certificate from a recognized Board; <i>and</i>	By initial recruitment.

		(b) One year's Certificate in the relevant Trade from a recognized Technical Training Center.	
17.	Mason, (BPS-5).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) One year's experience in the relevant field.	By initial recruitment.
18.	Pump Driver, (BPS-5).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) One year's Certificate in the Mechanical Technology from a recognized Technical Training Center.	(a) 50% by initial recruitment; <i>and</i> (b) 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.
19.	Wireman, (BPS-3).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) Electrical wireman Licence from a recognized Institute/ Organization; or Diploma in the relevant field from a recognized Technical Training Center.	By initial recruitment.
20.	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.
21.	Switch Board Attendant, (BPS-2).	Literate	By initial recruitment.
22.	Boiler Attendant,	Literate	By initial recruitment.

	(BPS-2).		
23.	Volveman, (BPS-1).	Literate	By initial recruitment.
