

**THE BALOCHISTAN EDUCATION DEPARTMENT,
TECHNICAL WING (B-16 AND ABOVE) (WOMEN'S SECTION) SERVICE
RULES, 2014.**

CONTENTS

RULES

Preamble.

PART – I GENERAL

1. Short Title and Commencement.
2. Definitions.

PART – II RECRUITMENT

3. Eligibility and composition of Service.
4. Appointing authority.
5. Method of Recruitment.
6. Age.
7. Qualifications.

PART – III CONDITIONS OF SERVICE

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

Appendix.

**THE BALOCHISTAN EDUCATION DEPARTMENT,
TECHNICAL WING (B-16 AND ABOVE) (WOMEN'S SECTION) SERVICE
RULES, 2014**

NOTIFICATION

[23rd January, 2014]

No. SOR-II(4)53/2014-S&GAD/124-73. 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 (BPS-16 and above) (Women's Section) 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 (B-16 and above) (Women's Section) 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;
- (h) **“Initial Recruitment”** means appointment made otherwise than by promotion or transfer from another service, department or post;

¹ These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II(4)53/2014/S&GAD/124-73, dated 23rd January, 2014; and published in the Balochistan Gazette (Extraordinary) No. 19, dated 23rd January, 2014.

² Baln. Act IX of 1974 was 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.

- (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; *and*
- (l) **“Rules”** means Balochistan Education Department, Technical Wing (BPS-16 and above) Service Rules, 2014;
- (m) **“Service”** means the Balochistan Education Department, Technical Wing (B-16 and above) (Women’s Section) Service;
- (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 hereinabove 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 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, 2009¹.

5. **Method of Recruitment.**— (1) The appointment to the posts 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.**— (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.

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.

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 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 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 the 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 CONDITION OF SERVICE

8. **Probation.**— A Civil Servant appointed to a post for the Service on regular basis shall remain on probation for period as prescribed in rule 2-A of the Balochistan Civil Servants (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 or a post, as prescribed in rule 20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009¹ and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012².

10. **Seniority.**— (1) The *inter se* seniority of the members of the Service appointed to the posts in same grade shall be determined as prescribed in rule 21 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009² and in the Balochistan Civil Servants (Seniority) Rules, 2008³.

11. **Liability to Transfer and Serve.**— The members 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:

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 the 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.

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. 222, dated 25th August, 2008.

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.

BY ORDER OF
GOVERNOR BALOCHISTAN.

CHIEF SECRETARY
BALOCHISTAN.

(see Appendix on next page)

APPENDIX

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

S. No.	Nomenclature of the Post with Basic Pay Scale (BPS).	Minimum Qualification for Initial Recruitment	Method of Recruitment
1	2	3	4
1	Principal, (BPS-19)	<p>(a) Bachelor of Engineering Degree (Second Division) or equivalent qualification in the relevant Technology from a recognized University; <i>or</i></p> <p>Master's Degree (Second Division) or equivalent qualification in the relevant Technology from a recognized University; <i>or</i></p> <p>Bachelor's Degree (Second Division) in Architecture or equivalent qualification from a recognized University; <i>and</i></p> <p>(b) Twelve (12) years Teaching/ Professional experience in BPS-17 and above in the relevant field; <i>or</i></p> <p>Seven (7) years Teaching/ Professional experience in BPS-18 in the relevant field.</p> <p>Note:- The following equivalent/ related qualification in the relevant Technology is also acceptable.</p> <p><u>Information Technology:—</u></p> <p>Bachelor of Engineering Degree (Second Division) in (Information</p>	<p>(a) 20% by initial recruitment; and</p> <p>b) 80% by promotion from amongst the members of the Service holding the post of Assistant Professor (Technical) (BPS-18) having at least twelve years service in BPS-17 and above or in case of initial appointment having Seven (7) years service in BPS-18 on seniority- cum fitness basis.</p>

		<p>Technology)/ (Computer and Information System)/ (Computer System Engineering) from a recognized University; <i>or</i></p> <p>B.S/B.Sc Degree (Second Division) (Computer Engineering) from a recognized University; <i>and</i></p> <p><u>Bio-Medical Technology:—</u></p> <p>Bachelor of Engineering Degree (Second Division) in Bio-Medical Technology from a recognized University; <i>or</i></p> <p>Bachelor of Engineering Degree (Second Division) in Electronics Technology from a recognized University and having registration with Pakistan Engineering Council.</p> <p><u>Food Preservation Technology:—</u></p> <p>Master’s Degree (Second Division) or equivalent qualification in Food Technology/ Food Sciences/ Agriculture in Food Technology from a recognized University; <i>or</i></p> <p>Bachelor’s Degree (Second Division) or Equivalent qualification in Food Sciences/ Agriculture sciences with Specialization in Food Technology from a recognized University.</p> <p><u>Dress Design and Making Technology:—</u></p> <p>Bachelor of Engineering Degree (Second Division) in (Textile Designing Engineering) from a recognized University; <i>or</i></p> <p>Master’s Degree (Second Division) or equivalent qualification with Graphic Design as one of the subject from a recognized University; <i>or</i></p>	
--	--	---	--

		<p>B.S/ B.Des Degree (Second Division) in Fashion Designing from a recognized University.</p> <p><u>Secretarial Services and Office Management Technology:—</u></p> <p>Master’s Degree (Second Division) or equivalent qualification in Commerce or Business/ Public Administration from a recognized University.</p>	
2	Assistant Professor Technical (BPS-18).	<p>(a) Bachelor of Engineering Degree (Second Division) or equivalent qualification in the relevant Technology from a recognized University; or</p> <p>Master’s Degree (Second Division) or equivalent qualification in the relevant Technology from a recognized University; <i>or</i></p> <p>Bachelor’s Degree (Second Division) in Architecture or equivalent qualification from a recognized University; <i>and</i></p> <p>(b) Five (05) years Teaching/ Professional experience in BPS-17 and above in the relevant field:</p> <p><u>Note:-</u> The following equivalent/ related qualification in the relevant Technology is also acceptable.</p> <p><u>Information Technology:—</u></p> <p>Bachelor of Engineering Degree (Second Division) in (Information Technology)/ (Computer and Information System)/ (Computer System Engineering) from a recognized University; <i>or</i></p> <p>B.S/ B.Sc (Second Division)</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 of Lecturer (Technical) (BPS-17) instructor (Technical) (BPS-17) and Computer Instructor (BPS-17) having at least five (05) years service on seniority cum fitness basis.</p>

		<p>(Computer Engineering) from a recognized University and having registration with Pakistan Engineering Council.</p> <p><u>Bio- Medical Technology:—</u></p> <p>Bachelor of Engineering Degree (Second Division) in Bio-Medical Technology from a recognized University; <i>or</i></p> <p>Bachelor of Engineering Degree (Second Division) in Electronics Technology from a recognized University.</p> <p><u>Food Preservation Technology:—</u></p> <p>Master’s Degree (Second Division) or equivalent qualification in Food Technology/ Food Sciences/ Agriculture in Food Technology from a recognized University; <i>or</i></p> <p>Bachelor’s Degree (Second Division) or equivalent qualification in Food Sciences/ Agriculture sciences with Specialization in Food Technology from a recognized University.</p> <p><u>Dress Design and Making Technology:—</u></p> <p>Bachelor of Engineering Degree (Second Division) in (Textile Designing Engineering) from a recognized University; <i>or</i></p> <p>Master’s Degree (Second Division) or equivalent qualification with Graphic Design as one of the subject from a recognized University; <i>or</i></p> <p>B.S/ B.Des Degree (Second Division) in Fashion Designing from a recognized University.</p> <p><u>Secretarial Services and Office</u></p>	
--	--	---	--

		<p><u>Management Technology:—</u></p> <p>Master’s Degree (Second Division) or equivalent qualification in Commerce or Business/ Public Administration from a recognized University.</p>	
3.	<p>(i) Lecturer (Technical) (BPS-17)</p> <p>(ii) Instructor (Technical) (BPS-17)</p>	<p>(a) Bachelor of Engineering Degree (Second Division) or equivalent qualification in the relevant Technology from a recognized University; <i>or</i></p> <p>Master’s Degree (Second Division) or equivalent qualification in the relevant Technology from a recognized University; <i>or</i></p> <p>Bachelor’s Degree (Second Division) in Architecture or equivalent qualification from a recognized University; <i>and</i></p> <p>Note:- The following equivalent/ related qualification in the relevant Technology is also acceptable.</p> <p><u>Information Technology:—</u></p> <p>Bachelor of Engineering Degree (Second Division) in (Information Technology)/ (Computer and Information System)/ (Computer System Engineering) from a recognized University; <i>or</i></p> <p>B.S/ B.Sc Degree (Second Division) (Computer Engineering) from a recognized University.</p> <p><u>Bio- Medical Technology:—</u></p> <p>Bachelor of Engineering Degree (Second Division) in Bio-Medical Technology from a recognized University; <i>or</i></p>	<p>(a) 75% by initial recruitment; <i>and</i></p> <p>(b) 25% by promotion from amongst the members of Service holding the post of Junior Instructor (Technical) (BPS-16) possessing three (3) years Diploma of Associate Engineers having at least three (3) years service as such or possessing Bachelor of Engineering Degree having at least two (2) years service as such on seniority cum fitness basis.</p>

		<p>Bachelor of Engineering Degree (Second Division) in Electronics Technology from a recognized University.</p> <p><u>Food Preservation Technology:—</u></p> <p>Master Degree (Second Division) or equivalent qualification in Food Technology/ Food Sciences/ Agriculture in Food Technology from a recognized University; <i>or</i></p> <p>Bachelor's Degree (Second Division) or equivalent qualification in Food Sciences/ Agriculture sciences with Specialization in Food Technology from a recognized University.</p> <p><u>Dress Design and Making Technology:—</u></p> <p>Bachelor of Engineering Degree (Second Division) in (Textile Designing Engineering) from a recognized University; <i>or</i></p> <p>Master's Degree (Second Division) or equivalent qualification with Graphic Design as one of the subject from a recognized University; <i>or</i></p> <p>B.S/ B.Des Degree (Second Division) in Fashion Designing from a recognized University.</p> <p><u>Secretarial Services and Office Management Technology:—</u></p> <p>Master's Degree (Second Division) or equivalent qualification in Commerce or Business/ Public Administration from a recognized University.</p>	
4.	Lecturer (Related Studies) Lecturer (Physics, Chemistry, Mathematics,	---	By transfer from amongst the lecturers BPS-17 of relevant subject from the collegiate branch (Women's Section).

	Islamiat, Pakistan Studies, Psychology, Economics, English and Physical Education). (BPS-17).		
5.	Admin and Accounts Officer, (BPS-17).	---	By Transfer from amongst the Admin & Accounts Officer BPS-17 of the collegiate branch (Men Section)
6.	Librarian (BPS-17).	Master's Degree (Second Division) in Library Science from a recognized University	By Initial recruitment.
7.	Medical Officer (BPS-17).	---	By transfer from amongst the Lady Medical Officer BPS-17 from the Health Department.
8.	Junior Instructor (Technical) (BPS-16)	Three (3) Years Diploma of Associate Engineers in the relevant field from a recognized University/Institute.	(a) 75% by initial Recruitment; <i>and</i> (b) 25% by Promotion from amongst the members of the Service holding the post of Shop Instructor (Technical) (BPS-10) possessing three years Diploma of Associate Engineers having at least three (3) years service as such, on seniority cum fitness basis.
9.	Superintendent, (BPS-16).	---	By promotion from amongst the members of the Service holding the post of Assistant (BPS-14) having at least three (3) years service as such, on seniority cum fitness basis.
10.	Hostel Warden, (BPS-16).	---	By promotion from amongst the members of the Service holding the post of Assistant Warden (BPS-14) having at least three (3) years service as such, on

			seniority cum fitness basis.
11.	Assistant Private Secretary, (BPS-16).	---	By promotion from amongst the members of the Service holding the post of Stenographer (BPS-12) having at least three (3) years service as such, on seniority cum fitness basis.
