

**THE BALOCHISTAN FISHERIES DEPARTMENT
(GRADE- 16 AND ABOVE) SERVICES
RULES, 1982**

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RULES

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**¹THE BALOCHISTAN² FISHERIES DEPARTMENT
(GRADE-16 AND ABOVE) SERVICES**

RULES, 1982

NOTIFICATION

[18th September, 1982]

No. SOR(2)27/S&GAD-79. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act 1974³ (IX of 1974) the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Fisheries Services (Grade-16 and above) 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 Fisheries Department (Grade-16 and above) Services Rules, 1982.
(2) They shall come into force at once.
2. **Definitions.** — In these rules, unless the context otherwise requires, the following expression shall have the meaning hereby respectively assigned to them, that is to say:—
 - (a) “**Appendix**” means the appendix to these rules;
 - (b) “**Appointing Authority**” means the authority specified in Rule 4.
 - (c) “**Commission**” means the Balochistan Public Service Commission;
 - (d) “**Department**” means the Livestock and Fisheries Department Balochistan;
 - (e) “**Government**” means the Government of Balochistan
 - (f) “**Initial recruitment**” means appointment made otherwise than by promotion or transfer from another service / Department / post;
 - (g) “**Recognized University**” means any University incorporated by Law in Pakistan or any other University declared by Government in consultation with the Commission to be a recognized University for the purposes of these rules;
 - (h) “**Selection / Promotion Committee**” means the Committee constituted by or under orders of Government;
 - (j) “**Services**” means the Balochistan Fisheries Service.

¹ These rules have been issued by the Government of Balochistan, Services and General Administration Department vide its Notification No.SOR(2)27/S&GAD-79, dated 15thSeptember, 1982; and published in the Balochistan Gazette (Extraordinary) No. 156, dated 18thSeptember, 1982.

² Spelling of the word “Baluchistan”, wherever it appears in these rules, is corrected by insertion of letter “o” instead of “u”; as per Government of Balochistan, S&GAD’s Notification No. SORI (4) 6/ S&GAD-89, dated 18th June, 1989.

³ Baln 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.

PART II-RECRUITMENT

2. **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) above may be relaxed by Govt. in the case of a person who is married to a citizen of India.

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

4. **Appointing Authority.** — Appointment to the Service shall be made by the Government.

5. **Method of Recruitment.** — Appointment to the various posts shall be made as specified in the appendix.

6. **Age.** —(1) No person, who is less than twenty one years or more than thirty years of age, shall be appointed to the post in the service by initial recruitment:-

Provided that: —

(a) upper age limit for appointment in the service by initial recruitment shall be relaxable for 3 years upto 31.12.1984, as provided in Government of Balochistan Services and General Administration Department Notification No. S-III-27(127)/S&GAD-79, dated 8.12.1979;*and*

(b) in case of person whose service under Government have been terminated for want of vacancy the period of service already rendered by him shall for the purpose of upper age limit under this rule by excluded from his age.

(2) For the purposes of this rule, age shall be reckoned.

(a) Where recruitment is to be made on the basis of a written examination as on the 1st of January of the year in which the examination is proposed to be held; *and*

(b) In other cases, as on the last date fixed for submission of application for appointment.

7. **Qualifications.** — (1) No person shall be appointed to a post in the service by initial recruitment unless he possess 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, not being his relatives who are well acquainted with his character and antecedents.

8. **Probation.** — (1) A person appointed to the service against a substantive vacancy shall remain on probation for a period of two years, if appointed by initial recruitment, and for a period of one year, if appointed otherwise.

Explanation. Officiating service, and service spent on deputation to a corresponding or a higher post may be allowed to count towards the period of probation.

(2) If the work or conduct of holder of service during the period of probation has, in the opinion of the appointing authority been un-satisfactory, the appointing authority may, notwithstanding that the period of probation has not expired, dispense with his services, if he has been appointed by initial recruitment and if he has been appointed otherwise, revert him to his former post, or if there be no such post, dispense with his services.

(3) On completion of the period of probation of a member of the Service, the appointing authority may, subject to the provisions of sub rule (4), confirm him in his appointment, or if his work or conduct has, in the opinion of such authority, not been satisfactory:-

- (a) in case he has been appointed by initial recruitment, dispense with his services; *or*
- (b) in case he has been appointed otherwise, revert him to his former post, and if there be no such post, dispense with this services.
- (c) extend the period of probation by a period not exceeding two years in all, and during or on the expiry of such period pass such orders as it could have passed during or on the expiry of his initial probationary period.

Explanation-I. If no orders have been made by the day following the completion of the initial probationary period, the period of probation shall be deemed to have been extended.

Explanation-II. If no orders have been made by the day on which the maximum period of probation expires, the probationer shall be deemed to have been confirmed in his appointment from the date on which the period of probation was last extended.

Explanation-III. A probationer who has satisfactorily completed his period of probation shall be confirmed with effect from the date of his continuous appointment in the service in a substantive vacancy; provided that were the period of his probation has been extended under the provision of clause (c) of this sub-rule, the date of confirmation shall, subject to the other provisions of this rule, be the date on which the period of probation was last extended.

(4) No person shall be confirmed in the service unless he successfully completes such training and passes such departmental examinations as may be prescribed by Government from time to time.

(5) If a member of the service whether appointed against a substantive vacancy or otherwise fails to complete successfully any training or pass any departmental examinations prescribed under sub-rule (4) within such period or in such number of attempts as may be prescribed by the Government, the appointing authority may:-

- (a) in case he has been appointed by initial recruitment, dispense with his services; *or*
- (b) in case he has been appointed otherwise, revert him to his former post, and if there be no such post, dispense with his services.

9. **Seniority.**— (1) The *interse* seniority of the members of the Service in the various grades thereof shall be determined:-

- (a) in the case of members appointed by initial recruitment in accordance with the orders of merit assigned by the commission; Provided that persons selected for the service in an earlier selection shall rank senior to the persons selected in a later selection; *and*
- (b) in the case of members appointed otherwise, with reference to the date of their continuous appointment therein; provided that if the date of continuous appointment in case of two or more members of the service is the same, the older officer, if not junior to the younger officer or officers, in the next below grades, shall rank senior to the younger officer or officers.

Explanation–I. If a junior officer in a lower grade is promoted to a higher grade temporarily in the public interest, even though continuing later permanently in the higher grade, it would not adversely affect the interest of his seniors in the fixation of his seniority in the higher grade.

Explanation–II. If a junior officer in a lower grade is promoted to a higher grade by superseding a senior officer and subsequently that officer is also promoted the officer promoted first shall rank senior to the officer promoted subsequently.

Explanation–III. A junior officer, appointed to a higher grade shall be deemed to have superseded a senior officer only if both the junior and the senior officers were considered for the higher grade and the junior officer was appointed in preference to the senior officer.

(2) The seniority in various grades of the service of the members appointed by initial recruitment *viz-a-viz* those appointed otherwise shall be determined:–

- (a) in case both the officers appointed by initial recruitment and the officer appointed otherwise have been appointed against substantive vacancies, or both have been appointed against temporary vacancies, with reference to the date of appointment to such vacancy in the case of the officer appointed by initial recruitment and to the date of continuous appointment against such vacancy in the case of the officer appointed otherwise; provided that if the two dates are the same, the officer appointed otherwise shall rank senior to the officer appointed by initial recruitment;
- (b) In case the officer appointed by initial recruitment has been appointed against a substantive vacancy and the officer appointed otherwise has been appointed against a temporary vacancy, the officer appointed by initial recruitment shall rank senior to the officer appointed otherwise; *and*
- (c) In case the officer appointed otherwise is appointed against a substantive vacancy and the officer appointed by initial recruitment is appointed against a temporary vacancy the officer appointed otherwise shall rank senior to the officer appointed by initial recruitment.

10. **Liability to transfer and serve.** — Members of the Service shall be liable to:–

- (a) transfer anywhere in Balochistan; *and*

- (b) serve in any department of Government or any authority or statutory body set up 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 favorable than those to which he would have been entitled if he had not been no required to serve.

11. **General Rules.** — In all matter 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 Government and made applicable to them.

12. **Relaxation.** — Any of these rules, for reasons to be recorded in writing be relaxed in individual cases, if Government is satisfied that a strict application of the rule 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.

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

14. **Repeal.** — The West Pakistan Fisheries Rules (Class-I), 1962 and the West Pakistan Fisheries Rules (Class-II), 1963, in their application to the Province of Balochistan are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

¹APPENDIX

{See Rule 2 (1) (b) 3 (3), 5 and 7 (1)}

| PART- A | | | |
|--------------------------------|---|--|---|
| <u>(TECHNICAL WING)</u> | | | |
| S.No. | Nomenclature and basic pay scale (BPS) of the post | Minimum qualification for initial recruitment | Method of recruitment |
| 1 | 2 | 3 | 4 |
| 1. | Director General Fisheries, (BPS- 20) | --- | By promotion from amongst members of service holding the posts of Director Fisheries (Marine) (B-19), Director Fisheries (Inland) (BPS-19) and Director Fisheries (Dams) (BPS-19), having seventeen (17) years service in (B-17) and above, including at least two years Service as such; and have successfully completed Senior Management Course, on seniority cum fitness basis. |
| 2. | (i) Director Fisheries (Marine), (BPS-19). (ii) Director Fisheries (Inland), (BPS-19) (iii) Director Fisheries (Dams), (BPS-19) | --- | By promotion from amongst the members of the Service holding the post of Deputy Director Fisheries (Marine) (BPS-18), Deputy Director Fisheries (Inland) (BPS-18), Deputy Director Fisheries (Dams) (BPS-18), Deputy Director Fisheries (Planning) (BPS-18), Deputy Director Fisheries (Coordination) (BPS-18) having at least twelve (12) years Service in B-17 and above; and have successfully completed Mid Career Management Course, on seniority cum fitness basis. |
| 3. | (i) Deputy Director | --- | By promotion from amongst the |

¹ Substituted for the existing Appendix, by Government of Balochistan, Services and General Administration Department's Notification No. S.O (R-II)(23)1/2014-S&GAD/1863-1912, dated 17th September, 2014.

For earlier appendix and amendments, See—

- i. S&GADs' Notification's No. SOR-II(2)27/S&GAD-II/822-932, dated 21st March, 1996;
- ii. S&GADs' Notification's No. SOR-II/(23)5/S&GAD-2007/1258-1357, dated 26th Nov: 2007; and
- iii. S&GADs' Notification's No. S.O(R-II)(23)1/2011/S&GAD/3056-3106, dated 23rd October, 2011.

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|----|--|--|--|
| | <p>Fisheries (Marine), (BPS-18).</p> <p>(ii) Deputy Director Fisheries (Inland), (BPS-18)</p> <p>(iii) Deputy Director Fisheries (Dams), (BPS-18)</p> <p>(iv) Deputy Director Fisheries (Coordination), (BPS-18)</p> | | <p>members of the Service holding the post of Assistant Director Fisheries (B-17), Research Officer (BPS-17) and Marine Biology (BPS-17) having at least five (5) years Service as such, on seniority cum fitness basis.</p> |
| 4. | Deputy Director Fisheries (Planning) (BPS-18) | --- | <p>By promotion from amongst the members of the Service holding the post of Assistant Director (Planning) (B-17) and Assistant Director (Statistics) (BPS-17) having at least five years service, on seniority cum fitness basis.</p> |
| 5. | Assistant Director Fisheries, (B-17) | <p>Master's Degree (2nd Division) in Fisheries or Zoology or Marine Biology or Fresh Water Biology or Oceanography or B.S (Marine Sciences) or equivalent qualification in the relevant subject from a recognized University.</p> | <p>(a) 50% by initial recruitment; and</p> <p>(b) 50% by promotion from amongst the members of the Service holding the posts of Fisheries Officer (BPS-16) and Assistant Bio-Chemist (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis.</p> |
| 6. | Assistant Director (Planning), (BPS-17) | <p>Master's Degree (2nd Division) in Economics or Business Administration or equivalent qualification in the relevant subject from a recognized University.</p> | By initial recruitment. |
| 7. | Assistant Director (Statistics), (BPS-17) | <p>Master's Degree (2nd Division) in Statistics or equivalent qualification in the relevant subject from a recognized University.</p> | By initial recruitment. |
| 8. | Research Officer, (B-17) | <p>Master's Degree (2nd Division) in Fisheries or Zoology or Marine Biology</p> | By initial recruitment. |

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| | | or Fresh Water Biology or Oceanography or B.S (Marine Sciences) or equivalent qualification in the relevant subject from a recognized University. | |
| 9. | Marine Biologist, (BPS-17) | Master's Degree (2 nd Division) in Fisheries or Zoology or Marine Biology or Fresh Water Biology or Oceanography or B.S (Marine Science) or equivalent qualification in the relevant subject from a recognized University. | By initial recruitment. |
| 10. | Fisheries Officer, (BPS-16) | Bachelor's Degree (2 nd Division) in Zoology or Marine Biology or Fresh Water Biology or Oceanography or B.S (Marine Science) or equivalent qualification in the relevant subject from a recognized University. | (a) 50% by initial recruitment; and (b) 50% by promotion from amongst the members of the sub-ordinate Service holding the post of Fisheries Inspector (BPS-11) having at least three (3) years service as such, on seniority cum fitness basis. |
| 11. | Assistant Bio-Chemist, (BPS- 16) | --- | By promotion from amongst the members of the sub-ordinate Service holding the post of Laboratory Assistant (BPS-9) having at least seven (7) years service as such, on seniority cum fitness basis. |

PART- B
(ADMINISTRATION WING)

| S. No. | Nomenclature and basic pay scale (BPS of the post) | Minimum qualification for initial recruitment. | Method of recruitment |
|--------|--|--|---|
| 1 | 2 | 3 | 4 |
| 1. | Deputy Director (Admn:) (BPS-18) | --- | By promotion from amongst the members of the Service holding the post of Assistant Director (Admn:) (BPS-17) and Administrative Officers (BPS-17) having at least |

| | | | |
|----|--|-----|--|
| | | | five (5) years service, on seniority cum fitness basis. |
| 2. | (i) Assistant Director (Admn:), (BPS-17) ii) Administrative Officer, (BPS-17) | --- | By promotion from amongst the members of the Service holding the posts of Assistant Accounts and Budget Officer (BPS-16) Superintendent (BPS-16) and Assistant Private Secretary (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis. |
| 3. | Manager Ice Plant, (BPS-17) | --- | By promotion from amongst the members of the Service holding the post of Chargeman (B-15) having at least seven (7) years service as such, on seniority cum fitness basis. |
| 4. | Assistant Accounts and Budget Officer, (BPS-16) | --- | By promotion from amongst the members of the Service holding the post of Accountant (B-14) having at least three (3) years service as such, on seniority cum fitness basis. |
| 5. | Superintendent, (BPS- 16) | --- | By promotion from amongst the members of the sub-ordinate Service holding the post of Assistant (B-14) having at least three (3) years service as such, on seniority cum fitness basis. |
| 6. | Assistant Private Secretary (BPS- 16) | --- | By promotion from amongst the members of the sub-ordinate service holding posts of Stenographer (BPS-14), having at least three (3) years service as such, on seniority cum fitness basis. |