

**THE BALOCHISTAN FISHERIES DEPARTMENT
SUBORDINATE (GRADE-1 TO 15) SERVICES**

RULES, 1982

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. Qualifications.
8. Trainings and Departmental Examinations.

PART III – CONDITIONS OF SERVICE

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

14. Relaxation.
15. Delegation.
16. Repeal.

**'THE BALOCHISTAN² FISHERIES DEPARTMENT
SUBORDINATE (GRADE-1 TO 15) SERVICES
RULES, 1982**

NOTIFICATION

[23rd January, 1983]

No. SOR (2)18/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 Department Subordinate (Grade 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 Fisheries Department Subordinate (Grade 1 to 15) Services Rules, 1982.
(2) They shall come into force at once.
2. **Definitions.** — (1) In these rules, unless the context otherwise requires the following expressions shall have the meanings 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) “**Board**” means a Board of 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 purposes of these rules;
 - (d) “**Commission**” means the Balochistan Public Service Commission;
 - (e) “**Department**” means the Balochistan Fisheries Department Balochistan;
 - (f) “**Government**” means the Government of Balochistan;

¹ These rules have been issued by the Government of Balochistan, Services and General Administration Department vide its Notification No. SOR (2)18/S&GAD-79, dated 23rd January, 1983; and published in the Balochistan Gazette (Extraordinary) No. 19, dated 23rd January, 1983.

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 Balochistan 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.

- (g) “**Initial recruitment**” means appointment made otherwise than by promotion or transfer from another Service / Department / Posts;
- (h) “**Recognized Institute**” means any Institute recognized by Government in consultation with the Commission to be a recognized Institute for the purposes of these rules;
- (j) “**Services**” means the Balochistan Fisheries Department Subordinate (Grade 1 to 15) Service;
- (k) “**Selection Committee**” means the Selection Committee constituted by or under orders of Government;

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 Government 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 as may be determined by Government from time to time.

4. **Appointing Authority.**— Appointment to the Service shall be made by the appointing authority as specified in Rule 4 of the Civil Service (Appointment, Promotion and Transfer) Rules, 1979¹.

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

6. **Age.**— (1) No person, who is less than eighteen years or more than twenty five years of age shall be appointed to the Service by initial recruitment; Provided that:—

- (i) in case of a person whose service under the Government have been terminated for want of vacancy, the period of service already rendered by him shall, for the purpose of the upper age limit under this rules be excluded from his age.
- (ii) for upper age limit for appointment in the Service by initial recruitment in case of candidates from schedule castes or under developed areas, shall be relaxed for three years upto. 31.12.1984, as laid down in the Government of Balochistan, S&GAD’s Notification No. S-III-27 (127)/ S&GAD-74, dated 8.12.1979.

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

- (i) where recruitment is to be made on the basis of a written examination, as on the 1st 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 applications for appointment.

¹ Now the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 issued by the Services and General Administration Department, Government of Balochistan vide Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27th October, 2009; 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 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.

(3) No person shall be appointed by initial recruitment to the Service unless he is declared to be physical fit by a Government Medical Officer not below the rank of a District Health Officer.

PART III – CONDITIONS OF SERVICE

8. **Probation.**— (1) A person appointed to the Service against a substantive vacancy shall remain on probation for period of two years if appointed by initial recruitment, and for 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 a member of the Service during the period of probation has in the opinion of the appointing authority been 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 his 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 he was appointed to the post subject to provision of sub-section (5) of section 7 of the Balochistan Civil Servants Act, 1974¹.

¹ Balochistan 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.

(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 examination 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 *inter se* 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 order of merit assigned by the appointing authority; provided that members selected for the Service in an earlier selection shall rank senior to the members selected in a later selection; *and*
- (b) in the case of members appointed otherwise with reference to the dates of their continuous appointment therein; provided that if the date of continuous appointment in the case of two or more members of the service is the same, the older official if not junior to the younger official or officials in the next below grade shall rank senior to the younger official or officials.

Explanation— I. If a junior official 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 official in a lower grade is promoted to a higher grade by superseding a senior official and subsequently that official is also promoted to the same grade the official promoted first shall rank senior to the official promoted subsequently.

Explanation— III. A junior official appointed to a higher grade shall be deemed to have superseded a senior official only if both the junior and senior officials were considered for the higher grade and the junior official was appointed in preference to the senior official.

(2) The seniority in various grades of the Service of the members appointed by initial recruitment *vis-a-vis* these appointed otherwise shall be determined:—

- (a) in case both the official appointed by initial recruitment and the official 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 official appointed otherwise; provided that if the two dates are the same the official appointed by initial recruitment and the date of continuous appointment against such

vacancy in the case of the official appointed otherwise shall rank senior to the official appointed by initial recruitment;

- (b) in case the official appointed by initial recruitment has been appointed against a substantive vacancy and the official appointed otherwise has been appointed against a temporary vacancy the official appointed by initial recruitment shall rank senior to the official appointed otherwise; *and*
- (c) in case the official appointed otherwise is appointed against a substantive vacancy and the official appointed by initial recruitment is appointed against a temporary vacancy, the official appointed otherwise shall rank to senior to the official appointed by initial recruitment.

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

- (a) transfer any where in Balochistan; *and*
- (b) serve in any department of Government or any local 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 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 these.

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

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 Ministerial Service (Headquarters) Rules, 1962 and the West Pakistan Fisheries Subordinate Rules, 1962, in their applications to the province of Balochistan are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

*(See **Appendix** on next page)*

¹ [**APPENDIX**

{See rules 3 (3), 5 and 7 (1)}

²[**PART- A**

ADMINISTRATION WING

Serial No.	Nomenclature and basic pay scale (BPS) of the post.	Minimum qualification for initial recruitment.	Method of recruitment
1	2	3	4
1.	Assistant, (BPS-15).	(a) Bachelor's Degree from a recognized University; <i>and</i> (b) having at least three months Office Automation Certificate in computer operations from a recognised Institute	(a) 25% by promotion from amongst the members of the Service holding the post of Senior Clerk (BPS-11) having at least three (3) years service as such, on seniority cum fitness basis; and (b) 75% by initial recruitment.
2.	Accountant, (BPS-14).	Bachelor's Degree in Business Administration or equivalent qualification in the relevant subject from a recognized University.	By initial recruitment.
3.	Stenographer, (BPS-14).	(a) Bachelor's Degree from a recognized University; (b) typing skill with a speed of at least 35 words per minute;	By initial recruitment.

¹ Substituted for the existing appendix, by the Services and General Administration Department, Government of Baluchistan's Notification No. SO(RII) (23)2/2011-S&GAD/3689-3739, dated 29th October, 2011; and published in the Balochistan Gazette (Extraordinary) No. 266, dated 29th October, 2011.

² Part-A substituted by the Services and General Administration Department, Government of Baluchistan's Notification No. SO(RII) (23)2/2015-S&GAD/1438-87, dated 12th June, 2015; and published in the Balochistan Gazette (Extraordinary) No. 83, dated 12th June, 2015.

For the earlier Appendices and amendments, *See*—

- i. S&GAD notification No. SOR (2)18/S&GAD-79, dated 23rd January, 1983;
- ii. S&GAD notification NO. SO (RII) (23)2/2011-S&GAD/3689-3739, dated 29th October, 2011; *and*
- iii. S&GAD notification No. SO (RII) (23)2/2013-S&GAD/2005-54, dated 22nd November, 2013; Balochistan Gazette (Extraordinary) No. 133, dated 22nd November, 2013.

		<p>c) short hand skill with a speed of at least 80 words per minute; <i>and</i></p> <p>(d) having at least three months Office Automation Certificate in computer operations from a recognised Institute.</p>	
4.	Assistant Computer Operator, (BPS-12).	<p>(a)(i) Higher Secondary School Examination Certificate from a recognized Board; <i>and</i> having one year Diploma in Computer Science or IT, from a recognised Institute; or</p> <p>(ii) ICS from a recognised Institute/ Board; <i>and</i></p> <p>(b) typing skill on computer with a speed of at least 60 words per minute.</p>	By initial recruitment.
5.	Senior Clerk, (BPS-11).	---	By promotion from amongst the members of the Service holding the post of Junior Clerk (BPS-9) having at least three (3) years service as such, on seniority cum fitness basis.
6.	Junior Clerk, (BPS-9).	<p>(a) Secondary School Examination Certificate from a recognized Board;</p> <p>(b) typing skill 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.</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 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</p>

			<p>Secondary School Certificate will be maintained:</p> <p>Provided that:</p> <p>(i) if two or more officials have acquired the Secondary School Certificate on the same date, the official having longer service shall be ranked senior to other;</p> <p>(ii) if the date of continuous appointment in the case of two or more members of the 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 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>
7.	Driver, (BPS-4).	<p>(a) Middle Examination Certificate;</p> <p>(b) possesses a valid LTV driving licence issued from the licensing Authority; <i>and</i></p> <p>(c) having at least two years experience as driver.</p>	By initial recruitment.
8.	Naib Qasid, (BPS-1).	Literate.	By initial recruitment.
9.	Chowkidar, (BPS-1).	Literate.	By initial recruitment.
10.	Mali,	(a) Literate; <i>and</i>	By initial recruitment.

	(BPS-1).	(b) Experience in gardening.	
11.	Cook, (BPS-1).	(a) Literate; <i>and</i> (b) Experience in cooking.	By initial recruitment.
12.	Sweeper, (BPS-1).	Literate.	By initial recruitment.]

PART- B
TECHNICAL STAFF

S. No.	Nomenclature of the post with basic pay scale	Minimum qualification for initial recruitment.	Method of recruitment
1	2	3	4
1.	Charge Man (B-15)	Three years' Diploma of Associate Engineers in the field of Electrical Engineering from a recognized Institute.	(a) 75% by initial recruitment; and (b) 25% by promotion from amongst members of the service holding posts of Electrical Supervisor (B-8) having at least five years service as such, on seniority cum fitness basis.
2.	Boat Engineer (B-15)	Three years' Diploma of Associate Engineers in the field of Electrical Engineering from a recognized Institute.	(a) 50% by initial recruitment; and (b) 50% by promotion from amongst members of the Service holding posts of Foreman (B-11) having at least three years service as such, on seniority cum fitness basis.
3.	Skipper (B-15)	-----	(a) 50% by promotion from amongst members of the Service holding post of Crew (B-8) having at least five years service as such, on seniority cum fitness basis. (b) 50% by promotion from amongst members of the

			Service holding post of Boat Operator (B-7) having at least five years service as such, on seniority cum fitness basis.
4.	Draftsman (B-11)	Three years' Diploma of Associate Engineers in the relevant field of draftsmanship from a recognized University / Institute	By initial recruitment.
5.	Foreman (B-11)	---	<p>(a) 10% by promotion from amongst members of the Service holding post of Assistant Foreman (B-9) having at least three years service as such, on seniority cum fitness basis.</p> <p>(b) 80% by promotion from amongst members of the Service holding post of Mechanic (B-6) having at least five years service as such, on seniority cum fitness basis; and</p> <p>(c) 10% by promotion from amongst members of the Service holding post of Engine Operator (B-8) having at least four years service as such, on seniority cum fitness basis.</p>
6.	Store Supervisor (B-11)	Bachelor's Degree from a recognized University.	<p>(a) 75% by initial recruitment; and</p> <p>(b) 25% by promotion from amongst members of the Service holding post of Store Keeper (B-6) having at least five years service as such, on seniority cum fitness basis.</p>
7.	Fisheries Inspector (B- 9)	(a) F. Sc. (Pre Medical) from a recognized Board; <i>and</i>	<p>(a) 50% by initial recruitment</p> <p>(b) 50% by promotion from</p>

		(b) Swimming experience / Seaworthy.	amongst members of the Service holding post of Assistant Inspector (B-6) having at least five years service as such, on seniority cum fitness basis.
8.	Assistant Foreman (B- 9)	(a) Intermediate from a recognized Board; and (b) training certificate in Mechanical Trade from a recognized Institute.	By initial recruitment.
9.	Laboratory Assistant (B- 9)	F. Sc. (Pre Medical) from a recognized Board.	By initial recruitment.
10.	Data Controller (B- 9)	F. Sc. (Pre Engineering) with Mathematics / Statistics from a recognized Board	By initial recruitment.
11.	Electrical Supervisor (B- 9)	(a) Intermediate from a recognized Board; (b) certificate in Electrical Supervisory Course from a recognized institute; <i>and</i> (c) having a valid licence from Irrigation and Power Department.	By initial recruitment.
12.	Engine Operator (B- 8)	(a) Matriculation from a recognized Board; <i>and</i> (b) training certificate in Mechanical Trade from a recognized Institute.	By initial recruitment.
13.	Crew (B- 8)	(a) Matriculation from a recognized Board; <i>and</i> (b) Swimming experience / Seaworthy.	By initial recruitment.
14.	Boat Operator (B- 7)	(a) Matriculation from a recognized Board; (b) training certificate in Mechanical Trade from a recognized Institute; <i>and</i>	By initial recruitment.

		(c) having two years experience in the relevant field and swimming experience as such.	
15.	Sea Madic (B- 7)	(a) Matriculation with Science from a recognized Board; and (b) having one year training Course certificate in First Aid from a Medical Faculty of a recognized Institute.	By initial recruitment.
16.	Assistant Inspector (B- 6)	(a) Matriculation from a recognized Board; and (b) swimming experience / Seaworthy.	(a) 75% by initial recruitment; and (b) 25% by promotion from amongst the members of the Service holding the post of Fisheries Watcher (B-1) possessing the Middle Pass School Certificate, and having at least five years experience respectively Inland Fisheries on seniority cum fitness basis. For the purpose of promotion a seniority list of Fisheries Watcher with reference to their dates of acquiring Middle School Certificate will maintained.
17.	Store Keeper (B- 6)	Matriculation from a recognized Board.	By initial recruitment.
18.	Mechanic (B- 6)	(a) Matriculation from a recognized Board; and (b) Training certificate in Mechanical Trade from a recognized institute.	(a) 40% by initial recruitment; and (b) 60% by promotion from amongst the members of the Service holding the post of Oil Man (B-1), Helper (B-1), Cleaner (B-1) and Porter (B-1) having at least five years service as such, on seniority cum fitness basis.
19.	Diver (B- 4)	Expert in swimming	By initial recruitment.
20.	Porter.	Literate	By initial recruitment.

	(B- 1)		
21.	Fisheries Watcher (B- 1)	Literate	By initial recruitment.
22.	Helper (B- 1)	Literate	By initial recruitment.
23.	Oil Man (B- 1)	Literate	By initial recruitment.
24.	Laboratory Attendant (B- 1)	Literate	By initial recruitment.
25.	Water Carrier (B- 1)	Literate	By initial recruitment.
26.	Cleaner (B- 1)	Literate	By initial recruitment.
27.	Security Guard (B- 1)	Literate	By initial recruitment.]

—