



Dated Quetta, the 17th December, 2020

NOTIFICATION

No.SOR-II(4)21/2020-S&GAD/ 3399-3448. 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 Secondary Education Department (School Branch) (Men's Section) (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

THE BALOCHISTAN SECONDARY EDUCATION DEPARTMENT (SCHOOL BRANCH) (MEN'S SECTION) (BPS-16 AND ABOVE) SERVICE RULES, 2020

Service Rules No. XIII of 2020

PART-I-GENERAL

1. **Short title and commencement.**— (1) These rules may be called "the Balochistan Secondary Education Department (School Branch) (Men'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 Secondary 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 Secondary Education Department (School Branch) (Men's Section) (BPS-16 and above) Service Rules, 2020;
- (o) "**Service**" means the Balochistan Secondary Education Department (School Branch) (Men's Section) (BPS-16 and above) Service; and
- (p) "**Subordinate Service**" means the Balochistan Secondary Education Department (Schools Branch) (Men's Section) (BPS-1 to 15) 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:-

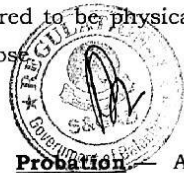
- (a) less than 25 years and more than 35 years of age for the post in BPS-18; and
- (b) less than 18 years and more than 28 years for all other posts:

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 (School Branch) (Men's Section) (Grade-16 and above) Service Rules, 1983 are hereby repealed.

**BY ORDER OF
GOVERNOR BALOCHISTAN**


**CHIEF SECRETARY
BALOCHISTAN**

The Chief Controller,
Printing and Stationery Department,
Balochistan, Quetta for publication
and provision of 20 copies of the Gazette.

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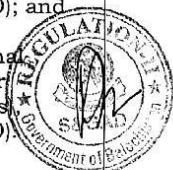
1. The Senior Member, Board of Revenue Balochistan, Quetta.
2. The Additional Chief Secretary (Dev.), GoB, P&D Department, Quetta.
3. The Chairman, Chief Minister's Inspection Team, Quetta.
4. The Principal Secretary to Governor Balochistan, Quetta.
5. The Principal Secretary to Chief Minister Balochistan, Quetta.
6. The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis:4-224/Law/2020/9888 dated 1st December, 2020.
7. The Secretary, GoB, Secondary Education Department, Quetta with reference to his letter No.SO(S-1)1-168/2016/Edn/31084-85 dated 17th November, 2020.
8. The Accountant General Balochistan, Quetta.
9. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.
10. The Secretary, Balochistan Public Service Commission, Quetta.
11. The Deputy Secretary (Services-III) S&GAD, Quetta.
12. All the Under Secretaries/Section Officers in S&GAD, Quetta.
13. The Private Secretary to Secretary S&GAD, Quetta.
14. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.
15. The P.A to Deputy Secretary (Regulations) S&GAD, Quetta.
16. Master File.



(REHMATULLAH) 17/12/2020
Under Secretary (Regulations-II)
S&GAD
Ph. No: 9201563



APPENDIX

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

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	<p>(a) Director of Education (Schools), (BPS-20);</p> <p>(b) Director Admin., (BPS-20);</p> <p>(c) Director Finance, (BPS-20);</p> <p>(d) Director Development, Monitoring and Evaluation, (BPS-20);</p> <p>(e) Director BEMIS, (BPS-20); and</p> <p>(f) Divisional Director (Schools) (BPS-20).</p> 	---	<p>By promotion from amongst the members of the Service holding the posts of Additional Director (Schools) (BPS-19), Additional Director (Monitoring and Evaluation) (BPS-19), Additional Director (Judicial and Enquiry) (BPS-19), Additional Director Co-Curricula & Book Distribution (BPS-19), Additional Director (Audit & Account) (BPS-19), Additional Director (Development) (BPS-19), Additional Director (BEMIS) (BPS-19), Additional Divisional Directors (BPS-19), District Education Officer (BPS-19), District Officer Education (Male) (BPS-19), Principal Higher Secondary Schools (BPS-19), Principal Model High Schools (BPS-19), Principal Technical Model High School (BPS-19), Principal Pilot Secondary Schools (BPS-19), Principal Comprehensive High Schools (BPS-19) and Principal High Schools (BPS-19) having at least seventeen (17) years' service in BPS-17 and above or twelve (12) years' of service in BPS-18 and above; on seniority cum fitness basis.</p>
2.	<p>(a) Additional Director (Schools), (BPS-19);</p> <p>(b) Additional Director (Monitoring and Evaluation), (BPS-19);</p> <p>(c) Additional Director (Judicial and Enquiry), (BPS-19);</p> <p>(d) Additional Director Co-</p>	---	<p>By promotion from amongst the members of the Service holding of the posts of Deputy Directors Education Directorate of Education (BPS-18), Deputy Director (Judicial) (BPS-18), Deputy Director (Promotion) (BPS-18), Deputy Director (Co-curricula & Book Distribution) (BPS-18), Deputy Director (Planning) (BPS-18), Deputy Director (Finance) (BPS-18), Deputy Director (Monitoring and Evaluation) (BPS-18), Deputy Director (Audit and Account) (BPS-18), Deputy Divisional Directors (BPS-18), Deputy</p>

<p>Curricula & Book Distribution, (BPS-19);</p> <p>(e) Additional Director (Audit & Account), (BPS-19);</p> <p>(f) Additional Director (Development), (BPS-19);</p> <p>(g) Additional Director (BEMIS), (BPS-19);</p> <p>(h) Additional Divisional Director, (BPS-19);</p> <p>(i) District Education Officer, (BPS-19);</p> <p>(j) District Officer Education (Male), (BPS-19);</p> <p>(k) Principal Higher Secondary Schools, (BPS-19);</p> <p>(l) Principal Model High Schools, (BPS-19);</p> <p>(m) Principal Technical Model High Schools, (BPS-19);</p> <p>(n) Principal Pilot Secondary Schools, (BPS-19);</p> <p>(o) Principal Comprehensive High Schools, (BPS-19); and</p> <p>(p) Principal High Schools, (BPS-19).</p>		<p>District Officer Education (Male) (BPS-18), Vice Principal Model High Schools (BPS-18), Vice Principal Technical High Schools (BPS-18), Vice Principal Comprehensive High Schools (BPS-18), Vice Principal Killi Ismail High Schools (BPS-18) and Senior Headmasters (BPS-18) having at least twelve (12) years' service in BPS-17 and above or seven (7) years' service in BPS-18; on seniority-cum fitness basis.</p>
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3.	Senior System Analyst, (BPS-18).	---	By promotion from amongst the members of the Service holding the posts of System Analyst (BPS-18), Deputy Director (BEMIS) (BPS-18), and Data Analyst (BPS-18) having at least twelve (12) years' service in BPS-17 and above on seniority-cum-fitness basis.
4.	<p>(a) Deputy Director BEMIS, (BPS-18);</p> <p>(b) System Analyst, (BPS-18); and</p> <p>(c) Data Analyst, (BPS-18).</p>	<p>(a) Bachelor's Degree at least in Second Division in Computer Science (BCS) (4 years) from a recognized University; or</p> <p>(b) Master's Degree at least in Second Division in Computer Science or IT or equivalent qualification in the relevant subject from a recognized University; or</p> <p>(c)(i) Master's Degree at least in Second Division in Computer Software Engineering from a recognized University; and</p> <p>(ii) having registration with Pakistan Engineering Council.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the posts of Assistant Director (BEMIS) (BPS-17), Assistant Director GIS (BPS-17), Hardware Engineer (BPS-17), Computer Programmers (BPS-17) and I.T Teacher (BPS-17), having at least (05) five years' service as such on seniority-cum-fitness basis; and</p> <p>(b) 50% by initial recruitment</p>
5.	<p>(a) Deputy Director Education Directorate of Education, (BPS-18);</p> <p>(b) Deputy Director (Judicial), (BPS-18);</p> <p>(c) Deputy Director (Promotion), (BPS-18);</p> <p>(d) Deputy Director (Co-curricula & Book Distribution), (BPS-18);</p> <p>(e) Deputy Director (Planning), (BPS-18);</p>	<p>(a) Master Degree at least in Second Division from a recognized University; and</p> <p>(b) Master of Education (M.Ed.)/M.A (Education) at least in Second Division from a recognized University with at least five (5) years' teaching experience in BPS-17 as SST; or</p> <p>(c) Bachelor of Education (Honors) (4 years)/ BS in Education (4 Years) at least in Second Division from a recognized University with at least five (5) years' teaching</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the posts of Headmasters (BPS-17), Subject Specialists (BPS-17), Assistant Directors (BPS-17) having five (5) years' service in BPS-17; on seniority-cum-fitness cum fitness basis; and</p> <p>(b) 20% by initial recruitment.</p>


	<p>(f) Deputy Director (Finance), (BPS-18);</p> <p>(g) Deputy Director (Monitoring and Evaluation), (BPS-18);</p> <p>(h) Deputy Director and Account, (BPS-18);</p> <p>(i) Deputy Divisional Directors, (BPS-18);</p> <p>(j) Deputy District Officers Education (Male), (BPS-18);</p> <p>(k) Vice Principals Model High Schools, (BPS-18);</p> <p>(l) Vice Principals Technical Model High Schools, (BPS-18);</p> <p>(m) Vice Principals Comprehensive High Schools, (BPS-18);</p> <p>(n) Vice Principal Killi Ismail High Schools, (BPS-18); and</p> <p>(o) Senior Headmasters, (BPS-18).</p>	<p>experience in BPS-17 as SST; or</p> <p>(d) 1st or 2nd Class Master degree from a foreign recognized University, provided that Indian University shall not be deemed to be foreign recognized University for the purposes of these qualifications with at least five (3) years' teaching experience in BPS-17 as SST; or</p> <p>(e) M.Phil; and</p> <p>(f) with at least five (5) years' teaching experience in BPS-17 as SST.</p>	
6.	<p>(a) Assistant Director (BEMIS), (BPS-17);</p> <p>(b) Computer Programmer, (BPS-17); and</p> <p>(c) Assistant Director GIS, (BPS-17).</p>	<p>(a) Bachelor's Degree at least in Second Division in Computer Science (BCS) (4 years) from a recognized University; or</p> <p>(b) Master's Degree at least in Second Division in Computer Science or IT or equivalent qualification in the</p>	<p>(a) 50% by promotion from amongst the member of the Service holding the posts of Computer Operators (BPS-16), Information Specialist (BPS-16), Computer Projectionist (BPS-16), Data Entry Officer (BPS-16) and Statistician (BPS-16) having at least three (3) years' service as such on seniority-cum-fitness basis;</p>




		<p>relevant subject from a recognized University; or</p> <p>(c)(i) Master's Degree at least in Second Division in Computer Software Engineering from a recognized University; and</p> <p>(ii) having registration with Pakistan Engineering Council.</p>	<p>provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion or appointment in that cadre, post and Basic Pay Scale; and</p> <p>(b) 50% by initial recruitment</p>
7.	Hardware Engineer (BEMIS), (BPS-17).	<p>(a) Bachelor Engineering Degree at least in Second Division in Computer Systems/Computer Information System/Information and Communication System from a recognized University;</p> <p>(b) having valid registration with Pakistan Engineering Council; and</p> <p>(c) having at least two (2) years' experience in trouble shooting Computer Hardware. A+ Certified candidates will be preferred.</p>	By initial recruitment.
8.	Assistant Director and (Monitor and Evaluation), (BPS-17).	Master's Degree in Mathematics or Statistics/ BS Statistics or Mathematics at least in Second Division from a recognized University.	By initial recruitment.
9.	<p>(a) Headmaster, (BPS-17);</p> <p>(b) Subject Specialist, (BPS-17); and</p> <p>(c) Assistant Director; (BPS-17).</p>	<p>(a) Master's Degree with B.Ed. at least in Second Division from a recognized University; or</p> <p>(b) BS in Science (4-years) from a recognized University; or</p> <p>(c) Bachelor's Degree in Information Technology (4-years) from a recognized University.</p>	<p>(a) 69% by promotion with at least three (3) years' Service in BPS-17 on seniority-cum-fitness basis, from amongst the members of the Service holding of the posts of:-</p> <p>(i) Secondary School Teachers (Science) (BPS-17);</p> <p>(ii) Secondary School Teachers (General) (BPS-17); and</p> <p>(iii) Secondary School Teachers (Tech) (BPS-17); and</p>

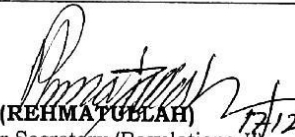


			<p>(b) 2% by promotion from amongst the members of the Service holding the posts of Senior Physical Education Teacher (BPS-17) with at least three (3) years' Service in BPS-17 on seniority-cum-fitness basis, against the post of Headmaster only;</p> <p>(c) 2% by promotion from amongst the members of the Service holding the posts of Senior Drawing Master (BPS-17) with at least three (3) years' Service in BPS-17 on seniority-cum-fitness basis, against the post of Headmaster only;</p> <p>(d) 2% by promotion from amongst the members of the Service holding the posts of Senior Arabic Teacher (BPS-17) with at least three (3) years' Service in BPS-17 on seniority-cum-fitness basis, against the post of Headmaster only; and</p> <p>(e) 25% by initial recruitment.</p>
10.	Secondary School Teacher (General); (BPS-17).	 <p>(a) BS in Education at least in Second Division from a recognized University; or</p> <p>(b) Bachelor's Degree at least in Second Division in Arts with B.Ed. from a recognized University.</p>	<p>(a) 5% by promotion from amongst the members of the Service holding the post of Elementary School Teacher (BPS-15) possessing Arts subjects as academic qualification with at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis;</p> <p>(b) 45% by promotion from amongst the members of the Service holding the post of Junior English Teacher (BPS-14) possessing Arts subjects as academic qualification with at</p>

			<p>least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis; and</p> <p>(c) 50% by initial recruitment.</p>
11.	<p>Secondary School Teacher (Science); (BPS-17)</p> 	<p>Bachelor Degree at least in Second Division in Science (4 years) with B.Ed. from a recognized University.</p>	<p>(a) 5% by promotion from amongst the members of the Service holding the post of Elementary School Teacher (BPS-15) possessing Science subjects as academic qualification with at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis;</p> <p>(b) 45% by promotion from amongst the members of the Service holding the post of Junior English Teacher (BPS-14) possessing Science subjects as academic qualification with at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis; and</p> <p>(c) 50% by initial recruitment.</p>
12.	<p>Secondary School Teacher (Tech), (BPS-17).</p>	<p>(a) Bachelor of Computer Science (4 years) at least in Second Division from a recognized University; or</p> <p>(b) Bachelor's of Engineering (4-years) at least in Second Division from a recognized University.</p>	<p>(a) 25% by promotion from amongst the members of the Service holding the post of Junior English Teacher (Tech) (BPS-14) having at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis; and</p> <p>(b) 75% by initial recruitment.</p>

13.	Senior Teacher, (BPS-17).	Arabic	<p>(a) Master Degree in Arabic at least in Second Division from a recognized University; or</p> <p>(b) Shahadat-ul-Almia at least in Second Division awarded by Wafaq-ul-Madaris/Tanzeem-ul-Madaris.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Junior Arabic Teacher (BPS-14) having at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis; and</p> <p>(b) 50% by initial recruitment.</p>
14.	Senior Master, (BPS-17)	Drawing	 <p>(a) Masters' Degree in Drawing/Fine Arts at least in Second Division from a recognized University; or</p> <p>(b) Bachelor's Degree in Fine Arts (4-years)/Drawing at least in Second Division from a recognized University.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Drawing Master (BPS-14) having at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis; and</p> <p>(b) 50% by initial recruitment.</p>
15.	Senior Physical Education Teacher (SPET), (BPS-17).	Physical Teacher	<p>(a) Master Degree at least in Second Division in Physical Education from a recognized University; or</p> <p>(b) BS at least in Second Division in Physical Education from a recognized University.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Physical Education Teacher (BPS-14) having at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis; and</p> <p>(b) 50% by initial recruitment.</p>
16.	I.T Teacher; (BPS-17).	Teacher;	Bachelor's Degree in Computer Science (4 years)/BS (IT) at least in Second Division from HEC recognized University.	By initial recruitment.

17.	Librarian, (BPS-17).	Master's Degree at least in Second Division in Library and Information Science from a recognized University.	(a) 20% by promotion from amongst the members of the Service holding the post of Library Assistant (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis; and (b) 80% by initial recruitment.
18.	(a) Computer Operator, (BPS-16); (b) Data Entry Officer, (BPS-16); (c) Information Specialist, (BPS-16); (d) Computer Projectionist, (BPS-16); (e) Statistician, (BPS-16); and (f) Audio Visual, (BPS-16).	Bachelor's Degree in Computer Science or in IT at least in Second Division or equivalent qualification in the relevant subjects from a recognized University.	(a) 20% by promotion from amongst the members of the Subordinate Service holding the posts of Computer Assistant (BPS-11), Key Punch Operator (BPS-11) and Desktop Operator (BPS-11) with three (3) years' service as such, on seniority-cum-fitness basis; provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion or appointment in that cadre, post and Basic Pay Scale; and (b) 80% by initial recruitment.
19.	Assistant District Education Officer, (BPS-16).	---	By transfer from amongst the members of the Service holding the posts of Secondary School Teacher (General).


(REHMATULLAH) 17/12/20
 Under Secretary (Regulations-II)
 S&GAD
 Ph. No: 9201563

