

**THE BALOCHISTAN SPORTS AND YOUTH AFFAIRS  
DEPARTMENT (DIRECTORATE OF SPORTS)  
(BPS-16 AND ABOVE) SERVICE  
RULES, 2016.**

*Service Rules No. VIII of 2016*

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***RULES***

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**'THE BALOCHISTAN SPORTS AND YOUTH AFFAIRS DEPARTMENT  
(DIRECTORATE OF SPORTS) (BPS-16 AND ABOVE) SERVICE  
RULES, 2016**

**NOTIFICATION**

[24<sup>th</sup> October, 2016]

No. SOR-II(12)10/2016-S&GAD/2103-48. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974<sup>2</sup>, (Act No. IX of 1974) the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Sports and Youth Affairs Department (Directorate of Sports) (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**THE BALOCHISTAN SPORTS AND YOUTH AFFAIRS  
DEPARTMENT (DIRECTORATE OF SPORTS)  
(BPS-16 AND ABOVE) SERVICE  
RULES, 2016.**

**Service Rules No. VIII of 2016.**

**PART I – GENERAL**

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Sports and Youth Affairs Department (Directorate of Sports) (BPS-16 and above) Service Rules, 2016".

(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<sup>2</sup> (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 Scales (BPS)**" means the Basic Pay Scale of 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;

<sup>1</sup> These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II(12)10/2016-S&GAD/2103-48, dated 24<sup>th</sup> October, 2016; published in the Balochistan Gazette (Extraordinary) No. 128, dated 24<sup>th</sup> October, 2016.

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

- f) "**Commission**" means the Balochistan Public Service Commission<sup>1</sup>;
- g) "**Department**" means the Balochistan Environment, Sports and Youth Affairs 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 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<sup>2</sup>;
- 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 Sports and Youth Affairs Department (Directorate of Sports) (BPS-16 and above) Service Rules, 2016;
- o) "**Service**" means the Balochistan Sports and Youth Affairs Department (Directorate of Sports) (BPS-16 and above) Service; *and*
- p) "**Subordinate Service**" means the Balochistan Information, Culture, Sports and Tourism Department (Directorate of Sports) (BPS-1 to 15) Service.

(2) Words and expressions used by 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.

<sup>1</sup> Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23<sup>rd</sup> May, 1989; and earlier to that constituted under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

<sup>2</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

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<sup>1</sup>.

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, who is less than 18 years or more than 28 years of age shall be appointed to the Service by initial recruitment:

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<sup>2</sup>.

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<sup>3</sup>.

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<sup>4</sup> and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012<sup>1</sup>.

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

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<sup>1</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

<sup>2</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O. (R-I) 3 (12)/2013-S&GAD/808-907, dated 25<sup>th</sup> February, 2013; and published in the Balochistan Gazette (Extraordinary) No. 35, dated 25<sup>th</sup> February, 2013.

<sup>3</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O. (R-I)1(16)/2012-S&GAD/961-1060, dated 16<sup>th</sup> April, 2012; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16<sup>th</sup> April, 2012.

<sup>4</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>2</sup> and in the Balochistan Civil Servants (Seniority) Rules, 2008<sup>1</sup>.

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 Sports and Youth Affairs Department (Directorate of Sports) (Grade-16 and above) Service Rules, 2006<sup>2</sup>, are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

*(See Appendix on next page)*

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<sup>1</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No.SORI.1(17)S&GAD/2007/929-1030 dated 25th August, 2008; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25<sup>th</sup> August, 2008.

<sup>2</sup> These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II(12)10/2016-S&GAD/06-76, dated 18<sup>th</sup> June, 2006. Now repealed, R. 15.

## APPENDIX

{See rule 2 (1) (b) 3 (3), 5 and 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.	Director General Sports, (BPS-20)	---	By posting/transfer from amongst the members of BCS and BSS.
2.	Director Sports, (BPS-19).	---	By promotion from amongst the members of the Service holding the post of Deputy Director Sports (BPS-18) having at least twelve (12) years service in BPS-17 and above, on seniority cum fitness basis; and have successfully completed Mid Career Management Course (MCMC).
3.	Deputy Director Sports, (BPS-18).	---	By promotion from amongst the members of the Service holding the posts of Assistant Director Sports (BPS-17) and Assistant Director (Admn) (BPS-17) having at least five (5) years service, on seniority cum fitness basis.
4.	Assistant Director Sports, (BPS-17).	(a) Master's Degree at least in (Second Division) in Physical Education from a recognized University; <i>and</i>  (b) Certificate of 1 <sup>st</sup> or 2 <sup>nd</sup> position in any individual National Sports Events	(a) 75% by promotion from amongst the members of the Service holding the post of District Sports Officer (BPS-16) having at

		(National Games/National Championships of recognized games) or participated in teams as National Player.	least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 25% by initial recruitment.
5.	Assistant Director (Admn), (BPS-17).	(a) Master's Degree at least in (Second Division) in Public Administration from a recognized University; <i>or</i> (b) Bachelor's Degree at least in (Second Division) in Business Administration from a recognized University; <i>or</i> (c) equivalent qualification from a recognized University.	(a) 50% by promotion from amongst the members of the Service holding the post of Superintendent (BPS-17) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
6.	Accounts Officer, (BPS-17).	(a) Master's Degree at least in Second Division in Commerce from a recognized University; <i>or</i> (b) Degree at least in Second Division in Chartered Accountancy (CA) from a recognized Institute of Chartered Accounts of Pakistan; <i>or</i> (c) Degree at least in Second Division in Cost and Management Accounting (CMA) from a recognized Institute of Cost and Management Accounts of Pakistan; <i>or</i> (d) ACCA qualification from a recognized Association of Chartered Certified Accountants/ Institute; <i>or</i> (e) Bachelor's Degree at least	(a) 50% by promotion from amongst the members of the Service holding the post of Assistant Accounts Officer (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.

		in Second Division in Business Administration from a recognized University.	
7.	Computer Programmer, (BPS-17).	(a) Master's Degree at least in (Second Division) in Computer Science or IT or equivalent qualification in the relevant subject from a recognized University; <i>or</i>  (b)(i). Master's Degree at least in (Second Division) in Computer Software Engineering from a recognized University; <i>and</i>  (ii). having registration with Pakistan Engineering Council.	(a) 50% by promotion from amongst the members of the Service holding the post of Computer Operator (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i>  (b) 50% by initial recruitment.
8.	Senior Coach, (BPS-17).	---	By promotion from amongst the members of the Service holding the posts of Provincial Coach (BPS-16) and District Coach (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis.
9.	Superintendent, (BPS-17).	---	(a) 80% by promotion from amongst the members of the Service holding the post of Assistant (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i>  (b) 20% by promotion from amongst the



			members of the Subordinate Service holding the post of Stenographer (BPS-14) having at least three (3) years service as such, on seniority cum fitness basis.
10.	District Sports Officer, (BPS-16).	<ul style="list-style-type: none"> <li>(a) Bachelor's Degree at least in (Second Division) from a recognized University;</li> <li>(b) Diploma in Physical Education from a recognized Institute; <i>and</i></li> <li>(c) Certificate of 1<sup>st</sup> or 2<sup>nd</sup> position in any individual National Sports Events (National Games/National Championships of recognized games) or participated in teams as National Player.</li> </ul>	<ul style="list-style-type: none"> <li>(a) 50% by promotion from amongst the members of the Subordinate Service holding the post of Supervisor (BPS-11), possessing Diploma in Physical Education and having at least five (5) years service as such, on seniority cum fitness basis; <i>and</i></li> <li>(b) 50% by initial recruitment.</li> </ul>
11.	Provincial Coach, (BPS-16).	<ul style="list-style-type: none"> <li>(a) Bachelor's Degree at least in (Second Division) from a recognized University;</li> <li>(b) having Coaching Licence/Diploma in coaching in the respective Games from a recognized National Institute of Sports/Federation;</li> <li>(c) Certificate of 1<sup>st</sup> or 2<sup>nd</sup> position in any individual National Sports Events (National Games/ National Championships of recognized games) or participated in teams as National Player.</li> </ul>	By initial recruitment.

12.	District Coach, (BPS-16)	<p>(a) Bachelor's Degree at least in (Second Division) from a recognized University;</p> <p>(b) having Coaching Licence/Diploma in coaching in the respective Games from a recognized National Institute of Sports/Federation;</p> <p>(c) Certificate of 1<sup>st</sup> or 2<sup>nd</sup> position in any individual National Sports Events (National Games/National Championships of recognized games) or participated in teams as National Player.</p>	By initial recruitment.
13.	Assistant Accounts Officer, (BPS-16).	<p>(a) Bachelor's Degree at least in (Second Division) in Commerce from a recognized University; <i>or</i></p> <p>(b) Bachelor's Degree at least in (Second Division) in Business Administration from a recognized University.</p>	<p>(a) 50% by promotion from amongst the members of the Subordinate Service holding the post of Assistant (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>
14.	Computer Operator, (BPS-16).	---	By promotion from amongst the members of the Subordinate Service holding the post of Assistant Computer Operator (BPS-12) having at least three (3) years service as such, on seniority cum fitness basis.
15.	Assistant,	(a) Bachelor's Degree from a	(a) 60% by promotion

	(BPS-16).	<p>recognized University; <i>and</i></p> <p>(b) having at least three months Office Automation Certificate in computer operations from a recognized Institute.</p>	<p>from amongst the members of the Service holding the post of Senior Clerk (BPS-14) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 40% by initial recruitment.</p>
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