



Dated Quetta, the 5th July, 2023

NOTIFICATION

No.SOR-II(1)26/2022-S&GAD/ 975-91. 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 Agriculture College, Panjgoor (Academic, Administrative and General Cadre) (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

**THE AGRICULTURE COLLEGE, PANJGOOR (ACADEMIC,
ADMINISTRATIVE AND GENERAL CADRE)
(BPS-16 AND ABOVE) SERVICE RULES, 2023**

Service Rules No. I of 2023

PART-I-GENERAL



1. **Short title and commencement.**— (1) These rules may be called "the Agriculture College, Panjgoor (Academic, Administrative and General Cadre) (BPS-16 and above) Service Rules, 2023".

(2) They shall come into force at once.

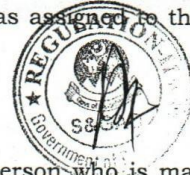
2. **Definitions.**—(1) In these rules, unless there is anything repugnant in the subject or context,-

- (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 Agriculture and Cooperatives 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 Agriculture College, Panjgoor (Academic, Administrative and General Cadre) (BPS-16 and above) Service Rules, 2023;
- (o) "**Service**" means the Agriculture College, Panjgoor (Academic, Administrative and General Cadre) (BPS-16 and above) Service; and
- (p) "**Subordinate Service**" means the Balochistan Agriculture College, Panjgoor (Ministerial and Technical Staff) (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 35 years and more than 50 years of age for BPS-20 posts;
- (b) less than 27 years and more than 45 years of age for the posts in BPS-19;
- (c) less than 25 years and more than 35 years of age for the post in BPS-18; and
- (d) 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.

BY ORDER OF
GOVERNOR BALOCHISTAN


CHIEF SECRETARY
BALOCHISTAN

— The Chief Controller,
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Balochistan, Quetta for publication
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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 Registrar, Balochistan Service Tribunal, Quetta.
7. The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis:4-79/Law/VIII/171 dated 4th May, 2023.
8. The Secretary, GoB, Agriculture and Cooperatives Department, Quetta with reference to his letter No.SOA(III)4-3/PAC:/2022/363 dated 16th March, 2023.
9. The Accountant General Balochistan, Quetta.
10. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.
11. The Secretary, Balochistan Public Service Commission, Quetta.
12. The Deputy Secretary (Services-III) S&GAD, Quetta.
13. All the Under Secretaries/Section Officers in S&GAD, Quetta.
14. The Private Secretary to Secretary S&GAD, Quetta.
15. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.
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(REHMATULLAH)
Under Secretary (Regulations-II)
S&GAD
Ph. No: 9201563



APPENDIX-I

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

PART-A [ADMINISTRATIVE AND GENERAL]

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1.	Principal, (BPS-20).	---	<p>By promotion from amongst the members of the service holding the post of Vice Principal (BPS-19) having at least seventeen (17) years' Service in BPS-17 and above, on seniority cum fitness basis.</p> <p align="center">OR</p> <p>By transfer from amongst the members of the service holding the post of Professors (BPS-20) having at least three (03) years' service as Vice Principal in Agriculture College, Quetta, on seniority cum fitness basis;</p>
2.	Vice Principal, (BPS-19).	---	<p>By promotion from amongst the members of the service holding the post of Associate Professor (BPS-19) of the respective subject having at least 12 years' service in BPS-17 and above or 7 years service in BPS-18 as such, and having five (5) publications in Standard Journals having ISSN number during the last five years on seniority cum fitness basis;</p> <p align="center">OR</p> <p>By transfer from amongst the members of the service holding the post of Associate Professor (BPS-19) in Agriculture College, Quetta with two years service as Head of Department on seniority cum fitness basis.</p>
3.	Administrative Officer, (BPS-17).	<p>(a) Master's Degree in Public Administration or Business Administration or Public Management or equivalent qualification from a recognized University; or</p> <p>(b) 16-years' Education/ BBA from a recognized University.</p>	<p>By initial recruitment</p> <p align="center">OR</p> <p>By transfer from officers of Agriculture College, Quetta having equivalent Grade and experience.</p> <p align="center">OR</p> <p>By transfer of Administrative Officer or Superintendent of Agriculture Department having at least five (5) years' service experience of Administration.</p>



4.	Assistant Registrar, (BPS-17).	<p>(a) Master's Degree in Public Administration or equivalent qualification from a recognized University; or</p> <p>(b) Master's Degree in Business Administration or equivalent qualification from a recognized University; and</p> <p>(c) having at least five (5) years' experience in the relevant field in a reputed Institution.</p>	By initial recruitment.
5.	Assistant Controller of Examination, (BPS-17).	<p>(a) Master's Degree in Public Administration or equivalent qualification from a recognized University; or</p> <p>(b) Master's Degree in Business Administration or equivalent qualification from a recognized University; or</p> <p>(c) Master's Degree in Commerce or equivalent qualification from a recognized University; and</p> <p>(d) having at least five (5) years' experience in the relevant field in a reputed Institution.</p>	By initial recruitment.
6.	Accounts Officer, (BPS-17).	<p>(a) Master's Degree in Commerce or in Business Administration (BBA 4-years') or equivalent qualification in the relevant subject from a recognized University; or</p> <p>(b) Degree in Chartered Accountancy (CA) from a recognized Institute of Chartered Accounts of Pakistan; or</p> <p>(c) Degree in Cost and Management Accounting (CMA) from a recognized Institute of Cost and Management</p>	<p>By initial recruitment;</p> <p>OR</p> <p>By transfer from Accounts Officers of Agriculture College, Quetta having equivalent Grade and experience.</p>



		Accounts of Pakistan; or (d) ACCA qualification from a recognized Association of Chartered Certified Accountants/ Institute.	
7.	Superintendent, (BPS-17).	---	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; and having Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years. OR By transfer from superintendents (BPS-17) of Attached Wings of Agriculture Department having at least five (5) years experience as such.
8.	Medical Officer, (BPS-17).	---	By posting/transfer from Health Department.
9.	Assistant, (BPS-16).	(a) Bachelor's Degree or equivalent qualification from a recognized University; and (b) having at least three (3) months' Office Automation Certificate in computer operations from a recognized Institute.	(a) 50% by promotion 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; and having Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 year; and (b) 50% by initial recruitment. OR By transfer from Assistants (BPS-16) of Attached Wings of Agriculture Department having at least five (5) years experience as such.
10.	Librarian, (BPS-16).	Master Degree in Library Science or Information Library Science or equivalent qualification from a recognized University.	By initial recruitment.



11.	Security Officer, (BPS-16).	Bachelor's Degree or equivalent qualification from a recognized University with relevant experience preferably in any Security forces.	By initial recruitment from retired Subadar Major or Inspector of Police.
12.	Hostel Warden (BPS-16)	(a) Bachelor Degree or equivalent qualification from a recognized University; and (b) Having certification of three (3) years' service experience as Warden.	By initial recruitment.



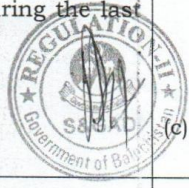
APPENDIX-II

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

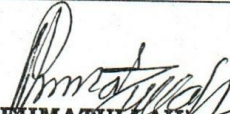
PART-B [ACADEMIC STAFF]

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Professor, (BPS-20).	(a) Ph.D in relevant subject from a recognized University; (b) having at least twelve (12) years teaching experience in BPS-17 and above in the relevant subject; and (c) having five (5) publications in relevant subject in Standard Journals recognized by H.E.C having ISSN number during the last five years.	(a) 40% by promotion from amongst the members of the service holding the post of Associate Professor (BPS-19) of the respective subject having at least 17 years' service in BPS-17 and above or 12 years' service in BPS-18 and above or 5 years service as such in BPS-19; with five (5) publications in the relevant subject in standard Journals recognized by H.E.C. having ISSN number during last five years, on seniority cum fitness basis; and (b) 60% by initial recruitment.

2.	Associate Professor, (BPS-19).	<p>(a) Ph.D in relevant subject from a recognized University;</p> <p>(b) having at least eight (8) years teaching experience in BPS-17 and above in the relevant subject; and</p> <p>(c) having five (5) publications in relevant subject in Standard Journals recognized by H.E.C having ISSN number during the last five years.</p>	<p>(a) 40% by promotion from amongst the members of the service holding the post of Assistant Professor (BPS-18) of the respective subject having at least 12 years' service in BPS-17 and above or 7 years' service in BPS-18 as such;</p> <p>(b) having five (5) publications in Standard Journals recognized by H.E.C. having ISSN number during the last five years on seniority cum fitness basis; and</p> <p>(c) 60% by initial recruitment.</p>
3.	Assistant Professor, (BPS-18).	<p>(a) (i) Ph.D in the relevant subject from a recognized University; and</p> <p>(ii) having at least one (1) year's teaching experience as Lecturer (BPS-17) in the relevant subject; and</p> <p>(iii) having four (4) publications in the relevant subject in Standard Journals having ISSN number recognized by H.E.C during the last 5 years; or</p> <p>(b) (i) Master's (Honours)/ MS Degree/M. Phil in the relevant subject from a recognized University; and</p> <p>(ii) having at least three (3) years' teaching experience as Lecturer (BPS-17) in the relevant subject; and</p> <p>(iii) having four (4) publications in the relevant subject in Standard Journals recognized by H.E.C. having ISSN number during the last 5 years.</p>	<p>(a) 40% by promotion from amongst the members of the Service holding the post of Lecturer (BPS-17) of the respective subject having at least five (5) years' Service as such;</p> <p>(b) having three (3) publications in the relevant subject in Standard Journals having ISSN number recognized by H.E.C during the last five years, on seniority cum fitness basis; and</p> <p>(c) 60% by initial recruitment.</p>



4.	Lecturer, (BPS-17).	<p>(a) Master's (Honour)/MS. Degree in Agriculture or equivalent qualification from a recognized University; or</p> <p>(b) Master's (Honours)/MS/M.Phil Degree in relevant discipline from a recognized University.</p>	By initial recruitment.
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