

**THE DIRECTORATE OF TOURISM BALOCHISTAN**  
**(BPS-1 to 15) SERVICE**  
**RULES 2009**  
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*RULES*

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**'THE DIRECTORATE OF TOURISM BALOCHISTAN  
(BPS-1 to 15) SERVICE  
RULES, 2009**

**NOTIFICATION**

[17<sup>th</sup> February, 2009]

No. SOR-II(12)22/S&GAD/2009/801-850. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974<sup>2</sup> (IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to <sup>3</sup>[the Directorate of Tourism Balochistan] (BPS-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 <sup>3</sup>[the Directorate of Tourism Balochistan] (BPS-1 to 15) Service Rules, 2009.

(2) They shall come into force at once.

2. **Definitions.**— 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 which may be declared by Government in consultation with the Commission to be a Board for purpose of these rules;
- (d) “**Commission**” means the Balochistan Public Service Commission<sup>4</sup>;
- (e) “**Directorate**” means the Directorate of Culture and Tourism Balochistan;
- (f) “**Government**” means the Government of Balochistan;
- (g) “**Initial recruitment**” means the appointment made other than by promotion or transfer from another Service / Department / Post;
- (h) “**Recognized Institute**” means any institute recognized by Government in consultation with the Commission to be a recognized Institute for the purpose of these Rules;
- (i) “**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;

<sup>1</sup> These rules have been issued by the Services and General Administration Department vide its notification No. SOR-II (12)22/S&GAD/2009/801-850, dated 17<sup>th</sup> February, 2009; and published in the Balochistan Gazette (Extraordinary) No.26, dated 17th February, 2009.

<sup>2</sup> That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan 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.

<sup>3</sup> Substituted by the Services and General Administration Department vide its notification No. SOR-II (12)22/S&GAD/12316-365, dated 20<sup>th</sup>December, 2010; and published in the Balochistan Gazette (Extraordinary) No.124, dated 20<sup>th</sup>December, 2010, for the words “the Directorate of Culture and Tourism Balochistan”.

<sup>4</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 under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

- (j) “**Schedule Casts**” means the castes, races or tribes and parts or groups within castes, races or tribes declared to be schedule castes, under any Law in force in Pakistan or as declared by Government for the purposes of these rules;
- (k) “**Selection/Promotion Committee**” means a Selection Promotion Committee constituted by or under orders of Government;
- (l) “**Service**” means the Balochistan Directorate of Tourism Balochistan (BPS-1 to 15) Service;

## **PART II —RECRUITMENT**

3. **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 or Bangladesh.

(3) The Service shall comprise of the post 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 as specified in rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules 1979<sup>1</sup>.

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

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

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

(ii) Upper age limit for appointment to the Service by initial recruitment in case of candidates from scheduled castes or under developed areas shall be relaxed as per Government instruction in force.

7. **Qualifications.**— (1) No person shall be appointed to a post in the Service by initial recruitment unless he possesses the qualification 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 of the Academic Institution last attended and also certificates of character from two other responsible persons, not being his relatives and who are well acquainted with the character and antecedents.

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

## **PART III – CONDITIONS OF SERVICE**

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<sup>1</sup> Rules issued by the Services and General Administration Department, Government of Balochistan vide its Notification No. 17-237-79-SO-ARC/S&GAD, dated 26<sup>th</sup> June, 1979; published in the Balochistan Gazette (Extraordinary) No. 73, dated 10<sup>th</sup> July, 1979; and now repealed by the Balochistan Civil Servant (Appointment, Promotion and Transfer) Rules, 2009, Rule 23.

For the Balochistan Civil Servant (Appointment, Promotion and Transfer) Rules, 2009, See Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

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 a member of the Service during the period of probation has, in the opinion of the appointing authority, not 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 provision of sub-rule (4), either 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 the 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, 1974<sup>1</sup>.

(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 fails to complete successfully any training and pass any departmental examination prescribed under subrule (4) within such period or in such number of attempts as may be prescribed by 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 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 member selected for the service in an earlier selection shall rank senior to the member selected in a later selection; *and*

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<sup>1</sup> That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan 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.

- (b) in a case of member 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 member 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 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.* (1) 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 the various grades of the Service of the members thereof appointed by initial recruitment *viz-a-viz* those appointed otherwise shall be determined;

- (a) in case both the official appointed by initial recruitment and 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 by initial recruitment and to the date of continuous appointment against such vacancy in the case of official appointed otherwise;

Provided that if the two dates are the same 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.
- (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 senior to the official 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) 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 favorable than those to which he would have been entitled if he had not been so required to serve.

11. **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 Government and made applicable to them.

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.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

*(See Appendix on next page)*

**APPENDIX**  
{See rules 3 and 5}

S. No.	Nomenclature of the post	Minimum qualification prescribed for appointment by initial recruitment	Method of recruitment
1	2	3	4
1.	Assistant (B-14)	Graduate from a recognized University. Preference will be given to the candidates having knowledge of typing.	By initial recruitment.
<sup>1</sup> [1-A.	Inspector (BPS-14)	Bachelor's Degree (Second Division) from a recognized University.	By initial recruitment.]
2.	Assistant Computer Operator (B-12)	Intermediate from a recognized Board with one year diploma in Computer Science.	By initial recruitment.
<sup>2</sup> [1-A.	Sub-Inspector (BPS-11)	Bachelor's Degree (Second Division) from a recognized University.	By initial recruitment.]
3.	Tourist Guide (B-11)	2 <sup>nd</sup> Class Graduate from a recognized University preference in Geography and History.	By initial recruitment.
<sup>3</sup> [3-A.	Senior Clerk (B-9)	---	By promotion from amongst the members of the Service holding the post of Junior Clerk (B-7) having at least three years service as such on seniority cum fitness basis.]
4.	Junior Clerk (B-07)	Matric from a recognized Board. Preference will be given to the candidates having knowledge of Computer.	80% by initial recruitment. 20% by promotion from amongst the member of the Class IV employees having possessed Secondary School Certificate Examination with 3-years service

<sup>1</sup> Inserted by the Services and General Administration Department vide its notification No. SOR-II (12)22/S&GAD/ 1332-81, dated 22<sup>nd</sup> August, 2013; and published in the Balochistan Gazette (Extraordinary) No. 99, dated 22<sup>nd</sup> August, 2013.

<sup>2</sup> Inserted *ibid*.

<sup>3</sup> Inserted by Services and General Administration Department vide its notification No. SOR-II (12)22/S&GAD/12316-365, dated 20<sup>th</sup> December, 2010; and published in the Balochistan Gazette (Extraordinary) No. 124, dated 20<sup>th</sup> December, 2010.



			as such. <b>Note.</b> The seniority of the Class IV employees will be maintained on the basis of passing of Matriculation.
<sup>1</sup> [4-A.	Unit Manager (B-7)	Matriculate from a recognized Board.	By initial recruitment.]
<sup>2</sup> [4-B.	Constable (BPS-5)	Secondary School Certificate from a recognized Board	By initial recruitment.]
5.	Driver (B-04)	Middle pass and having a valid driving license with two years driving experience.	By initial recruitment.
6.	Naib Qasid (B-01)	---	By initial recruitment.
7.	Caretaker (B-01)	---	By initial recruitment.
9.	Security Guard (B-01)	---	By initial recruitment.
10.	Cook (B-01)	Having cooking experience	By initial recruitment.

<sup>1</sup> Inserted by the Services and General Administration Department vide its notification No. SOR-II (12)22/ S&GAD/ 1332-81, dated 22<sup>nd</sup> August, 2013; and published in the Balochistan Gazette (Extraordinary) No. 99, dated 22<sup>nd</sup> August, 2013.

<sup>2</sup> Inserted by Services and General Administration Department vide its notification No. SOR-II (12)22/ S&GAD /12316-365, dated 20<sup>th</sup> December, 2010; and published in the Balochistan Gazette (Extraordinary) No. 124, dated 20<sup>th</sup> December, 2010.