



Dated Quetta, the 17<sup>th</sup> December, 2020

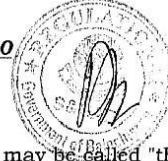
## NOTIFICATION

No.SOR-II(4)4/2020-S&GAD/3349-98. 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 (Schools Branch) (Men's Section) (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

**THE BALOCHISTAN SECONDARY EDUCATION DEPARTMENT  
(SCHOOLS BRANCH) (MEN'S SECTION) (BPS-1 TO 15)  
SERVICE RULES, 2020**

**Service Rules No. XI of 2020**

**PART-I-GENERAL**



1. **Short title and commencement.**— (1) These rules may be called "the Balochistan Secondary Education Department (Schools Branch) (Men's Section) (BPS-1 to 15) 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) "**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;
- (l) "**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;
- (m) "**Rules**" means the Balochistan Secondary Education Department (Schools Branch) (Men's Section) (BPS-1 to 15) Service Rules, 2020;
- (n) "**Service**" means the Balochistan Secondary Education Department (Schools Branch) (Men's Section) (BPS-1 to 15) Service; and
- (o) "**Selection/Promotion Committee**" means the Selection/Promotion Committees constituted by the Department under rule 5 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009.

(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, 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.

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 of a Government Medical Officer not below the rank of District Health Officer, as the case may be.

### **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 (Schools Branch) (Men's Section) (Basic Pay Scale 1 to 15) Service Rules, 1984 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.

**No. Even. Dated. Even.**

A copy is forwarded for information to:-


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 Chairman, Balochistan Public Service Commission, Quetta.
5. The Principal Secretary to Governor Balochistan, Quetta.
6. The Principal Secretary to Chief Minister Balochistan, Quetta.
7. The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis:4-224/Law/2020/9887 dated 1<sup>st</sup> December, 2020.
8. The Secretary, GoB, Secondary Education Department, Quetta with reference to his letter No.SO(S-1)1-168/2016/Edn/31084-85 dated 17<sup>th</sup> November, 2020.
9. The Accountant General Balochistan, Quetta.
10. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.
11. All the Under Secretaries/Section Officers in S&GAD, Quetta.
12. The Private Secretary to Secretary S&GAD, Quetta.
13. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.
14. The P.A to Deputy Secretary (Regulations) S&GAD, Quetta.
15. Master File.

  
**(REHMATULLAH)** 17/12/20  
Under Secretary (Regulations-II)  
S&GAD  
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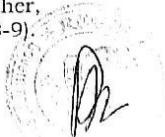
**APPENDIX**

{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.	Elementary School Teacher, (BPS-15).	(a) Bachelor's Degree (Honors) at least in Second Division in Education (4 years)/ BS (Education) from a recognized University; or (b) Bachelor's Degree at least in Second Division with B.Ed. from a recognized University.	By initial recruitment.
2.	Junior English Teacher, (BPS-14).	(a) Bachelor's Degree (Honors) at least in Second Division in Education (4 years)/ BS (Education) from a recognized University; or (b) Bachelor's Degree at least in Second Division with B.Ed. from a recognized University. 	(a) 50% by promotion from amongst the members of the Service holding the post of Junior Vernacular Teacher (BPS-9) with five (5) years' service as such, alongwith successful completion of promotion linked training of two (2) months' duration and on seniority cum fitness basis; and (b) 50% by initial recruitment.
3.	Junior English Teacher (Tech), (BPS-14).	(a) Bachelor's Degree at least in Second Division from a recognized University; and (b) one year's training in respective trade from a recognized Agro-Technical Teacher Training Center.	(a) 50% by promotion from amongst the members of the Service holding the post of Junior Vernacular Teacher (BPS-9) with five (5) years' service as such, alongwith successful completion of promotion linked training of two (2) months' duration and on seniority cum fitness basis; and (b) 50% by initial recruitment.

4.	Physical Education Teacher, (BPS-14).	<p>(a) Bachelor's Degree at least in Second Division from a recognized University; and</p> <p>(b) Diploma in Physical Education at least in Second Division from a recognized Institution.</p>	By initial recruitment.
5.	Drawing Master, (BPS-14).	<p>(a) Bachelor's Degree at least in Second Division from a recognized University with Certificate in Drawing from a recognized Institution; or</p> <p>(b) Drawing Master Certificate or Intermediate Drawing Grade Certificate.</p>	By initial recruitment.
6.	Junior Arabic Teacher, (BPS-14).	<p>(a) (i) Bachelor's Degree at least in Second Division with Arabic as a subject from a recognized University; and</p> <p>(ii) Arabic Teacher Training Certificate (ATTC) from any HEC recognized University/ Institution; or</p> <p>(b)(i) Al Shahdat-ul-Alia at least in Second Division (Equivalent to Bachelor's Degree) from Wafaq-ul-Madaris, Tanzeem-ul-Madaris or from any of the HEC recognized Institution; and</p> <p>(ii) Arabic Teacher Training Certificate (ATTC) from any HEC recognized University/ Institution; or</p> <p>(c)(i) Sanad Dars-e-Nizami at least in Second Division from a recognized Institution; and</p> <p>(ii) Arabic Teacher Training Certificate (ATTC) from any HEC recognized University/ Institution.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Mualim-e-Quran (BPS-9) alongwith successful completion of promotion linked training of two (2) months' duration with five (5) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 50% by initial recruitment.</p>



7.	Hardware Technician, (BPS-12).	<p>(a) Bachelor's Degree at least in Second Division in Computer Science from a recognized University; or</p> <p>(b) Diploma in Hardware Engineering with three years experience in the relevant field.</p>	By initial recruitment.
8.	Learning Coordinator, (BPS-11).	---	By promotion from amongst the members of the Service holding the post of Junior Vernacular Teacher (BPS-9) with five (5) years' service as such, on seniority cum fitness basis.
9.	Computer Assistant/ Key Punch Operator/ Desktop Operator, (BPS-11).	<p>(a) B.Sc. at least in Second Division in Physics, Mathematics or Economics and Statistics from a recognized University; or</p> <p>(b) one year's diploma course in computer science/ computer operation from a recognized University/ Institute, speed 167 key depressions per minutes.</p>	By initial recruitment.
10.	Junior Vernacular Teacher, (BPS-9). 	<p>(a) Higher Secondary School Certificate at least in Second Division from a recognized Board; and</p> <p>(b) Primary Teacher Certificate (PTC)/ Bachelor of Education (B.Ed.) from a recognized University/ Associate Degree (two years) in Education (ADE)/ Bachelor's Degree (Hons) in Education (4 Years) from a recognized University.</p>	By initial recruitment.

11.	Mualim-e-Quran, (BPS-9).	<p>(a) Higher Secondary School Certificate at least in Second Division from a recognized Board; and</p> <p>(b)(i) Sanad (equivalent to F.A/F.Sc.) from Wafaq-ul-Madaris, Tanzeem-ul-Madaris at least in Second Division or from any of the other recognized Institution of Education Departments; or</p> <p>(ii) Sanad Al-Shaadat-ul-Sanvia-Khasa at least in Second Division from a recognized Institution.</p>	By initial recruitment.
12.	Library Assistant, (BPS-8).	<p>(a) Higher Secondary School Certificate at least in Second Division from a recognized Board; and</p> <p>(b) one year's Diploma in Library Science from a recognized Institute.</p>	By initial recruitment.

  
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