

**THE BALOCHISTAN PUBLIC HEALTH ENGINEERING
DEPARTMENT
(DIVISION) TECHNICAL AND NON TECHNICAL POSTS
(BASIC PAY SCALE 1 TO 15)
SERVICE RULES, 1988**

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**¹THE BALOCHISTAN² PUBLIC HEALTH ENGINEERING DEPARTMENT
(DIVISION) TECHNICAL AND NON TECHNICAL POSTS
(BASIC PAY SCALE 1 TO 15)
SERVICE RULES, 1988**

NOTIFICATION

[18th October, 1988]

No. SOR. II(2)S&GAD-87/934-69. In exercise of the powers conferred by section 25 of the Balochistan Civil Servant Act 1974³ (IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Public Health Engineering Department (Division) Technical and Non Technical posts (Basic pay Scale 1 to 15) Service and prescribing conditions of service for the service for the persons appointed thereto, namely: —

PART I – GENERAL

1. **Short title and commencement.**— (1) These rules may be called the Balochistan Public Health Engineering Department (Division) Technical and Non Technical posts (Basic Pay Scale 1 to 15) Service Rules, 1988.

(2) They shall come into force at once.

2. **Definitions.**— (1) In these rules, unless the context otherwise requires the following expression 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 appointing authority specified in rule 4;
- (c) “**Board**” means a Board of Secondary Education established in Pakistan or any other educational authority or institution declared by Government in consultation with the commission to be a Board for the purpose of these rules;
- (d) “**Commission**” means the Balochistan Public Service Commission⁴;
- (e) “**Department**” means the Balochistan Public Health Engineering Department;

¹ These rules have been made by the Government of Balochistan, Services and General Administration Department, vide its Notification No. SOR.II (2)S&GAD-87/934-69, dated 18th October, 1988; and published in the Balochistan Gazette (Extraordinary) No. 226-A, dated 18th October, 1988.

² Spelling of the word “Baluchistan”, wherever it appears in these rules, is corrected by insertion of letter “o” instead of “u”; as per Government of Balochistan, S&GAD’s Notification No. SORI (4) 6/ S&GAD-89, dated 18th June, 1989.

³ That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan on 19th June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41, dated 20th July, 1974.

⁴ Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23rd May, 1989; and earlier to that constituted under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

- (f) “**Division**” means whole of the area under the charge of any Executive Engineer, Balochistan Public Health Engineering Department;
- (g) “**Government**” means the Government of Balochistan;
- (h) “**Initial Recruitment**” means appointment made otherwise than by promotion or transfer from another Service/Department/Post;
- (i) “**Recognized Institute**” means any Institute recognized by the Government to be a recognized institute for the purposes of these rules;
- (j) “**Recognized University**” means 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;
- (k) “**Scheduled Castes**” means the castes, races or tribes and parts or groups within castes, races or tribes declared to be scheduled castes under any Law in force in Pakistan or as declared by Government for the purposes of these rules;
- (l) “**Service**” means the Balochistan Public Health Engineering Department (Division) Technical and Non Technical posts (Basic Pay Scale 1 to 15) Service.

PART II – RECRUITMENT

3. **Eligibility and Composition of Service.**— (1) No person who is married to 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.

(3) The Service shall comprise of the posts specified in column 2 of the Appendix A. B. C. D and E and such other posts as may be determined by Government from time to time.

4. **Appointing Authority.**— Appointing to the Service shall be made as specified in rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 1979¹.

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 or more than twenty five years of age shall be appointed to the Service by initial recruitment; provided that: —

- (i) In case of person whose Services under the Government have been terminated for want of vacancy the period of Service already

¹ Rules issued by the Services and General Administration Department, Government of Balochistan vide its Notification No. 17-237-79-SO-ARC/S&GAD, dated 26th June, 1979; published in the Balochistan Gazette (Extraordinary) No. 73, dated 10th 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 27th October, 2009.

rendered by him shall, for the purpose of the upper age limit under this rule, be excluded from his age.

(ii) For upper age limit for appointment in the Service by initial recruitment in case of candidates from scheduled castes or under developed areas, shall be relaxed for three years under the Government instruction in force.

(2) For the purpose of this rule age shall be reckoned.

(i) Where recruitment is to be made on the basis of a written examination, as on the 1st of January of the year in which the examination is proposed to be held; *and*

(ii) In other cases, as on the last date fixed for submission of applications for appointment.

7. **Qualifications.**— (1) No person shall be appointed to a post in the 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, not being his relatives, who are well acquainted with his character and antecedents.

(3) No person shall be appointed by initial recruitment to the services 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

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 appointing authority not been satisfactory the appointing authority may notwithstanding that the period of probation has not expired, dispense with the 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 services.

(3) on completion of the period of probations of a member of the service, the appointing authority may, subject to the provisions of sub rule (4), 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; *or*
- (c) extend the period of probation by a period not exceeding two years in all and during or on the expiry or 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 Balochistan Civil Servants Act, 1974¹.

(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 whether appointed by initial recruitment or otherwise fails to complete successfully any training and pass any departmental examination under sub-rule (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 *interse* seniority of the members of the service in the 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 Selection Committee; provided that members selected for the Service in an earlier selection shall rank senior to the members selected in a later selection; *and*
- (b) in the 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 members 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

¹ That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan on 19th June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41, dated 20th July, 1974.

higher grade, it would not adversely affect the interest of his seniors in the fixation of his seniority in the 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. 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 service of the members thereof appointed by initial recruitment *vis-a-vis* those appointed otherwise shall be determined: —

- (a) In case both the official appointed by initial recruitment and the 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 the 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; *and*
- (c) in case the official appointed otherwise is appointed against 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:
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- (a) transfer anywhere in Balochistan; *and*
- (b) serve in any department of Government or any local authority or statutory body set up 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 has not been so required to serve.

11. **General Rules.**— In all matters not expressly provided for in these rule, 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
BALOCHISTAN

(See Appendix on next page)

APPENDIX “A”**(DRILLING)***{See Rules 3 (3), 5 and 7 (1)}*

S. No.	Nomenclature of the posts with grade.	Minimum qualification prescribed for appointment by initial recruitment.	Method of recruitment.
1	2	3	4
1.	Drilling Superintendent (B-11)	3 years diploma in Mechanical Engineering from any recognized Institute.	(i) 1/3 rd by initial recruitment. (ii) 2/3 rd by promotion from among members of service holding posts of Drilling supervisor with at least 3 years service as such.
2.	Drilling Supervisor (B-9)	---	By promotion from amongst members of service holding posts of the Power Drillers with at least 3 years service as such.
3.	Power Driller (B-8)	---	By promotion from amongst members of service holding posts of Driller with 3 years experience as such and six month training on 3 years Operation and maintenance of Rotary Rig as prescribed by the Department.
4.	Driller (B-7)	---	By promotion from amongst the members of service holding post of Bore Mechanic/Compressor Operator with at least 3 years service as such.
5.	Bore Mechanic/ Compressor Operator (B-6)	---	By promotion from amongst members of service holding posts of the Assistant Driller with at least 3 years service as such.
6.	Assistant Driller (B-5)	---	By promotion from amongst members of service holding posts of the Skilled Coolies, who the job of drilling with 3 years service as such.
7.	Skilled Cooly (B-1)	---	By promotion from amongst members of service holding posts of Coolies, who with at least 2 years service as such.

8.	Cooly (B-1)	---	By initial recruitment.
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APPENDIX “B”**(MECHANICAL)**

{See Rules 3 (3), 5 and 7 (1)}

S. No.	Nomenclature of the posts with grade.	Minimum qualification prescribed for appointment by initial recruitment.	Method of recruitment.
1	2	3	4
1.	E&M Supervisor/ Store Supervisor (B-11)	3 years diploma in Electrical/Mechanical Engineering from any Recognized Institute.	(i) 50% by initial recruitment. (ii) 50% by promotion from amongst members of the service holding posts of Senior Store-Keeper/ Supervisor with at least 3 years service as such. Note: A combined seniority list of Senior Store Keeper and Supervisor will be maintained.
2.	Senior Foreman (B-8)	---	By promotion from amongst members of service holding posts of Store-Keeper with at least 3 years service as such.
3.	Senior Store-Keeper/ Supervisor.	---	By promotion from amongst members of service holding posts of Store-Keeper with at least 2 years service as such.
4.	Transporter Driver (B-7)	---	By promotion from amongst members of Service holding posts of Grader Surface/ Tractor Driver with at least 2 years service as such.
5.	Foreman (B-7)	---	By promotion from amongst members of service holding posts of Mechanic with at least 3 years service as such and preferably having completed prescribed course of EME Centre Quetta.
6.	Store-Keeper (B-6)	---	By promotion from amongst members of service holding posts of Junior Store-Keeper/Log Book Clerk Searcher/ Time-Keeper with at least 3 years service as such.
7.	Grader Surface Driver/Tractor Driver	---	By promotion from amongst members of service holding posts

	(B-6)		of Mechanic Engine Drivers with at least 2 years service as such.
8.	Mechanic Engine Driver (B-5)	---	By promotion from amongst members of service holding posts of Mechanic with at least 2 years service as such.
9.	Welder (B-5)	---	By promotion from amongst Welder Mate/Denter.
10.	Junior Store-Keeper/Log Book Clerk/Searcher/ Time-Keeper (B-5)	Matric from a recognized University or Board.	By initial recruitment.
11.	Mechanic (B-5).	---	By promotion from amongst members of service holding the posts of Helpers with at least 5 years service as such.
12.	Welder Mate/Denter/Blacksmith (B-4)	Certificate from any Blacksmith recognized Institute in the relevant field.	By initial recruitment.
13.	Greaser (B-4).	---	By promotion from amongst members of service having the posts of Jeep/Truck Drivers with at least 3 years service as such.
14.	Jeep/Truck Driver (B-3).	Heavy driving License.	(i) 50% by initial recruitment. (ii) 50% by promotion from amongst members of service holding posts of Cleaner with 3 years service as such and having heavy driving License.
15.	Cleaner (B-1).	---	By initial recruitment.
16.	Helper (B-1).	---	By initial recruitment.

APPENDIX “C”**(ELECTRICAL)***{See Rules 3 (3), 5 and 7 (1)}*

S. No.	Nomenclature of the posts with grade.	Minimum qualification prescribed for appointment by initial recruitment.	Method of recruitment.
1	2	3	4
1.	Electrician (B-5).	License of Electrical Supervisory.	(i) 50% by initial recruitment. (ii) 50% by promotion from amongst members of service holding posts of Electric Generator Operators with at least 2 years service as such.
2.	Electric Generator Operators (B-4).	---	By promotion from amongst members of service holding posts of Helpers with 3 years service as such.
3.	Helper (B-1).	---	By initial recruitment.

APPENDIX “D”**(WATER SUPPLY)***{See Rules 3 (3), 5 and 7 (1)}*

S. No.	Nomenclature of the posts with grade.	Minimum qualification prescribed for appointment by initial recruitment.	Method of recruitment.
1	2	3	4
1.	Plumber (B-7).	---	By promotion from amongst members of service holding posts of Fitter with at least 3 years service as such.
2.	Mechanic (B-5).	---	By promotion from amongst members of service holding posts of Operators with at least 3 years service as such.
3.	Operator (B-4).	---	By promotion from amongst members of service holding posts of Pump Drivers with at least 2 years service as such.
4.	Pump Driver/Fitter (B-3)	---	By promotion from amongst members of service holding posts of valve man with at least 3 years service as such.
5.	Valve man (B-2).	---	By promotion from amongst members of service holding posts of Helpers with at least 2 years service as such.
6.	Helper (B-1).	---	By initial recruitment.
7.	Cooly (B-1).	---	By initial recruitment.

APPENDIX “E”**(GENERAL)***{See Rules 3 (3), 5 and 7 (1)}*

S. No.	Nomenclature of the post with grade.	Minimum qualification prescribed for appointment by initial recruitment.	Method of recruitment.
1	2	3	4
1.	Work Inspector (B-6).	---	By promotion from amongst members of service holding posts of Munshi/Gauge Reader with at least 4 years service as such. Note: A joint seniority of above posts will be maintained.
2.	Mistry/Carpenter (B-5).	---	By promotion from amongst members of service holding posts of coolies with at least 5 years service as such and experience in the skill.
3.	Gauge Reader (B-5).	Matric from any recognized University or Board.	By initial recruitment.
4.	Work Munshi (B-5).	Matric from any recognized University or Board.	By initial recruitment.
5.	Mali/Regulation Jamadar/Mate (B-2).	---	By promotion from amongst members of service holding posts of Belders with at least 2 years service as such.
6.	Chowkidar-cum-cook (B-2).	---	By initial recruitment.
7.	Belder/Cooly/ Petroiler/ Chowkidar/Naib Qasid/Barkandaz/Dafa dar/ Dak- runner (B-1).	---	By initial recruitment.