

**THE BALOCHISTAN HEALTH DEPARTMENT  
(INSTITUTE OF PSYCHIATRY AND BEHAVIOURAL SCIENCES)  
(BPS-1 TO 15) SERVICE  
RULES, 2016**

*Service Rules No. XXXVI of 2016*

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**THE BALOCHISTAN HEALTH DEPARTMENT  
(INSTITUTE OF PSYCHIATRY AND BEHAVIOURAL SCIENCES)**

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<sup>1</sup> These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (8)31/2016-S&GAD/3328-77, dated 28<sup>th</sup> November, 2016; published in the Balochistan Gazette (Extraordinary) No. 177, dated 28<sup>th</sup> November, 2016.

**(BPS-1 TO 15) SERVICE  
RULES, 2016**

**NOTIFICATION**

[28<sup>th</sup> November, 2016]

No. SOR-II(8)31/2016-S&GAD/3328-77. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974<sup>1</sup>, (Act No. IX of 1974) the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Health Department (Institute of Psychiatry and Behavioural Sciences) (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**THE BALOCHISTAN HEALTH DEPARTMENT  
(INSTITUTE OF PSYCHIATRY AND BEHAVIOURAL SCIENCES)  
(BPS-1 TO 15) SERVICE  
RULES, 2016**

**Service Rules No. XXXVI of 2016**

**PART I – GENERAL**

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Health Department (Institute of Psychiatry and Behavioural Sciences) (BPS-1 to 15) 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 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<sup>2</sup>;

<sup>1</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.

<sup>2</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

- (g) "**Department**" means the Balochistan Health Department<sup>1</sup>;
- (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) "**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 Health Department (Institute of Psychiatry and Behavioural Sciences) (BPS-1 to 15) Service Rules, 2016;
- (n) "**Service**" means the Balochistan Health Department (Institute of Psychiatry and Behavioural Sciences) (BPS-1 to 15) Service; *and*
- (o) "**Selection/Promotion Committee**" means the Selection/ Promotion Committees constituted by the Department under the rule 5 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>2</sup>.

(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<sup>1</sup>.

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Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

<sup>1</sup> An Administrative Department of the Government of Balochistan as mentioned at S. No. 15 in Schedule-I of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115 dated 14<sup>th</sup> December, 2012.

<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.

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>1</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 or 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<sup>2</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>3</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 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>2</sup> and in the Balochistan Civil Servants (Seniority) Rules, 2008<sup>4</sup>.

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<sup>1</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>2</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>3</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>4</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 25<sup>th</sup> August, 2008; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25<sup>th</sup> August, 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  
GOVERNMENT OF BALOCHISTAN

*(See Appendix on next page)*

## 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.	Stenographer, (BPS-14).	(a) Bachelor's Degree from a recognized University;  (b) typing skill in English and Urdu with a speed of at least 35 words per minute;  (c) short hand skill with a speed of at least 80 words per minute; <i>and</i>  (d) having at least three months Office Automation Certificate in computer operations from a recognized Institute.	By initial recruitment.
2.	Store Incharge, (BPS-14).	(a) (i) Bachelor's Degree from a recognized University; <i>and</i>  (ii) having one (1) year Diploma in Computer Science from a recognized Institute; <i>or</i>  (b) Bachelor's Degree in Computer Science or IT from a recognized University.	By initial recruitment.
3.	Audio Visual Technician, (BPS-14)	Bachelor's Degree in Computer Science or in IT from a recognized University.	By initial recruitment.

4.	Video Camera/ TV Technician, (BPS-14)	Bachelor's Degree in Computer Science or in IT from a recognized University.	By initial recruitment.
5.	Art Instructor, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board; <i>and</i> (b) having at least one (1) year Diploma in Film and TV from a recognized Institute.	By initial recruitment.
6.	Tailer Instructor, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board; <i>and</i> (b) having at least one (1) year Training Course in Cutting and Tailoring from a recognized Institute; <i>and</i> (c) having at least one (1) year practical experience in the relevant field.	By initial recruitment.
7.	Electrician Instructor, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board; (b) having at least three (3) years Diploma of Training Course in Electrician from a recognized Institute; <i>and</i> (c) having at least one (1) year practical experience in the relevant field.	By initial recruitment.
8.	Senior Clerk, (BPS-14).	---	By promotion from amongst the members of the Service holding the post of Junior Clerk (BPS-11) having at least three (3) years service as such, on seniority cum fitness basis.

9.	Assistant Computer Operator, (BPS-12).	<p>(a) (i) Higher Secondary School Certificate from a recognized Board; <i>and</i></p> <p>having one year Diploma in Computer Science or IT, from a recognized Institute;</p> <p><i>or</i></p> <p>(ii) ICS from a recognized Institute/Board; <i>and</i></p> <p>(b) typing skill on computer with a speed of at least 60 words per minute in English and Urdu.</p>	By initial recruitment.
10.	Sports Instructor, (BPS-12).	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) having one (1) years Diploma in Physical Education from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience in the relevant field.</p>	By initial recruitment.
11.	Musician Instructor, (BPS-12).	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) having one (1) years Diploma in Musicology from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience in the relevant field.</p>	By initial recruitment.
12.	Shoes Making Instructor, (BPS-12).	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) having one (1) years</p>	By initial recruitment.

		<p>Diploma in Shoes Making from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience in the relevant field.</p>	
13.	Assistant Social Surveyor, (BPS-12).	Bachelor's Degree in Sociology or Social Work from a recognized University.	By initial recruitment.
14.	Painting Instructor, (BPS-12).	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) having one (1) years Diploma in Fine Arts from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience in the relevant field.</p>	By initial recruitment.
15.	Carpenter Instructor, (BPS-12).	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) having one (1) years Diploma in Wood Work from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience in the relevant field.</p>	By initial recruitment.
16.	Embroidery Instructor, (BPS-12).	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) having one (1) years Diploma in Embroidery from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience</p>	By initial recruitment.

		in the relevant field.	
17.	Store Keeper/ Record Keeper, (BPS-11).	(a) Higher Secondary School Certificate from a recognized Board; <i>and</i> (b) having one (1) years Diploma in Computer Science from a recognized Institute; <i>or</i> (c) Intermediate in Computer Science (ICS) from a recognized Institute; <i>and</i> (d) having at least one (1) year practical experience in the relevant field.	By initial recruitment.
18.	Junior Clerk, (BPS-11).	(a) Higher Secondary School Certificate from a recognized Board; (b) typing skill in English and Urdu with a speed of at least 30 words per minute; <i>and</i> (c) preference will be accorded to those who have experience in Computer / IT software applications English and Urdu typing skill.	By initial recruitment.
19.	ICU Technician, (BPS-9).	(a) Higher Secondary School Certificate from a recognized Board; (b) having one (1) year training in ICU Technician from a recognized Institute; <i>and</i> (c) having at least one (1) year practical experience in the relevant field.	By initial recruitment.
20.	ECT Assistant,	(a) Higher Secondary School Certificate from a	By initial recruitment.

	(BPS-9).	<p>recognized Board;</p> <p>(b) having one (1) years training in Medical Technician from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience in the relevant field.</p>	
21.	Anaesthesia Machine Technician, (BPS-9).	<p>(a) Higher Secondary School Certificate in Science from a recognized Board;</p> <p>(b) having one (1) year training in Medical Technician from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience in the relevant field.</p>	By initial recruitment.
22.	CCTV Camera Technician, (BPS-9).	<p>(a) Higher Secondary School Certificate in Science from a recognized Board;</p> <p>(b) having Three (3) years Diploma in Electronics from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience in the relevant field.</p>	By initial recruitment.
23.	Electrician, (BPS-8).	<p>(a) Secondary School Certificate in Science from a recognized Board;</p> <p>(b) having one (1) year training in Course in the relevant Trade from a recognized Institute; <i>and</i></p> <p>(c) having at least one (1) year practical experience in the relevant field.</p>	By initial recruitment.
24.	Telephone	(a) Secondary School	By initial recruitment.

	Operator, (BPS-7).	Certificate from a recognized Board;  (b) having one (1) year Diploma in Computer Science from a recognized Institute.	
25.	Photocopier Assistant, (BPS-7).	(a) Higher Secondary School Certificate from a recognized Board; <i>and</i>  (b) having at least one (1) year practical experience in the relevant field.	By initial recruitment.
26.	Psychiatric Lab: Attendant, (BPS-5).	Secondary School Certificate with Science from a recognized Board.	By initial recruitment.
27.	Tube Well Operator, (BPS-4).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) having one (1) year training Course in the relevant Trade from a recognized Institute.	By initial recruitment.
28.	Driver, (BPS-4).	(a) Middle Pass Certificate;  (b) possesses a valid HTV/LTV driving licence issued from the Licensing Authority; <i>and</i>  (c) having at least two years experience as driver.	By initial recruitment.
29.	Generator Driver, (BPS-4).	(a) Secondary School Certificate from a recognized Board; <i>and</i>  (b) having one (1) year training Course in the relevant Trade from a recognized Institute.	By initial recruitment.
30.	Ward Boy,	Literate.	By initial recruitment.

	(BPS-2).		
31.	Aya, (BPS-1).	Literate.	By initial recruitment.
32.	(a) Cook, (BPS-1); <i>and</i> (b) Bearer, (BPS-1).	(a) Literate; <i>and</i> (b) having experience in Cooking.	By initial recruitment.
33.	Carpenter, (BPS-1).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having one (1) year training Course in the relevant Trade from a recognized Institute.	By initial recruitment.
34.	Naib Qasid, (BPS-1).	Literate.	By initial recruitment.

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