

**THE BALOCHISTAN RURAL DEVELOPMENT ACADEMY
(BPS-16 AND ABOVE) SERVICE
RULES, 2016**

Service Rules No. XLII of 2016

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RULES

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**THE BALOCHISTAN RURAL DEVELOPMENT ACADEMY
(BPS-16 AND ABOVE) SERVICE**

¹ These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (14)5/2016-S&GAD/3930-79, dated 29th November, 2016; published in the Balochistan Gazette (Extraordinary) No. 183, dated 29th November, 2016.

RULES, 2016

NOTIFICATION

[29th November, 2016]

No. SOR-II (14)5/2016-S&GAD/3930-79. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974¹, (Act No. IX of 1974) the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Rural Development Academy (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN RURAL DEVELOPMENT ACADEMY (BPS-16 AND ABOVE) SERVICE RULES, 2016

Service Rules No. XLII of 2016

PART I – GENERAL

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Rural Development Academy (BPS-16 and above) 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, 1974² (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 Commission²;

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

² 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).

- (g) "**Department**" means the Balochistan Local Government and Rural Development Department³;
- (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) "**Provincial Selection Board**" means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009²;
- (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 Balochistan Rural Development Academy (BPS-16 and above) Service Rules, 2016;
- (o) "**Service**" means the Balochistan Rural Development Academy (BPS-16 and above) Service; *and*
- (p) "**Subordinate Service**" means the Balochistan Rural Development Academy Subordinate (BPS-1 to 15) Service³.

(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.

³ That is an Administrative Department of the Government of Balochistan, *see* Schedule II, S. No. 26 of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14th December, 2012.

² 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 27th October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27th October, 2009.

³ For Service Rule *see* Service Rules No. XLI of 2017 issued by the Services and General Administration Department vide its Notification No. SOR-II(14)1/2016-S&GAD/3880/3929, dated 29th November, 2017.

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, 2009¹.

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, 2012².

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, 2012³.

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, 2009⁴ and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012¹.

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

¹ 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 27th October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27th October, 2009.

² 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 25th February, 2013; and published in the Balochistan Gazette (Extraordinary) No. 35, dated 25th February, 2013.

³ 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 16th April, 2012; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16th April, 2012.

⁴ 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 27th October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27th October, 2009.

of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009² and in the Balochistan Civil Servants (Seniority) Rules, 2008¹.

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 Rural Development Academy (BPS-16 and above) Service Rules, 1982², are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

¹ 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 25th August, 2008; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25th August, 2008.

² These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR(2)148/S&GAD-81, dated 24th February, 1983. Now repealed by R. 15.

APPENDIX

{See rule 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. | Director General, (BPS-20). | --- | <p>(a) 50% by promotion from amongst the members of the Service holding the post of Director (B-19) Rural Development Academy, having at least 17 years' service in B-17 and above, on seniority cum fitness basis and having successfully completed Senior Management Course (SMC); <i>and</i></p> <p>(b) 50% by promotion from amongst the members of the Service holding the post of Director (B-19) Local Government Department having at least 17 years' service in B-17 and above, on seniority cum fitness basis and having successfully completed Senior Management Course (SMC).</p> <p>Provided that the post shall be filled on rotation basis i.e. on vacation by the members of the Service promoted under clause (a) the post shall be filled from the members</p> |

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| | | | of the Service under clause (b). |
| 2. | Director, (BPS-19). | --- | By promotion from amongst the members of the Service holding the post Deputy Director (BPS-18)/Deputy Director (Training) (BPS-18) having at least twelve (12) years' in BPS-17 and above; on seniority cum fitness basis; and have successfully completed Mid Career Management Course (MCMC). |
| 3. | Deputy Director/ Deputy Director (Training), (BPS-18). | --- | By promotion from amongst the members of the Service holding the post of Instructor/ Research Officers (BPS-17) having at least five (5) years' Service as such, on seniority cum fitness basis. |
| 4. | Instructor in Development Administration, (BPS-17). | Master's Degree at least in Second Division in Public Administration or any one of Social Sciences from a recognized University. | By initial recruitment. |
| 5. | Instructor in Agriculture Extension, (BPS-17). | Master's Degree at least in Second Division in Agriculture from a recognized University. | By initial recruitment. |
| 6. | Instructor in Education, (BPS-17). | Master's Degree at least in Second Division in Education (M.Ed.) from a recognized University. | By initial recruitment. |
| 7. | Instructor in Rural Economics, (BPS-17). | (a) Master's Degree at least in Second Division in Economics from a recognized University; | By initial recruitment. |

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| | | <p style="text-align: center;">or</p> <p>(b) M.Sc. Degree at least in Second Division in (Agriculture Economics) from a recognized University.</p> | |
| 8. | Instructor in Public Health, (BPS-17). | <p>(a) M.A/M.Sc. Degree at least in Second Division in Public Health from a recognized University;</p> <p style="text-align: center;">or</p> <p>(b) B. Pharmacy/ M.B.B.S. Degree from a recognized Medical Institute/University.</p> | By initial recruitment. |
| 9. | Instructor in Human Relations and Youth Work, (BPS-17). | Master's Degree at least in Second Division in any Social Science subject from a recognized University. | By initial recruitment. |
| 10. | Research Officer, (BPS-17). | Master's Degree at least in Second Division in Economic/Statistics from a recognized University. | By initial recruitment. |
| 11. | Administrative Officer, (BPS-17). | --- | <p>(a) 50% by promotion from amongst the members of the Service holding the post of Superintendent (BPS-17) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by promotion from amongst the members of the Service holding the post of Assistant Private Secretary (BPS-16) having at least three (3) years' service as such, on seniority cum</p> |

| | | | |
|-----|---|--|---|
| | | | fitness basis. |
| 12. | Librarian, (BPS-17). | Master's Degree at least in Second Division in Library Science from a recognized University. | By initial recruitment. |
| 13. | Superintendent, (BPS-17). | --- | By promotion from amongst the members of the Subordinate Service holding the post of Head Clerk (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis. |
| 14. | Computer Operator, (BPS-16). | Bachelor's Degree at least in Second Division in Computer Science or in IT or equivalent qualification in the relevant subject from a recognized University. | (a) 50% by promotion from amongst the members of the Subordinate Service holding the post of Assistant Computer Operator (BPS-12) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment. |
| 15. | Assistant Private Secretary, (BPS-16). | --- | By promotion from amongst the members of the Subordinate Service holding the post of Stenographer (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis. |
| 16. | Head Clerk, (BPS-16). | --- | By promotion from amongst the members of the Service holding the posts of Senior Clerks (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis. |