

**THE BALOCHISTAN INDUSTRIES DEPARTMENT
(GRADE 16 AND ABOVE)
SERVICE RULES, 1983**

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RULES

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**¹THE BALOCHISTAN² INDUSTRIES DEPARTMENT
(GRADE 16 AND ABOVE)
SERVICE RULES, 1983**

NOTIFICATION

[15th November, 1983]

No. SOR (2)200/S&GAD-82. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974³ (IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Industries Department, (Grade 16 and above) 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 the Balochistan Industries Department, (Grade 16 and above) Service Rules, 1983.

(2) They shall come into force at once.

2. **Definitions.**— In these rules, unless the context otherwise required the following expression shall have the meaning 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 by law in Pakistan or any other educational authority or institution declared by Government in consultation with the Commission to be a Board for the purposes of these rules;
- (d) “**Commission**” means the Balochistan Public Service commission;
- (e) “**Department**” means the Industries Department, Government of Balochistan;
- (f) “**Government**” means the Government of Balochistan;
- (g) “**Initial recruitment**” means appointment made otherwise than by promotion or transfer from another Service/Department/ Post;
- (h) “**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;

¹ These rules have been issued by the Services and General Administration Department vide its notification No. SOR (2)200/S&GAD-82, dated 15th November, 1983; and published in the Balochistan Gazette (Extraordinary) No.255-A, dated 15th November, 1983.

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 Balochistan Act IX of 1974 was 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.

- (j) “**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 enforce in Pakistan are as declared by Government for the purposes of these rules;
- (k) “**Service**” means the Balochistan Industries Department, (Grade 16 and above 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-rules (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 Colum 2 of the appendix and such other post has 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, 1979¹.

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

6. **Age.**— (1) No person, who is less than eighteen years or more than twenty-five 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) for upper age limit for appointment in service by initial recruitment in the case of candidate from scheduled castes or under developed areas, shall be relaxed for three years up to 31.12.1984, as laid down in the Government of Balochistan, S&GAD’s Notification No.S-III-27(127)/S&GAD-74, dated 8.12.1979.

(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 prescribe for the post in column 3 of the Appendix.

¹ Now the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009, 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) 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 institutions last attended and also certificates of character from to 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 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

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 of 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 his service 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 provisions of sub rules (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 service, *or*
- (b) in case he has been appointed otherwise, revert him to his former post, and if there no such post, dispense with his service; *or*
- (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 he could have passed during or on the expiry of the initial probationary period.

Explanation— I. If no order have been made by the day following the completion of the initial probationary period, the period of probationer shall be deemed to have been extended.

Explanation— II. If no order has been made by the day on which the maximum period of probation expires, probationer shall be deemed to have been confirm 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 Servant Act, 1974.

(4) No person shall be conformed in the Service unless he successfully completed 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 files to complete successfully any training and pass any departmental examination

under sub rules (4) within such period of in such number attempts has 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 sonority of the member 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, if the appointment is made on the recommendation of 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 members 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 of officials in the next below grade shall rank senior to the younger official of officials.

Explanation— I. If a junior official in a lower grade in 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 sonority 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 prompted 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 officials 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 vis-à-vis those appointed otherwise shall be determined.

- (a) in case both the official appointed by initial recruitment and the officials 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 a substantive vacancy and the official appointed by initial recruitment is appointed against a temporary vacancy, 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) 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 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.

14. **Repeal.**— The West Pakistan Industries Service (Class-I) Rules, 1962¹, the West Pakistan Industries Service (Class-II) Rules, 1962², in their application to the Province of Balochistan are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
BALOCHISTAN

¹ The Governor of West Pakistan made these rules; which was notified by S&GADs Government of West Pakistan Notification No. SO.XIX-1-60/58, dated 10th April, 1962, now repealed by these rules. P. 14.

² The Governor of West Pakistan made these rules; which was notified by S&GADs Government of West Pakistan Notification No. SO.XIX-I-45/59, dated 13th October, 1962, now repealed by these rules. P. 14

(See **Appendix** on next Page)

APPENDIX

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

S. No.	Nomenclature of the Post	Minimum qualification prescribed for appointment by initial recruitment	Method of recruitment
1	2	3	4
¹ [1.	Director General (B-20)	---	By transfer from amongst the officers of BSS/BCS/DMG.]
² [2.	Director (B-19)	---	By promotion from amongst the members of the Service holding the post of Deputy Director (B-18) having at least 12 years service in B-17 and above, on seniority cum fitness basis.]
³ [3.	Deputy Director (B-18).	(a) Master's Degree in Business Administration from a recognized University; <i>and</i> (b) Five years' administrative or technical experience in the relevant field.	(a) 25% by initial recruitment; <i>and</i> (b) 75% by promotion from amongst the members of the Service holding the post of Assistant Director (BPS-17)/ Assistant Director Statistics (BPS-17) and Administrative Officer (BPS-17) having at least five (5) years service as such, on seniority cum fitness basis.]
⁴ [4.]	Chief Inspector of	i) B. Sc Mechanical	i) Twenty Five Percent by initial

¹ Inserted at serial number 1, after re-numbering of the existing serial numbers, by the Services and General Administration Department, Balochistan vide its notification No. No. SORII (10)14/S&GAD/ 219-70, dated 18th January, 2011; published in the Balochistan Gazette (Extraordinary) No. 150, dated 18th January, 2011.

² Inserted at serial number 2, after re-numbering of the existing serial numbers, *ibid*.

³ Substituted for the existing serial number 3, by the Services and General Administration Department, Government of Balochistan's notification No. S.O(R-II)(10)14/2012-S&GAD/2376-2425, dated 25th October, 2012; published in the Balochistan Gazette (Extraordinary) No. 111, dated 25th October, 2012.

It was earlier re-numbered in place of serial number 1 and substituted for the existing entries vide S&GAD's notification No. SORII (10)14/S&GAD/ 219-70, dated 18th January, 2011; published in the Balochistan Gazette (Extraordinary) No. 150, dated 18th January, 2011.

	Boilers (N.P.S. No.18)	Engineering from a recognized University or other equivalent qualification. ii) Ist Class certificate of competency from the Board Examining Engineers under Boilers Act, 1923 or any other equivalent certificate; and iii) Practical and administrative experience about the working of Boilers and their maintenance for ten years.	recruitment. ii) Seventy Five percent by promotion from amongst the members holding the posts of Inspector of Boilers with at least Seven years service as such in grade 17.
¹ [5.]	Assistant Director, (B-17)	2 nd Class Master Degree in Economics, M.Com or MBA from a recognized university.	(a) 50% by initial recruitment. (b) 50% by promotion from amongst the members of the Service holding the post of Superintendent (B-16) and Assistant Account Officers (B-16) having at least 3 years service as such on seniority cum fitness basis.]
² [6.]	Industrial Development Officer (N.P.S. No.16)	Degree in Economics or Commerce or Science or Engineering or equivalent qualifications in craft technology or Textile from a recognized University.	i) Fifty Percent by initial recruitment. ii) Fifty percent by promotion from amongst the members of the service holding the posts of Assistant Industrial Development Officer and Research Investigator with 5 years' service as such.
³ [7.]	Inspection Officer	Degree in Science (Physics and Chemistry) or Economic	By Initial recruitment.

⁴ Re-numbered in place of serial number 2, by the Services and General Administration Department, Balochistan's notification No. SORII (10)14 /S&GAD/ 219-70, dated 18th January, 2011; published in the Balochistan Gazette (Extraordinary) No. 150, dated 18th January, 2011.

¹ Re-numbered in place of serial number 3, and substituted for the existing entries, *ibid*.

² Re-numbered in place of serial number 4, *ibid*.

³ Re-numbered in place of serial number 7, by the Services and General Administration Department, Government of Balochistan's notification No. SORII (10)14 /S&GAD/ 219-70, dated 18th January, 2011; published in the Balochistan Gazette (Extraordinary) No. 150, dated 18th January, 2011.

	(N.P.S. No.16)	or Mechanical Engineering from a recognized University.	
¹ [8.]	Assistant Director Statistics (B-17)	---	By promotion from amongst the members of the Service holding the post of Industrial Development Officer (B-16) having at least 3 years service as such, on seniority cum fitness basis.]
² [9.]	Administrative Officer (B-17)	---	By promotion from amongst the members of the Service holding the post of Superintendent (B-16) having at least 3 years service as such, on seniority cum fitness basis.]
³ [10.]	Law Officer (B-17)	(a) B.A. LLB from a recognized University; <i>and</i> (b) at least two years practice as an advocate	By initial recruitment.]
⁴ [11.]	Inspector of Boilers (N.P.S. No.16)	i) Diploma in Mechanical or Electrical Engineering from a recognized University. ii) Ist Class certificate's competency certificates under Boilers Act, 1923; and iii) Three years practical experience in the repairs and maintenance of steam Boilers.	By Initial recruitment
⁵ [12.]	Assistant Accounts Officer	B. Com from a recognized University or S.A.S.	i) Fifty Percent by initial recruitment. ii) Fifty percent by promotion

¹ Re-numbered in place of serial number 8, and substituted for the existing entries, *ibid*.

² Re-numbered in place of serial number 9, and substituted for the existing entries, *ibid*.

³ Inserted, after re-numbering of the existing serial numbers, at serial number 10, *ibid*.

⁴ Re-numbered in place of serial number 11, by the Services and General Administration Department, Government of Balochistan's notification No. SORII (10)14 /S&GAD/ 219-70, dated 18th January, 2011; published in the Balochistan Gazette (Extraordinary) No. 150, dated 18th January, 2011.

⁵ Re-number in place of serial number 10, *ibid*.

	(N.P.S. No.16)		<p>from amongst the members of the service holding the posts of Accountant with at least five years Service as such.</p> <p>iii) By transfer from other department provided the candidate possesses degree in Commerce with three years experience.</p>
¹ [13.]	Superintendent (N.P.S. No.16)	---	<p>By promotion from amongst the members of the Service holding:-</p> <ol style="list-style-type: none"> 1) Senior Scale Stenographer with at least five years service as such. 2) Assistant with at least five years service as such.