

Dated Quetta, the 4th March, 2021

NOTIFICATION

No.SOR-II(11)4/2021-S&GAD/ 571-620. 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 Irrigation Department Miscellaneous Posts (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

THE BALOCHISTAN IRRIGATION DEPARTMENT MISCELLANEOUS POSTS (BPS-16 AND ABOVE) SERVICE RULES, 2021

Service Rules No. VI of 2021



PART-I-GENERAL

1. **Short title and commencement.**— (1) These rules may be called "the Balochistan Irrigation Department Miscellaneous Posts (BPS-16 and above) Service Rules, 2021".
(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 Irrigation 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) "**Provincial Selection Board**" means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009;
- (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 Government in consultation with the Commission to be a recognized University for the purpose of these rules;
- (n) "**Rules**" means the Balochistan Irrigation Department Miscellaneous Posts (BPS-16 and above) Service Rules, 2021;
- (o) "**Service**" means the Balochistan Irrigation Department Miscellaneous Posts (BPS-16 and above) Service; and
- (p) "**Subordinate Service**" means the Balochistan Irrigation Department Ministerial (Head Office)/ (Circle Office) (BPS-1 to 15) Service.

(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.

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, 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 Irrigation and Power Department Miscellaneous Posts (Grade 16 and above) Service Rules 1989 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.

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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 Principal Secretary to Governor Balochistan, Quetta.
5. The Principal Secretary to Chief Minister Balochistan, Quetta.
- ✓ 6. The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis: 4-67/Law/1174 dated 10th February, 2021.
7. The Secretary, GoB, Irrigation Department, Quetta with reference to his letter No.SO-G/118-Gen:/2021/249-50 dated 25th January, 2021.
8. The Accountant General Balochistan, Quetta.
9. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.
10. The Secretary, Balochistan Public Service Commission, Quetta.
11. The Deputy Secretary (Services-III) S&GAD, Quetta.
12. All the Under Secretaries/Section Officers in S&GAD, Quetta.
13. The Private Secretary to Secretary S&GAD, Quetta.
14. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.
15. The P.A to Deputy Secretary (Regulations) S&GAD, Quetta.
16. Master File.


(REHMATULLAH) 04/03/21
Under Secretary (Regulations-II)
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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.	Director (Judicial), (BPS-19). (Head Office)	---	By promotion from amongst the members of the Service (Head Office) holding the post of Deputy Director (Claim) (BPS-18) (Head Office) having at least twelve (12) years' service in BPS-17 and above, on seniority cum fitness basis.
2.	Deputy Director (Claim), (BPS-18). (Head Office)	---	By promotion from amongst the members of the Service holding the post of Assistant Director (Claim) (BPS-17) (Head Office) having at least five (5) years' service, on seniority cum fitness basis.
3.	Deputy Director (Admn.), (BPS-18). (Head Office)	---	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Administrative Officer (BPS-17) (Head Office and Circle Office) having at least five (5) years' service, on seniority cum fitness basis;</p> <p>provided that for the purpose of promotion a combined seniority list shall be maintained of (Head Office & Circle Office) in Head Office from the date of their regular promotion or appointment in that cadre, post and basic pay scale; and</p> <p>(b) 20% by promotion from amongst the members of the Service holding the post of Private Secretary (BPS-17) (Head Office) having at least five (5) years' service, on seniority cum fitness basis.</p>




4.	Deputy Director/ Senior Sociologist, (BPS-18). (Circle Office)	---	By promotion from amongst the members of the Service holding the post of Assistant Director/ Assistant Sociologist (BPS-17) (Circle Office) having at least five (5) years' service, on seniority cum fitness basis.
5.	Deputy Director (B&A), (BPS-18). (Head Office)	---	By promotion from amongst the members of the Service holding the post of Accounts Officer (BPS-17) (Head Office & Circle Office) having at least five (5) years' service as such, on seniority cum fitness basis; provided that for the purpose of promotion a combined seniority list shall be maintained of (Head Office & Circle Office) in Head Office from the date of their regular promotion or appointment in that cadre, post and basic pay scale.
6.	Assistant Director/ Assistant Sociologist, (BPS-17). (Circle Office)	Master's Degree in Sociology/ Social Work at least in Second Division from a recognized University.	By initial recruitment.
7.	Assistant Director (Claim), (BPS-17). (Head Office)	(a) Bachelor's Degree in Law (LL.B) at least in Second Division from a recognized University; (b) having at least three (3) years' experience as a practicing advocate; and (c) having valid Registration with Balochistan Bar Counsel.	(a) 50% by promotion from amongst the members of the Service holding the post of Superintendent (BPS-17) (Head Office and Circle Offices) with at least five (5) years' service as such and having Bachelor's Degree in Law (LL.B), on seniority cum fitness basis. provided that for the purpose of promotion a combined seniority list shall be maintained of (Head Office & Circle Office) in Head Office from the date of their regular promotion or appointment in that cadre, post and basic pay scale; and (b) 50% by initial recruitment.



8.	Administrative Officer, (BPS-17). (Head Office and Circle Office)	---	<p>By promotion from amongst the members of the Service holding the post of Superintendent (BPS-17) {Head Office and Circle Offices} having at least three (3) years' service as such, on seniority cum fitness basis.</p> <p>provided that for the purpose of promotion a combined seniority list shall be maintained of {Head Office & Circle Office} in Head Office from the date of their regular promotion or appointment in that cadre, post and basic pay scale.</p>
9.	Accounts Officer, (BPS-17). (Head Office and Circle Office)	---	<p>By promotion from amongst the members of the Service {Head Office and Circle Offices} holding the post of Assistant Accounts Officer (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis.</p> <p>provided that for the purpose of promotion a combined seniority list shall be maintained of {Head Office & Circle Office} in Head Office from the date of their regular promotion or appointment in that cadre, post and basic pay scale.</p>
10.	Private Secretary, (BPS-17). (Head Office/Circle Office)	---	<p>By promotion from amongst the members of the Service {Head Office and Circle Offices} holding the post of Assistant Private Secretary (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis.</p> <p>For the purpose combined seniority list of both the services shall be maintained from the date of regular appointment to that service, grade and post.</p>
11.	Chief Draftsman, (BPS-17). (Head Office)	---	<p>By promotion from amongst the members of the Service holding the post of Circle Head Draftsman (BPS-16) {Circle Offices } having at least three (3) years service as such, on seniority cum fitness basis.</p>



12.	Superintendent, (BPS-17). (Head Office)	---	By promotion from amongst the members of the Service {Head Office} holding the posts of Assistants (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis.
13.	Superintendent, (BPS-17). (Circle Office)	---	 <p>(a) 25% by promotion from amongst the members of the Service holding the post of Head Clerk (BPS-16) (Circle Office) having at least three (3) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 75% by initial recruitment.</p>
14.	Assistant Accounts Officer, (BPS-16). (Head Office)	<p>(a) Bachelor's Degree (at least in Second Division) in Commerce from a recognized University; or</p> <p>(b) Degree in Cost and Management Accounting (CMA) from a recognized Institute of Cost and Management Accounts of Pakistan; or</p> <p>(c) ACCA qualification from a recognized Association of Chartered Certified Accountants/ Institute; or</p> <p>(d) Bachelor's Degree at least in Second Division in Business Administration from a recognized University.</p>	<p>(a) 25% by promotion from amongst the members of the Service (Head Office) holding the post of Accounts Assistant (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 75% by initial recruitment.</p>
15.	Assistant Private Secretary, (BPS-16). (Head Office)	---	By promotion from amongst the members of the Service {Head Office} holding the post of Stenographer (BPS-14) having at least three (3) years service as such, on seniority cum fitness basis.

16.	Assistant, (BPS-16). (Head Office)	(a) Bachelor's Degree from a recognized University; and (b) having at least three (3) months Office Automation Certificate in computer operations from a recognized Institute.	(a) 75% by promotion from amongst the members of the Service holding the post of Senior Clerk (BPS-14) (Head Office) having at least three (3) years' service as such, on seniority cum fitness basis; and (b) 25% by initial recruitment.
17.	Assistant Accounts Officer, (BPS-16). (Circle Office)	(a) Bachelor's Degree (at least in Second Division) in Commerce from a recognized University; or (b) Degree in Cost and Management Accounting (CMA) from a recognized Institute of Cost and Management Accounts of Pakistan; or (c) ACCA qualification from a recognized Association of Chartered Certified Accountants/ Institute; or (d) Bachelor's Degree at least in Second Division in Business Administration from a recognized University.	(a) 25% by promotion from amongst the members of the Service holding the post of Accounts Assistant (BPS-14) (Circle Office) having at least three (3) years' service as such, on seniority cum fitness basis; and (b) 75% by initial recruitment.
18.	Circle Head Draftsman, (BPS-16). (Circle Office)	---	By promotion from amongst the members of the Service holding the post of Divisional Head Draftsman (BPS-13) (Circle Offices) having at least three (3) years service as such, on seniority cum fitness basis.
19.	Assistant Private Secretary, (BPS-16). (Circle Office)	---	By promotion from amongst the members of the Service holding the post of Stenographer (BPS-14) (Circle Office) having at least three (3) years service as such, on seniority cum fitness basis.

20.	Assistant, (BPS-16). (Circle Office)	(a) Bachelor's Degree from a recognized University; and (b) having at least three (3) months Office Automation Certificate in computer operations from a recognized Institute.	(a) 50% by promotion from amongst the members of the Service holding the post of Accounts Clerk (BPS-11) (Circle Office) having at least three (3) years' service as such, on seniority cum fitness basis; and (b) 50% by initial recruitment.
21.	Head Clerk, (BPS-16). (Circle Office)	---	By promotion from amongst the members of the Service holding the post of Accounts Clerk (BPS-11) (Circle Office) having at least three (3) years' service as such, on seniority cum fitness basis.
22.	Security Officer, (BPS-16). (Circle Office)	Bachelor's Degree (Second Division) from a recognized University.	By initial recruitment from amongst the retired Army Personnel of the rank of JCO or retired Inspector of Police Personnel specifically trained for security purposes by Private Firms.
23.	Store Officer, (BPS-16). (Circle Office)	Bachelor's Degree (Second Division) from a recognized University.	(a) 70% by promotion from amongst the members of the Service holding the posts of Store Supervisor (BPS-11), Senior Store Keeper (BPS-6) and E&M Supervisor (BPS-11) (Circle office) having at least ten (10) years service as such, on seniority cum fitness basis: For the purpose combined seniority list of the cadres shall be maintained from the date of regular appointment to that cadre, grade and post; and (b) 30% by initial recruitment.



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