

**THE BALOCHISTAN HEALTH DEPARTMENT
DIRECTORATE OF NURSING
(BPS-16 AND ABOVE) SERVICE
RULES, 2016**

Service Rules No. XXI of 2016

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**THE BALOCHISTAN HEALTH DEPARTMENT
DIRECTORATE OF NURSING**

¹ These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (8)26/2016-S&GAD/2915-64, dated 8th November, 2016; published in the Balochistan Gazette (Extraordinary) No. 154, dated 8th November, 2016.

**(BPS-16 AND ABOVE) SERVICE
RULES, 2016**

NOTIFICATION

[8th November, 2016]

No. SOR-II (8)26/2016-S&GAD/2915-64. 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 Health Department Directorate of Nursing (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**THE BALOCHISTAN HEALTH DEPARTMENT
DIRECTORATE OF NURSING
(BPS-16 AND ABOVE) SERVICE
RULES, 2016**

Service Rules No. XXI of 2016

PART I – GENERAL

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Health Department Directorate of Nursing (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

- (g) "**Department**" means the Balochistan Health Department¹;
- (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 Health Department Directorate of Nursing (BPS-16 and above) Service Rules, 2016;
- (o) "**Service**" means the Balochistan Health Department Directorate of Nursing (BPS-16 and above) Service; *and*

(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, 2009³.

Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

¹ That is an Administrative Department of the Government of Balochistan, *see* Schedule II, S. No. 15 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 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.

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, 2012¹.

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, 2012².

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, 2009³ 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 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009² and in the Balochistan Civil Servants (Seniority) Rules, 2008⁴.

11. **Liability to Transfer and Serve.** — The members of the Service shall be liable to

¹ 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.

² 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.

³ 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.

⁴ 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.

- (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 Health Department Directorate of Nursing (BPS-16 and above) Service Rules, 2013¹, are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

¹ These rules were issued by the Health Department, Government of Balochistan, vide its Notification No. SO(R-II)8(26)2013-S&GAD/127-86, dated 21st January, 2013. Now repealed, R. 15.

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.	Director Nursing, (BPS-19).	---	By promotion from amongst the members of the Service holding the post of Principal College of Nursing (BPS-19), on seniority cum fitness basis.
2.	Principal College of Nursing, (BPS-19).	---	By Promotion from amongst the members of the Service holding the posts of Deputy Director Nursing (BPS-18), Controller Nursing Examination Board (BPS-18), Principal School of Nursing (BPS-18) and Nursing Superintendent (BPS-18) having at least twelve (12) years' service in BPS-17 and above, on seniority cum fitness basis.
3.	Chief Nursing Superintendent, (BPS-19).	---	By Promotion from amongst the members of the Service holding the posts of Deputy Director Nursing (BPS-18), Nursing Superintendent (BPS-18) and Principal Midwifery School (BPS-18) having at least twelve (12) years' service in BPS-17 and above including at least two years' Service as such in case of initial recruitment in BPs-18, on seniority cum fitness basis.
4.	Deputy Director Nursing,	---	By Promotion from amongst the members of the Service

	(BPS-18).		holding the posts of Assistant Nursing Superintendent (BPS-17), Head Nurse (BPS-17), Tutor Nurse (BPS-17), Nurse Tutor (BPS-17) Tutor Sister (BPS-17), Nursing Instructor (BPS-17) and Clinical Instructor (BPS-17) having at least five (5) years' service, on seniority cum fitness basis.
5.	Controller Nursing of Examination Board, (BPS-18).	---	By Promotion from amongst the members of the Service holding the posts of Assistant Nursing Superintendent (BPS-17), Head Nurse (BPS-17), Tutor Nurse (BPS-17), Nurse Tutor (BPS-17) Tutor Sister (BPS-17), Nursing Instructor (BPS-17) and Clinical Instructor (BPS-17) having at least five (5) years' service, on seniority cum fitness basis.
6.	Principal Midwifery School, (BPS-18).	<p>(a) (i) Three (3) years' Diploma in General Nursing from a recognized Institute; <i>and</i></p> <p>(ii) Having valid registration under Section 19 of the Pakistan Nursing Council Act, 1973, with Pakistan Nursing Council; <i>and</i></p> <p>(b) (i) One (1) year's Diploma in Midwifery from a recognized Institute; <i>and</i></p> <p>(ii) Having valid registration with Pakistan Nursing Council; <i>and</i></p>	<p>(a) 75% by Promotion from amongst the members of the Service holding the posts of Assistant Nursing Superintendent (BPS-17), Head Nurse (BPS-17), Tutor Nurse (BPS-17), Nurse Tutor (BPS-17) Tutor Sister (BPS-17), Nursing Instructor (BPS-17) and Midwifery Tutor (BPS-17) having at least five (5) years' service, on seniority cum fitness; <i>and</i></p> <p>(b) 25% by initial recruitment.</p>

		<p>(c) (i) Two (2) years' Bachelor's Degree in Nursing or Midwifery from a recognized Institute; <i>or</i></p> <p>(ii) One (1) year's Diploma in Ward Administration from a recognized Institute; <i>and</i></p> <p>(iii) One (1) year's Diploma in Teaching Administration from a recognized Institute; <i>and</i></p> <p>(iv) having valid registration with Pakistan Nursing Council; <i>and</i></p> <p>(d) having at least three (3) years' experience as Tutor Nurse.</p>	
7.	Principal School of Nursing, (BPS-18).	<p><u>A. For Female:</u></p> <p>(a) Registered Nurse;</p> <p>(b) Registered Midwife; <i>and</i></p> <p>(c) Bachelor's of Science (Nursing) from a recognized University; <i>or</i></p> <p>One year's Diploma in Ward Management; and one year's Diploma in Teaching Administration; <i>and</i></p> <p>(d) having at least three (3) years' service experience in BPS-17 as such.</p> <p><u>B. For Male:</u></p> <p>(a) Registered Nurse;</p> <p>(b) having a Post Basic Diploma or a Certificate from a recognized</p>	<p>(a) 75% by Promotion from amongst the members of the Service holding the posts of Assistant Nursing Superintendent (BPS-17), Head Nurse (BPS-17), Tutor Nurse (BPS-17), Nurse Tutor (BPS-17) Tutor Sister (BPS-17), Midwifery Tutor (BPS-17), Nursing Instructor (BPS-17) and Clinical Instructor (BPS-17) having at least five (5) years' service, on seniority cum fitness; <i>and</i></p> <p>(b) 25% by initial recruitment.</p>

		<p>Institute; <i>and</i></p> <p>(c) Bachelor's of Science (Nursing) from a recognized University; <i>or</i></p> <p>One year's Diploma in Ward Management; and one year's Diploma in Teaching Administration; <i>and</i></p> <p>(d) having at least three (3) years' service experience as Tutor Nurse in BPS-17 as such.</p>	
8.	Nursing Superintendent, (BPS-18) (Female/Male).	<p><u>A. For Female:</u></p> <p>(a) Registered Nurse;</p> <p>(b) Registered Midwife; <i>and</i></p> <p>(c) Bachelor's of Science (Nursing) from a recognized University; <i>or</i></p> <p>One year's Diploma in Ward Management; and one year's Diploma in Teaching Administration; <i>and</i></p> <p>(d) having at least three (3) years' service experience in BPS-17 as such.</p> <p><u>B. For Male:</u></p> <p>(a) Registered Nurse;</p> <p>(b) having a Post Basic Diploma or a Certificate from a recognized Institute; <i>and</i></p> <p>(c) Bachelor's of Science (Nursing) from a recognized University; <i>or</i></p> <p>One year's Diploma in Ward Management; and one year's Diploma in</p>	<p>(a) 75% by Promotion from amongst the members of the Service holding the posts of Assistant Nursing Superintendent (BPS-17), Head Nurse (BPS-17), Tutor Nurse (BPS-17), Nurse Tutor (BPS-17) Tutor Sister (BPS-17), Nursing Instructor (BPS-17), and Clinical Instructor (BPS-17) having at least five (5) years' service, on seniority cum fitness; <i>and</i></p> <p>(b) 25% by initial recruitment.</p>

		Teaching Administration; <i>and</i> (d) having at least three (3) years' service experience as Tutor Nurse in BPS-17 as such.	
9.	Assistant Nursing Superintendent, (BPS-17) (Female/Male).	---	By promotion from amongst the members of the Service holding the post of Staff Nurse (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis.
10.	Head Nurse, (BPS-17) (Female/Male).	<p><u>A. For Female:</u></p> <p>(a) Registered Nurse;</p> <p>(b) Registered Midwife; <i>and</i></p> <p>(c) Bachelor's of Science (Nursing) from a recognized University; <i>or</i></p> <p>One year's Diploma in Ward Management; and one year's Diploma in Teaching Administration; <i>and</i></p> <p>(d) having at least three (3) years' service experience in BPS-16 as such.</p> <p><u>B. For Male:</u></p> <p>(a) Registered Nurse;</p> <p>(b) having a Post Basic Diploma or a Certificate from a recognized Institute; <i>and</i></p> <p>(c) Bachelor's of Science (Nursing) from a recognized University; <i>or</i></p> <p>One year's Diploma in Ward Management; and one year's Diploma in</p>	<p>(a) 50% by Promotion from amongst the members of the Service holding the post of Staff Nurse (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>

		Teaching Administration; <i>and</i> (d) having at least three (3) years' service experience in BPS-16 as such.	
11.	Vice Principal Nursing School, (BPS-17).	---	By promotion from amongst the members of the Service holding the post of Staff Nurse (BPS-16) having at least three (5) years' service as such, and possessing One (1) year's Diploma in Ward Administration and One (1) year's Diploma in Teaching Administration or two (2) years' Bachelor's Degree in Nursing from a recognized University on seniority cum fitness basis.
12.	English Tutor, (BPS-17).	Master's Degree at least in Second Division in English from a recognized University.	By initial recruitment; <i>or</i> By posting/transfer from amongst the Lecturer (BPS-17) in the relevant subject of Education Department.
13.	Tutor Nurse/ Nurse Tutor/ Tutor Sister/ Midwifery Tutor/Nursing Instructor/ Clinical Instructor, (BPS-17). (Female/Male)	<u>A. For Female:</u> (a) (i) Three (3) years' Diploma in General Nursing from a recognized Institute; <i>and</i> (ii) having valid registration under Section 19 of the Pakistan Nursing Council Act, 1973, with Pakistan Nursing Council; <i>and</i> (b) (i) One (1) year's Diploma in Midwifery from a recognized Institute; <i>and</i>	(a) 50% by Promotion from amongst the members of the Service holding the post of Staff Nurse (BPS-16) having at least three (3) years' service as such, and having One (1) year's Diploma in Teaching and one (1) year's Diploma Ward Management /Administration or two (2) years' Bachelor's Degree in Nursing or Midwifery from a recognized University on seniority cum fitness

		<p>(ii) having valid registration with Pakistan Nursing Council; <i>and</i></p> <p>(c) (i) Two (2) years' Bachelor's Degree in Nursing or Midwifery from a recognized Institute; <i>or</i></p> <p>(ii) One (1) year's Diploma in Ward Administration from a recognized Institute; <i>and</i></p> <p>(iii) One (1) year's Diploma in Teaching Administration from a recognized Institute; <i>and</i></p> <p>(iv) having valid registration with Pakistan Nursing Council; <i>and</i></p> <p>(d) having at least three (3) years' experience as Staff Nurse.</p> <p><u>B. For Male:</u></p> <p>(a) (i) Three (3) years' Diploma in General Nursing from a recognized Institute; <i>and</i></p> <p>(ii) having valid registration under Section 19 of the Pakistan Nursing Council Act, 1973, with Pakistan Nursing Council;</p> <p>(b) (i) One (1) year's Diploma in Post Specialized Nursing from a recognized Institute; <i>and</i></p> <p>(ii) having valid registration</p>	<p>basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>
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		<p>with Pakistan Nursing Council; <i>and</i></p> <p>(c) (i) Two (2) years' Bachelor's Degree in Nursing or Midwifery from a recognized Institute; <i>or</i></p> <p>(ii) One (1) year's Diploma in Ward Administration from a recognized Institute; <i>and</i></p> <p>(iii) One (1) year's Diploma in Teaching Administration from a recognized Institute; <i>and</i></p> <p>(iv) having valid registration with Pakistan Nursing Council; <i>and</i></p> <p>(d) having at least three (3) years' experience as Staff Nurse.</p>	
14.	Staff Nurse, (BPS-16). (Female/Male)	<p><u>A. For Female:</u></p> <p>(a) Registered A Grade Nurse;</p> <p>(b) Registered Midwife with Pakistan Nursing Council; <i>or</i></p> <p>Bachelor's of Science four (4) Years' (Generic Nursing) from a recognized University.</p> <p><u>B. For Male:</u></p> <p>(a) Registered A Grade Nurse;</p> <p>(b) having a post Basic specialized Diploma from a recognized Institute; <i>or</i></p> <p>Bachelor's of Science four (4) Years' (Generic Nursing) from a</p>	<p>By initial recruitment.</p> <p>Note: - Recruitment of candidates from a sister Provinces shall be a second priority.</p>

		recognized University.	
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