

**THE BALOCHISTAN IRRIGATION DEPARTMENT
(WATER RESOURCES, PLANNING, DEVELOPMENT AND MONITORING
DIRECTORATE) SUBORDINATE ENGINEERING (BPS-1 to 15)
SERVICE RULES, 2016**

Service Rules No. IV of 2016

CONTENTS

RULES

Preamble.

PART I – GENERAL

1. Short title and commencement.
2. Definitions.

PART II – RECRUITMENT

3. Eligibility and Composition of the Service.
4. Appointing Authority.
5. Method of Recruitment.
6. Age.
7. Qualifications.

PART III – CONDITIONS OF SERVICE

8. Probation.
 9. Confirmation.
 10. Seniority.
 11. Liability to Transfer and Serve.
 12. General Rules.
 13. Relaxation.
 14. Delegation.
- Appendix.

**THE BALOCHISTAN IRRIGATION DEPARTMENT
(WATER RESOURCES, PLANNING, DEVELOPMENT AND MONITORING
DIRECTORATE) SUBORDINATE ENGINEERING (BPS-1 to 15) SERVICE
RULES, 2016**

NOTIFICATION

[6th April, 2016]

No. SO. (R-II)(11)23/2016-S&GAD/408-57. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974² (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Irrigation Department (Water Resources, Planning, Development and Monitoring Directorate) Subordinate Engineering (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**BALOCHISTAN IRRIGATION DEPARTMENT
(WATER RESOURCES, PLANNING, DEVELOPMENT AND MONITORING
DIRECTORATE) SUBORDINATE ENGINEERING (BPS-1 to 15) SERVICE
RULES, 2016**

Service Rules No. IV of 2016

PART I – GENERAL

1. **Short title and commencement.**— (1) These rules may be called “the Balochistan Irrigation Department (Water Resources, Planning, Development and Monitoring Directorate) Subordinate Engineering (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, 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 the Commission to be a Board for the purpose of these rules;

¹ These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SO. (R-II)(11)23/2016-S&GAD/408-57, dated 6th April, 2016; published in the Balochistan Gazette (Extraordinary) No. 43, dated 6th April, 2016.

² 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.

- (e) “**Basic Pay Scales (BPS)**” means the Basic Pay Scale of a post specified in column 2 of the Appendix and Basic Pay Scale of 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 Commission³;
- (g) “**Department**” means the Irrigation Department, Government of Balochistan;
- (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 Irrigation Department (Water Resources, Planning, Development and Monitoring Directorate) Subordinate Engineering (BPS-1 to 15) Service Rules, 2016;
- (n) “**Service**” means the Balochistan Irrigation Department (Water Resources, Planning, Development and Monitoring Directorate) Subordinate Engineering (BPS-1 to 15) Service; *and*
- (o) “**Selection/ Promotion Committees**” means the Selection/ Promotion Committees constituted by the Department under the rule 5 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009⁴.
- (2) Words and expressions used but not defined hereinabove 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.

³ 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 under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

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.

(2) The restriction imposed hereinabove by sub-rule (1), may be relaxed by Government⁵ in the 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 specified in column 2 of the Appendix and such other posts as may be determined by Government from time to time.

4. **Appointing Authority.**— Appointments 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 posts 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.**— (1) 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 the upper age limit may be relaxed in terms of rule 4 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit) Rules, 2012⁶.

7. **Qualifications.**— (1) No person shall be appointed to a post and Basic Pay Scale in the Service by initial recruitment, unless he possesses the qualifications as 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, 2012⁷.

⁵ See the Balochistan Government Servants (Marriage with Foreign Nationals) Rules, 2011; issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O (R-I) (5)2/2011-S&GAD/6160-3260, dated 14th December, 2011; and published in the Balochistan Gazette (Extraordinary) No. 10, dated 14th December, 2011.

⁶ 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.

⁷ 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.

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 Basic Pay Scale as prescribed in rule 20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009⁸ 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 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, 2008⁹.

11. **Liability to Transfer and Serve.**— The member 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 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)

⁸ 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.

⁹ 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.

APPENDIX

{See rule 2 (1) (b) 3 (3), 5 and 7 (1)}

Serial. No.	Nomenclature and basic pay scale (BPS) of the Post.	Minimum qualifications for initial recruitment.	Method of recruitment.
1.	Sub Engineer, (BPS-11)	Three (3) years of Diploma of Associate Engineers in Mechanical or Electrical Technology from a recognized University.	By initial recruitment.

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