

**BALUCHISTAN LIVESTOCK DEPARTMENT  
SUBORDINATE (GRADE 1 - 15)  
SERVICE RULES, 1981**

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*RULES*

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**<sup>1</sup>BALUCHISTAN<sup>2</sup> LIVESTOCK DEPARTMENT  
SUBORDINATE (GRADE 1–15)  
SERVICE RULES, 1981**

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<sup>1</sup> These rules have been issued by the Services and General Administration Department vide its notification No. SOR (2) 112/S&GAD-80, dated 28<sup>th</sup> November, 1981; and published in the Baluchistan Gazette (Extraordinary) No. 238, dated 28<sup>th</sup> November, 1981.

<sup>2</sup> 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 Baluchistan, S&GAD’s Notification No. SORI (4) 6/ S&GAD-89, dated 18<sup>th</sup> June, 1989.

## NOTIFICATION

[28<sup>th</sup> November, 1981]

No. SOR (2) 112/S&GAD-80. In exercise of the powers conferred by Section 25 of Balochistan Civil Servants Act, 1974<sup>1</sup> (IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Livestock Department Subordinate (Grade 1-15) Service Rules and prescribing condition of service for the persons appointed thereto, namely:—

### PART I— GENERAL

1. **Short title and commencement.**— (1) These rules may be called the Balochistan Livestock Department Subordinate (Grade 1-15) Service Rules, 1981.

(2) They shall come into force at once.

2. **Definitions.**— In these rules, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say—

- (a) “**Appendix**” means an appendix to these rules;
- (b) “**Appointing Authority**” means the authority specified in rules 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<sup>2</sup>;
- (e) “**Department**” means the Livestock Department Balochistan;
- (f) “**Director**” means the Director Livestock Department Balochistan;
- (g) “**Government**” means the Government of Balochistan;
- (h) “**Initial Recruitment**” means appointment made otherwise than by promotion or transfer from another Service, Department / post;
- (j) “**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 institute for the purpose of these rules;
- (k) “**Recognized Institute**” means any institute recognized by Government in consultation with the Commission to be a recognized Institute for the purpose of these rules;
- (l) “**Selection / Promotion Committee / Board**” means the Selection / Promotion Committee / Board constituted by or under order of Government; *and*
- (m) “**Service**” means the Balochistan Livestock Department Subordinate (Grade 1-15) Service.

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

<sup>2</sup> Constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23<sup>rd</sup> May, 1989; and earlier to that under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

## **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 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.**— Appointment to the Service shall be made on the recommendation of Selection / Promotion Committee / Board by:—

(1) Director in respect of posts in Grade 3-15.

(2) Senior most Deputy Director in respect of posts in Grade 1 & 2.

5. **Method of Recruitment.**— Appointment to the various posts shall be made in the manner as specified in column 4 of 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:—

(i) upper age limit for appointment to the service by initial recruitment shall be relaxable for 3 years upto 31-12-1984, according to the Government of Balochistan Service and General Administration Department Notification No.S-III-27 (127)/S&GAD 74, dated 8-12-1979; *and*

(ii) in case of a person whose services under Government have been terminated for want of vacancy, the period of service already rendered by him shall, for the purpose of upper age limit under this, be exclude from his age.

(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 1<sup>st</sup> of January of the year in which examination is proposed to be held; *and*

(ii) in other cases, as on the last date fixed for submission of applications for appointment.

7. **Qualification.**— (1) No person shall be appointed to a post in the service by initial recruitment unless he possesses the qualification prescribed for the post in column 3 of the Appendix.

(2) No person, not already on 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, not being this relatives, who are well acquainted with his character and antecedents.

## **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 higher post may be allowed to count towards the period of probation.

(2) If the work or conduct of a member of the service during the period of probation has been unsatisfactory, the appointing authority may, notwithstanding that the period of probation has not expired, dispense with his services if he been appointed initial recruitment, 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-rule (4), either 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 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 service;
- (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 it could have passed during or on the expiry of his initial probationary period.

*Explanation– I.* If no orders have been made by the day following the completion of the initial probationary period, the period of probation shall be deemed to have been extended.

*Explanation– II.* If no orders have been made by the day on which the maximum period of probation expires, the probationer shall be deemed to have been confirmed in his appointment from the date on which the period of probation was last extended or may be deemed to have been so extended.

9. **Seniority.**— (1) The seniority *inter se* of the members of the service in the various grades thereof shall be determined:—

- (a) in case he has been appointed by initial recruitment, in accordance with the order of merit assigned by the Selection/ Promotion Committee/ Board, if the appointment is made on the recommendations of Selection/Promotion Committee / Board, and in other cases, in accordance with the order of merit assigned by the appointing authority; provided that persons selected for the service in an earlier selection shall rank senior to the persons 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 or officials in the next below grades, shall rank senior to the younger official of officials.

*Explanation– I.* If a junior official in a lower grade is 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 seniority in higher grade.

*Explanation– II.* If a junior official in a lower grade is promoted to higher grade by superseding a senior official and subsequently that official is also promoted, the official promoted first shall rank senior to the official promoted subsequently.

*Explanation– III.* (I) If a junior official appointed to a higher grade shall be deemed to have superseded a senior official only if both the junior and the senior

officials were considered for the higher grade and the junior official was appointed in preference to the senior official.

(2) The seniority in the various grade of the service of the members appointed by initial recruitment *vis-à-vis* those appointed otherwise shall be determined:—

(a) in case both the officials appointed by initial recruitment and the official 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 appointment 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 the 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 otherwise shall rank senior to 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 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 to be less favorable than those to which he would have been entitled if he had not been so required to serve.

11. **General Rules.**— In all matter 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 mad 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 the rule 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.

13. **Delegation.**— 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)*

## **<sup>1</sup>APPENDIX**

{See rules 2 (1) (a) 3 (2), 5 and 7 (1)}

<b>Serial. No.</b>	<b>Nomenclature and basic pay scale (BPS) of the Post</b>	<b>Minimum qualification for initial recruitment</b>	<b>Method of Recruitment</b>
1	Accountant, (BPS-14).	(a) Bachelor's Degree in Commerce (B. Com) from a recognized University; <i>or</i> (b) Bachelor's Degree in Business Administration (B.B.A) from a recognized University; <i>and</i> (c) Having at least three months Office Automation Certificate in computer operations from a recognized Institute.	By initial recruitment.
2.	Senior Auditor, (BPS-14).	Bachelor's Degree in Commerce (B.Com) from a recognized University.	(a) 50% By promotion from amongst the members of the Service holding the post of Junior Auditor (BPS-7) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
3.	Assistant Librarian, (BPS-14).	Diploma in Library Science from a recognized University.	By initial recruitment.

<sup>1</sup> Appendix substituted by Services and General Administration Department Notification No. S.O (R-II)(13)2/2016-S&GAD/800-49, dated 26<sup>th</sup> May, 2016; and published in the Balochistan Gazette (Extraordinary) No. 70, dated 7<sup>th</sup> June, 2016.

For the earlier Appendix, *See*—

i S&GAD notification No. SOR (2)112/S&GAD-80, dated 28<sup>th</sup> November, 1981; published in the Balochistan Gazette (Extraordinary) No. 238, dated 28<sup>th</sup> November, 1981.

4.	Stenographer, (BPS-14).	<ul style="list-style-type: none"> <li>(a) Bachelor's Degree from a recognized University;</li> <li>(b) typing skill with a speed of at least 35 words per minute;</li> <li>(c) short hand skill with a speed of at least 80 words per minute; <i>and</i></li> <li>(d) having at least three months Office Automation Certificate in computer operations from a recognized institute.</li> </ul>	By initial recruitment.
5.	Pesh Imam, (BPS-12).	<ul style="list-style-type: none"> <li>(a) <i>Al Shahdat-ul-Alia</i> (Equivalent to Bachelor's Degree) from <i>Wafaq-Ul-Madaris, Tanzeem-U-Madaris</i> or from any of the HEC recognized Institution;</li> <li>(b) having good command of Arabic language and have more than average proficiency in <i>Quran</i> and <i>Hadith</i>; <i>and</i></li> <li>(c) <i>Hafiz-ul-Quran</i> and <i>Qari</i> will be preferred.</li> </ul>	By initial recruitment.
6.	Assistant Computer Operator, (BPS-12).	<ul style="list-style-type: none"> <li>(a)(i) Higher Secondary School Examination Certificate from a recognized Board; and having one year Diploma in Computer Science or IT, from a recognized Institute; <i>or</i></li> <li>(ii) ICS from a</li> </ul>	By initial recruitment.



		<p>recognized Institute /Board; <i>and</i></p> <p>(b) Typing skill on computer with a speed of at least 60 words per minute.</p>	
7.	Veterinary Assistant, (BPS-11).	---	<p>(a) 65% by Promotion from among the members of the Service holding the post of Stock Assistant (BPS-6) having at least five (5) years service such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 35% by promotion from amongst these members of the Service holding the post of Plant Operator (BPS-6), Veterinary Compounder (BPS-6), Poultry Supervisor (BPS-6) Dairy Farm Assistant (BPS-6), Lab Assistant (BPS-6) Milk Taster (BPS-6) having at least five (5) years service as such, on seniority cum fitness basis.</p>
8.	Senior Clerk, (BPS-11).	---	By promotion from amongst the members of the Service holding the posts of Junior Clerks (BPS-9) having at least three years service as such, on seniority cum fitness basis.
9.	Junior Clerk, (BPS-9).	<p>(a) Secondary School Examination Certificate from a recognized Board;</p> <p>(b) typing skill with a speed of at least 30 words per minute; <i>and</i></p> <p>(c) preference will be accorded to those who</p>	<p>(a) 20% by promotion from amongst the members of the Service holding the posts of (B-1 to B-5) having at least three (3) years service as such, possessing the Secondary School Certificate with typing skill having a speed of at least 30 words per minute;</p>

		<p>have experience in Computer/IT software applications.</p>	<p>For the purpose of promotion a common Seniority list of all employees (B-1 to B-5) with reference their dates of acquiring Secondary School Certificate will be maintained:</p> <p>Provided that:</p> <p>(i) if two or more officials having acquired the School Certified on the same date, the official having longer service shall be ranked senior to other;</p> <p>(ii) if the date of continues appointment in the case of two or more numbers of the service is same, the older official, if not junior, shall be ranked senior to the younger official; <i>and</i></p> <p>(iii) if an employee possesses Secondary School Certificate prior to induction in Service, shall be entitled for seniority from the date of appointment; <i>and</i></p> <p>(b) 80% by Initial recruitment.</p>
10.	Survey Assistant, (BPS-8).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) two years Diploma Course in Animal Science from a recognized Institute.</p>	By initial recruitment.

11.	Electricians, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) Electrical Wire-man Licence from a recognized Institute/ Organization or Diploma in the relevant field from a recognized Technical Training Center.	By initial recruitment.
12.	Junior Auditor, (BPS-7).	Diploma in Commerce (D. Com) from a recognized Institute.	By initial recruitment.
13.	Store Keeper, (BPS-6).	Higher Secondary School Certificate from a recognized Board.	By initial recruitment.
14.	Lady Supervisor, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) two years Diploma Course in Animal Science from a recognized Institute.	By initial recruitment.
15.	Supervisor, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) two years Diploma Course in Animal Science from a recognized Institute.	By initial recruitment.
16.	Dairy Farm Assistant, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) two years Diploma	By initial recruitment.

		Course in Animal Science from a recognized Institute.	
17.	Stock Assistant, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) two years Diploma Course in Animal Science from a recognized Institute.	By initial recruitment.
18.	Field Assistant, (BPS-6).	(a) Secondary School Certificate in Science subjects from a recognized Board, <i>and</i> (b) three years Diploma a recognized Agriculture Training Institute.	By initial recruitment.
19.	Milk Taster, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) two years Diploma Course in Animal Science from a recognized Institute.	By initial recruitment.
20.	Poultry Supervisor, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) two years Diploma Course in Animal Science from a recognized Institute.	By initial recruitment.
21.	Artificial Inseminator, (BPS-5).	(a) Secondary School Certificate from a recognized Board; <i>and</i>	By initial recruitment.

		(b) two years Diploma Course in Animal Science from a recognized Institute.	
22.	Plant Operator, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) two years Diploma Course in Animal Science from a recognized Institute.	By initial recruitment.
23.	Laboratory Technician, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) two years Diploma Course in Animal Science from a recognized Institute.	By initial recruitment.
24.	Laboratory Assistant, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) two years Diploma Course in Animal Science from a recognized Institute.	By initial recruitment.
25.	Tube Well Operator, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having at least six (6) months Vocational Training certificate from a recognized Institute.	By initial recruitment.
26.	Bulldozer Operator, (BPS-6).	(a) Secondary School Certificate from a recognized Board; (b) possess a valid	By initial recruitment.

		<p>driving licence issued from the Licensing Authority; <i>and</i></p> <p>(c) having at least two (2) years practical experience as Bulldozer Operator.</p>	
27.	Carpenter, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) having at least one (1) year Diploma in Carpentry from a recognized Technical Training Center.</p>	By initial recruitment.
28.	Veterinary Compounder, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) two years Diploma Course in Animal Science from a recognized Institute.</p>	By initial recruitment.
29.	Mechanic, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) having at least six (6) months Vocational Training certificate in the relevant trade from a recognized Institute.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Driver (BPS-4) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 5% by initial recruitment.</p>
30.	Plumber, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) having at least six (6) months Vocational Training certificate in the relevant trade</p>	By initial recruitment.

		from a recognized Institute.	
31.	<i>Muqadam,</i> (BPS-5).	Secondary School Certificate from a recognized Board.	By initial recruitment.
32.	Tractor Driver, (BPS-5).	(a) Middle Pass Certificate; (b) possesses a valid Tractor driving license issued from the licensing Authority; <i>and</i> (c) having at least two years experience as Tractor Driver.	By initial recruitment.
33.	Driver, (BPS-4).	(a) Middle Examination Certificate; (b) possesses a valid HTV/LTV driving license issued from the Licensing Authority; <i>and</i> (c) having at least two years experience as driver.	By initial recruitment.
34.	<i>Daftari,</i> (BPS-2).	Literate.	By initial recruitment.
35.	Security Guard, (BPS-1).	Literate.	By initial recruitment.
36.	Attendant, (BPS-1).	Literate.	By initial recruitment.
37.	<i>Bahisti,</i> (BPS-1).	Literate.	By initial recruitment.
38.	<i>Beldar,</i> (BPS-1).	Literate.	By initial recruitment.

39.	Camel Man, (BPS-1).	Literate.	By initial recruitment.
40.	<i>Chowkider</i> , (BPS-1).	Literate.	By initial recruitment.
41.	<i>Naib Qasid</i> , (BPS-1)	Literate.	By initial recruitment.
42.	Vaccine Paker, (BPS-1).	Literate.	By initial recruitment.
43.	Forest Guard (BPS-1).	Literate.	By initial recruitment.
44.	Hard Man, (BPS-1).	Literate.	By initial recruitment.
45.	Shapered, (BPS-1).	Literate.	By initial recruitment.
46.	Cleaner, (BPS-1).	Literate.	By initial recruitment.
47.	Lab: Attendant, (BPS-1).	Literate.	By initial recruitment.
48.	Mali, (BPS-1).	(a) Literate; <i>and</i> (b) experience in gardening.	By initial recruitment.
49.	Cook, (BPS-1).	(a) Literate; <i>and</i> (b) experience in Cooking.	By initial recruitment.
50.	Syce, (BPS-1).	Literate.	By initial recruitment.
51.	Sweeper, (BPS-1).	Literate.	By initial recruitment.



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