

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

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RULES

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**¹THE BALOCHISTAN² LIVESTOCK DEPARTMENT
SUBORDINATE (GRADE 1-15) SERVICE
RULES, 1981**

NOTIFICATION

[28th November, 1981]

No. SOR (2) 112/S&GAD-80. In exercise of the powers conferred by Section 25 of Balochistan Civil Servants Act, 1974³ (IX of 1974), the Government of Balochistan is pleased to make the following rules regulation 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 Commission⁴;
- (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;

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

² Spelling of the word “Baluchistan”, wherever it appears in this regulation, 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; 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.

⁴ 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).

- (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.

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 Deptt: Notification No. S-III-27 (127)/S&GAD 74, dated 8-12-1979; *and*
- (ii) incase 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 purposes 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 he 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 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, not being his 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 a 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 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-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 service; *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 so 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.

¹[(4) No person shall be confirmed in the service unless he successfully completes such training and passes such departmental examinations, if any, as may be prescribed by Government from time to time.

(5) If a member of the service fails to complete successfully, any training or pass any departmental examination prescribed under sub-rule (4) within such period or in such number of attempts as may be prescribed by the Government or other appropriate authority, such authority may:—

- (a) in case he has been appointed by initial recruitment, dispense with this 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 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 grade, shall rank senior to the younger official or 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 a higher grade by superseding a senior official and subsequently that official is also promoted, the official promoted first shall rank senior the official promoted subsequently.

Explanation— III. (1) 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:—

¹ Added by Government of Balochistan, S&GAD's Notification No. SOR (2) 112/S&GAD-80, dated 24th January, 1982; published in the Balochistan Gazette (Extraordinary) No. 21, dated 24th January, 1982.

- (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 of 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 of 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 step-up or establishment by Government;

Provide 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 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 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)

APPENDIX

S. No.	Nomenclature of the Post.	Minimum qualification prescribed for appointment by initial recruitment.	Method of recruitment.
1	2	3	4
1.	Assistants (Grade-11)	Degree from a recognized University.	(i) 1/3 rd by initial recruitment; <i>and</i> (ii) 2/3 rd by promotion from among members of the service holding the posts of Senior Clerks, with at least three years service as such.
2.	Stenographer (Grade-10)	(i) Matriculation or equivalent from a recognized University or Board; <i>and</i> (ii) a speed of 120 words per minute in shorthand in English and 40 words per minute in typing.	(i) 25% by initial recruitment; <i>and</i> (ii) 75% by promotion from among members of the service holding the posts of Steno-typists, with at least three years service and with a minimum speed of (i) 100 words per minute in short-hand; (ii) 40 words per minute in English typing.
3.	Stenotypes (Grade-8)	Matriculation or equivalent qualification from a Board and speed of 80 words per minute in short-hand and 35 words per minutes in typing.	By initial recruitment.
4.	Senior Clerks (Grade-6)	---	By promotion from among members of the service holding the pots of Junior Clerk with at least two years experience as such.
5.	Junior Clerks (Grade- 5)	Matriculation from a recognized	By initial recruitment.

		University or a Board	
6.	(a) Veterinary Compounder (b) Stock Assistant (c) Poultry Supervisor (d) Poultry Assistant (e) Lab: Assistant (f) Milk Tester (g) Artificial Inseminator	(i) Matriculation certificate with 6 month course OR (ii) Anglo-vernacular Middle School certificate, with 2 years course or diploma from Para Veterinary Training Institute.	By initial recruitment.
7.	Store Keepers (Grade-8)	F.A from a recognized University or Board	(i) 50% by initial recruitment. (ii) 50% by promotion from among members of the Establishment holding the posts of Stock Assistant / Compounder on seniority basis.
8.	Assistant Store Keeper (Grade -8)	---	By promotion from Stock Assistant / Compounder.
9.	Field Assistants	(i) Matriculation or equivalent examination University or Board; <i>and</i> (ii) One year's Training certificate as Field Assistant from a recognized Institute	By initial recruitment. OR By transfer from other Department.
10.	(a) Carpenters (b) Mechanic (c) Electricians (d) Drivers/Tube Well Operators.	Proficiency in the trade -do- Certificate and proficiency in the trade -do-	By initial recruitment.
11.	Peons, Attendant, Camelman, Chowkidar, Sweeper, Mali, Beldar,	Certificate and proficiency in the trade	By initial recruitment

	Labs: Attendant, Shepherd, Guard, Syce, Bahishti		
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