



Dated Quetta, the 19th September, 2022

NOTIFICATION

No.SOR-II(10)41/2022-S&GAD/1543-60. 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 Mines and Minerals Department (Mines Labour Welfare Wing) (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

THE BALOCHISTAN MINES AND MINERALS DEPARTMENT (MINES LABOUR WELFARE WING) (BPS-16 AND ABOVE) SERVICE RULES, 2022

Service Rules No. IX of 2022

PART-I-GENERAL

1. **Short title and commencement.**— (1) These rules may be called "the Balochistan Mines and Minerals Department (Mines Labour Welfare Wing) (BPS-16 and above) Service Rules, 2022".

(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 Mines and Minerals Development 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 the Government in consultation with the Commission to be a recognized University for the purpose of these rules;
- (n) "**Rules**" means the Balochistan Mines and Minerals Department (Mines Labour Welfare Wing) (BPS-16 and above) Service Rules, 2022;
- (o) "**Service**" means the Balochistan Mines and Minerals Department (Mines Labour Welfare Wing) (BPS-16 and above) Service; and
- (p) "**Subordinate Service**" means the Balochistan Mines and Minerals Department (Mines Labour Welfare Wing) (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.

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, 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 Mines and Minerals Department (Mines Labour Welfare Wing) (Grade-16 and above) Service Rules, 2004 are hereby repealed.

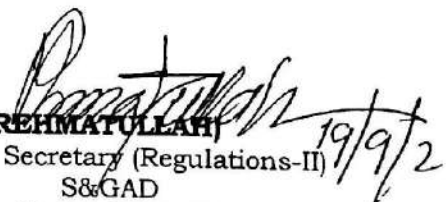
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5. The Principal Secretary to Chief Minister Balochistan, Quetta.
6. The Registrar, Balochistan Service Tribunal, Quetta.
7. The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis:4-87/Law/82-IV/232 dated 19th August, 2022.
8. The Secretary, GoB, Mines and Minerals Development Department, Quetta with reference to his letter No.SO-I(M&MD)2-79/2021/1462-63 dated 7th July, 2022.
9. The Accountant General Balochistan, Quetta.
10. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.
11. The Secretary, Balochistan Public Service Commission, Quetta.
12. The Deputy Secretary (Services-III) S&GAD, Quetta.
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(REHMATULLAH)
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APPENDIX-I

(See Rules 2 (1) (b) 3 (3), 5 & 7 (1))

(Non-Technical Posts)

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Mines Labour Welfare Commissioner, (BPS-19).	---	<p>By promotion from amongst the members of the Service holding the post of Deputy Mines Labour Welfare Commissioner (BPS-18) having at least twelve (12) years' service in BPS-17 and above; and have successfully completed Mid Career Management Course (MCMC), on seniority cum fitness basis; with Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years;</p> <p>provided that if no suitable officer is available, then the post may be filled by transfer from officer of equivalent rank with relevant experience OR any equivalent officer of the Directorate General of Mines and Minerals OR any equivalent officer of Chief Inspectorate of Mines Balochistan.</p>
2.	Deputy Mines Labour Welfare Commissioner, (BPS-18).	---	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Assistant Mines Labour Welfare Commissioner (BPS-17) and Secretary Mines Labour Welfare Organization (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis; with Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years;</p> <p>provided that for the purpose of promotion a combined seniority list shall be</p>



			<p>maintained 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 Assistant Engineer (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis.</p>
3.	Assistant Mines Labour Welfare Commissioner, (BPS-17).	Four years BS/Master's Degree in Social Work/ Economics/ Sociology with at least Second Division from a recognized University.	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Mines Labour Welfare Officer (BPS-16) having at least five (5) years' service as such, on seniority cum fitness basis; with Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years; and</p> <p>(b) 50% by initial recruitment.</p>
4.	Secretary Mines Labour Welfare Organization, (BPS-17).	---	By promotion from amongst the members of the Service holding the post of Superintendents (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis; with Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years.
5.	Medical Officer, (BPS-17).	---	By transfer from Health Department.
6.	Headmaster, (BPS-17).	---	(a) By promotion from amongst the members of the Service holding the post of SSTs (General and Science) (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis; with Graduation or equivalent



			<p>qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years;</p> <p>OR</p> <p>(b) By transfer from officer of equivalent rank with relevant experience.</p>
7.	Headmistress, (BPS-17).	---	<p>(a) By promotion from amongst the members of the Service holding the post of SSTs (General and Science) (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis; with Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years;</p> <p>OR</p> <p>(b) By transfer from officer of equivalent rank with relevant experience.</p>
8.	Superintendent, (BPS-17).	---	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Assistant (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; with Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years; and</p> <p>(b) 20% by promotion from amongst the members of the Service holding the post of Stenographer (BPS-14) having at least eight (8) years' service as such, on seniority cum</p>



				fitness basis; with Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years.
9.	Senior Teacher, (BPS-17).	Arabic	<p>(a) Master Degree in Arabic with at least Second Division from a recognized University; or</p> <p>(b) Shahadat-ul-Almia at least Second Division awarded by Wafaq-ul-Madaris/Tanzeem-ul-Madaris.</p>	<p>(a) 75% by promotion from amongst the members of the Service holding the post of Arabic Teacher (BPS-14) along with successful completion of promotion linked training of two (2) months duration, with at least five (5) years' service as such, on seniority cum fitness basis OR by transfer from officer of equivalent rank with relevant experience; and</p> <p>(b) 25% by initial recruitment.</p>
10.	Senior Master, (BPS-17).	Drawing	<p>(a) Masters' Degree in Drawing/Fine Arts with at least Second Division from a recognized University; or</p> <p>(b) Bachelor's Degree in Fine Arts (4-years)/ Drawing with at least Second Division from a recognized University.</p>	<p>(a) 75% by promotion from amongst the members of the Service holding the post of Drawing Master (BPS-14) having at least five (5) years' service as such, on seniority cum fitness basis; along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis; and</p> <p>(b) 25% by initial recruitment.</p>



11.	S.S.T (Science), (BPS-17).	Bachelor Degree in Science (4 years) with B.Ed. with at least Second Division from a recognized University.	<p>(a) 30% by promotion from amongst the members of the Service holding the posts of JETs (BPS-14), possessing B.Sc. and B.Ed Degree with at least three (3) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 70% by initial recruitment.</p>
12.	S.S.T (General), (BPS-17).	<p>(a) BS in Education with at least Second Division from a recognized University; or</p> <p>(b) Bachelor's Degree in Arts with B.Ed. with at least Second Division from a recognized University.</p>	<p>(a) 30% by promotion from amongst the members of the Service holding the posts of JETs (BPS-14), PTIs (BPS-14), Drawing Masters (BPS-14) and J.V.Ts (BPS-9) possessing B.A. and B.Ed Degree with at least three (3) years' service as such, on seniority cum fitness basis;</p> <p>For the purpose of promotion a common seniority list with reference to their dates of acquiring B.Ed Degree will be maintained:</p> <p>Provided that:</p> <p>(i) if two or more officials having acquired the B.Ed Degree on the same date, the official having longer service shall be ranked senior to the other;</p> <p>(ii) 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, shall be ranked senior to the younger official; and</p> <p>(b) 70% by initial recruitment.</p>



13.	Mines Welfare (BPS-16).	Labour Officer,	Bachelor's Degree in Social Work/ Economics/ Sociology with at least Second Division from a recognized University.	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Cess Inspectors (BPS-9) having at least three (3) years' service as such, on seniority cum fitness basis; with Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years; and</p> <p>(b) 50% by initial recruitment.</p>
14.	Assistant, (BPS-16).		<p>(a) Bachelor's Degree with at least Second Division from a recognized University; and</p> <p>(b) having at least three (3) months Office Automation Certificate in computer operations from a recognized Institute.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Senior Clerk (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis; with Graduation or equivalent qualification. The condition of Graduation/ equivalent qualification for promotion is relaxed on attaining the age of 55 years; and</p> <p>(b) 50% by initial recruitment.</p>
15.	Staff Nurse (Male), (BPS-16).		---	By transfer from Health Department.
16.	Staff Nurse (Female), (BPS-16).		---	By transfer from Health Department.



APPENDIX-II

(See Rules 2 (1) (b) 3 (3), 5 & 7 (1))

(Technical Posts)

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Construction Engineer, (BPS-17).	(a) Bachelor's of Engineering Degree in Civil from a recognized University; and (b) having valid registration with Pakistan Engineering Council.	(a) 25% by promotion from amongst the members of the Service holding the post of Sub-Engineer (BPS-11) possessing Diploma of Associate Engineering (DAE) in Civil Technology with at least ten (10) years' service as such, on seniority cum fitness basis; Provided that no professional engineering works shall be assigned to the members of the service who do not possess the professional engineering degree; and (b) 75% by initial recruitment; Or By transfer from C&W Department.
2.	Assistant Engineer, (BPS-17).	(a) Bachelor's of Engineering Degree in Civil from a recognized University; and (b) having valid registration with the Pakistan Engineering Council.	(a) 25% by promotion from amongst the members of the Service holding the post of Sub-Engineer (BPS-11) possessing Bachelor's of Engineering Degree in Civil Technology with at least ten (10) years' service as such, on seniority cum fitness basis; Provided that no professional engineering works shall be assigned to the members of the service who do not possess the professional engineering degree; and (b) 75% by initial recruitment;



(7) Jan.

			Or By transfer from C&W Department.
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