

**THE BALOCHISTAN PRINTING AND
STATIONERY DEPARTMENT TECHNICAL
SUBORDINATE (BPS-1 TO 15) SERVICE RULES,
2016**

Service Rules No. XIV of 2016

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**'THE BALOCHISTAN PRINTING AND STATIONERY DEPARTMENT TECHNICAL
SUBORDINATE (BPS-1 TO 15) SERVICE
RULES, 2016**

NOTIFICATION

[2nd November, 2016]

No. SOR-II (10)7/2016-S&GAD/2308-57. In exercise of 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 the recruitment to the Balochistan Printing and Stationery Department Technical Subordinate (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**THE BALOCHISTAN PRINTING AND STATIONERY
DEPARTMENT TECHNICAL SUBORDINATE
(BPS-1 TO 15) SERVICE
RULES, 2016**

Service Rules No. XIV of 2016

PART I – GENERAL

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Printing and Stationery Department, Technical Subordinate (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 Commission to be a Board for the purpose of these rules;
- (e) "Basic Pay Scales (BPS)" means the Basic Pay Scale of a post specified in column 2 of the Appendix and such other post in the Service as may

¹ These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (10)7/2016-S&GAD/2308-57, dated 2nd November, 2016; published in the Balochistan Gazette (Extraordinary) No. 133, dated 2nd November, 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.

be specified by the Government from time to time for the purpose of these rules;

- (f) "**Commission**" means the Balochistan Public Service Commission¹;
- (g) "**Department**" means the Balochistan Printing and Stationery Department, Quetta;
- (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 Printing and Stationery Department Technical Subordinate (BPS-1 to 15) Service Rules, 2016;
- (n) "**Service**" means the Balochistan Printing and Stationery Department Technical Subordinate (BPS-1 to 15) Service; *and*
- (o) "**Selection/Promotion Committee**" means the Selection/ Promotion Committees constituted by the Department under the rule 5 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009².

(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.

¹ 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 Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

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.

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, 2009¹.

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, 2012².

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 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, 2012³.

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, 2009⁴ 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

¹ 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 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.

³ 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.

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.

of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009² and in the Balochistan Civil Servants (Seniority) Rules, 2008¹.

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 Printing and Stationery Department Technical Subordinate (Grade-1 to 15) Service Rules, 1983², are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

¹ 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.

² These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O.R (2)/85/S&GAD-81, dated 23rd November, 1983; published in the Balochistan Gazette (Extraordinary) No. 47, dated 23rd November, 1983. 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.	Overseer, (BPS-14).	---	<p>By promotion from amongst the members of the Service holding the posts of General Foreman (BPS-10), Bindery Supervisor (BPS-10), Printing Foreman (BPS-10) and Plate and Pasting Foreman (BPS-10) having at least three (3) years' service as such, on seniority cum fitness basis.</p> <p>Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion in that cadre, post and Basic Pay Scale.</p>
2.	Sub Engineer, (BPS-11).	Three years' Diploma of Associate Engineers in the relevant field of Electrical from a recognized University/Institute.	By initial recruitment.
3.	General Foreman, (BPS-10).	---	<p>By promotion from amongst the members of the Service holding the post of Head Computer (BPS-9), Assistant General Foreman (BPS-9) and Senior Proof Reader (BPS-9) having at least three (3) years' service as such, on seniority cum fitness basis.</p>

			Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion in that cadre, post and Basic Pay Scale.
4.	Printing Foreman, (BPS-10).	---	By promotion from amongst the members of the Service holding the post of Printing Machine Man (BPS-10) having at least three (3) years' service as such, on seniority cum fitness basis.
5.	Printing Machine Man, (BPS-10).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having at least three (3) years' experience in Offset Printing Machine Operation.	(a) 75% by promotion from amongst the members of the Service holding the post of Assistant Printing Machine Man (BPS-5) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 25% by initial recruitment.
6.	Plate and Pasting Foreman, (BPS-10).	---	By promotion from amongst the members of the Service holding the post of Plate Maker (BPS-9) having at least three (3) years' service as such, on seniority cum fitness basis.
7.	Bindery Supervisor, (BPS-10).	---	By promotion from amongst the members of the Service holding the post of Foreman Binding (BPS-8) having at least three (3) years' service as such, on seniority cum fitness basis.
8.	Press Mechanic,	(a) Secondary School	By initial recruitment.

	(BPS-10)	<p>Certificate from a recognized Board; <i>and</i></p> <p>(b) having at least three (3) years' experience in repairing and maintenance Offset Printing/Binding/ paper cutting and Stitching Machines.</p>	
9.	Head Computer, (BPS-9).	---	By promotion from amongst the members of the Service holding the post of Computer G-I (BPS-7) having at least three (3) years' service as such, on seniority cum fitness basis.
10.	Senior Proof Reader, (BPS-9).	---	By promotion from amongst the members of the Service holding the post of Proof Reader G-I (BPS-7) having at least three (3) years' service as such, on seniority cum fitness basis.
11.	Plate Maker, (BPS-9).	<p>(a) Higher Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) having at least three (3) years' experience in Offset Plate Making in printing press field.</p>	<p>(a) 75% by promotion from amongst the members of the Service holding the post of Copy Paster (BPS-7) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 25% by initial recruitment.</p>
12.	Assistant General Foreman, (BPS-9).	---	By promotion from amongst the members of the Service holding the posts of Press Store Keeper (BPS-7) and Time Keeper (BPS-7) having at least three (3) years' service as such, on seniority

			<p>cum fitness basis;</p> <p>Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion in that cadre, post and Basic Pay Scale.</p>
13.	Foreman Binding, (BPS-8).	---	By promotion from amongst the members of the Service holding the post of Senior Bindery Machine Man (BPS-8) having at least three (3) years' service as such, on seniority cum fitness basis.
14.	Senior Bindery Machine Man, (BPS-8).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) having at least three (3) years' experience in binding.</p>	<p>(a) 75% by promotion from amongst the members of the Service holding the post of Bindery Machine Man (BPS-5) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 25% by initial recruitment.</p>
15.	Junior Computer Operator, (BPS-8).	<p>(a) Higher Secondary School Certificate from a recognized Board;</p> <p>(b) having at least six (6) months Diploma in Office Automation in computer operations from a recognized Institute; <i>and</i></p> <p>(c) typing skill on computer with a speed of at least 60 words per minute.</p>	<p>(a) 75% by promotion from amongst the members of the Service holding the post of Docket Clerk (BPS-7) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 25% by initial recruitment.</p>
16.	Electrician,	(a) Secondary School Certificate from a	By initial recruitment.

	(BPS-8).	recognized Board; <i>and</i> (b) having at least one (1) year's training Course in the relevant field from a recognized Institute.	
17.	Proof Reader G-I, (BPS-7).	---	By promotion from amongst the members of the Service holding the post of Proof Reader G-II (BPS-6) having at least three (3) years' service as such, on seniority cum fitness basis.
18.	Press Store Keeper, (BPS-7).	---	By promotion from amongst the members of the Service holding the post of Assistant Press Store Keeper (BPS-6) having at least three (3) years' service as such, on seniority cum fitness basis.
19.	Computer G-I, (BPS-7).	---	(a) 50% by promotion from amongst the members of the Service holding the post of Computer G-II (BPS-6) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by promotion from amongst the members of the Service holding the post of Compositor G-I (BPS-6) having at least three (3) years' service as such, on seniority cum fitness basis.
20.	Copy Paster, (BPS-7).	(a) Higher Secondary School Certificate from a recognized Board;	(a) 50% by promotion from amongst the members of the Service holding the

		(b) having at least three (3) years' experience in Copy Pasting.	post of Katib B-I (BPS-5) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
21.	Docket Clerk, (BPS-7).	---	By promotion from amongst the members of the Service holding the post of Assistant Docket Clerk (BPS-5) having at least three (3) years' service as such, on seniority cum fitness basis.
22.	Time Keeper, (BPS-7).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having experience in time keeping.	By initial recruitment.
23.	Care Taker, (BPS-6).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having four (4) weeks Fireman Course Certificate from a recognized Civil Defence Training Institute.	By initial recruitment.
24.	Compositor G-I, (BPS-6).	---	By promotion from amongst the members of the Service holding the post of Compositor G-II (BPS-5) having at least three (3) years' service as such, on seniority cum fitness basis.
25.	Computer G-II, (BPS-6).	(a) Secondary School Certificate from a recognized Board; (b) having at least three months Office Automation Certificate in	By initial recruitment.

		<p>computer operations from a recognized Institute; <i>and</i></p> <p>(c) having at least three (3) years' experience in computing.</p>	
26.	Proof Reader G-II, (BPS-6).	Higher Secondary School Certificate from a recognized Board.	By initial recruitment.
27.	Assistant Press Store Keeper, (BPS-6).	<p>(a) Higher Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) having at least three (3) years' experience in handling the Paper Store.</p>	By initial recruitment.
28.	Assistant Printing Machine Man, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Press Inker (BPS-2) having at least three (3) years' service as such, on seniority cum fitness basis.
29.	Assistant Docket Clerk, (BPS-5).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) having at least three (3) years' experience in the relevant field.</p>	By initial recruitment.
30.	Bindery Machine Man, (BPS-5).	---	By promotion from amongst the members of the Service holding the post of Binder G-I (BPS-3) having at least three (3) years' service as such, on seniority cum fitness basis.
31.	Compositor G-II, (BPS-5).	Secondary School Certificate from a recognized Board.	By initial recruitment.

32.	Katib G-I, (BPS-5).	(a) Secondary School Certificate from a recognized Board; (b) having certificate in Urdu Calligraphy; <i>and</i> (c) having at least three (3) years' experience as Katib.	By initial recruitment.
33.	Binder G-I, (BPS-3).	---	By promotion from amongst the members of the Service holding the post of Binder G-II (BPS-2) having at least three (3) years' service as such, on seniority cum fitness basis.
34.	i. Binder G-II, (BPS-2). ii. Press Inker, (BPS-2).	---	By promotion from amongst the members of the Service holding the posts of Press Helper (BPS-1), Gate Keeper (BPS-1) Heidelberg Helper (BPS-1) Khalasi (BPS-1), Chowkidar (BPS-1) having at least three (3) years' service as such, on seniority cum fitness basis. Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion in that cadre, post and Basic Pay Scale.
35.	Press Helper, (BPS-1).	Literate.	By initial recruitment.
36.	Gate Keeper, (BPS-1).	Literate.	By initial recruitment.
37.	Khalasi, (BPS-1).	Literate.	By initial recruitment.
38.	Chowkidar,	Literate.	By initial recruitment.

	(BPS-1).		
39.	Heidelberg Helper, (BPS-1).	Literate.	By initial recruitment.
