

**THE BALOCHISTAN SMALL INDUSTRIES DEPARTMENT
OFFICERS (GRADE 16 AND ABOVE) TECHNICAL
SERVICE RULES, 1980**

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**¹THE BALOCHISTAN² SMALL INDUSTRIES DEPARTMENT
OFFICERS (GRADE 16 AND ABOVE) TECHNICAL**

¹ These rules have been issued by Government of Balochistan, Services and General Administration Department vide its notification No. SOR(2)72/S&GAD-79(2), dated 23rd October, 1980; and published in Balochistan Gazette (Extraordinary) No. 220, dated 23rd October, 1980.

SERVICE RULES, 1980

NOTIFICATION

[23rd October, 1980]

No. SOR (2) 72/S&GAD-79 (2). In exercise of the powers conferred by section 25 of the Balochistan Civil Servants Act, 1974¹ (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment in the Government of Balochistan Small Industries Directorate Officers Technical Services and prescribing conditions of service for the persons appointed thereto, namely:—

PART I – GENERAL

1. **Short title and commencement.** — (1) These rules may be called the Balochistan Small Industries Department Officers (Grade 16 and above) Technical Service Rules, 1980.

(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 the Appendix to these rules;
- (b) “**Appointing Authority**” means the Authority specified in rule 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 purpose of these rules;
- (d) “**Commission**” means the Balochistan Public Service Commission;
- (e) “**Department**” means the Government Industries Department, Balochistan;
- (f) “**Director**” means the Director Small Industries Department, Balochistan.
- (g) “**Government**” means the Government of Balochistan.
- (h) “**Initial recruitment**” means appointment made otherwise than by promotion or transfer from an other service/department/post;
- (j) “**Recognised 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 University for the purpose of these rules;
- (k) “**Selection Board**” means the Selection Board constituted by or under any orders of the Government; *and*
- (l) “**Service**” means the Balochistan Small Industries Department Officers (Grade-16 and above) Technical Service.

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

¹ 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.

PART II – RECRUITMENT

3. **Constitution and Composition of Service.** — (1) The service shall consist of posts specified in column 2 of the Appendix and such other posts in the Headquarter Office, Divisional Offices and the offices subordinate thereto and or as may be specified and created by the Government from time to time.

(2) Members of one cadre shall not ordinarily be eligible, save as provided in rule 10, for appointment to a post in any other cadre of the service.

4. **Appointing Authority.** — Appointment to the Service shall be made by the Government.

5. **Method of Recruitment.** — Appointments to the various posts mentioned in column No. 2 of the Appendix shall be made as specified in the Appendix.

6. **Age.** — No person shall be appointed to the service by initial recruitment who is less than eighteen years of age or more than twenty five years of age; Provided that the upper age limit for appointment in the service by initial recruitment shall be releasable for three years upto 31.12.1984, according to Notification No. S.III-27(127) S&GAD-74 dated 8.12.1979.

7. **Qualifications.** — (1) No person shall be appointed to a post in the service by initial recruitment unless he possesses the qualifications prescribed for the posts 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 certificate 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, in the opinion of the appointing authority, been unsatisfactory, the appointing authority may, notwithstanding that the period of probation has not expired, dispense with his services if he has 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 services; *or*

- (b) in case he has been appointed otherwise revert, him to his former post, and if there be no such post, dispenses with his service; *or*
- (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 such orders during or on the expiry of the initial probationary period.

Explanation. If no orders have been made within a month following the completion of the initial or extended probationary period, the probationer shall be deemed to have been confirmed in the appointment.

(4) No person shall be confirmed in the service unless he successfully completes such training and passes such departmental examinations as may be prescribed by the 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 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.

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

- (a) in the case of members appointed by initial recruitment in accordance with the order of merit assigned by the commission if the appointment is made on the recommendation of commission.
- (b) In the case of members appointed otherwise, with reference to the dates of there 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 officer, if not junior to the younger officer or officers in the next below grade, shall rank senior to the younger officer or officers.

Explanation– I. If a junior officer in a lower grade is promoted to a higher grade temporarily in the public interest, even though continuing latter permanently in the higher grade, it would not adversely affect the interests of his seniors in the fixation of his seniority in the higher grade.

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

Explanation– III. A junior officer appointed to a higher grade shall be deemed to have superseded a senior officer only if both the junior and the senior officer were considered for the higher grade and the junior officer was appointed in preference to the senior officer.

(2) The seniority in the various grades of the service shall be determined on the basis of the date of continuous officiation in the grade, except the cases covered by sub-rule (1) above.

10. **Liability to transfer and serve.** — Members of the service shall be liable to:-

(a) Transfer any where in Balochistan.

(b) Serve in any department of Government or any authority or statutory body set up or established by Government.

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 made applicable to them.

12. **Relaxation.** — Any of these rules, 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 in mandatory, the Commission shall be consulted before the relaxation is made.

13. **Delegation.** — Government may delegated all or any of its powers under these rules to any officer subordinate to it.

14. The Government may from time to time issue such general or specific instructions as it deems fit, to provide for matter not covered in the rules.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

¹APPENDIX

[See rules 2 (a) 3 (1), 5 and 7 (1)]

¹ Substituted for the existing Appendix by Services and General Administration Department, Government of Balochistan, vide its Notification No. SO (R-II) (10)3/2015-S&GAD/989-1039, dated 10th March, 2015, published in Balochistan Gazette (Extraordinary) No. 30, dated 10th March, 2015.

For earlier Appendix and amendments see:

- (a) Balochistan Gazette (Extraordinary) No. 220, dated 23rd October, 1980.
- (b) Balochistan Gazette (Extraordinary) No. 120, dated 29th June, 1982.

S. No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1.	Deputy Director (Technical), (BPS-18).	---	By promotion from amongst the members of the Service holding the posts of Chief Instructor (BPS-17), Principal (BPS-17) and Chief Designer (BPS-17) having at least three (3) years service, on seniority cum fitness basis.
2.	Principal, (BPS-17).	---	By promotion from amongst the members of the Service holding the post of Superintendent (Tailoring Center) (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis.
3.	Chief Designer, (BPS-17)	Master's Degree (Second Division) in Fine Arts from a recognized University.	(a) 50% by promotion from amongst the members of the Service holding the post of Artist Designer (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
4.	Chief Instructor, (BPS-17)	---	By promotion from amongst the members of the Service holding the post of Carpet Instructor (BPS-16) having at least three (3) years service as such, on seniority cum fitness basis.
5.	Carpet Instructor, (BPS-16)	---	By promotion from amongst the members of the Service holding the post of Designer (Carpet) (BPS-14) having at least three (3) years service as such, on seniority cum fitness basis.
6.	Assistant Sales Manager, (BPS-16).	(a) Bachelor's Degree (Second Division) Economics as a Subject from a recognized University; <i>and</i> (b) having at least two (2) years experience in Sales and Store keeping.	(a) 75% by promotion from amongst the members of the Service holding the post of Senior Salesman (BPS-12) and Sales Girl (BPS-12) having at least three (3) years service as such, on seniority cum fitness basis; <i>and</i> (b) 25% by initial recruitment.
7.	Superintendent (Tailoring Centers), (BPS-16).	(a) Bachelor's Degree (Second Division) in Home Economics from a recognized	(a) 50% by promotion from amongst the members of the Service holding the posts of Tailor Master

