

**THE BALOCHISTAN SMALL INDUSTRIES DEPARTMENT  
SUBORDINATE TECHNICAL SERVICE (BPS-1 TO 15)  
SERVICE RULES, 2017**

**Service Rules No. LX of 2017**

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**THE BALOCHISTAN SMALL INDUSTRIES DEPARTMENT  
SUBORDINATE TECHNICAL SERVICE (BPS-1 TO 15)**

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<sup>1</sup> These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (10)1/2017-S&GAD/4161-4210, dated 8<sup>th</sup> October, 2017; published in the Balochistan Gazette (Extraordinary) No. 157, dated 8<sup>th</sup> October, 2017.

## SERVICE RULES, 2017

### NOTIFICATION

[8<sup>th</sup> October, 2017]

No. SOR-II (10)1/2017-S&GAD/4161-4210. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974<sup>1</sup>, (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Small Industries Department Subordinate Technical Service (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

### THE BALOCHISTAN SMALL INDUSTRIES DEPARTMENT SUBORDINATE TECHNICAL SERVICE (BPS-1 TO 15) SERVICE RULES, 2017

#### Service Rules No. LX of 2017

#### PART I – GENERAL

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Small Industries Department Subordinate Technical Service (BPS-1 to 15) Service Rules, 2017".
  - (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<sup>2</sup> (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 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<sup>2</sup>;

<sup>1</sup> Balochistan Act IX of 1974; passed by the Balochistan Assembly 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> Commission 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 constituted under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

- (g) "**Department**" means the Balochistan Industries and Commerce Department<sup>1</sup>;
- (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 Small Industries Department Subordinate Technical Service (BPS-1 to 15) Service Rules, 2017;
- (n) "**Service**" means the Balochistan Small Industries Department Subordinate Technical Service (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, 2009<sup>2</sup>;

(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<sup>1</sup>.

<sup>1</sup> An Administrative Department of the Government of Balochistan, *see* S. No. 17, Schedule II of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14<sup>th</sup> December, 2012.

<sup>2</sup> 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 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 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<sup>1</sup>.

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, 2012<sup>2</sup>.

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<sup>3</sup> and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012<sup>1</sup>.

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<sup>2</sup> and in the Balochistan Civil Servants (Seniority) Rules, 2008<sup>4</sup>.

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<sup>1</sup> 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 25<sup>th</sup> February, 2013; and published in the Balochistan Gazette (Extraordinary) No. 35, dated 25<sup>th</sup> February, 2013.

<sup>2</sup> 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 16<sup>th</sup> April, 2012; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16<sup>th</sup> April, 2012.

<sup>3</sup> 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 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

<sup>4</sup> 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 25<sup>th</sup> August, 2008; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25<sup>th</sup> August, 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 Small Industries Department Subordinate Technical Service (Grade 1 to 15) Service Rules, 1980<sup>1</sup> are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

*(See Appendix on next page)*

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<sup>1</sup> These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR(2)72/S&GAD-79(3), dated 21<sup>st</sup> September, 1980. Now repealed by R.15.

## APPENDIX

{See Rules 2 (1) (b) 3 (3), 5 & 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.	Tailor Master, (BPS-15).	(a) Higher Secondary School Certificate from a recognized Board;  (b) having one year's Diploma/ Certificate in Tailoring; <i>and</i>  (c) having one (1) year's experience in tailoring and cutting.	By initial recruitment.
2.	Senior Lady Demonstrator, (BPS-14).	---	By promotion from amongst the members of the Service holding the posts of Lady Demonstrator (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis.
3.	Instructor Cutting, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board;  (b) having one year's Diploma/ Certificate in Dress Cutting; <i>and</i>  (c) having one (1) year's practical experience in relevant field.	(a) 50% by promotion from amongst the members of the Service holding the posts of Lady Demonstrator (BPS-8) having at least five (5) years' Service as such, on seniority cum fitness basis; <i>and</i>  (b) 50% by initial recruitment.
4.	Instructor Designing, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board;  (b) having one year's Diploma/ Certificate in Dress Designing; <i>and</i>	(a) 50% by promotion from amongst the members of the Service holding the posts of Lady Demonstrator (BPS-8) having at least five (5) years' service as such, on

		(c) having one (1) year's practical experience in relevant field.	seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
5.	Instructor Knitting, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board; (b) having six months' Certificate in Knitting; <i>and</i> (c) having one (1) year's practical experience in relevant field.	By initial recruitment.
6.	Instructor Sewing, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board; (b) having one year's Diploma/ Certificate in Dress Sewing; <i>and</i> (c) having one (1) year's practical experience in relevant field.	(a) 50% by promotion from amongst the members of the Service holding the posts of Lady Demonstrator (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
7.	Cutting Master, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board; (b) having one year's Diploma/ Certificate in Dress Cutting/ Sewing; <i>and</i> (c) having one (1) year's practical experience in relevant field.	By initial recruitment.
8.	Teacher Cutting, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board; (b) having one year's Diploma/ Certificate in Dress Cutting; <i>and</i> (c) having one (1) year's practical experience in	By initial recruitment.

		relevant field.	
9.	Teacher Knitting, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board; (b) having Six months' Certificate in Knitting; <i>and</i> (c) having one (1) year's practical experience in relevant field.	By initial recruitment.
10.	Designer Textile, (BPS-14).	(a) Higher Secondary School Certificate from a recognized Board; (b) having three year's Diploma/ Certificate in Textile Designing; <i>and</i> (c) having one (1) year's practical experience in relevant field.	(a) 20% by promotion from amongst the members of the Service holding the posts of Demonstrator – cum-Tana Master (BPS-11) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 80% by initial recruitment.
11.	Foreman (Automobile), (BPS-14).	---	By promotion from amongst the members of the Service holding the posts of Mechanic (Automobile) (BPS-11) having at least five (5) years' service as such, on seniority cum fitness basis.
12.	Sales Girl, (BPS-12).	(a) Higher Secondary School Certificate from a recognized Board; (b) having one (1) year's practical experience in Salesmanship.	By initial recruitment.
13.	Salesman Senior, (BPS-12).	---	By promotion from amongst the members of the Service holding the posts of Sales Assistant (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis.
14.	Senior Sales	---	By promotion from amongst the



	Assistant, (BPS-12).		members of the Service holding the posts of Sales Assistant (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis.
15.	Wool Collector, (BPS-12).	---	By promotion from amongst the members of the Service holding the posts of Spinner (BPS-7) having at least five (5) years' service as such, on seniority cum fitness basis.
16.	Machine Operator, (BPS-12).	(a) Higher Secondary School Certificate from a recognized Board;  (b) having one year's Mechanical Diploma from a recognized Institute; <i>and</i>  (c) having three (3) years' practical experience in the relevant field.	By initial recruitment.
17.	Mechanic (Automobile), (BPS-11).	(a) Three (3) year's Diploma of Associate Engineer in Auto and Diesel Technology from a recognized Institute; <i>and</i>  (c) having two (2) years' practical experience in the relevant field.	By initial recruitment.
18.	Designer (Carpet), (BPS-11).	---	By promotion from amongst the members of the Service holding the posts of Carpet Teacher (BPS-8) and Demonstrator (Carpet) (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis.
19.	Designer (Leather Embroidery), (BPS-11).	(a) Higher Secondary School Certificate from a recognized Board;  (b) having one year's Diploma/ Certificate in	(a) 50% by promotion from amongst the members of the Service holding the posts of Demonstrator (Leather Embroidery)

		Embroidery Designing; <i>and</i> (c) having one (1) years' practical experience in the relevant field.	(BPS-8) and Tracer (BPS-5) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 50% by initial recruitment.
20.	Sales Assistant, (BPS-11).	(a) Higher Secondary School Certificate from a recognized Board;  (b) having one (1) years' practical experience in Salesmanship.	(a) 20% by promotion from amongst the members of the Service holding the posts of Salesman Junior (BPS-5) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i>  (b) 80% by initial recruitment.
21.	Demonstrator-cum-Tana Master, (BPS-11).	(a) Higher Secondary School Certificate from a recognized Board;  (b) having one year's Diploma/ Certificate in Wool Cotton Weaving; <i>and</i> (c) having one (1) years' practical experience in the relevant field.	(a) 50% by promotion from amongst the members of the Service holding the posts of Demonstrator (Weaving) (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i>  (b) 50% by initial recruitment.
22.	Supervisor (Dyeing), (BPS-11).	---	By promotion from amongst the members of the Service holding the posts of Dyer-cum-Finisher (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis.
23.	Sub-Engineer, (BPS-11).	(a) Three (3) Years' Diploma of Associate Engineer in Civil Technology from a recognized Institute; <i>and</i>  (b) having one years' practical experience in the relevant field will be preferred.	(a) 50% by promotion from amongst the members of the Service holding the posts of Supervisor (Civil Works) (BPS-7) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i>

			(b) 50% by initial recruitment.
24.	Demonstrator (Carpet), (BPS-8).	(a) Secondary School Certificate from a recognized Board; (b) having two year's Diploma/ Certificate in Carpet Weaving/ Demonstration; <i>and</i> (c) having one (1) years' practical experience in the relevant field.	By initial recruitment.
25.	Washerman, (BPS-8).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having one (1) years' practical experience in washing of Wool and Woolen Carpets.	By initial recruitment.
26.	Demonstrator (Weaving), (BPS-8).	(a) Secondary School Certificate from a recognized Board; (b) having one year's Certificate in Carpet Weaving/ Demonstration from a recognized institute; <i>and</i> (c) having one (1) years' practical experience in the relevant field.	(a) 20% by promotion from amongst the members of the Service holding the posts of Assistant Weaving Master (BPS-5) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 80% by initial recruitment.
27.	Lady Demonstrator, (BPS-8).	---	By promotion from amongst the members of the Service holding the posts Tracer (BPS-5) having at least five (5) years' service as such, on seniority cum fitness basis.
28.	Demonstrator (Leather), (BPS-8).	(a) Secondary School Certificate from a recognized Board; (b) having one year's	By initial recruitment.

		<p>Diploma/ Certificate in Leather Embroidery work from a recognized Institute; <i>and</i></p> <p>(c) having one (1) years' practical experience in the relevant field.</p>	
29.	Carpet Teacher, (BPS-8).	<p>(a) Secondary School Certificate from a recognized Board; <i>and</i></p> <p>(b) having one (1) years' practical experience in Carpet Weaving.</p>	By initial recruitment.
30.	Finisher, (BPS-8).	<p>(a) Secondary School Certificate from a recognized Board;</p> <p>(b) having Six months' Certificate in finishing of Woolen Carpets; <i>and</i></p> <p>(c) having two (2) years' practical experience in the relevant field.</p>	By initial recruitment.
31.	Dyer-cum-Finisher, (BPS-8).	<p>(a) Secondary School Certificate from a recognized Board;</p> <p>(b) having Six months' Certificate in finishing of Woolen Fabrics; <i>and</i></p> <p>(c) having two (2) years' practical experience in the relevant field.</p>	By initial recruitment.
32.	Demonstrator (Pottery), (BPS-8).	<p>(a) Secondary School Certificate from a recognized Board;</p> <p>(b) having one year's Diploma/ Certificate in Pottery Demonstration; <i>and</i></p>	By initial recruitment.

		(c) having one (1) years' practical experience in the relevant field.	
33.	Mizri Teacher, (BPS-8).	(a) Secondary School Certificate from a recognized Board; (b) having one year's Diploma/ Certificate in Mizri; <i>and</i> (c) having one (1) years' practical experience in the relevant field.	By initial recruitment.
34.	Teacher Weaving Cloth, (BPS-8).	(a) Secondary School Certificate from a recognized Board; (b) having one year's Diploma/ Certificate in Cloth Weaving; <i>and</i> (c) having one (1) years' practical experience in the relevant field.	By initial recruitment.
35.	Electrician, (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.
36.	Supervisor (Civil Works), (BPS-7).	(a) Three (3) years' Diploma of Associate Engineer in Civil Technology from a recognized Institute; <i>and</i> (b) having one year's practical experience in the relevant field will be preferred.	By initial recruitment.
37.	Spinner,	(a) Secondary School Certificate from a	By initial recruitment.

	(BPS-7).	recognized Board; <i>and</i> (b) having three year's Diploma/Certificate in Textile Technology.	
38.	Salesman (Junior), (BPS-5).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having one (1) year's experience in Salesmanship.	By initial recruitment.
39.	Assistant Weaving Master, (BPS-5).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having one year's Certificate in Weaving.	By initial recruitment.
40.	Pump Operator, (BPS-5).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) six (6) months' Certificate in the Mechanical Technology from a recognized TTC.	By initial recruitment.
41.	Tracer, (BPS-5).	Secondary School Certificate with Drawing as a subject from a recognized Board.	By initial recruitment.
42.	Tracer Driver, (BPS-5).	(a) Middle Passed Certificate from a recognized Board; (b) possesses a valid Tractor Driving Licence issued from the Licensing Authority; <i>and</i> (c) having at least two years' experience as driver.	By initial recruitment.
43.	Plumber, (BPS-4).	(a) Secondary School Certificate from a recognized Board; <i>and</i> (b) having six month's Certificate from a	By initial recruitment.

		recognized TTC.	
44.	Driver, (BPS-4).	(a) Middle Passed Certificate from a recognized Board; (b) possesses a valid HTV/LTV driving licence issued from the Licensing Authority; <i>and</i> (c) having at least two years' experience as driver.	By initial recruitment.
45.	Helper, (BPS-2).	(a) Middle Passed Certificate from a recognized Board; <i>and</i> (b) having one (1) year's experience in potter making.	By initial recruitment.
46.	Helper (Automobile), (BPS-1).	Literate.	By initial recruitment.
47.	Clay Man, (BPS-1).	(a) Literate; <i>and</i> (b) having practical experience in the relevant field.	By initial recruitment.
48.	<i>Mali</i> , (BPS-1).	(a) Literate; <i>and</i> (b) experience in gardening.	By initial recruitment.
49.	Cleaner, (BPS-1).	Literate.	By initial recruitment.
50.	Packer, (BPS-1).	Literate.	By initial recruitment.
51.	Water Carrier, (BPS-1).	Literate.	By initial recruitment.