



Dated Quetta, the 15<sup>th</sup> January, 2021

## **NOTIFICATION**

No.SOR-III(6)9/2021-S&GAD/ 01-50. 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 Forest and Wildlife Department (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

### **THE BALOCHISTAN FOREST AND WILDLIFE DEPARTMENT (BPS-16 AND ABOVE) SERVICE RULES, 2021**

#### **Service Rules No. I of 2021**

#### **PART-I-GENERAL**

1. **Short title and commencement.**— (1) These rules may be called "the Balochistan Forest and Wildlife Department (BPS-16 and above) Service Rules, 2021".  
(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 Forest and Wildlife 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 Forest and Wildlife Department (BPS-16 and above) Service Rules, 2021;
- (o) "**Service**" means the Balochistan Forest and Wildlife Department (BPS-16 and above) Service; and
- (p) "**Subordinate Service**" means the Balochistan Forest Department Ministerial and Balochistan Forest Department Executive (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 shall be appointed to the Service by initial recruitment who is:-

- (a) less than 25 years and more than 35 years of age for the post in BPS-18; and
- (b) less than 18 years and more than 28 years for all other posts:

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 Forest Department (Grade 16 and above) Service Rules, 1983 are hereby repealed.

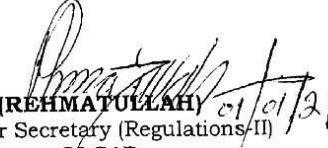
**BY ORDER OF  
GOVERNOR BALOCHISTAN  
CHIEF SECRETARY  
BALOCHISTAN**

The Chief Controller,  
Printing and Stationery Department,  
Balochistan, Quetta for publication  
and provision of 20 copies of the Gazette.

**No. Even. Dated. Even.**

A copy is forwarded for information to:-

1. The Senior Member, Board of Revenue Balochistan, Quetta.
2. The Additional Chief Secretary (Dev.), GoB, P&D Department, Quetta.
3. The Chairman, Chief Minister's Inspection Team, Quetta.
4. The Principal Secretary to Governor Balochistan, Quetta.
5. The Principal Secretary to Chief Minister Balochistan, Quetta.
- ✓ 6. The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis:4-54/Law/79-II/9926 dated 4<sup>th</sup> December, 2020.
7. The Secretary, GoB, Forest and Wildlife Department, Quetta with reference to his letter No.SO(Admn-I)1-22/F&W/2020/4964-65 dated 25<sup>th</sup> November, 2020.
8. The Accountant General Balochistan, Quetta.
9. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.
10. The Secretary, Balochistan Public Service Commission, Quetta.
11. The Deputy Secretary (Services-III) S&GAD, Quetta.
12. All the Under Secretaries/Section Officers in S&GAD, Quetta.
13. The Private Secretary to Secretary S&GAD, Quetta.
14. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.
15. The P.A to Deputy Secretary (Regulations) S&GAD, Quetta.
16. Master File.

  
**(REHMATULLAH)** 01/01/21  
Under Secretary (Regulations II)  
S&GAD  
Ph. No: 9201563

**APPENDIX-A**

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

**(PROFESSIONAL/TECHNICAL POSTS)**

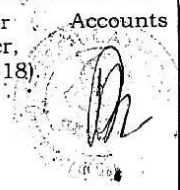
Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Chief Conservator of Forests, (BPS-20).	---	By promotion from amongst the members of the Service holding the posts of Conservator of Forests (BPS-19) having at least seventeen (17) years' service in BPS-17 and above; and having successfully completed Senior Management Course (SMC), on seniority cum fitness basis.
2.	Conservator of Forests, (BPS-19).	---	By promotion from amongst the members of the Service holding the posts of Deputy Conservator of Forests (BPS-18) having at least twelve (12) years' service in BPS-17 and above; and having successfully completed Mid Career Management Course (MCMC), on seniority cum fitness basis.
3.	Deputy Conservator of Forest, (BPS-18).	---	By promotion from amongst the members of the Service holding the posts of Divisional Forest Officer (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis.
4.	Principal, (BPS-18).	(a) M.Sc. at least in Second Division in Forestry from a recognized University; or (b) B.S. (Honors) Degree at least in Second Division in Forestry from a recognized University; and (c) with five years teaching experience in the relevant field.	By initial recruitment.

5.	Divisional Forest Officer, (BPS-17).	B.S. (Honors) Degree at least in Second Division in Forestry from a recognized University.	(a) 50% by promotion from amongst the members of the Service holding the post of Forest Ranger (BPS-16) having at least five (5) years' service as such, on seniority cum fitness basis; and  (b) 50% by initial recruitment.
6.	Forest Ranger, (BPS-16).	F.Sc: at (least second division) from a recognized Board and complete successfully three (3) years diploma in Forestry from a designated Forest Institutes/ Schools as stipendiary student before formal appointment.	(a) 50% by promotion from amongst the members of the Service holding the post of Deputy Ranger Forest (BPS-9) possessing Forester Course certificate from a recognized Forest School with at least five (5) years' service as such, on seniority cum fitness basis; and  (b) 50% by initial recruitment.


**APPENDIX-B**

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

**MINISTERIAL/MISCELLANEOUS POSTS**

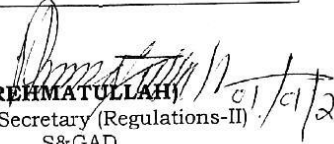
Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Senior Accounts Officer, (BPS-18) 	---	By promotion from amongst the members of the Service holding the post of Chief Internal Auditor (BPS-17), Accounts Officer (BPS-17) and Administrative Officer (BPS-17) having at least five (5) 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 or appointment in that cadre, post and Basic Pay Scale.

2.	Chief Auditor, (BPS-17).	Internal	---	By promotion from amongst the members of the Service holding the posts of Superintendent (BPS-17) having at least three (3) years' service as such, on seniority cum fitness basis.
3.	Accounts Officer, (BPS-17).	Officer,	---	By promotion from amongst the members of the Service holding the posts of Superintendent (BPS-17) having at least three (3) years' service as such, on seniority cum fitness basis.
4.	Administrative Officer, (BPS-17).		---	By promotion from amongst the members of the Service holding the posts of Superintendent (BPS-17) having at least three (3) years' service as such, on seniority cum fitness basis.
5.	Superintendent, (BPS-17).		---	By promotion from amongst the members of the Service holding the post of Assistant (BPS-16), Audit Officer (BPS-16) and Assistant Accounts Officer (BPS-16) <b>having at least three (3) years' service as such, on seniority cum fitness basis;</b>  provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion or appointment in that cadre, post and Basic Pay Scale.
6.	Computer Programmer, (BPS-17).		(a) Bachelor's Degree at least in Second Division in Computer Science (BCS) (4 years) from a recognized University; or  (b) Master's Degree at least in Second Division in Computer Science or IT or equivalent qualification in the relevant subject from a recognized University; or  (c)(i) Master's Degree at least in Second Division in Computer Software Engineering	(a) 50% by promotion from amongst the members of the Service holding the post of Computer Operator (BPS-16) possessing MBA-IT/MCS/ M.Sc. Computer Science or BCS (4 years) from a recognized University with at least three (3) years' service as such, on seniority cum fitness basis; and  (b) 50% by initial recruitment.

		from a recognized University; and  (ii) having registration with Pakistan Engineering Council.	
7.	Chief Draftsman, (BPS-17).	---	By promotion from amongst the members of the Service holding the posts of Head Draftsman (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis.
8.	Computer Operator, (BPS-16).	---	By promotion from amongst the members of the Service holding the posts of Assistant Computer Operator (BPS-12) having at least three (3) years' service as such, on seniority cum fitness basis.
9.	Audit Officer, (BPS-16).  	---	By promotion from amongst the members of the Service holding the post of Regional Accountant (BPS-15) and Senior Auditor (BPS-15) 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 or appointment in that cadre, post and Basic Pay Scale.
10.	Assistant Accounts Officer, (BPS-16).	---	By promotion from amongst the members of the Service holding the post of Regional Accountant (BPS-15) and Senior Auditor (BPS-15) 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 or appointment in that cadre, post and Basic Pay Scale.
11.	Head Draftsman, (BPS-16).	---	By promotion from amongst the members of the Service holding the posts of Draftsman (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis.



12.	Assistant, (BPS-16).	<p>(a) Bachelor's Degree 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) 75% 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; and</p> <p>(b) 25% by initial recruitment.</p>
-----	-------------------------	--	--

  
**(REHMATULLAH)**  
 Under Secretary (Regulations-II)  
 S&GAD  
 Ph. No: 9201563