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GOVERNMENT OF BALOCHISTAN,
SERVICES AND GENERAL ADMINISTRATION,
DEPARTMENT.
(REGULATION SECTION-II)

NOTIFICATION.

Dated Quetta the 28th August, 2001.

No. SOR-II(8)19/S&GAD/3916-4016. In exercise of the powers conferred by section 25 of the Balochistan Civil Servant Act, 1974 (IX of 1974), the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Health Management Cadre (Basic Pay Scale 17 and above) Service 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 Health Management Cadre (Basic Pay Scale 17 and above) Service Rules, 2001.
 - (2) They shall come into force at once.

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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 appointing authority specified in rule 4;
- (c) "Commission" mean the Balochistan Public Service Commission;
- (d) "Department" mean the Balochistan Health Department;
- (e) "Government" mean the Government of Balochistan;
- (f) "Initial recruitment" means appointment made otherwise than by promotion or transfer from another Service/Department/Post;
- (g) "Recognized University" means any University in corporate by law in Pakistan or any other University declared by Govt: in consultation with the commission to be recognized University for the purpose of these rules;
- (h) "Service" means the Balochistan Health Management Cadre (BPS-17 and above) Service;
- (i) "P.M.D.C" means the Pakistan Medical & Dental Council.

PART-II RECRUITMENT.

3. **Eligibility and Composition of service.** (1) No person who is married to a foreign national shall be eligible for appointment to the service.

(2) The restriction imposed by sub rule (1) above may be relaxed by Government in the case of a person who is married to a citizen of India or Bengla Desh.

(3) The service shall comprise of the posts 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 Service shall be made by Government.

5. **Method of Recruitment.** Appointment to the Service shall be made as specified in the Appendix.

6. **Age.** (1) No person, who is less then twenty one years or more then thirty five years age shall be appointed to the service by initial recruitment/provided that, in the case of a person whose services under the Government have been terminated for want of a vacancy, the period of service already rendered by him shall, for the purpose of upper age limit under these rules, be excluded form his age;

(2) For the purpose of these rules, age shall be reckoned:-

(a) Where recruitment is to be made on the basis of a written examination, as on the first of January of the year in which the examination is proposed to be held, and

(b) In other cases, as on the last date fixed for submission of application for appointment.

7. **Qualification.** (1) No person shall be appointed to a post in the Service by initial recruitment unless he possess the qualification 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 certificate of character from two other responsible officers, not being his relatives, 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 standing Medical Board.

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 period of one year if appointed otherwise.

(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 not been satisfactory the appointing authority may, notwithstanding that the period of probation has not expired, dispense with his service if appointed by initial recruitment and if he has appointed otherwise, revert him to his former post, or if there be no such post, dispense with his service.

(3) On completion of the probation period of a member of the service, the appointing authority may, subject to the provisions of sub-rule (4), 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 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; 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 order as it could have passed during or on the expiry of the initial probationary period.

Explanation-I. If no order have been made by the day following completion of the initial probationary period, the period of probation shall be deemed to have been extended.

Explanation-II. If no order have been made by the day on which the maximum period of the probation expires, the probationer shall be deemed to have been confirmed in his appointment from the date on which he was appointed to the post subject to provision of sub section (5) of section 7 of the Balochistan Civil Servant Act, 1974.

(4) No person shall be confirmed in the Service unless he successfully completes such training and passess such Department examinations as may be prescribed by Government from time to time.

(5) If member of the service, whether appointed by initial recruitment or otherwise, fails to complete successfully any training and pass any Department examination under sub rule (4) within such period or in such number of attempts as may be prescribed by Government, the appointing 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 inter se-seniority of the of the member of the service in the various grades thereof shall be determined:-

- (a) In the case of member appointed by initial recruitment, in accordance with the order of merit assigned by the commission provided that member selected for the service in an earlier selection shall rank senior to the member selected in a later selection and,
- (b) in the case of members appointed otherwise with reference to the dates of their 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 elder officer, if not junior to the younger officers in the next below grade, shall rank senior to the younger officer or officers.

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

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

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

(2) The seniority in the various grade of the service of the members thereof appointed by initial recruitment vis-a-vis those appointed otherwise shall be determined:-

- (a) in case both the officers appointed by initial recruitment and the officer appointed otherwise have been appointed against substantive vacancies, or both have been appointed against temporary vacancies, with reference to the date of appointment to such vacancy in the case of the officer appointed by initial recruitment and to the date if continues appointment against such vacancy in the case of officer appointed otherwise, provided that if the two dates are the same the officer appointed otherwise shall rank senior to the officer appointed by initial recruitment,

- (b) in case the officer appointed by initial recruitment has been appointed against substantive vacancy and the officer appointed otherwise has been appointed against the temporary vacancy, the officer appointed by initial recruitment shall rank senior to the officer appointed otherwise, and
- (c) in case the officer appointed otherwise is appointed against a substantive vacancy and the officer appointed by initial recruitment is appointed against the temporary vacancy, the officer appointed otherwise shall rank senior to the officer appointed by initial recruitment.

10. **LIABILITY TO TRANSFER AND SERVICE.** Member of the service shall be liable to:-

- (a) transfer anywhere in Balochistan; and
- (b) serve in any Department of Government or any Local authority or statutory body set-up 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.

11. **General Rules.**

In all matter 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 may, for reasons to be recorded in writing, be relaxed in individual cases if Government is satisfied that a strict application of these rules would cause undue hardship to the individual concerned.

Provided that wherever such relaxation involves question on which consultation with the Commission is mandatory the Commission shall be consulted before the relaxation is made.

13. **Delegation.**

Government may delegate all or any of its powers under these rules to any officer subordinate to it.

14. **Posting to General/Specialists/teaching cadre.**

Member of there service are not eligible for posting in General/specialists/teaching cadre of Health Department.

15. **Option.**

- (a) The existing staff of General cadre who have attained the age of 55 years and are promoted in B-19 and B-20 on regular basis serving in the General cadre are hereby exempted from prescribed qualification mentioned in

these rules and are allowed to opt for these rules with the condition that they have at least served in periphery for two years. In case non opts for these rules they will be deemed to have opted for the General Cadre Service.

- (b) The Balochistan Public Service Commission/ a special Board constituted by S&GAD would assess, evaluate the qualification/ experience and eligibility of those doctors who possess prescribed qualification mentioned in the Appendix to the rules recognized by PMDC, having two years service in Periphery for absorption in the Health Management Cadre.
- (c) The senior doctor who holds the management slots like DHO/ equivalent position would be required to acquire prescribed qualification as recognized by the PMDC with a period of three years, failing which they would not be eligible for posting to the management cadre.

16. The posts specified in the Appendix to these rules shall be deleted from the Balochistan Health Department (BPS-16 and above) Services Rules, 1984.

**BY ORDER,
GOVERNOR BALOCHISTAN.**

**CHIEF SECRETARY,
GOVERNMENT OF BALOCHISTAN**

APPENDIX
(See Rule 3(3) and 7(1))

S.No.	Nomenclature of the post with grade.	Minimum qualification prescribed for appointment/promotion.	Method of recruitment.
1.	2.	3.	4.
I.	Asstt: District Health Officer (B-17)/ Assistant Superintendent (B-17) Tertiary Hospital.	(i) MBBS recognized/registered by PMDC (ii) Postgraduate Diploma in Public Health, DHA, MPH or Equivalent qualification as recognized by PMDC.	Initial recruitment with written test
II.	(B-18). Deputy District Health Officer (B-18) Deputy HHO-I Preventive Programme, Deputy DHO-II Estt: Planning: M&E: HMIS Medical Suptt: DHQ Hospital (B-18) Deputy Director Programme planning/M&E, Deputy Director Repair/Maintenance/Deputy Director Leprosy Control Programme/Deputy Director Nutrition/WFP/Deputy Director TB: AIDS Control/CDC, Deputy Director Health Education/Community Awareness. Dy: Director Environment & Occupational Health, Coordinator HIMS, Dy: Director ISTP/PHDC. Dy: Director Coordination, Dy: Director Medicine, Dy: Director equipments, Dy: Director Services, Dy: Director Amenities, Dy: Director Specialist/Teaching cadre, Dy: Director Nursing/other staff. Dy: Director Paramedics, Dy: Director (Training) Dy: Director (Recruitment) (B-18)	i) MBBS recognized/Registered by PMDC. ii) M. Phil or FCPS or equivalent qualification in Public Health as recognized by PMDC.	i) 75% by Promotion with five years experience as ADHO/AMS including two years compulsory experience in periphery ii) 25% posts are to be filled in by initial recruitment through Balochistan Public Service Commission.
III.	Deputy Director Establishment (B-18)	-----	By transfer from S&GAD.
IV.	Director Establishment (B-19)	-----	By transfer from S&GAD.
V.	Director Finance (B-19)	-----	By transfer from Accounts Group.
VI.	Director Health Services (B-19). Director HRD& Training (B-19). Director Logistics (B-19). Chief Coordination PHDC (B-19). Provincial Coordinator DPI (B-19). Provincial Coordinator Malaria Control Programme (B-19). Provincial	-----	By promotion with seven (7) years experience as Deputy DHO/Deputy MS DHO/Deputy Director with compulsory Masters Degree in

	Coordinator MCH/CDP/A&I/SHS (B-19). Provincial Coordinator Preventive Programme (B-19). Additional Director HRD (B-19). Additional Director Nursing/Paramedics (B-19). Additional Director In Services Training (B-19). Additional Director MSD (B-19). Additional Director Services (B-19). District Health Officer (B-19), Deputy Medical Supt: Tertiary Hospital (B-19)		Public Health or equivalent qualification as recognized by PMDC.
VII.	Director General Health services (B-20).	-----	By promotion from amongst officers as mentioned in S.No.VI of the Appendix with seventeen (17) years experience in grade 17 and above or 12 years experience in grade 18 and above.