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INSPECTOR GENERAL OF POLICE
BALOCHISTAN QUETTA

Dated Quetta, the 22nd November, 2021

No. 51584-91/1(262)/A In exercise of the powers conferred by Section 12 of Balochistan Police Act, 2011 (Act No. X of 2011), Inspector General of Police Balochistan with the approval of the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Police Department (CTD within CTF) (BPS-15 and below) Service, and prescribing conditions of service for the persons appointed thereto, namely: -

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PART-I GENERAL

1. **Short title and commencement:** - (1) These rules may be called as the Counter Terrorism Force (BPS-01 to 15) Service Rules, 2021 within Counter Terrorism Department of Balochistan Police.

(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) "Appointing Authority" means the authority competent to make appointment to a post as mentioned in Schedule-I;
- (b) "Function / Job Descriptions" means the Function / job descriptions of Counter Terrorism Force shall be as mentioned in Schedule-II;
- (c) "Appellate Authority" means the authority competent to hear appeals as mentioned in Schedule-III;
- (d) "Authority for writing ACRs / PERs" means the authority competent to write ACRs / PERs as mentioned in Schedule-III;
- (e) "CTF" means the Counter Terrorism Force, a specialist cadre for the purposes of counter terrorism within the Counter Terrorism Department of Balochistan Police;
- (f) "Commission" means the Balochistan Public Service Commission.
- (g) "Competent Authority" means the authority declared under the rules;
- (h) "Department" means the Counter Terrorism Department of the Balochistan Police;
- (i) "Departmental Promotion Committee" means a committee constituted under the rules;
- (j) "Employee" means an employee of CTF;
- (k) "Schedule" means the schedules appended to these rules;
- (l) "Government" means Government of the Balochistan;
- (m) "Rules" means the Counter Terrorism Force (CTF) Service Rules 2021.

PART-II-RECRUITMENT

3. **Method of recruitment:** - The name of the post, minimum qualification, age, method of appointment and appointing authority shall be such, as provided in the rules and the Schedule-I.

4. **Ranks and Basic Pay Scales:** - The CTF shall consist of the following Basic Pay Scales mentioned against each and any future up gradation / change, notified by the Government:

Sr. No.	Ranks	Basic Pay Scales
1	Corporal	BPS-14
2	Data Entry Operator	BPS-12
3	Supervisor	BPS-12
4	Assistant Supervisor/Helper	BPS-09
5	Class-IV	BPS-01

5. **Initial recruitment**:- (1) Subject to sub-rule (2), the appointing authority may appoint a person through initial recruitment on such terms and conditions as laid down in the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009.

(2) 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 no below the rank of District health Officer, as the case may be.

(3) 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/gazette officer, not being his relatives and who are well acquainted with his character and antecedents.

PART-III CONDITIONS OF SERVICE

6. **Probation**:- A person appointed to the Service on regular basis shall remain on probation for a period prescribed in rule 2-A of the Balochistan Civil Servants (Confirmation) Rules, 2012.

7. **Confirmation**. - After satisfactory completion of the probationary period, the employee 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.

8. **Training**: - (1) The Government, in addition to what is prescribed in Schedule-IV, may prescribe any training or certification for enhancement of professional capabilities.

(2) The examinations, training and courses shall be conducted under the supervision of Senior Superintendent of Police, Administration at CTD Headquarter or Principal or Commandant CTD Training School or any other Police institution notified by the Inspector General of Police.

09. **Transfer and merger**: - An employee shall not be:

- (a) Transferable, in any case, to general, executive or any other cadre; and
- (b) Entitled to claim any absorption or merger in any department including the Police Department.

10. **Number of posts**:- The Inspector General of Police Balochistan may, by notification, determine the number of posts in each rank of the CTF at Headquarters, Region and District level.

11. **Functions/Job Description of CTF**: - An employee shall perform such functions as mentioned in Schedule-II or as specified by the Government

12. **Pay and allowances**:- Subject to the rules, an employee shall be entitled to such pay and allowances in the Basic Pay Scale including CTD Risk Allowance as the Government may, by notification, determine.

13. **Seniority:-**The inter-se seniority of the members of the service appointed to the posts in the same Basis Pay Scale shall be determined as prescribed in rule 21 of the in the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 and in the Balochistan Civil Servants (Seniority) Rules, 2008.

14. **Representation: -** An employee may file a representation for redressal of his grievances regarding any terms and conditions of service to the authority next above the appointing authority as mentioned in schedule-III.

15. **Administration of CTF:-** (1) The Senior Superintendent of Police/Admn, Deputy Director, Deputy Inspector General, Additional Inspector General of Counter Terrorism Department shall, within their respective jurisdictions, exercise administrative, financial and operational powers, including the powers of deployment, transfer, posting, reward, sanction and cancellation.

(2) The Additional Inspector General of Counter Terrorism Department CTD shall exercise the administrative, financial and operational powers, duties and functions of CTF under the General Command and Control of Inspector General of Police Balochistan.

16. **Leave:-** An employee shall be entitled to such leave as is admissible under the Revised Leave Rules, 2020.

17. **Disciplinary action:-** Balochistan Police Efficiency and Discipline Rules, 1975 and any other rules made by the Government, in so far as they are not inconsistent with the rules, shall mutatis mutandis apply as mentioned in schedule-III.

18. **Retirement and pension:-** The provisions of the retirement and pension, if applicable, under any rules made by the Government, in so far as they are not inconsistent with the rules, shall mutatis mutandis apply:

Provided that, an employee of CTF is unable to clear mandatory examinations, courses & trainings, within the specified attempts and age limit as specified for Corporal & Sergeant in Schedule-IV shall be declared as "Dead Wood" and he shall be retired from service on attaining the age of 45 years.

19. **Fixation of Quota for recruitment: -** (1) the following quota shall be observed, against the total sanctioned strength, for initial recruitment:

- (a) 5% quota for minorities; and
- (b) 5% quota for females.
- (c) 5% quota for disable.

(2) If none is available to fill up the post through quota, the same shall be filled through open merit.

MUHAMMAD TAHIR RAI, PSP
Hilal-i-Shujaat
 Inspector General of Police
 Balochistan, Quetta

**(SCHEDULE-I
(2(a) and 3)**

ELIGIBILITY CRITERIA FOR THE MEMBERS OF COUNTER TERRORISM FORCE (CTF)

S#	Name of the Deptt:	Functional Unit	Name of the Post with BS	Appointing Authority	Minimum Qualification for initial recruitment	Method of Recruitment	Age Limit of initial recruitment		Examination, training and other conditions required for confirmation as may be prescribed
							Min	Max	
	1	2	3	4	5	6	7	8	9
1	Balochistan Police	Counter Terrorism Department	Corporal BS-14	DIG CTD, Balochistan	Graduation (minimum 14 years education) at least in 2nd division or 1.8 CGPA from any institution / university recognized by HEC. Physical Fitness: (a) Male: Height 5' x5" Chest 31'x32.5" (b) Female: Height 5'. Endurance Test: (a) Male: (i) One mile run in 08 minutes (ii) 3 chin ups in one minute (iii) 20 pushups in 90 seconds (iv) 20 sit ups in 90 seconds (v) Otherwise medically fit (b) Female: (i) One mile run in 11 minutes (ii) 15 sit ups in 90 seconds (iii) Medically fit	By initial Recruitment	18	28	As prescribed in Schedule-IV

2	Balochistan Police	Counter Terrorism Department	Data Entry Operator (BPS-12)	SSP/Admn, CTD	Intermediate or equivalent education from recognized institution / board. Minimum Typing speed in MS Word 30 wpm and in-page must be 20 wpm. 04 weeks initial training / course shall be mandatory.	By initial Recruitment	21	30	On fresh recruitment, Min. 4 weeks initial training/course shall be mandatory.
3	Balochistan Police	Counter Terrorism Department	Supervisor (Mechanical) (BPS-12)	SSP/Admn, CTD	DAE Mechanical at least 2nd Division from a recognized Board/Institution. 4-weeks initial training/course shall be mandatory.	By initial Recruitment	21	30	On fresh recruitment, Min. 4 weeks initial training/course shall be mandatory.
4	Balochistan Police	Counter Terrorism Department	Supervisor (Electrical) (BPS-12)	SSP/Admn, CTD	B.Tech or equivalent in Electrical Technology at least 2nd Division from HEC recognized University/Institution / Institute. 4-weeks initial training/course shall be mandatory. Experience: One year experience in relevant field OR DAE Electrical at least 2nd Division from HEC recognized University / Institution / Institute.	By initial Recruitment	21	35	On fresh recruitment, 4 weeks initial training/course shall be mandatory.
5	Balochistan Police	Counter Terrorism Department	Supervisor (Forensics) (BPS-12)	SSP/Admn CTD	Graduation (minimum 2nd Division) in Chemistry from HEC recognized University / Institution / Institute. 4-weeks initial training/course shall be mandatory.	By initial Recruitment	21	30	On fresh recruitment, Min. 4 week's initial training/course shall be mandatory.

6	Balochistan Police	Counter Terrorism Department	Supervisor (Explosives) (BPS-12)	SSP/Admn CTD	DAE Electrical, Mechanical, Chemical Technology or Instrumental & Electronics from HEC recognized University / Institution / Institute or B.Sc Physics/Chemistry. 4-weeks initial training/course shall be mandatory.	By initial Recruitment	21	30	On fresh recruitment, Min. 4 week's initial training/course shall be mandatory.
7	Balochistan Police	Counter Terrorism Department	Assistant Supervisor/Helper (Mechanical) (BPS-09)	SSP/Admn, CTD	F.Sc (at least 2nd Division) from a recognized Board/Institute or DAE in Mechanical Technology. 4-weeks initial training/course shall be mandatory.	By initial Recruitment	21	30	On fresh recruitment, 4 week's initial training/course shall be mandatory.
8	Balochistan Police	Counter Terrorism Department	Assistant Supervisor/Helper (Electrical) (BPS-09)	SSP/Admn, CTD	F.Sc (at least 2nd Division) from a recognized Board/Institute or DAE in Electrical Technology. 4-weeks initial training/course shall be mandatory.	By initial Recruitment	21	30	On fresh recruitment, 4 week's initial training/course shall be mandatory.
9	Balochistan Police	Counter Terrorism Department	Assistant Supervisor/Helper (Forensics) (BPS-09)	SSP/Admn CTD	F.Sc (at least 2nd Division) from a recognized Board/Institute or DAE in Chemical Technology. 4-weeks initial training/course shall be mandatory.	By initial Recruitment	21	30	On fresh recruitment, Min. 4 week's initial training/course shall be mandatory.
10	Balochistan Police	Counter Terrorism Department	Assistant Supervisor/Helper (Explosives) (BPS-09)	SSP/Admn CTD	DAE Electrical, Mechanical, Instrumental & Electronics from a recognized Board/Institute or F.Sc. 4-weeks initial training/course shall be mandatory.	By initial Recruitment	21	30	On fresh recruitment, Min. 4 week's initial training/course shall be mandatory.

SCHEDULE-II
(See rule 2(6) and 11)

**FUNCTION / JOB DESCRIPTION OF COUNTER TERRORISM FORCE IN COUNTER
TERRORISM DEPARTMENT, BALOCHISTAN POLICE**

- (i) **Intelligence Wing:**
- (a) Collection, collation & dissemination of intelligence regarding terrorism, sectarianism, extremism and radicalization.
 - (b) Generation of human intelligence.
 - (c) Analysis of information and intelligence.
 - (d) Cultivation of sources through use of secret funds in and out of proscribed terrorist organizations.
 - (e) Coordination with other agencies, NACTA, other CTDs, LEAs etc.
 - (f) Follow-up on previous intelligence reports.
 - (g) Participation in fusion cells and joint teams in and out of CTD.
 - (h) Infiltration in banned sectarian, terrorist and militant outfits.
 - (i) Formulation, printing and publication of Red Book containing particulars of wanted terrorists/proclaimed offenders.
 - (j) Issuance of Threat Alerts/warnings.
 - (k) Physical surveillance of suspects.
- (ii) **Operations Wing:**
- (a) Execute all covert/overt operations against the terrorists.
 - (b) Draw/execute operational strategies against absconding terrorists.
 - (c) Arrest and hand over suspected terrorists to Investigation Wing.
 - (d) Implement plans chalked out by the CTD HQrs and Regional Offices.
 - (e) Respond against terrorists through its own manpower and Operation Teams.
- (iii) **Monitoring Wing:**
- (a) Monitoring of activities of proscribed organizations.
 - (b) Surveillance of 4th schedule activists / ATBs/RAPs/LMEs / watch list persons.
 - (c) Maintain watch list of persons / suspects.
- (iv) **Investigation Wing:**
- (a) Investigation of CT (Counter Terrorism) cases.
 - (b) Interrogation of terrorism suspects / accused.
 - (c) Running of CTD Police Stations.
 - (d) Preparation of interrogation reports.
 - (e) Collection of evidence and investigation.
 - (f) Collaboration with prosecution.
 - (g) Preparation of challan (report under section 173 of CrPC).
- (v) **Prosecution Wing:**
- (a) Continuous consultations with Prosecution Service.
 - (b) Issuance of Trial worthiness Certificates.
 - (c) Preparation of witnesses.
 - (d) Follow up of cases till the cases attain finality.
 - (e) Analysis of acquittals.
 - (f) Filing of appeals.
 - (g) Maintenance of record of prosecutions and trials.

(vi) Research and Analysis Wing :

- (a) Maintenance of record of Proscribed Organisations.
- (b) Analysis of suspects and terrorist / proscribed organizations.
- (b) Evaluation of threat warnings / alerts.
- (c) Maintenance of data of militants, sectarian activists and terrorists.
- (d) Forecasting future trends.
- (e) Maintenance of database.
- (f) Research of motivational factors leading to radicalization & extremism.
- (g) Suggest policy options.
- (h) Issuance of periodicals and special reports.
- (l) Library maintenance.
- (j) Profiling of suspects.

(vii) Technical Wing:

- (a) Provision of all kinds of technical support / assistance to CTD staff.
- (b) Technical monitoring facilities and their maintenance.
- (c) Access to call data, location and electronic analysis.
- (d) Cyber-crime prevention and detention.
- (e) Audio/video surveillance.
- (f) Sketch drawing section.
- (g) Maintenance of technical equipment.
- (h) Monitoring of Social Media to online radicalization, recruitment, funding.

(viii) Training Wing:

- (a) Supervision of CTD Training School.
- (b) Counter Terrorism orientation courses.
- (c) Intelligence training.
- (d) Training of analysts.
- (e) Intelligence report writing.
- (f) Technical training.
- (g) Cyber Crime training.
- (h) Criminal investigation intelligence training.
- (i) Comprehensive training in counter terrorism study and techniques.

SCHEDULE-III
(2(c) (d), 14 and 17)

FOR AWARDING PUNISHMENTS

S#	Authority	Deputy Director	Assistant Director	Sergeant	Corporal
1.	Punishment Authority	IGP Balochistan	Addl. IGP CTD	Addl. IGP CTD	DIG/CTD
2.	Appellate Authority	Chief Secretary	IGP Balochistan	IGP Balochistan	Addl. IGP CTD

Note: Punishing & appellate authority for the posts of Additional Director and Director shall be as such as notified for the posts of Senior Superintendent of Police, Deputy Inspector General of Police.

WRITING OF PERs / ACRs

S#	Authority	Deputy Director	Assistant Director	Sergeant	Corporal
1.	Initiating Authority	Addl: IGP	DIG / Director Concerned	SSP / SP / Dy: Dir: // Addl: Dir: RO concerned	<ul style="list-style-type: none"> • Serving in Districts = District Officer concerned • Serving in Inv. Wing & Ops. Wing in Regional HQ = District Officer concerned • Serving in RO Offices = DSP-Investigation / DSP-Admn (If not posted then District Officer concerned) • Serving at CTD/HQ = DSP / AD Concerned
2.	First Countersigning Authority	IGP Balochistan	Addl: IGP / Director General	DIG / Director concerned	SSP / SP / Dy: Dir: // Addl: Dir: RO concerned
3.	Second Countersigning Authority	--	IGP Balochistan	Addl: IGP	--
4.	Authority to convey adverse remarks	SSP/Admn CTD	SSP/Admn CTD	SSP/Admn CTD	SSP/Admn CTD
5.	Appellate Authority	Chief Secretary	Home Secretary	IGP Balochistan	Addl. IGP

Note: Authority to write PERs / ACRs for the posts of Additional Director, Director shall be as such as notified for the posts of Senior Superintendent of Police, Deputy Inspector General of Police.

SCHEDULE-IV
See Rule 8(1) and (18)

EXAMINATION / COURSES / TRAININGS

SENIOR MANAGEMENT COURSE

Senior Management Course will be mandatory for the promotion from the rank of Additional Director to the rank of Director.

- After successful completion, Additional Director will be eligible (on his turn) to appear before Promotion Board subject to fulfillment of other formalities, satisfactory performance and other criteria as notified by Government of Balochistan.

MID CAREER MANAGEMENT COURSE

Mid-Career Management Course will be mandatory for the promotion from the rank of Deputy Director to the rank of Additional Director.

After successful completion, Deputy Director will be eligible (on his turn) to appear before Promotion Board subject to fulfillment of other formalities, satisfactory performance and other criteria as notified by Government of Balochistan.

Initial / Basic Training for the post of Assistant Director: After appointment / recruitment against 25% director / initial recruitment quota, Assistant Directors shall undergo 09 months basic training (06 months general and 03 months specialized training) in any Police Training Institute or any other institute notified by the competent authority.

CTD JUNIOR COMMAND COURSE

(i) Schedule of Course:

CTD Junior Command Course of all Assistant Directors shall be held every year, arranged by SSP Admn, CTD HQ in CTD Training School.

(ii) Eligibility:

The Assistant Directors appearing in the CTD Junior Command Course must fulfill following criteria:-

- (a) Have completed at least 06 years of service in CTD in the rank of Assistant Director
- (b) Should not be above the age of 55 years
- (c) No departmental / criminal action is under process

(iii) Course Syllabus

Syllabus for Course will be based on the following fields:-

- (i) Job Specific (Intelligence/Operation/Investigation, counterterrorism)
- (ii) General Law (PPC, Cr. PC, Police Rules etc.)
- (iii) General Knowledge
- (iv) Practical, Interview

After successful completion, Assistant Directors will be eligible to appear before Promotion Board subject to fulfillment of other formalities and availability of vacancies

Initial / Basic Training for the post of Sergeant: After appointment / recruitment against 33% direct / initial recruitment quota, Sergeants shall undergo 09 months basic training (06 months general and 03 months specialized training) in any Police Training Institute or any other institute notified by the competent authority.

CTD ADVANCE COURSE

- (i) **Schedule of Course:**
CTD Advance Course of all Sergeant shall be held every year, arranged by SSP Admn, CTD HQ in CTD Training School.
- (ii) **Eligibility:**
The Sergeant appearing in the CTD Advance Course must fulfill following criteria:-
(a) Have completed at least 06 years of service in CTD in the rank of Corporal.
(b) Should not be above the age of 44 years.
(c) No departmental / criminal action is under process.
- (iii) **Course Syllabus**
Syllabus for Course will be based on the following fields:-
(i) Job Specific (Intelligence/Operation/Investigation, counterterrorism)
(ii) General Law (PPC, Cr. PC, Police Rules etc.)
(iii) General Knowledge
(iv) Practical, Interview

After successful completion, Sergeant will be eligible to appear before Promotion Board subject to fulfillment of other formalities and availability of vacancies.

Number of Chances for "CTD Advance Course" and performance evaluation = 03 attempts within the age of 44 years will be given for CTD Advance Course. After three attempts or 44 years age "whichever is later", non-qualifier shall be declared as dead wood and shall be retired from service under clause-18 of Counter Terrorism Force (CTF) Service Rules-2021 and other relevant rules.

Initial / Basic Training: After recruitment, Corporal shall undergo 09 months basic training (06 months general and 03 months specialized training) in CTD Training School or any Police Training Institute.

PROMOTIONAL EXAMINATION (FOR PROMOTION / ENLISTMENT IN CTD LIST "E")

- (i) **Schedule of Examination:**
Initial Promotional Examination / Promotion List "E" of all Corporals shall be held in the first week of March each year arranged by SSP Admn, CTD HQ.
- (ii) **Eligibility:**
The Corporals appearing in the Promotional Examination for enlistment in CTD List "E" must fulfill following criteria:-
(a) Have completed at least 04 years of service in CTD from the date of appointment
(b) Should not be above the age of 35 years
(c) Must have qualified basic training course
(d) No departmental / criminal action is under process