

EXTRAORDINARY

REGISTERED NO. S-2771



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NO. 30 QUETTA FRIDAY FEBRUARY 22, 2019.

GOVERNMENT OF BALOCHISTAN,
SERVICES AND GENERAL ADMINISTRATION
DEPARTMENT.
(Regulations Section-II)

NOTIFICATION

Dated Quetta, the 22nd February, 2019.

No. SOR-II(8)19/2019-S&GAD/655-704. 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 Health Management Cadre (BPS-17 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

**THE BALOCHISTAN HEALTH MANAGEMENT CADRE
(BPS-17 AND ABOVE) SERVICE RULES, 2019.**

Service Rules No. 1 of 2019.

PART-I-GENERAL

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Health Management Cadre (BPS-17 and above) Service Rules, 2019".

(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 Health 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 Health Management Cadre (BPS-17 and above) Service Rules, 2019;
- (o) "**Service**" means the Balochistan Health Management Cadre (BPS-17 and above) Service; and
- (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 Health Management Cadre (Basic Pay Scale 17 and above) Service Rules, 2001 are hereby repealed.

**BY ORDER OF
GOVERNOR BALOCHISTAN.**

**CHIEF SECRETARY
BALOCHISTAN.**

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.
{HMC/Doctors}			
1.	(a) Director General (Health Services), (BPS-20); (b) Medical Superintendent Tertiary Care Hospitals, (BPS-20); (c) Divisional Director (Health Services), (BPS-20); and (d) Executive Director, Sheikh Khalifa Bin Zaid Hospital, (BPS-20).	---	By promotion from amongst the members of the Service holding the post of HMC/BPS-19 Doctors; Provincial Coordinator (BPS-19), Medical Superintendent 50-Bedded Hospitals (BPS-19), Deputy Medical Superintendent Tertiary Care Hospitals (BPS-19), Additional Director (BPS-19), Principal Multipurpose and Paramedics Training School (BPS-19), District Health Officer (BPS-19), Director Health Services/Public Health (BPS-19), Director HRD (BPS-19), Director Logistics (BPS-19) and Principal, Public Health School (BPS-19) having at least seventeen (17) years service in BPS-17 and above or twelve (12) years service in BPS-18 and above, on seniority cum fitness basis; and completed Senior Management course (SMC) successfully.
2.	(a) Provincial Coordinator, (BPS-19). (b) Medical Superintendent 50-Bedded Hospitals, (BPS-19);	---	By promotion from amongst the members of the Service holding the posts of HMC/BPS-18 Doctors; Deputy District Health Officer-Preventive/Curative (BPS-18), Medical Superintendent of DHQ Hospitals/ Jam Ghulam Qadir

	(c) Deputy Medical Superintendent Tertiary Care Hospitals, (BPS-19);	---	Hospital, Hub/Prince Fahad Hospital Chagai (BPS-18), Deputy Director (BPS-18), Assistant Medical Superintendent Tertiary Care Hospitals (BPS-18), Resident Medical Officer Tertiary Care Hospitals (BPS-18), Deputy Provincial Coordinator (BPS-18), Deputy Medical Superintendent 50-Bedded Hospitals (BPS-18), Epidemiologist (BPS-18), and Principal, Public Health Schools at District level (BPS-18), having at least twelve (12) years service in BPS-17 and above or seven (7) years service as such, on seniority cum fitness basis, and completed Mid Career Management Course (MCMC) successfully.	
	(d) Additional Director, (BPS-19);			
	(e) Principal Multipurpose and Paramedics Training School, (BPS-19);			
	(f) District Health Officer, (BPS-19);			
	(g) Director Health Services/Public Health, (BPS-19);			
	(h) Director HRD, (BPS-19);			
	(i) Director, Logistics, (BPS-19); and			
	(j) Principal, Public Health School, (BPS-19),			
{Non-Doctors}				
3.	Director Establishment, (BPS-19).	---		On transfer basis by the S&GAD from amongst PAS/BCS/BSS Service Group.
4.	Director Finance, (BPS-19).	---	On transfer basis by the S&GAD from amongst PAS/BCS/BSS Service Group.	
5.	Chief Planning Officer, (BPS-19).	---	By promotion from amongst the members of the Service holding the post of Deputy Chief Planning Officer, Planning Cell (BPS-18), having at least twelve	

			(12) years service in BPS-17 and above or seven (7) years service in BPS-18, on seniority cum fitness basis; and completed Mid Career Management Course (MCMC) successfully.
{HMC/Doctors}			
6.	<p>(a) Deputy District Health Officer- Preventive/ Curative, (BFS-18);</p> <p>(b) Medical Superintendent of DHQ Hospitals/ Jam Ghulam Qadir Hospital, Hub/Prince Fahad Hospital Chagai (BPS-18);</p> <p>(c) Deputy Director, (BPS-18);</p> <p>(d) Assistant Medical Superintendent Tertiary Care Hospitals, (BPS-18);</p> <p>(e) Resident Medical Officer Tertiary Care Hospitals, (BPS-18);</p> <p>(f) Deputy Provincial Coordinator, (BFS-18);</p> <p>(g) Deputy Medical Superintendent 50-Bedded Hospitals, (BPS-18);</p>	<p>(a)(i) MBBS/BDS or equivalent qualification from a recognized University/Institute, and</p> <p>(ii) be registered with Pakistan Medical and Dental Council; with</p> <p>(b)(i) Master's Degree in Public Health or equivalent qualification in Public Health or Health/ Hospital Administration or DMCH (Pb) DHA(Pb)/ M.Sc (Community Eye Health) from a University/institute recognized by HEC or PMDC; and</p> <p>(ii) Having at least three (3) years experience in the relevant field.</p>	<p>(a) 75% by promotion from amongst the members of the Service holding the post of Assistant District Health Officer (BPS-17), and Monitoring and Evaluation Officer (BPS-17) having at least five (5) years service as such, on seniority cum fitness basis; and</p> <p>(b) 25% by initial recruitment as under:-</p> <p>(i) 15% by initial recruitment for MBBS candidates and,</p> <p>(ii) 10% by initial recruitment for BDS candidates and having at least five (5) years experience in public health after acquiring post graduated qualification.</p>

	(h) Epidemiologist, (BPS-18); and (i) Principal, Public Health Schools at District level, (BPS-18).		
{Non-Doctors}			
7.	Deputy Director Establishment, Provincial Health Directorate, (BPS-18).	---	On transfer basis by the S&GAD from amongst PAS/BCS/BSS Service Group.
8.	Deputy Chief Planning Officer, Planning Cell (BPS-18).	---	By promotion from amongst the members of the Service holding the post of Planning Officer, Planning Cell (BPS-17), and having at least five (5) years service as such, on seniority cum fitness basis.
{HMC/Doctors}			
9.	(a) Assistant Director Health Officer, (BPS-17); and (b) Monitoring and Evaluation Officer, (BPS-17).	(a)(i) MBBS/BDS or an equivalent qualification from a recognized University; and (ii) be registered with Pakistan Medical and Dental Council; with (b) Master's Degree in Public Health or higher qualification in Public Health or Health/Hospital Administration or DMCH (Pb)/ DHA (Pb)/ M.Sc (Community Eye Health) from a University recognized by HEC or PMDC.	(a) 90% by initial recruitment for MBBS candidates; and (b) 10% by initial recruitment for BDS candidates.
{Non-Doctors}			
10.	Planning Officer, Planning Cell, (BPS-17).	(a) Master's Degree at least in Second Division in Economics/ Statistics/ Sociology from a	By initial recruitment.

	recognized University;	
	(b) Bachelor's Degree in Business Administration: <ul style="list-style-type: none">• (BBA) (4 years Degree) from a recognized University; or	
	(c) Master's Degree in Public Administration (MPA) from a recognized University.	

REHMATULLAH,
Section Officer (Regulations-II)
S&GAD
Ph. No: 9201563.