

RULES

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**BALOCHISTAN AGRICULTURE DEPARTMENT
SUBORDINATE (RESEARCH WING)
(BASIC PAY SCALE 1 TO 15) SERVICE
RULES, 1984**

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"BALOCHISTAN? AGRICULTURE DEPARTMENT
SUBORDINATE (RESEARCH WING)
(BASIC PAY SCALE 1 TO 15) SERVICE

RULES, 1984

NOTIFICATION

[25" July, 1984]

No. SOR (2)137/S&GAD-81(B). In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Acts 19743 (IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Agriculture Department Subordinate (Research Wing) (Basic Pay Scale | to 15) 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, Agriculture Department Subordinate (Research Wing) (Basic Pay Scale 1 to 15) Service Rules, 1984.

(2) They shall come into force at once.

2. Definitions— In these rules, unless the context otherwise requires the following expression 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) "Board" means a Board of Secondary Education established by law in Pakistan or any other educational authority or institution declared by Government in consultation with the Commission to be a Board for the purpose of these rules;

(d) "Commission" means the Balochistan Public Service Commission';

(e) "Department" means the Balochistan Agriculture Department;

(f) "Government" means the Government of Balochistan;

(g) "Initial recruitment" means appointment made otherwise than by promotion or transfer from an other Service/Department/post;

These rules have been made by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR (2)137/S&GAD-81(B), dated 25" July, 1984; and published in the Balochistan Gazette (Extraordinary) No. 257, dated 25" July, 1984.

Spelling of the word "Baluchistan", wherever it appears in these rules, is corrected by insertion of letter "o" instead of "u"; as per Government of Balochistan, S&GAD's Notification No. SORI (4) 6/ S&GAD-89, dated 18" June, 1989.

That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan on 19" June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41 dated 20" July, 1974.

Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23"! May, 1989; and earlier to that constituted under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

(h) "Recognized University" means any University incorporated by law in Pakistan or any other University declared by Government in consultation with the Commission to be a recognized University for the purposes of these rules;

(j) "Scheduled Castes" means the castes, races of tribes and parts or groups within castes, races or tribes declared to be scheduled castes, under any law in force in Pakistan or as declared by Government for the purposes of these rules;

(k) "Service" means the Balochistan Agriculture Department Subordinate (Research Wing) (Basic Pay Scale | to 15) Service.

PART II— RECRUITMENT

3. Eligibility and Composition of Service.— (1) No persons 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.

(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 as specified in rule 4 of the Baluchistan Civil Servant (Appointment, Promotion and Transfer) Rule, 1979!.

5. Method of Recruitment.— Appointment to the Service shall be made as prescribed in the Appendix.

6. Age.— (1) No person, who is less than eighteen years or more than twenty five years of age shall be appointed to the Service by initial recruitment;

Provided that —

(i) 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 the upper age limit under this rule, be excluded from his age.

(ii) for upper age limit for appointment in the Service by initial recruitment in case of candidates from scheduled castes or under developed areas, shall be relaxed for three years upto 31.12.1984, as laid down in the Government of Balochistan, S&GAD's Notification No. S-II-27(127)/ S&GAD-74, dated 8.12.1979.

(2) For the purpose of this rule, age shall be reckoned: —

(i) where recruitment is to be made on the basis of a written examination, as on the 1st of January of the year in which the examination is proposed to be held;

79-SO-ARC/S&GAD, dated 26" June, 1979; published in the Balochistan Gazette (Extraordinary) No. 73, dated 10" July, 1979 and now repealed by the Balochistan Civil Servant (Appointment, Promotion and Transfer) Rules, 2009, Rule 23.

For the Balochistan Civil Servant (Appointment, Promotion and Transfer) Rules, 2009, See Balochistan Gazette (Extraordinary) No. 165, dated 27" October, 2009.

(ii) in other cases, as on the last date fixed for submission of applications for appointment.

7. Qualifications.— (1) No person shall be appointed to a post in the Service by initial recruitment unless he possesses 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 certificates of character from two other responsible person, 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 a Government Medical Officer not below the rank of a District Health Officer.

PART II — 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 a period of one year if appointed otherwise.

Explanation. Officiating service and service spent on deputation to a corresponding or a higher post may be allowed to count towards the period of probation.

(2) If the work or conduct of a member of the Service during the period of probation has in the opinion of appointing authority may, notwithstanding that the period of probation has not expired, dispense with his services if he has been appointed by initial recruitment and if he has been appointed otherwise, revert him to his former post, or if there be no such post, dispense with his services.

(3) On completion of the period of probation 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 services, 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 services; 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 orders as it could have passed during or on the expiry of the initial probationary period.

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

Explanation— II. If no orders have been made by the day on which the maximum period of 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 the provision of Sub-section (5) of Section 7 of Balochistan Civil Servant Act, 1974}.

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

(5) If a member of the Service whether appointed by initial recruitment or otherwise fails to complete successfully any training or pass any departmental 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 services; 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 services.

9. Seniority. (1) the inter se seniority of the members of the Service in the various grades thereof shall be determined:—

(a) in the case of members appointed by initial recruitment, in accordance with the order of merit assigned by the Selection Committee; provided that members selected for the Service in an earlier selection shall rank senior to the members selected in a later selection; and

(b) in the case of persons 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 older official, if not junior to the younger official or officials in the next below grade shall rank senior to the younger official or officials.

Explanation—I. If a junior official in a lower grade is promoted to a 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 seniors in the fixation of his seniority in the higher grade.

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

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

(2) The seniority in the various grades of the Service of the members thereof appointed by initial recruitment viz-a-viz those appointed otherwise shall be determined—

1 That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan on 19" June, 1974; assented to by the

Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41, dated 20" July, 1974.

(a) in case both the official appointed by initial recruitment and the official 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 official appointed by initial recruitment and to the date of continuous appointment against such vacancy in the case of the official appointed otherwise; provided that if the two dates are the same the official appointed otherwise shall rank senior to the official appointed by initial recruitment;

(b) in case the official appointed by initial recruitment has been appointed against a substantive vacancy and the official appointed otherwise has been appointed against a temporary vacancy, the official appointed by initial recruitment shall rank senior to the official appointed otherwise; and

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

10. Liability to transfer and serve.— Members of the Service shall be liable to:—

(a) transfer any where 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 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 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.

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

14. Repeal.— The West Pakistan Agriculture Research Subordinate Service Rules, 1963 in their application to the Province of Balochistan are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

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Nomenclature of the Post.

Market Intelligence
Inspector

(B-15).

Sub-Engineer
(B-11).

Lab: Technician Male &
Female

(B-11).

Field Inspector/

Field Supervisor
(B-11).

Electric Forman

(B-11).

1APPENDIX
{See Rules 3 (3), 5 and 7 (1)}

Minimum qualification
prescribed for
Appointment by initial
recruitment.

2TM Division Graduation
from a__ recognized
University.

Diploma in Civil
Technology/ Engineering
from recognized
Polytechnic Institute.

F.Sc
Board.

from recognized

Diploma in Electrical
Engineering from a
recognized Board.

Method of Recruitment.

50% By initial recruitment.

50% by promotion from amongst the Stenographers (B-12) and Assistants (B-14) on seniority cum fitness basis having three years service as such with following ratio:

a) 25% from the holders of the post of Stenographers (B-12).

b) 25% from the holder of the post of Assistants (B-14).

By initial recruitment.

40% by initial recruitment.

60% by promotion from amongst Lab: Assistant on seniority cum fitness basis having at least three years service as such.

By promotion from amongst the Field Assistant of Agriculture Research Wing with three years experience in the Agriculture Research on_ seniority cum fitness basis as such.

i) 20% by initial recruitment.

ii) 80% by promotion from amongst member holding

Substituted vide the Government of Balochistan, Services and General Administration Department's notification No. SOR-II(1)2/S&GAD/1736-1835, dated 9" June, 2008; and published in the Balochistan Gazette (Extraordinary) No. 66, dated 9" Jun

the existing Appendix.

For the earlier Appendix see S&GAD Notification No. SOR (2)137/S&GAD-81 (B), dated 25" July, 1984; and published in the Balochistan Gazette (Extraordinary) No. 257, dated 25" July, 1984.

Drafts Man
(B-11).

Telephone Technician
(B-11).

Laboratory Assistant Male &
Female

(B-09).

Artist Cum Photographer
(B-09).

Charge Mechanic
(B-10).

Mechanic
(B-08).

Cataloger
(B-08).

Electrician
(B-08).

Diploma in Civil
Technology from
recognized Polytechnic
Institute.

Matriculation from
recognized Board with
Diploma/ Certificate
from Government
recognized Institute of
Telephone (Haripur).

Matriculation with
Science from a
recognized Board.

Matriculation from
recognized Board with
one year experience in
Photography.

Matriculation from
recognized Board with
one year Diploma/

Certificate from
recognized Institute.

Matriculation with
Diploma in Electricity
from a recognized Board.

the post of Electrician with
three years service
Experience, as such.

By initial recruitment.

50% by initial

recruitment.

50% By promotion from
amongst the members
holding post of Telephone
Operator with five years
experience on Seniority
cum fitness basis as such.

By initial recruitment.

By initial recruitment.

By promotion from amongst the
member holding the __ post of
Mechanic of Agriculture
Research Wing with at least
three years experience as such.

By promotion from amongst
Fitter/ Plumber of Agriculture
Research wing with three years
experience in the Department as
such on seniority Cum fitness
basis.

By initial recruitment.

By initial recruitment.

Dispenser Matriculation from a | By initial recruitment.

(B-06). recognized Board with

Diploma/ Certificate

from Government

Institute as Dispenser.

Tube Well Operator/ Engine By promotion amongst the

Driver Cleaners/Helpers and _ Beldars

(B-06) already working with the Tube

: Well Operator with at least five

years experience in _ the

department on the seniority cum

fitness basis.

Heavy Vehicle Driver By promotion from Driver on

seniority cum fitness basis with

(B-07). ; ,

five years experience in Vehicle

driving in Agriculture Research.

Field Man By promotion from amongst

Malies/ Beldars of Agriculture

Research Wing on seniority cum

fitness basis as such.

18. | Field Assistant Matriculation from a | i 80% by initial recruitment.

(B-06). recognized Board with at | .. 20% by promotion from

(B-06).

least one year training

Certificate from

Agriculture Training

Institute.

amongst the members of

Service holding the post in

B-01 to B-04 who have

passed the Matriculation

with three years experience

on seniority cum fitness

basis.

Telephone Operator Matriculation from a | By initial recruitment.

recognized Board and a

Certificate from

Vocational Institute for

handling the Telephone

exchange.

Budder By promotion from amongst
(B-06) Malies/ Beldars of Agriculture
: Research Institute on seniority

cum fitness basis as such.

(B-06).

Fitter
(B-05).

By promotion from amongst
Cleaners having five years
satisfactory Service in the line
on seniority cum fitness basis.

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Carpenter
(B-05).

Welder
(B-05).

Tractor Driver
(B-05).

Met Observer
(B-05).

Vehicle Driver
(B-04).

Washer Man
(B-04).

Dairy Attendant / Poultry
Attended

(B-02).

Certificate of Plumbing
from recognized
Institute.

Middle with Certificate
of Carpentry from
recognized Institute or
certificate from any other
recognized training
Institute.

Diploma/Certificate from
recognized Vocational
Institute with three years
experience in Electric
and Gas Welding.

Tractor Driving License.

Matriculation with
science from recognized
Board. The experience of
Metrology is preferred.

Valid driving _ license
holder

One Year experience

certificate in cloth washing.

Physical fitness.

recruitment.

75% By promotion from amongst the Tube Well Cleaner / Helpers having five years experience as such on seniority cum fitness basis as such.

By initial recruitment

25% By initial recruitment.

75% By promotion from amongst the members of Service possessing of three years service experience in Electric and Gas Welding.

20% by initial recruitment.

80% By promotion from amongst the Cleaners

having three years service holding Tractor driving license on seniority cum fitness basis.

By initial recruitment.

20% by initial recruitment.

80% By promotion from amongst the Cleaners having three years service holding a licence of driving on seniority cum fitness basis as such.

By initial recruitment.

By initial recruitment.

Library Attendant/ Physical fitness. By initial recruitment.

Laboratory Attendant/ Store

Attendant

(B-02).

Attendant/Cook One year experience By initial recruitment.

(B-02). certificate in cooking.

Boiler Attendant Boiler Test examination | By initial recruitment.

(B-02). certificate from a
recognized Institute.

Cleaner By promotion amongst the

(B-02) Beldars already working as

: Cleaner on Vehicle/Tractor in
Workshop with at least 2 years
experience in the department, as
such.

Pollinator Physical fitness. By initial recruitment.

(B-02).

Mali/Beldar/Chowkidar Physical fitness. By initial recruitment.

(B-01).

Sweeper Physical fitness. By initial recruitment.

(B-01).

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