

BALUCHISTAN AGRICULTURE ENGINEERING DEPARTMENT

RULES

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SUBORDINATE (GRADE 2 — 15) SERVICE
RULES, 1982

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"BALOCHISTAN? AGRICULTURE ENGINEERING DEPARTMENT
SUBORDINATE (GRADE 2—15) SERVICE
RULES, 1982

NOTIFICATION

[26" June, 1982]

No. SOR (2)42/S&GAD— 79. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 19743 (IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Agricultural Engineering Department Subordinate (Grade 2—15) Services 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 Agricultural Engineering Department Subordinate (Grade 2—15) Service Rules 1982.

(2) They shall come into force at once.

2. Definitions— (1) 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 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 19794:

(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 purposes of these rules,

(d) "Department" means the Agriculture Engineering Department Balochistan;

(e) "Government" means the Government of Balochistan.

(f) "Jnitial recruitment" means appointment made other than by promotion or transfer from another service/department/post;

(g) "Recognized University" means any University incorporated by law in Pakistan or any other University which may be declared by Government to be a recognized University for the purposes of these rules;

These rules have been made by the Government of Balochistan, Services and General Administration Department, vide its notification No. SOR (2)42/S&GAD— 79.dated 26" June, 1982; and published in the Balochistan Gazette (Extraordinary) No.1 dated 26" June, 1982.

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.

See footnote | under Rule 4.

(h) "Selection/Promotion Committee" means Selection/Promotion Committee constituted by or under orders of Government.

(i) "Service" means the Balochistan Agricultural Engineering Department Subordinate Service.

PART I — 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.

(3) The Service shall comprise 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.— Appointments to the Service shall be made by the Appointing Authority as specified in Rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 1979!.

5. Method of Recruitment.— |= Appointments to the various posts in the Service shall be made as specified in the appendix to these rules.

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) for upper age limit for appointment to the Service by initial recruitment shall be relaxed for three years up to 31-12-1984, according to the Government of Balochistan Notification No.S-HI-27 (127)/S&GAD-74, dated, 8-12-1979;

(ii) in case of a person whose services under 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.

(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 1* of January of the year in which the examination is proposed to be held; and

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

7. Qualifications.— (1) No person shall be appointed to a post in the Service by

initial recruitment unless he possesses the qualifications prescribed for the post in column 3 of the Appendix to the rules.

1 Rules made by the Government of Balochistan, Services and General Administration Department, vide its Notification No. 1

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

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

(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, not being his relatives, who are well acquainted with his character and antecedents.

PART I — CONDITION 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 requirement, 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 been unsatisfactory, the 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 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;

(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 provision of sub-section (5) of section 7 of Balochistan Civil Servants 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 fails to complete successfully any training and pass any departmental examination prescribed under sub-rule (4) within such period or in such number of attempts as may be prescribed by Government the appointing authority may;

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

(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 seniority inter se 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 persons selected for the Service in an earlier selection shall rank senior to the persons 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 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 temporary 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— I. — 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, the official promoted first shall rank senior to the official promoted subsequently.

Explanation—II.— 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 performance to the senior official.

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

(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 shall 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 a 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 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 had 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 the 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 official subordinate to it.

14. Repeal. The West Pakistan Agriculture Department Subordinate Service Rules, 1965 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)

‘APPENDIX

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

Nomenclature of the | Minimum qualification Method of recruitment.
Post. prescribed for appointment
by initial recruitment.

Tyre Officer Three years Diploma from By initial recruitment.
(B-13) Government recognized

, Institute in Mechanical
Engineering.

Security Assistant By promotion on seniority-cum-
(B-12) fitness basis from amongst the

members of the service holding
the post of Time Keepers
having five years experience as
such.

Foreman (B-11) Three years Diploma in i 25% by initial
(Machine Shop). Mechanical Engineering from Recruitment.

recognized Institute. 75% by promotion on

seniority-cum-fitness
basis from amongst the
members of the service
holding the post of
Assistant
Foreman/Machinist/
Turner/Instrument
Mechanic possessing
seven years service.

Foreman (B-11) Three years Diploma in i 25% by initial

Mechanical Engineering from Recruitment.

Auto shop). : insti
(Auto shop) recognized institute.

75% by promotion on
seniority-cum-fitness

basis from amongst the
members of the service
holding the post of
Assistant Foreman /
Charge Mechanic / Auto
Mechanic /Diesel
Mechanic possessing
seven years service.

Substituted vide the Government of Balochistan, Services and General Administration Department's notification No. S.O. (R-II) (1)3/S&GAD/121-200, dated 24" January, 2008; and published in the Balochistan Gazette (Extraordinary) No. 8, dated 24" January, 2008, for the existing Appendix.

For the earlier Appendix, See S&GAD notification No. SOR(2)42/S&GAD-79, dated 26" June,1982; published in the Balochistan Gazette (Extraordinary) No. 118, dated 26" June,1982.

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Foreman (B-11) Three years Diploma in Mechanical Engineering from

Tractor repair Shop. oes
P P recognized institute.

Foreman (B-11)
(Auto Electric Shop).

Three years Diploma in
Electrical Engineering from
recognized Institute.

Foreman (B-11)
(Electrical Shop).

Three years Diploma in
Electrical Engineering from
recognized Institute.

25% by initial
Recruitment.

75% by promotion on
seniority-cum-fitness
basis from amongst the
members of the service
holding the post of
Assistant Foreman /
Charge Mechanic/
Mechanic (Diesel / Pump)
having Seven years
service.

25% by initial
Recruitment.

75% by promotion on
seniority-cum-fitness
basis from amongst the
members of the service
holding the post of
Assistant Foreman / Auto
Electrician having seven
years service.

25% by initial
Recruitment.

75% by promotion on
seniority-cum-fitness
basis from amongst the
members of the service

holding the post of
Assistant
Foreman/Electrician
having seven years
service.

Foreman (B-11)
(Ancillary Shop).

Sub-Engineer

(B-11).

Draughtsman

(B-11).

Assistant Foreman

(B-9)

Three years Diploma in
Mechanical Engineering from
recognized Institute.

Three years Diploma in
Mechanical Engineering from
recognized Institute.

Diploma/ Certificate in
Draughtsmanship from a
recognized Institute.

25% by initial
Recruitment.

75% by promotion on
seniority-cum-fitness
basis from amongst the
members of the service
holding the post of
Assistant Foreman /
Welder / Moulder /
Pattern Maker / Carpenter
/ Black Smith / Denter /
Tin Smith / Tyre
Vulcanizer / Painter /
Upholster having seven
years service.

By initial recruitment.

By initial recruitment.

By promotion from amongst the
members of the service holding
the post of Mechanic (Diesel/
Auto/ — Pump), Machinist,
Electrician, Welder, Pattern

Maker, Freighter Operator,
Denter, Painter, | Upholster,
Radiator Maker, Black Smith,
Tyre Vulcanizer possessing 4
years service experience as
Mechanic, Freighter Operator,
Machinist, Electrician, Welder,
Pattern Maker or possessing six
years service experience as
Carpenter, Upholster or Pattern
Maker, Radiator Maker,
Valcunizer, Painter, Denter,
Black Smith, Tin Smith in the
Department.

By promotion from amongst the
members of the service holding
the post of Diesel Mechanic
who possess 4 years service
experience as Diesel Mechanic.

Training Instructor /
Supervisor

(B-8).

Mechanic
Auto/Diesel
(B-8).

Three years Diploma in
Mechanical Engineering from a
recognized Institute.

i) Diploma in Mechanical
Engineering from a recognized
Institute.

ii) Matriculation having 3
years experience in Operation,
Maintenance and repair of
Tractors.

Diploma / Certificate from
Govt. recognized vocational
Institute in Auto/ Diesel with 3
years repair and maintenance
experience in the line.

75% by initial
recruitment.

25% by promotion on
seniority-cum-fitness
basis from amongst the
members of _ service
holding the post of
Training Instructor/
Supervisor / Junior
Supervisor or 3 years
service experience as
Supervisor/ Training
Instructor or eight years
service experience as
Junior Supervisor in the
Department.

By initial recruitment.

25% by initial
recruitment.

75% by promotion
amongst the members of

the service holding the post of Fitter (Auto / Diesel) having five years experience in the Department on seniority cum fitness basis. Be able to overhaul independently the engine of Petrol / Diesel Vehicle = and Bulldozers.

By promotion on seniority cum fitness basis from amongst the member of the service holding the post of Fitter having 5 years experience of Fuel Injection Celebration and Pump Room Practices in the Department.

Auto / Line
Electrician

(B-8).

Machinist / Turner /
Instrument Mechanic

(B-8).

Welder
(B-8).

Pattern Maker
(B-8).

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Diploma / Certificate from a
Govt. recognized vocational
Institute in Auto Electric
Technology with three years
experience as Electrician.

Diploma / Certificate from a
recognized vocational Institute
in Machine shop.

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

Diploma / Certificate from a
recognized Institute in Pattern
Making with three years
experience as Pattern Maker.

25% by initial
recruitment.

75% by promotion on
seniority cum fitness basis
from amongst the member
of the service holding the
post of Helper Electrician
having 7-years service
experience in the repair,
maintenance and setting
of electric parts and
components. Be able to
work independently.

25% by initial
recruitment.

75% by promotion on
seniority-cum-fitness

basis from the member of
the service holding the
post of Bench Fitter /
Assistant Turner
(Machine Shop) having
seven years service
experience as such.

25% by initial
recruitment.

75% by promotion on
seniority cum fitness basis
from amongst the
members of the service
possessing of 7 years
services experience in
Electric and Gas Welding.

25% by initial
recruitment.

75% by promotion on
seniority cum fitness basis
from amongst the
members of the service
having 7-years service
experience in carpentry
and Pattern Making work
in the Department. Be
able to make pattern
independently.

16. | Carpenter Diploma / Certificate from a i 25% by initial (B-8). recognized wnsttute in recruitment.

arpentry with t ar: . . :

experience in carpentry : 1% by promotion on

, seniority cum fitness basis

from amongst the

members of _ service

having the 5- _ years

services experience as

Assistant Carpenter in the

Department. Be able

manufacture vehicles

cabin and office furniture

independently.

17. | Moulder Diploma / Certificate from a i 25% by initial recognized Institute in recruitment.

(B-8). . . :

moulding with three years “ } .

experience in moulding 7 a by Promotion on

, seniority cum fitness basis

from amongst the

members of the service

having 5-years services

experience as Assistant

Moulder in the

Department.

Upholster By promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Fitter (Upholster Shop) and having seven years service experience as_ such. Enable to work independently.

(B-8)

Denter Diploma / Certificate from a i 25% by initial recognized vocational Institute recruitment.

in dentering with three years experience in the line.

(B-8)

75% by promotion on

seniority-cum-fitness

basis from amongst the

members of the service

holding the post of Fitter

(Denter Shop) and having

seven years service

experience as such.

Enable to work

independently.

Painter

(B-8).

Radiator Maker

(B-8).

Black Smith /

Tin Smith

(B-8).

Freighter Operator

(B-8).

Tyre Vulcanizer

(B-8).

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Diploma / Certificate from a recognized Institute in Radiator making with three years experience in the line.

Diploma / Certificate from a recognized vocational Institute in Black Smithy.

Heavy Vehicle Driving license and five years experience in maintenance and driving of 15 / 25 tons capacity vehicles.

100% by promotion on seniority-cum-fitness basis from amongst the members of service holding the post of Fitter (Painter Shop) and having seven years service.

25% by initial recruitment.

75% by promotion on seniority cum fitness basis from amongst the members of _ service having 5-years service experience as Assistant Radiator Maker or 7-years service experience in the line in the department.

25% by initial recruitment.

75% by promotion on seniority-cum-fitness basis from amongst the members of _ service holding the post of Fitter (Black Smith Shop) having five years service experience.

25 % by initial recruitment.

75% by promotion on seniority cum fitness basis from amongst the members of the service holding the post of M.T. Driver (Heavy Vehicle), Crane Operator possessing five years service experience as M. T. Driver or Crane Operator in the department.

By promotion on seniority-cum-fitness basis from amongst the members of service holding the post of Fitter (Tyre Vulcanizing Shop) having five years experience as such.

Crane Operator
(B-8).

Dozer Driver / Dozer
Operator

(B-6).

Senior Store Keeper
(B-6).

Fitter (B-5) Auto /
Diesel.

Bench Fitter
(B-5).

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Heavy Duty Vehicle Driving
license and three years
experience as Crane Operator.

Holder of a valid Driving
License.

Diploma / Certificate from a
recognized Institute in repair
and maintenance of machinery
with one year experience in the
line.

25% by initial

recruitment.

75% by promotion from
amongst the members of
the service holding post
of M.T. Cleaners who
possess Heavy Vehicle
Driving License and
possessing 5- years
experience in the
Department.

By promotion on seniority-cum-
fitness basis from amongst the
members of the service holding
the post of Dozer Cleaners
having five years experience as
such. Should also be well
conversant with operation and
daily maintenance of bulldozer.
Enable to work independently.

By promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Junior Store Keeper / Tool Room Keeper / Store Munshi / Store Clerk / Store Ledger Clerk having three years experience as such. Enable to work independently.

25% by initial recruitment.

75% by promotion from amongst the members of the service holding the post of Trained Helper / Helper Hand / Helper possessing 3-years experience in line in the department.

By promotion on seniority-cum-fitness basis from amongst the members of the service holding the post of Helper / Helper Hand / Trained Helper having three years service experience in the machine shop.

Junior Store Keeper /
Tool Room Keeper /
Store Munshi / Store
Clerk / Ledger Clerk

(B-5).

Time Keeper
(B-5).

Assistant Turner

(B-4).

Assistant Radiator
Maker (B-4).

Junior Supervisor

(B-4).

M.T.Driver/Driver
(B-4).

Tractor-cum-
Combine Harvester
Driver (B-6).

Matric or equivalent
qualification from recognized
University and Board.
Preference shall be given to a
person having store Keeping
experience.

Matric or equivalent
qualification from recognized
Board. Preference shall be
given to a person having store
Keeping experience.

Matriculate with two years
experience in handling
operation and maintenance of
tractor.

Heavy Vehicle Driving license
and five years experience as a
Motor Driver

By initial recruitment.

By initial recruitment.

By promotion on seniority cum fitness basis from amongst the members of the _ service possessing three years experience as Helper Machine Shop in the department.

By promotion on seniority cum fitness basis from amongst the members of the _ service possessing three years experience as Helper in

Radiator Making shop of the department.

By initial recruitment.

25% by initial

recruitment.

75% by promotion on seniority cum fitness basis from amongst the members of the service having light Vehicle driving License and possessing five years experience.

Promotion on_ seniority-cum-fitness basis from amongst the members of the service holding post of Dozer Cleaner / Tractor Cleaners having light driving License.

Assistant Carpenter
(B-4).

Assistant Moulder
(B-4).

Incharge Chowkidar
(B-4).

Hammer Man

(B-2).

Helper/Helper Hand / | ['***]
Trained Helper

(B-2).

Dozer Cleaner/ cs aaa |
Tractor Cleaner (B-2)
M.T.Cleaner SL]
(B-2)

Store Cooli

(B-1).

(B-1).

Chowkidar
(B-1).

on

By promotion on seniority cum
fitness basis from amongst the
members of the _ service
possessing 3-years experience
as Helper in carpentry shop in
the department.

By promotion from amongst the
members of the _ service
possessing 3-years experience
as Helper in Moulding shop of
the department.

By promotion from amongst the
Chowkidar in the department.

By promotion from amongst the
members of the _ service
possessing 3-years experience

as Helper in Black Smith shop
in the department.

By initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

Entries omitted, by the Government of Balochistan, Services and General Administration Department, vide its Notification No. S.O.R-II (1)3/S&GAD/11792-843, dated 28" October, 2010; published in the Balochistan Gazette (Extraordinary) No. 111, date

28" October, 2010.

Omitted ibid.

Omitted ibid.

