

THE BALOCHISTAN INDUSTRIES DEPARTMENT
(GRADE 16 AND ABOVE)
SERVICE RULES, 1983

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'THE BALOCHISTAN? INDUSTRIES DEPARTMENT
(GRADE 16 AND ABOVE)
SERVICE RULES, 1983

NOTIFICATION

[15" November, 1983]

No. SOR (2)200/S&GAD-82. In exercise of 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 Industries Department, (Grade 16 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 Industries Department, (Grade 16 and above) Service Rules, 1983.

(2) They shall come into force at once.

2. Definitions.— In these rules, unless the context otherwise required the following expression shall have the meaning 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 purposed of these rules;

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

(e) "Department" means the Industries Department, Government of Balochistan;

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

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

(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;

* These rules have been issued by the Services and General Administration Department vide its notification No. SOR (2)200/S&GAD-82, dated 15"November, 1983; and published in the Balochistan Gazette (Extraordinary) No.255-A, dated 15"November, 1983.

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.

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

2

3

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

(k) "Service" means the Balochistan Industries Department, (Grade 16 and above

Service.

PART IT— 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-rules (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 Colum 2 of the appendix and such other post has 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 Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 19791,

5. Method of Recruitment.— |= Appointment to the service shall made as specified 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 service 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.

(11) for upper age limit for appointment in service by initial recruitment in the case of candidate from scheduled castes or under developed areas, shall be relaxed for three years up to 31.12.1984, as laid down in the Government of Balochistan, S&GAD's Notification No.S-III-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; and

(11) 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 qualifications prescribe for the post in column 3

of the Appendix.

1 Now the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009, issued by the Services and

General Administration Department, Government of Balochistan, vide its Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27th October, 2009; and published in the 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 institutions last attended and also certificates of character from to other responsible persons, 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 of conduct of a member of the service during the period of probation has in the opinion of appointing authority not been satisfactory the appointing authority may, notwithstanding that the period of probation has not expired, dispense with his service 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 rules (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 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 orders 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 the completion of the initial probationary period, the period of probationer shall be deemed to have been extended.

Explanation— IT. If no order has been made by the day on which the maximum

period of probation expires, probationer shall be deemed to have been confirm 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 Servant Act, 1974.

(4) No person shall be conformed in the Service unless he successfully completed

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 files to complete successfully any training and pass any departmental examination

under sub rules (4) within such period of in such number attempts has 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 sonority of the member 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, if the appointment is made on_ the recommendation of 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 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 of officials in the next below grade shall rank senior to the younger official of officials.

Explanation— I. If a junior official in a lower grade in 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 sonority in the higher grade.

Explanation— IT. 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 prompted 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 officials 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 vis-a-vis those appointed otherwise shall be determined.

(a) in case both the official appointed by initial recruitment and the officials 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 a substantive vacancy and the official appointed by initial recruitment is appointed against a temporary vacancy, 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 favorable 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 Industries Service (Class-I) Rules, 1962¹, the West Pakistan Industries Service (Class-II) Rules, 1962², in their application to the Province of Balochistan are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
BALOCHISTAN

1 The Governor of West Pakistan made these rules; which was notified by S&GADs Government of West Pakistan Notification

No. SO.XIX-1-60/58, dated 10th April, 1962, now repealed by these rules. P. 14.

The Governor of West Pakistan made these rules; which was notified by S&GADs Government of West Pakistan Notification No. SO.XIX-I-45/59, dated 13th October, 1962, now repealed by these rules. P. 14

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(See Appendix on next Page)

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APPENDIX

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

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

Director General By transfer from amongst the

(B-20) officers of BSS/BCS/DMG.]

Director By promotion from amongst the
members of the Service holding
the post of Deputy Director (B-18)
having at least 12 years service in

(B-19)

B-17 and above, on seniority cum
fitness basis.]

Deputy Director (a) Master's Degree in (a) 25% by initial recruitment;
Business Administration and

(B-18). ;
from a recognized

i, (b) 75% by promotion from
University; and

amongst the members of the
(b) Five years' administrative Service holding the post of

or technical experience in Assistant Director (BPS-17)/

the relevant field. Assistant Director Statistics
(BPS-17) and Administrative
Officer (BPS-17) having at
least five (5) years service as
such, on seniority cum fitness
basis.]

Chief Inspector of | 1) B. Sc Mechanical i) Twenty Five Percent by initial

Inserted at serial number 1, after re-numbering of the existing serial numbers, by the Services and General Administration
Department, Balochistan vide its notification No. No. SORII (10)14/S&GAD/ 219-70, dated 18" January, 2011; published in
the Balochistan Gazette (Extraordinary) No. 150, dated 18" January, 2011.

Inserted at serial number 2, after re-numbering of the existing serial numbers, ibid.

Substituted for the existing serial number 3, by the Services and General Administration Department, Government of

Balochistan's notification No. S.O(R-ID)(10)14/2012-S&GAD/2376-2425, dated 25" October, 2012; published in the Balochistan Gazette (Extraordinary) No. 111, dated 25" October, 2012.

It was earlier re-numbered in place of serial number 1 and substituted for the existing entries vide S&GAD's notification No. SORII (10)14/S&GAD/ 219-70, dated 18" January, 2011; published in the Balochistan Gazette (Extraordinary) No. 150, dated 18" January, 2011.

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1

2

Boilers (N.P.S.
No.18)

Assistant Director,

(B-17)

Industrial

Development
Officer
(N.P.S. No.16)

Inspection Officer

3

Engineering from a
recognized University or
other equivalent
qualification.

ii) Ist Class certificate of
competency from the Board
Examining Engineers under
Boilers Act, 1923 or any
other equivalent certificate;
and

iii) Practical and
administrative experience
about the working of Boilers
and their maintenance for ten
years.

2" Class Master Degree in
Economics, M.Com or MBA
from a recognized university.

Degree in Economics or
Commerce or Science or
Engineering or equivalent
qualifications in craft
technology or Textile from a
recognized University.

Degree in Science (Physics
or Economic

recruitment.

ii) Seventy Five
promotion from

percent
amongst

by
the
members holding the posts of
Inspector of Boilers with at least
Seven years service as such in
grade 17.

(a)
(b)

50% by initial recruitment.

50% by promotion from
amongst the members of the
Service holding the post of
Superintendent (B-16) and
Assistant Account Officers (B-16)
having at least 3 years service as
such on seniority cum fitness
basis.]

i) Fifty Percent initial

recruitment.

by

ii) Fifty percent by promotion
from amongst the members of the
service holding the posts of
Assistant Industrial Development
Officer and Research Investigator
with 5 years' service as such.

By Initial recruitment.

Re-numbered in place of serial number 2, by the Services and General Administration Department, Balochistan's notification No. SORII (10)14 /S&GAD/ 219-70, dated 18" January, 2011; published in the Balochistan Gazette (Extraordinary) No. 150, dated 18" January, 2011.

Re-numbered in place of serial number 3, and substituted for the existing entries, *ibid*.

Re-numbered in place of serial number 4, *ibid*.

Re-numbered in place of serial number 7, by the Services and General Administration Department, Government of

Balochistan's notification No. SORII (10)14 /S&GAD/ 219-70, dated 18" January, 2011; published in the Balochistan Gazette (Extraordinary) No. 150, dated 18" January, 2011.

(N.P.S. No.16) or Mechanical Engineering from a recognized University.

Assistant Director By promotion from amongst the

Statistics members of the Service holding

(B-17) the post of Industrial Development Officer (B-16) having at least 3 years service as such, on seniority cum fitness basis.]

Administrative By promotion from amongst the

Officer members of the Service holding

(B-17) the post of Superintendent (B-16) having at least 3 years service as such, on seniority cum fitness basis.]

Law Officer B.A. LLB from a By initial recruitment.] (B-17) recognized University; and

at least two years practice as an advocate

Inspector of i) Diploma in Mechanical or | By Initial recruitment

Boilers Electrical Engineering from a

(N.P.S. No.16) recognized University.

ii) Ist Class certificate' s competency certificates under Boilers Act, 1923; and

iii) Three years practical experience in the repairs and maintenance of steam Boilers.

Assistant Accounts | B. Com from a recognized i) Fifty Percent by initial Officer University or S.A.S. recruitment.

Fifty percent by promotion

Re-numbered in place of serial number 8, and substituted for the existing entries, ibid.

Re-numbered in place of serial number 9, and substituted for the existing entries, ibid.

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Inserted, after re-numbering of the existing serial numbers, at serial number 10, *ibid.*

Re-numbered in place of serial number 11, by the Services and General Administration Department, Government of Balochistan's notification No. SORII (10)14 /S&GAD/ 219-70, dated 18th January, 2011; published in the Balochistan Gazette (Extraordinary) No. 150, dated 18th January, 2011.

Re-number in place of serial number 10, *ibid.*

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(N.P.S. No.16)

Superintendent

(N.P.S. No.16)

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Re-number in place of serial number 11, ibid.

from amongst the members of the
service holding the posts of
Accountant with at least five years
Service as such.

iii) By transfer from other
department provided the candidate
possesses degree in Commerce
with three years experience.

By promotion from amongst the
members of the Service holding:-

1) Senior Scale Stenographer
with at least five years
service as such.

2) Assistant with at least five
years service as such.