

TO BE PUBLISHED IN EXTRAORDINARY  
ISSUE OF BALUCHISTAN GAZETTE, CHB TāN

SERVICES AND GENERAL ADMINISTRATION  
DEPARTMENT  
(Regulations Section-II)

Dated Quetta, the 17th, March, 2021

NOTIFICATION

No.SOR-II(11)4/2021-S&GAD/ell —(Ro. In exercise of the powers conferred by

Section 25 of the Baluchistan Civil Servants Act, 1974 (Act No. IX of 1974), the Government of Baluchistan is pleased to make the following rules regulating the recruitment to the Baluchistan Irrigation Department Miscellaneous Posts (BPS-16 and above) Service, and

prescribing conditions of service for the persons appointed thereto, namely:-

THE BALUCHISTAN IRRIGATION DEPARTMENT  
MISCELLANEOUS POSTS (BPS-16 AND ABOVE)  
SERVICE RULES, 2021

Service Rules VI of 2021

PART-I-GENERAL

= title and commencement.— (1) These rules may be called "the Baluchistan

Irrigation Department Miscellaneous Posts (BPS-16 and above) Service Rules, 2021".

(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 Baluchistan 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 Baluchistan Public Service Commission;

(g) "Department" means the Balochistan Irrigation 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 Government in consultation with the Commission to be a recognized University for the purpose of these rules;

(n) "Rules" means the Balochistan Irrigation Department Miscellaneous Posts (BPS-16 and above) Service Rules, 2021;

(o) "Service" means the Balochistan Irrigation Department Miscellaneous Posts (BPS-16 and above) Service; and

(p) "Subordinate Service" means the Balochistan Irrigation Department Ministerial (Head Office)/ (Circle Office) (BPS-1 to 15) Service.

(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

## PART-II-RECRUITMENT

3. > fbi 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, who is less than 18 years or more than 28 years of age shall be appointed to the Service by initial recruitment:

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,

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.

He shall be appointed by initial recruitment to the Service unless he is medically fit by the Medical Board constituted by the Government for the

### PART-III-CONDITIONS OF SERVICE

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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.

cS. 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 Irrigation and Power Department Miscellaneous Posts

(Grade 16 and above) Service Rul ARO8D are hereby repealed.

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Vp BY ORDER OF  
GOVERNOR BALOCHISTAN  
CHIEF SECRETARY  
BALOCHISTAN

The Chief Controller,

Printing and Stationery Department,  
Balochistan, Quetta for publication

and provision of 20 copies of the Gazette.

No. Even. Dated. Even.

A copy is forwarded for information to:-

1. The Senior Member, Board of Revenue Balochistan, Quetta.
2. The Additional Chief Secretary (Dev:), GoB, P&D Department, Quetta.
3. The Chairman, Chief Minister's Inspection Team, Quetta.
4. The Principal Secretary to Governor Balochistan, Quetta.

5.7 The Principal Secretary to Chief Minister Balochistan, Quetta.

& The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis: 4-67 /Law/ 1174 dated 10% February, 2021.

7. The Secretary, GoB, Irrigation Department, Quetta with reference to his letter No.SO-G/ 118-Gen:/2021/249-50 dated 25 January, 2021.

8. The Accountant General Balochistan, Quetta.

9. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.

10. The Secretary, Balochistan Public Service Commission, Quetta.

11. The Deputy Secretary (Services-III) S&GAD, Quetta.

12. All the Under Secretaries/Section Officers in S&GAD, Quetta.

13. The Private Secretary to Secretary S&GAD, Quetta.

14. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.

15. The P.A to Deputy Secretary (Regulations) S&GAD, Quetta.

16. Master File.

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Under Secretary (Regulations-II)

S&GAD

Ph. No: 9201563

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## APPENDIX

{See Rules 2 (1) (b) 3 (3), 5 & 7 (1)}

Serial | Nomenclature and

Minimum qualification for Method of recruitment

No. basic pay scale initial recruitment

(BPS) of the post

[4 2 a Se

| Director (Judicial), By promotion from amongst

(BPS-19). the members of the Service

(Head Office) {Head Office} holding the post

of Deputy Director (Claim)

(BPS-18) (Head Office) having

at least twelve (12) years'

service in BPS-17 and above,

on seniority cum fitness basis.

Ht Deputy Director

. By promotion from amongst

(Claim), | the members of the Service

(BPS- 18). holding the post of Assistant

(Head Office)

Director (Claim) (BPS-17)

fHead Office} having at least

five (5) years' service, on

}

seniority cum fitness basis.

|

3. | Deputy Director --- (a) 80% by promotion

| (Admn.), from amongst the

(BPS- 18).

members of the

LAT Service holding the

me sy: "to

fs) 4,\post of Administrative

is Dp. \-Dfficer (BPS-17) (Head

- Office and Circle

«Faw having at least

five (5) years' service,

— on seniority cum

fitness basis;

| | (Head Office)

provided that for the purpose of promotion a combined seniority list shall be maintained of {Head Office & Circle Office} in Head Office from the date of their regular promotion or appointment in that cadre, post and basic pay scale; and

(b) 20% by promotion from amongst the members of the Service holding the

post of Private Secretary (BPS-17) {Head Office} having at

least five (5) years' service, on seniority cum fitness basis.

Deputy Director/  
Senior Sociologist,  
(BPS-18).  
(Circle Office)

Deputy Director

(Head Office)

Assistant \_Director/  
Assistant Sociologist,  
(BPS-17).

(Circle Office)

Social Work at least in  
Second Division from a  
recognized University.

Bachelor's Degree in  
Law (LL.B) at least in  
Second Division from a

recognized University;

(b) having at least three (3)  
years' experience as a  
practicing advocate;

and

Assistant Director  
(Claim),  
(BPS-17).

(Head Office)

(c) having valid  
Registration with  
Balochistan Bar  
Counsel.

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'from the date of their regular

By promotion from amongst  
the members of the Service  
holding the post of Assistant  
Director/ Assistant Sociologist  
(BPS-17) {Circle Office} having  
at least five (5) years' service,  
on seniority cum fitness basis.

By promotion from amongst the members of the Service holding the post of Accounts Officer (BPS-17) {Head Office & Circle Office} having at least five (5) years' service as such, on seniority cum fitness basis;

provided that for the purpose of promotion a combined seniority list shall be maintained of {Head Office & Circle Office} in Head Office

at cadre, post and basic pay

(a) 50% by promotion from amongst the members of the Service holding the post of Superintendent (BPS-17) {Head Office and Circle Offices} with at least five (5) years' service as such

and having Bachelor's

Degree in Law (LL.B),

on seniority cum

fitness basis.

provided that for the purpose of promotion a combined seniority list shall be maintained of {Head Office & Circle Office} in Head Office from the date of their regular promotion or appointment in that cadre, post and basic pay scale; and

(b) 50% by

recruitment.

Administrative  
Officer,  
(BPS-17).  
(Head Office and  
Circle Office)

By promotion from amongst  
the members of the Service  
holding the post of  
Superintendent (BPS-17)  
{Head Office and Circle  
Offices} having at least three  
(3) years' service as such, on  
seniority cum fitness basis.

provided that for the  
' purpose of promotion a  
combined seniority list shall  
be maintained of {Head Office  
& Circle Office} in Head Office  
from the date of their regular  
promotion or appointment in  
that cadre, post and basic pay

scale. |

Accounts Officer, By promotion from amongst

(BPS-17). the members of the Service  
(Head Office and {Head Office and Circle  
Circle Office) Offices} holding the post of

Assistant Accounts Officer  
(BPS-16) having at least three  
(3) years service as such, on  
seniority cum fitness basis.

provided that for the  
purpose of promotion a  
ombined seniority list shall  
'be maintained of {Head Office  
'| Bs Circle Office} in Head Office

from the date of their regular  
promotion or appointment in  
that cadre, post and basic pay  
scale.

By promotion from amongst  
the members of the Service  
{Head Office and Circle  
Offices} holding the post of  
Assistant Private Secretary

(BPS-16) having at least three  
(3) years service as such, on  
seniority cum fitness basis.

Private Secretary,  
(BPS-17).

{Head Office/Circle  
Office)

For the purpose  
combined seniority list of both  
the services shall be  
maintained from the date of  
regular appointment to that  
service, grade and post.

By promotion from amongst  
the members of the Service  
holding the post of Circle |  
Head Draftsman (BPS-16)  
{Circle Offices } having at least  
three (3) years service as  
such, on seniority cum fitness  
basis.

Chief Draftsman,  
(BPS-17).  
(Head Office)

Superintendent,  
(BPS-17).  
(Head Office)

Superintendent,  
(BPS-17).  
(Circle Office)

Assistant Accounts  
Officer,

(BPS- 16).

(Head Office)

Assistant  
Secretary,  
(BPS- 16).  
(Head Office)

Bachelor's Degree (at  
least in Second  
Division) in Commerce  
from a\_ recognized  
University; or

Degree in Cost and  
Management  
Accounting (CMA) from  
a recognized Institute of  
Cost and Management  
Accounts of Pakistan;  
or

ACCA qualification  
from a \_\_\_ recognized  
Association of  
Chartered Certified  
Accountants/ Institute;  
or

Bachelor's Degree at  
least in Second Division  
in Business  
Administration from a  
recognized University.

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By promotion from amongst  
the members of the Service  
{Head Office} holding the posts  
of Assistants (BPS-16) having

at least three (3) years service  
as such, on seniority cum  
fitness basis.

25% by promotion from  
amongst the members  
of the Service holding  
the post of Head Clerk

'a J fitness basis; and

75% by initial  
recruitment.

25% by promotion from  
amongst the members of  
the Service (Head Office)  
holding the post of  
Accounts Assistant  
(BPS-14) having at least  
three (3) years' service  
as such, on seniority  
cum fitness basis; and

75% by initial  
recruitment,

By promotion from amongst  
the members of the Service  
{Head Office} holding the post  
of Stenographer (BPS-14)  
having at least three (3) years  
service as such, on seniority  
cum fitness basis.



Assistant,  
(BPS- 16).  
(Head Office)

Bachelor's Degree | (a) 75% by promotion from  
from a \_ recognized amongst the members  
University; and of the Service holding  
the post of Senior  
Clerk (BPS-14) (Head  
Office) having at least  
three (3) years' service  
as such, on seniority  
cum fitness basis; and

having at least three  
(3) months Office  
Automation Certificate  
in computer  
operations from a  
recognized Institute.

(b) 25% by initial  
recruitment.

Assistant  
Officer,

(BPS- 16).  
(Circle Office)

Accounts Bachelor's Degree (at

least in Second  
Division) in Commerce  
from a \_ recognized  
University; or

25% by promotion from  
amongst the members of  
the Service holding. the  
post of Accounts  
Assistant (BPS-14)  
(Circle Office) having at  
least three (3) years'  
service as such, on  
seniority cum fitness  
basis; and

(b) Degree in Cost and  
Management  
Accounting (CMA) from  
a recognized Institute of  
Cost and Management

Accounts of Pakistan;

or

(b) 75% by  
recruitment.

initial

ACCA  
from a \_ recognize  
Association o

Chartered |  
Accountants/ Institute;  
or

Bachelor's Degree at  
least in Second Division  
in Business  
Administration from a  
recognized University.

Circle  
Draftsman,  
(BPS- 16).  
(Circle Office)

By promotion from amongst  
the members of the Service  
holding the post of Divisional  
Head Draftsman (BPS-13)  
{Circle Offices} having at least  
three (3) years service as  
such, on seniority cum fitness  
basis.

Assistant  
Secretary,  
(BPS-16).  
(Circle Office)

Private By promotion from amongst  
the members of the Service  
holding the post of  
Stenographer (BPS-14) {Circle  
Office} having at least three (3)  
years service as such, on

seniority cum fitness basis.

(a) 50% by promotion from amongst the members of the Service holding the post of Accounts Clerk (BPS-11) (Circle Office) having at least three (3) years' service as such, on seniority cum fitness basis; and

(a) Bachelor's Degree from a \_ recognized University; and

Assistant,  
(BPS- 16).  
(Circle Office)

(b) having at least three (3) months Office Automation Certificate | in computer operations from a recognized Institute.

(b) 50% by initial recruitment.

By promotion from amongst the members of the Service holding the post of Accounts Clerk (BPS-11) {Circle Office} having at least three (3) years' service as such, on seniority | cum fitness basis.

By initial recruitment from

Head Clerk,  
(BPS- 16).  
(Circle Office)

Security Officer, Bachelor's Degree (Second

(BPS- 16). | Division) from a recognized| amongst the retired Army (Circle Office) University. Personnel of the rank of JCO or retired Inspector of Police

Personnel specifically trained for security purposes by Private Firms.

(a) 70% by promotion from amongst the members of the

Service holding the  
posts of Store  
Supervisor (BPS-11),  
PesxSenior Store Keeper

i (BPS-11)

j piece office} having at  
rl -\* Jeast ten (10) years

“- gervice as such, on  
seniority cum fitness  
basis:

Bachelor's Degree (Second  
Division) from a recognized  
University.

Store Officer,  
(BPS- 16).  
(Circle Office)

For the purpose  
combined seniority list  
of the cadres shall be  
maintained from the  
date of regular  
appointment to that  
cadre, grade and post;  
and

(b) 30% by initial  
recruitment.

o4 4103] a]  
Under Secretary (Regulations-I])  
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