

biota a HEIN LED GA PES EXTRAORDINARY GOVERNMENT OF BALOCHISTAN  
OS 2° EN a 2 Bia eee Pa SERVICES AND GENERAL ADMINISTRATION  
DEPARTMENT

(Regulations Section-I])

www.ezqanoon.com. . - ee Dated Quetta, the AR January, 2024

NOTIFICATION

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cosa Rely ib /2023-SRGAD/ fen \*/-/7.94\_. In exercise of the powers conferred by

~ tip 2s at the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974), the Government of a hachistar is pleased to make the following rules regulating the recruitment to the ivvoetorae of Balochistan Labour and Manpower Department (Labour Welfare Wing) (BPS-1 io IS} wervice, and prescribing conditions of service for the persons appointed thereto,

rele yt

THE DIRECTORATE OF BALOCHISTAN LABOUR AND

VLANPOWER DEPARTMENT (LABOUR WELFARE WING)  
(BPS-1 TO 15) SERVIC! RULES, 2024

Service Rules No. II of 2024

PART-I-GENERAL

L. "hort tile and commencement.— (1) These rules may be called "the Directorate of  
lealocbistiin Labour and Manpower Department (Labour Welfare Wing) (BPS-1 to 15) Service  
ats, OY. 'is  
(2! They shall: come Lytpy force at once.  
meliaiations.—(1) ". "In these rules, unless there 1s anything repugnant in the subject

1' "Act meus the Balochistan Civil S2-vants Act, 1974 (Act No.IX of 1974);

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ib} "Appencdix" means the Appendix annexed to these rules;

ic) "Appointing Authority" means the appointing authority as specified in rule 4;  
(i) "Gourd" ueans a Board of Intermediate and Secondary Education established  
py 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;

1 '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  
speciiicd by the Government from time to time for the purpose of these rules;

(1) 'Com:mission" means the Balochistan Public Service Commission;

(2) "Department" means the Balochistan Labour and Manpower Department,

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

2) "Inidal recruitment" means appointment made otherwise than by promotion or transfer from another Service/Department/ Post,

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wo." 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;

(h) "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;

(1) "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;

(a) "Rules" means the Directorate of Balochistan Labour and Manpower Department (Labour Welfare Wing) (BPS-1 to 15) Service Rules, 2024;

(b) "Service" means the Directorate of Balochistan Labour and Manpower Department (Labour Welfare Wing) (BPS-1 to 15) Service; and

(c) "Selection/ Promotion Committee" means the Selection/Promotion Committees constituted by the Department under rule 5 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009.

(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

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#### PART-H-RECRUITMENT

8. Eligibility, and anime sitters 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

etc

Appendix and such other posts as may be determined by Government from time to time.

(i) 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,

Appointment and Transfer) Rules, 2009.

8. Method of Recruitment.—(1) The appointment to the posts and Basic Pay Scales

of all posts 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

denmciled local of Balochistan.

on fge.~No person, who is less than 18 years or more than 28 years of age shall be appurtec to tire Service by initial recruitment:

Proviced that only the upper age limit may vce relaxed in terms of rules 3 and 4 of the inUcchisive Guvermment (Initial Appointment to Civil Service Posts (Age and Relaxation of

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too (1) No person shall be appointed to a post and Basic Pay

wile ii Service by Initial recruitment, unless he possesses the qualifications prescribed for

diet [igen do Cela Gef the Appendix,

(<2 No perse alres i i . .

waw.ezqanoortigom perscn, not already in Government Service, shall be appointed to the Service unless he produces a certificate of character from the Principal/Academic Officer of

Ibe academic mstitution last attended and also certificates of character from two other resucisable persons/ gazetted officers, not being his relatives and who are well acquainted With lis 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

plispose cra Government Medical Officer not below the rank of District Health Officer, as the case may be.

#### PART-H-CONDITIONS OF SERVICE

Gh. Proligier.-- A person appointed to a post in the Service on regular basis shall

Poruai On probation for a period as prescribed in rule 2-A of the Balochistan Civil Servants (Confirmation) Rules, 2012)-°.

Y). Coutirraarion.- iy yp eneatslaciony completion of the probationary period, a civil

suivant arppolntcd on probation under rule 8; provided that he holds a substantive post, still be eligible for confirmation in service or a post or a Basic Pay Scale as prescribed in the Balochistan Civil Servants (Appointment, Promotion and Transfer] Rules,

BOOS und in mile 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012.

ik, Sesioriin.— {1} The inter se seniority of che members of the Service appointed to "usis ia Ube seme Basic Pay Scale shall be dtermined as prescribed in rule 21 of the

Lisfachistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2C09 and in the

fer\_ and Serve. The members of the Service shall be liable to—

a tcauusfer anywhere in Balochistan; and

isa} to serve in any department of Government or any local authority or

s.atutory body setup or estabiished by Government:

-! tiat where a member of the Service is required to serve in a post outside his

ur cadre, his terms and conditions of service as to his pay shall not be less

wtnul. ica: Close to which he would have been entitled, if he has not been so required

vernroeut aad made applicable to them.

i fot Suthes—= Any provision of these rules, for reasons to be recorded in writing,

"in individual cases, if Government is satisfied that a strict application of the

will result in undue hardship to the individual concerned:

"y VOCE

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Veoctcod chat wherever such relaxation involves a question on which consultation

tha Uatioiauesd is mandatory, the Com:nission shall be consulted before the

litle cdiusesfhe Goverment tuy delegate all or any of its powers under these  
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ifn, te ene Gffiver subordinate to it.

gh eer 'tue Balochistan Labour Welfare Department (BPS-1 to 15) Service

017 ere hereby repealed,

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
BALOCHISTAN

Poy Gb det Comirolter,

Cia Got Stationery Department,  
Lisha hustent, Querta for publication

aed! provision ol 20 copies of the Gazette.

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"copy is forwarded for information to:-

{The Senior Meraber, Board of Revenue Balochistan, Quetta.  
ihe Addition. al Chief Secretary (Dev:), GoB, ?&D Department, Quetta.

» The Chairman, Chief Minister's Inspection Team, Quetta.

fh Pac Chatrain, Balochistan Public Service Commission, Quetta.  
nm. The Principal Secretary to Governor Balochistan, Quetta.

uy, Vie Principal Secretury to Chief Minister Balochistan, Quetta.

? . She Registrar, Balochistan Service Tribunal, Quetta.

SN 'Vie Seerctury, GoB, Law and Parliameniary Affairs Departmen:, Quetta with

reference to fis letter No.Legis: 4-159 /Law/2012-II/339 dated 224 November, 2023.

%. 'The Seerctary, GoB, Labour and Manpower Department, Quetta with reference to his  
letter No. 5C-(Estt} /(L)1-1/2023/1412-13 dated 5 October, 2023.

j The Accountant General Balochistan, Quetta.

bi.) Pas Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.

PO. Ali the Under Secretaries/Section Officers in S&GAD, Quetta.

it. 'Loe Frivale Seeretary to Secretary S&GAD, Quetta.

Li}. Phe PA to Additional Secretary (Regulations) S&GAD, Quetta.

Pa. 'Tae Bo to Deputy Sveretary (Repuations) SsGAD, Quetta.

Yee es (GHULAM s { suLTAN por  
id \_ Under Secretary (Regulations-I])



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## APPENDIX.

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

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Minimum qualification for

initial recruitment

Method of recruitment

3

Bachelor's Degree

from a recognized

University;

typing skill in English  
and Urdu with a speed  
of at least 35 words  
per minute;

short hand skill with a |

speed of at least 80 words per minute; and

having at least three months' Office Automation Certificate in computer operations from a

recognized Institute.

Bachelor's Degree in Commerce (B.Com) from a

University; or Bachelor's Degree in Business Administration (B.B.A) from a recognized University; and

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

recognized |

4

By initial recruitment.

By initial recruitment.

Clerk, |

By promotion from amongst the members of Service holding the post of Junior Clerk (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis; and possessing qualification of Higher Secondary School Certificate:

Provided that if any member unable to acquire Higher Secondary School | Certificate shall not be eligible

for promotion and if deferred twice for promotion by the competent forum will stand | superseded.

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Higher Secondary  
School Certificate from  
recognized Board;

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all

www.ezqanoon.com having one year's  
Diploma in Computer  
Science or IT, from a  
recognized Institute; or

Institute/Board; and  
. {b) typing skill on  
computer with a speed

,; of at least 30 words

and Urdu.

| Bachelor's Degree at least in  
Second Division from a  
"|| recognized University,

(i) ICS from a recognized

per minute in English

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Oo Labour | ---  
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\_ Se aoa . !  
fitabay Clerk, . (a) Higher Secondary |  
. Foie 114, School Certificate |  
from a recognized |

Board;

| (L) typing skill in English  
| and Urdu wu': a speed

of at least 20 words —  
per minute; and

(c) preference will be |  
accorded to those who  
have experience in  
Computer/IT software  
applications and Urdu ;  
typing skill.

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(b)

20% by promotion |  
from amongst the  
members of the  
Service holding the  
post of Data Entry |  
Operator (BPS-9) |  
having at least three }  
(3) years' Service as»  
such, on seniority  
cum fitness basis;

80% by initial |  
recruitment.

75% by promotion |  
from amongst the  
members of the  
Service holding the |  
post of Assistant  
Statistical Investigator  
(BPS-9} having at |  
least three (3) years'  
Service as such, on  
seniority cum fitness  
basis;

25% by initial  
recruitment.

By promotion from amongst |  
the members of the Service |  
  
holding the post of Labour |  
'Inspector (BPS-9) having at!  
i least  
'as such, on seniority cum  
| fitness basis.

(a)

three (3) years' Service |

20% by promotion |  
from amongst the  
members of the Service |  
holding the posts of |  
(BPS-1 to BPS-5) -  
having at least three (3) |  
years' service as such, °

possessing the :  
Secondary School

Certificate with typing  
skill in English and |  
Urdu having a speed of |  
at least 30 words per  
minute;

For the purpose |  
of promotion a  
combined seniority list :  
of all employees (BPS-1  
to BPS-5) with  
reference to their dates  
of acquiring Secondary '

' Provided that:

| (i)

| University or Board.

: Higher Secondary School

| Certificate from a recognized

| Higher Secondary School

. Certificate from a recognized

| University or Board.

rhs

School Certificate will  
be maintained:

if two or more Officials  
having acquired the  
Secondary School  
Certificate on the same  
date, the official having  
longer service shall be  
ranked senior to the  
other;

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,  
shall be ranked senior  
to the younger official,

if an employee  
possesses the  
Secondary School  
Certificate prior to  
“~t induction in Service,

shall be entitled for  
seniority from the date  
of appointment;

The officials who apply  
for the seniority list are  
required to submit the  
result of the Secondary  
Schools Certificate  
within a period of one

{1) year from the date of passing their Matriculation in either cases i.e. already in service or newly appointed. In case of failure their names will be inserted in the bottom of the said list from the date of submission of their application; and

(iv)

(b)} 80% by initial

recruitment.

By initial recruitment.

By initial recruitment.

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Bo OB lebouk btauesticadl itigher Secondary School | By initial recruitment.

VOU, | Corfificate in Statistics /  
EL BI, ' Economics and Con::1erce as |

one of the subject, from a:  
,tecmzied University or

www.ezqanoon.com | Board.

Li. Caves. Geer Ouerater, {alfi) Tighe Secondary | By initial recruitment.  
Bye phi) ; School Certificate from  
a recognized Board;

and

Gi} having one year's!  
Diploma in Computer |  
Science or IT, from a  
recognized = Institute;

; or  
(b) Diploma of Associate  
Engineers in

Computer Science/IT,  
from a recognized  
's Institute; or

Ue as 1.0.5 from a.  
"recognized  
Institute/Boa:d; and

' (c) English typing © slall

on computer having at

least a spedc of 30  
words per minute.

iver. (a) Middle Certihcate; By initial recruitment.

| {15} possesses a valid  
HTV/LTV driving  
licence issuec 'rom the  
Licensing Authority; |  
and

: {ce} having at least two |  
years' experience as  
driver.

memes Gen: es mas 3 ea pos we —— oS -

ic. ji &tachine Operator, | (a) Secondary School | By initial recruitment.

Satan di Certificate from a  
recognized Baard; and

in operating different  
types of photocopy  
machines.

| (ia) one year's experience

— rm om seent —

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Bh, | Re elgt codballt | Literete. By initial recruitment.

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bana y Worker, Literate.

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