

THE BALOCHISTAN POPULATION WELFARE DEPARTMENT (BPS-1  
TO 15) SERVICE  
RULES, 2016

Service Rules No. XLVI of 2016

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'THE BALOCHISTAN POPULATION WELFARE DEPARTMENT  
(BPS-1 TO 15) SERVICE

" These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (19)2/2016-S&GAD/4177-4207, dated 9<sup>th</sup> December, 2016; published in the Balochistan Gazette (Extraordinary) No. 189, dated 9<sup>th</sup> December, 2016.

RULES, 2016

NOTIFICATION

[9" December, 2016]

No. SOR-II (19)2/2016-S&GAD/4177-4207. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974', (Act No. IX of 1974) the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Population Welfare Department (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN POPULATION WELFARE DEPARTMENT  
(BPS-1 TO 15) SERVICE  
RULES, 2016

Service Rules No. XLVI of 2016

PART I— GENERAL

1. Short title and commencement.— (1) These rules may be called "the Balochistan Population Welfare Department (BPS-1 to 15) Service Rules, 2016".

(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 Balochistan 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 Scales (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 Balochistan Public Service Commission';

(g) "Department" means the Balochistan Population Welfare Department';

1 Balochistan Act IX of 1974; passed by the Balochistan Assembly 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<sup>rd</sup> May, 1989; and earlier to that constituted under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

That is an Administrative Department of the Government of Balochistan, see Schedule II, S. No. 27 of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14<sup>th</sup> December, 2012.

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

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

(Gj) "Post" means a post 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) "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;

(m) "Rules" means the Balochistan Population Welfare Department (BPS-1 to 15) Service Rules, 2016;

(n) "Service" means the Balochistan Population Welfare Department (BPS-1 to 15) Service; and

(o) "Selection/Promotion Committee" means the Selection/ Promotion Committees constituted by the Department under the 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 Act.

## PART II— RECRUITMENT

3. Eligibility 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.

1 Rules 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 27" October, 2009; and published in the Balochistan Gazette (Extraordinary) No 165, dated 27" October, 2009.

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!.

7. 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.

(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 purpose or a Government Medical Officer not below the rank of District Health Officer, as the case may be.

### PART III — CONDITIONS OF SERVICE

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.

9. 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, 20084.

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:

Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.C. (R-I) 3 (12)/2013-S&GAD/808-907, dated 25" February, 2013; and published in the Balochistan Gazette (Extraordinary) No. 35, dated 25" February, 2013.

Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.C. (R-1D)1(16)/2012-S&GAD/961-1060, dated 16" April, 2012; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16" April, 2012.

Rules 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 27" October, 2009; and published in the Balochistan Gazette (Extraordinary) No 165, dated 27" October, 2009.

Rules issued by the Services and General Administration Department, Government of Balochistan, , vide its Notification No.SORI.1(17)S&GAD/2007/929-1030 dated 25th August, 2008; and published in the Balochistan Gazette (Extraordinary) No 222, dated 25" August, 2008.

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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 Population Welfare Department (Basic Pay Scale-1 to 15) Service Rules, 1988', are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

1 These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its

Notification No. SOR-II(2)233/S&GAD/83/546-596, dated 21: July, 1988; published in the Balochistan Gazette (Extraordinary) No.128, dated 1\*\* August, 1988. Now repealed by R.15.

(MINISTERIAL POSTS)

APPENDIX — I

{See rule 2 (1) (b) 3 (3), 5 & 7(DkL

Serial. | Nomenclature and Minimum qualification for Method of recruitment  
basic pay scale initial recruitment  
(BPS) of the Post

Stenographer, Bachelor's Degree from a | By initial recruitment.

(BPS-14). 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.

Senior Clerk, By promotion from amongst

(BPS-14). the members of the Service  
holding the post of Junior  
Clerk (BPS-11) having at  
least three (3) years' service  
as such, on seniority cum  
fitness basis; however, the  
members promoted as Junior  
Clerk from (BPS-1 to 5)  
having qualification of  
Higher Secondary Schools  
Certificate will be  
considered for promotion as  
Senior Clerk;

Provided that the  
members unable to acquire

Higher Secondary Schools  
Certificate shall not be  
eligible for promotion and if  
deferred twice for promotion  
by the competent forum will  
stand superseded.

Account Assistant, Bachelor's Degree in | By initial recruitment.  
(BPS-11). Commerce (B. Com)

from a recognized

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.

Statistical Bachelor's Degree at least in | By initial recruitment.  
Assistant, Second Division in Statistics,  
(BPS-11). Economics, Mathematics,

Commerce from a recognized

University.

Junior Clerk, Higher Secondary School | (a) 20% by promotion  
(BPS-11). Certificate from a from amongst the

recognized Board; members of the Service  
holding the posts of  
(BPS-1 to BPS-S5)  
having at least three (3)

typing skill in English  
and Urdu with a speed of  
at least 30 words per

. ears service as such  
minute; and y ,

possessing the  
preference will be Secondary School  
accorded to those who Certificate with typing  
have = experience — in skill in English and

Computer / IT software Urdu having a speed of applications English and at least 30 words per Urdu typing skill. minute;

For the purpose of promotion a common

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seniority list of all employees (BPS-1 to BPS-5) with reference to their dates of acquiring Secondary School Certificate will be maintained:

Provided that:

(i) 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; and

(i) if an employee possesses the Secondary School Certificate prior to induction in Service, shall be entitled for seniority from the date of appointment; and

(b) 80% by initial recruitment.

Projectionist, (a) Secondary School | By initial recruitment.

Certificate from a

(BPS-8). :  
recognized Board; and



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having at least three (3) years' experience in operating Audio Visual equipments.

Store Keeper, Secondary Schools Certificate | By initial recruitment. from a recognized Board with

(BPS-7). ; ;  
three years' job experience.

Driver, Middle Pass Certificate; By initial recruitment.

(BPS-4). Possesses a valid HTV/LTV driving licence issued from the Licensing Authority; and

having at least two years' experience as driver.

Dispatch Rider, Middle Pass. (a) 25% by promotion from amongst the members of the Service holding the post of Naib Qasid (BPS-1) having at least three (3)

(BPS-3).

years' service as such, on seniority cum fitness basis; and

75% by initial recruitment.

Duplicating Secondary School | By initial recruitment. Machine Operator, Certificate from a

(BPS-3). recognized Board; and

having at least one (1) years' practical experience in the relevant field.

Daftari, Literate. By initial recruitment.  
(BPS-2).

Naib Qasid, Literate. By initial recruitment.

(BPS-1).

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Sweeper, Literate. By initial recruitment.

(BPS-1).

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(TECHNICAL POSTS)

Nomenclature and  
basic pay scale  
(BPS) of the Post

Serial.

Family Welfare  
Counsellor  
(Female),

(BPS-14).

Theatre Nurse  
(Female),

(BPS-11).

Supervisor,

(BPS-11).

APPENDIX — II

{See rule 2 (1) (b) 3 (3), 5 & 7 (Dk

Minimum qualification for  
initial recruitment

Secondary | (a) 80% by

School Certificate in  
Science from a  
recognized Board;

24 months  
Welfare Workers  
Diploma Course in  
Family Planning from a  
recognized — Regional  
Training Institute;

Three (3) months  
Advance Course of  
Family Worker  
Counselor from a  
recognized Institute;  
and

Family

having valid  
registration with  
Pakistan Nursing  
Council.

“A” Grade qualification in  
Nursing from a\_ recognized  
Nursing Council.

Higher Secondary School  
Certificate at least in Second  
Division from a \_ recognized  
Board alongwith Certificate of  
Welfare Worker Course from  
Regional Training Institute of  
Family Planning.

(a) 40% by

Method of recruitment

promotion  
from amongst the  
members of the Service  
holding the post of  
Family Welfare Worker  
(BPS-8) having three  
(3) years' service as  
such, on seniority cum  
fitness basis; and

20% by  
recruitment.

initial

By initial recruitment.

promotion  
from amongst the  
members of the Service  
holding the post of  
Family Worker  
Assistant (BPS-5)  
(Female) having three  
(3) years' service as  
such, on seniority cum  
fitness basis; and

b initial

Trainer, Higher Secondary School | (a) 60% by promotion (BPS-11) Certificate at least in Second from amongst the , Division from a\_ recognized members of the Service Board alongwith Certificate of holding the post of Welfare Worker Course from Family Welfare Regional Training Institute of Assistant (BPS-5) Family Planning. (Male) having three (3) years' service as such, on seniority cum fitness

basis; and

(b) 40% by initial recruitment.

5. Family Welfare Secondary School | By initial recruitment.

Certificate in Science

(BPS-8). from a recognized Board;

24 months Family Welfare Workers Diploma Course' in Family Planning from a recognized Regional Training Institute; and having valid registration with Pakistan Nursing Council.

Mechanic, Secondary School | By promotion from amongst Certificate from a|the members of Service recognized Board; and holding the post of driver (BPS-4) having at least three (3) years' service as such, on seniority cum fitness basis.

(BPS-8).

Training Certificate in the Mechanical Trade from a recognized Institute.

Theatre Technician | Secondary School Certificate | By initial recruitment. (Male/Female), with Science alongwith Course

of Theatre Technician from a (BPS-7). recognized Institution.

Family Welfare Secondary School Certificate | By initial recruitment. Worker Trainee, from a recognized Board.

(BPS-5).

Family Welfare Secondary School Certificate in | By initial recruitment.  
Assistant (Male), Science from a\_ recognized

(BPS-5). Board.

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Family Welfare Secondary School Certificate in | (a) 20% by promotion  
Assistant (Female), | Science from a\_ recognized from amongst the  
Board. members of the Service  
(BPS-5). holding the post of Aya  
(BPS-1) possessing  
Secondary School  
Certificate with at least  
three (3) years' service  
as such, on\_ seniority

cum fitness basis; and

80% by initial  
recruitment.

11. Aya, Literate. By initial recruitment.  
(BPS-1).