

THE BALOCHISTAN POPULATION WELFARE DEPARTMENT
(BPS-16 AND ABOVE) SERVICE
RULES, 2016

Service Rules No. XLV of 2016

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RULES

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'THE BALOCHISTAN POPULATION WELFARE DEPARTMENT
(BPS-16 AND ABOVE) SERVICE

" These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (19)1/2016-S&GAD/4126-76, dated 9 December, 2016; published in the Balochistan Gazette (Extraordinary) No. 188, dated 9" December, 2016.

RULES, 2016

NOTIFICATION

[9" December, 2016]

No. SOR-II (19)1/2016-S&GAD/4126-76. 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-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN POPULATION WELFARE DEPARTMENT (BPS-16 AND ABOVE) SERVICE
RULES, 2016

Service Rules No. XLV_of 2016

PART I— GENERAL

1. Short title and commencement.— (1) These rules may be called "the Balochistan Population Welfare Department (BPS-16 and above) 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" 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" 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) "Provincial Selection Board" means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009!;

(1) "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 the Government in consultation with the Commission to be a recognized University for the purpose of these rules;

(n) "Rules" means the Balochistan Population Welfare Department (BPS-16 and above) Service Rules, 2016;

(0) "Service" means the Balochistan Population Welfare Department (BPS-16 and above) Service; and

(p) "Subordinate Service" means the Balochistan Population Welfare Department (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 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°.

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.

For Service Rule see Service Rules No. XLVI of 2016 issued by the Services and General Administration Department vide its Notification No. SOR-II(19)2/2016-S&GAD/4177-4207, dated 9" December, 2016; and published in the Balochistan Gazette (Extraordinary) No. 189, dated 9" December, 2016.

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.

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!.

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.

PART II — 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, 20127.

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.

165, dated 27" October, 2009.

Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O. (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.O. (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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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 Population Welfare Department (Basic Pay Scale-16 and above) (Non-Technical) Service Rules, 1993¹ and Balochistan Population Welfare Department (Basic Pay Scale-16 and above) (Technical) Service Rules, 2004², are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II(3)/S&GAD-87/830-940, dated 10th July, 1993; and published in the Balochistan Gazette (Extraordinary) No. 15-A, dated 10th July, 1993. Now repealed by R. 15.

These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II(19)3/S&GAD/423-511, dated 27th May, 2004; and published in the Balochistan Gazette (Extraordinary) No. 50, dated 27th May, 2004. Now repealed by R. 15.

(NON TECHNICAL POSTS)

APPENDIX — I

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

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

Director General,

(BPS-20).

Director,

(BPS-19).

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Method of recruitment

By promotion from amongst
the members of the Service
holding the post of Director
(Technical and Non-
Technical) (BPS-19)
Population Welfare
Department/ Senior
Population Welfare Officer
(BPS-19) having at least
seventeen (17) years' service
in BPS-17 and above, on
seniority cum fitness basis;
and have successfully
completed Senior

Management Course (SMC).
OR

If no suitable officer is
available then by
posting/transfer from amongst
the members of the BCS and
BSS;

By promotion from amongst
the members of the Service
holding the post of Deputy
Director (BPS-18)/ District
Population Welfare Officer
(BPS-18) having at least
twelve (12) years' service in
BPS-17 and above or seven

(7) years' Service as such, on seniority cum fitness basis; and have successfully completed Mid Career

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Senior District
Population Welfare
Officer (High
Density),

(BPS-19).

Deputy Director,
(BPS-18).

Master's Degree at least in
Second Division in
Sociology, Demography,
Gender Studies,
Economics, Statistics,
Mathematics, Social Work,
Public Administration,
Business Administration or
other Social Sciences from
a recognized University;
and

having three (3) years'
post qualification

experience in the relevant
field.

Management Course
(MCMC).

OR

By transfer of a_ suitable
Officer of equivalent status
from other department in case
no suitable Officer for
promotion is available.

By promotion from amongst
the members of the Service
holding the post of Deputy
Director (BPS-18)/ District
Population Welfare Officer
(BPS-18) having at least
twelve (12) years' service in
BPS-17 and above or seven
(7) years' Service in case of
officer who joined service by
initial recruitment in BPS-18,
on seniority cum fitness basis;

and have successfully completed Mid Career Management Course (MCMC).

80% by promotion from amongst the members of the Service holding the posts of Assistant Director (BPS-17)/ District Population Welfare Officer (Low Density) (BPS-17)/ Deputy District Population Welfare Officer (BPS-17)/ Tehsil Population Welfare Officer (BPS-17) and Superintendent (BPS-17) having at least five (5) years' service as such, on seniority cum ___ fitness

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District Population
Welfare Officer,
(Medium Density)

(BPS-18).

District Population
Welfare Officer
(Low Density),

(BPS-17).

Master's Degree at least in
Second Division in
Sociology, Demography,
Gender Studies,
Economics, Statistics,
Mathematics, Social Work,
Public Administration,
Bachelor in Business
Administration or other
Social Sciences from a
recognized University;
and

having three (3) years'
post qualification
experience in the relevant
field.

Master's Degree at least in
Second Division in Sociology,
Demography, Gender Studies,
Statistics,

Work,
Public Administration, Business
Administration or other Social

Sciences or Bachelor in Business

Economics,

Mathematics, Social

Administration from a
recognized University.

(a)

(b)

(a)

(b)

basis; and
20% by initial
recruitment.

80% by promotion from
amongst the members
of the Service holding
the posts of Assistant
Director (BPS-17)/
District Population
Welfare Officer (Low
(BPS-17)/
Deputy District
Population Welfare
Officer (BPS-17) and
Tehsil Population
Welfare Officer (BPS-
17) having at least five
(5) years' service as
such, on seniority cum

Density)

fitness basis; and

20% by
recruitment.

initial

25% by promotion from
amongst the members
of the Service holding
the posts of Research
Supervisor (BPS-16)/
Statistical Investigator
(BPS-16)/ Monitoring
and Evaluation Officer
(BPS-16) and Assistant
District Population
Welfare Officer (BPS-
16) having at least three
(3) years' service as
such, on seniority cum
fitness basis; and

75% by
recruitment.

initial

7. Deputy District Master's Degree at least in| (a) 25% by promotion from
Population Welfare | Second Division in Sociology, amongst the members

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Officer,
(BPS-17).

Tehsil Population
Welfare Officer,

(BPS-17).

Assistant Director,

(BPS-17).

Demography, Gender Studies,
Economics, Statistics,
Mathematics, Social Work,
Public Administration, Business
Administration or other Social
Sciences or Bachelor in Business
Administration from a
recognized University.

Master's Degree at least in
Second Division in Sociology,
Demography, Gender Studies,
Economics, Statistics,
Mathematics, Social Work,
Public Administration, Business
Administration or other Social
Sciences or Bachelor in Business
Administration from a

recognized University.

Master's Degree at least in
Second Division in Sociology,
Demography, Gender Studies,
Economics, Statistics,
Mathematics, Social Work,
Public Administration, Business
Administration or other Social
Sciences or Bachelor in Business
Administration from a

of the Service holding
the posts of Research
Supervisor (BPS-16)/
Statistical Investigator
(BPS-16)/ Monitoring
and Evaluation Officer
(BPS-16) and Assistant
District Population

Welfare Officer (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; and

75% by initial recruitment.

25% by promotion from amongst the members of the Service holding the posts of Research Supervisor (BPS-16)/ Statistical Investigator (BPS-16)/ Monitoring and Evaluation Officer (BPS-16)/ Assistant District Population Welfare Officer (BPS-16) and Superintendent (BPS-17) having at least three (3) years' service as such, on seniority cum fitness basis; and

75% by initial recruitment.

50% by promotion from amongst the members of the Service holding the posts of Research Supervisor (BPS-16)/ Statistical Investigator (BPS-16)/ Monitoring and Evaluation Officer (BPS-16) and Assistant

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Superintendent,

(BPS-17).

Assistant
Programmer,

(BPS-17).

Statistical Officer,

(BPS-17).

Research
Supervisor,

(BPS-16).

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recognized University.

Master's Degree at least in
Second Division in Computer
Science or Software Engineering
or Master's in IT or equivalent
qualification in the relevant
subject from a _ recognized
University.

Master's Degree at least in
Second Division in Statistics,
Mathematics or Economics from

a recognized University.

Master's Degree at least in
Second Division in Sociology,
Demography, Gender Studies,
Economics, Statistics,
Mathematics, Social Work,
Public Administration, Business
Administration or other Social

District Population
Welfare Officer (BPS-
16) and Superintendent
(BPS-17) having at
least three (3) years'
service as such, on
seniority cum fitness
basis; and

50% by initial
recruitment.

By promotion from amongst
the members of the Service
holding the post of Assistant
(BPS-16) having at least three
(3) years' service as such, on
seniority cum fitness basis.

By initial recruitment.

50% by promotion from
amongst the members
of the Service holding
the posts of Statistical
Investigator (BPS-16)
having at least three (3)
years' service as such,
on seniority cum fitness
basis; and

50% by initial
recruitment.

By initial recruitment.

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Statistical
Investigator,

(BPS-16).

Monitoring and
Evaluation Officer,

(BPS-16).

Assistant District
Population Welfare
Officer,

(BPS-16).

Accountant,

(BPS-16).

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Sciences from a _ recognized
University.

Master's Degree at least in
Second Division in Sociology,
Demography, Gender Studies,
Statistics,

Work,
Public Administration, Business
Administration or other Social
Sciences from a _ recognized

Economics,

Mathematics, Social

University.

Master's Degree at least in
Second Division in Sociology,
Demography, Gender Studies,
Economics, Statistics,
Mathematics, Social Work,
Public Administration, Bachelor
in Business Administration or
other Social Sciences from a
recognized University.

Master's Degree at least in
Second Division in Sociology,

Demography, Gender Studies,
Economics, Statistics,
Mathematics, Social Work,
Public Administration, Business
Administration or other Social
Sciences from a _ recognized
University.

Bachelor's Degree at least
in Second Division in
Commerce (B.Com) from
a recognized University;
or

Bachelor's Degree at least
in Second Division in

50% by promotion from
amongst the members
of the Service holding
the posts of Statistical
Assistant (BPS-11)
having Bachelor's
Degree with at least
three (3) years' service
as such, on seniority
cum fitness basis; and

50% by
recruitment.

initial

By initial recruitment.

50% by promotion from
amongst the members
of the Service holding
the posts of Senior
Clerk (BPS-14) having
at least three (3) years'
service as such, on
seniority cum fitness
basis; and

50% by
recruitment.

initial

75% by promotion from
amongst the members
of the Service holding
the posts of Accounts
Assistant (BPS-11)

having at least three (3)
years' service as such,

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Assistant Private
Secretary,

(BPS-16).

Assistant,

(BPS-16).

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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.

Bachelor's Degree from a
recognized University;

Urdu and English typing
skill with a speed of at
least 50 words per minute;

English short hand skill
with a speed of at least 120
words per minute; and

Computer knowledge with
six months certificate in
computer.

Bachelor's Degree from a
recognized University;

and

having at least three
months office Automation
Certificate in Computer
operations from a
recognized Institute.

on seniority cum fitness
basis; and

25% by initial
recruitment.

50% by promotion from amongst the members of the Service holding the post of Stenographer (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis; and

50% by initial recruitment.

60% by promotion from amongst the members of the Service holding the post of Senior Clerk (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis; and

40% by initial recruitment.

(TECHNICAL POSTS)

APPENDIX — II

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

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

Director
(Technical),

(BPS-19).

Deputy Director M.B.B.S as recognized by
(Technical/ the Pakistan Medical and
Medical), Dental Council or an

(BPS-18).

equivalent qualification
from a recognized Institute
by the Pakistan Medical
and Dental Council;

P.M.D.C/FCPS/ MCPS
Registered; and

Diploma in (Gynecology
and obstetrics) and
Preferably FCPS.

Method of recruitment

By promotion from amongst
the members of the Service
holding the post of Deputy
Director (Technical/Medical)
(BPS-18) having at least
twelve (12) years' service in
BPS-17 and above or seven
(7) years' Service as such, on
seniority cum fitness basis;
and have successfully
completed Mid Career
Management Course
(MCMC).

OR

By transfer of a_ suitable

Officer of equivalent status
from other department in case
no suitable Officer for
promotion is available.

50% by promotion from
amongst the members
of the Service holding
the posts of Assistant
Director (Technical)
(BPS-17)/Field Medical
Officer (BPS-17)/Lady
Medical Officer (BPS-
17)/Deputy District
Population Welfare
Officer
(Technical/Medical)
(BPS-17) having at
least five (5) years'

service as such, on seniority cum fitness basis; and

(b) 50% by initial recruitment.

Assistant Director | M.B.B.S as recognized by the | By initial recruitment.
(Technical) Pakistan Medical and Dental
(Female), Council or an _ equivalent
(BPS-17). qualification from a recognized
Institute by the Pakistan Medical
and Dental Council.

Field Medical M.B.B.S as recognized by the | By initial recruitment.
Officer Pakistan Medical and Dental
(Female/Lady Council or an _ equivalent
Medical Officer), qualification from a recognized
Institute by the Pakistan Medical

(BPS-17). .
and Dental Council.

Deputy District M.B.B.S as recognized by the | By initial recruitment.
Population Welfare | Pakistan Medical and Dental
Officer, (Technical/ | Council or an equivalent
Medical) (Female) | qualification from a recognized

Institute by the Pakistan Medical

(BPS-17). :
and Dental Council.

Field Technical By promotion from amongst

Officer, the members of the Service

(BPS-16). holding the posts of Family
Welfare Counselor (BPS-11)
having at least three (3) years'
service as such, on seniority
cum fitness basis.