

THE BALOCHISTAN COLLEGES, HIGHER AND TECHNICAL  
EDUCATION DEPARTMENT (TECHNICAL WING) TECHNICAL  
SUBORDINATE (MEN'S SECTION)

(BPS-1 TO 15) SERVICE  
RULES, 2017

Service Rules No. IV of 2017

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THE BALOCHISTAN COLLEGES, HIGHER AND TECHNICAL  
EDUCATION DEPARTMENT (TECHNICAL WING) TECHNICAL  
SUBORDINATE (MEN'S SECTION)

(BPS-1 TO 15) SERVICE  
RULES, 2017

NOTIFICATION

[26" January, 2017]

No. SOR-II (4)10/2017-S&GAD/326-75. 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 Colleges, Higher and Technical Education Department (Technical Wing) Technical Subordinate (Men's Section) (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN COLLEGES, HIGHER AND TECHNICAL  
EDUCATION DEPARTMENT (TECHNICAL WING) TECHNICAL  
SUBORDINATE (MEN'S SECTION)

(BPS-1 TO 15) SERVICE  
RULES, 2017

Service Rules No. IV\_of 2017

PART I— GENERAL

1. Short title and commencement.— (1) These rules may be called "the Balochistan Colleges, Higher and Technical Education Department (Technical Wing) Technical Subordinate (Men's Section) (BPS-1 to 15) Service Rules, 2017".

(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;

" These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (4)10/2017-S&GAD/326-75, dated 26" January, 2017; published in the Balochistan Gazette

(Extraordinary) No. 20, dated 26" January, 2017.

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.

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"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;

"Commission" means the Balochistan Public Service Commission!;

"Department" means the Balochistan Colleges, Higher and Technical Education Department?;

"Government" means the Government of Balochistan;

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

"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;

"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;

"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;

"Rules" means the Balochistan Colleges, Higher and Technical Education Department (Technical Wing) Technical Subordinate (Men's Section) (BPS-1 to 15) Service Rules, 2017;

"Service" means the Balochistan Colleges, Higher and Technical Education Department (Technical Wing) Technical Subordinate (Men's Section) (BPS-1 to 15) Service; and

"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.

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 S. No. 4, Schedule II of the Balochistan

Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14<sup>th</sup> December, 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<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

(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!.

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, 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

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<sup>th</sup> February, 2013; and published in the Balochistan Gazette (Extraordinary) No. 35, dated 25<sup>th</sup> 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<sup>th</sup> April, 2012; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16<sup>th</sup> April, 2012.



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 Education Department (Technical Wing) Technical Subordinates (Men's Section) (B-1 to 15) Service Rules, 20147, are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

3 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.

These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II(4)10/2014/S&GAD/1266-50, dated 19 June, 2014. Now repealed by R.15. It repealed the earlier Balochistan Education Department, (Technical Wing) Technical Subordinate (B-1 to 15) Service Rules, 1989 issued vide S&GAD notification No. SOR-II(2)213/S&GAD/605-60, dated 10" October, 1989.

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(See Appendix on next page)

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## APPENDIX

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

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

Draftsman, Three years' Diploma of | By initial recruitment.  
Associate Engineers in

Architecture Technology from a

recognized Institute.

(BPS-11).

Boiler Supervisor, Three years' Diploma of | By initial recruitment.  
(BPS-11). Associate Engineers in  
the relevant field from a  
recognized University

/Institute; and

Surveying Competency  
Certificate from a  
recognized Institute.

Shop Instructor Three years' Diploma of | (a) 75% by promotion  
(Technical), Associate Engineers in the from amongst the  
relevant field from a recognized members of the Service  
University/ Institute; holding the posts of  
Laboratory Assistant  
(BPS-6), Shop Assistant  
(BPS-6) and Skilled  
Worker (BPS-6) having  
at least ten (10) years'  
service as such, on  
seniority cum fitness

(BPS-10).

basis; and

(b) 25% by initial  
recruitment.

For the purpose of  
promotion a common  
seniority list of Laboratory  
Assistant (BPS-6), Shop  
Assistant (BPS-6) and  
Skilled Worker (BPS-6)

shall be maintained from the

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Electrician,

(BPS-8).

Moulder,

(BPS-8).

Secondary School  
Certificate from a  
recognized Board; and

Electrical Wire-man  
Licence from a  
recognized Institute/  
Organization; or Diploma  
in the relevant field from  
a recognized Technical  
Training Center.

Secondary School  
Certificate from a  
recognized Board; and

One year's Certificate in  
the Mechanical  
Technology with  
specialization in Welding  
Technology from a  
recognized Technical  
Training Center.

Secondary School  
Certificate from a  
recognized Board; and

One year's Certificate in  
the Mechanical

Technology with  
specialization in  
Moulding Technology

from a recognized  
Technical Training  
Center.

Secondary School  
Certificate from a  
recognized Board; and

One year's Certificate in

the Mechanical

date of their regular  
appointment to that  
grade/post.

(a) 25% by promotion  
from amongst the  
members of the Service  
holding the post of  
Wireman (BPS-3)  
having at least five (5)  
years' service as such,  
on seniority cum fitness  
basis; and

75% by initial  
recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

Technology from a  
recognized Technical  
Training Center.

Carpenter, Secondary School | (a) 50% by promotion  
(BPS-8). Certificate from a from amongst the

recognized Board; and members of the Service  
One year's Certificate in holding the post of  
Band Saw \_ Operator  
(BPS-6) having at least

three (3) years' service

the relevant Trade from a  
recognized Technical

Training Centre. a  
as such, on\_ seniority

cum fitness basis; and

50% by initial  
recruitment.

Painter, Secondary School | By initial recruitment.  
(BPS-8). Certificate from a

recognized Board; and

One year's Certificate in

the relevant Trade from a

recognized Technical

Training Centre.

Turner, Secondary School | By initial recruitment.  
Certificate from a

(BPS-8). :  
recognized Board; and

One year's Certificate in  
the relevant Trade from a  
recognized Technical  
Training Centre.

Laboratory Secondary Schools Certificate | (a) 40% by promotion  
Assistant, in Science from a recognized from amongst the  
Board. members of the Service



holding the post of

Shop Attendant (BPS-5)

having at least five (5)

years' service as such,

(BPS-6).

on seniority cum fitness  
basis; and

60% by initial  
recruitment.

Shop Assistant, (a) Secondary School | (a) 40% by promotion

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Skilled Worker,  
(BPS-6).

Band Saw  
Operator,

(BPS-6).

Shop Attendant,  
(BPS-5).

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Certificate from  
recognized Board; and

One year's Certificate in  
the relevant Trade from a  
recognized Technical  
Training Centre.

Secondary School  
Certificate from a  
recognized Board; and

One year's Certificate in  
the relevant Trade from a  
recognized Technical  
Training Centre.

Secondary School  
Certificate from a  
recognized Board; and

One year's Certificate in  
the relevant Trade from a  
recognized Technical  
Training Centre.

Secondary School  
Certificate from a  
recognized Board; and

well skilled in the  
relevant field to be  
assessed by the concerned  
Head of — Technical  
Department.

from amongst the  
members of the Service

holding the post of  
Shop Attendant (BPS-5)  
having at least five (5)  
years' service as such,  
on seniority cum fitness  
basis; and

60% by  
recruitment.

initial

30% by promotion  
from amongst the  
members of the Service  
holding the post of  
Care Taker (BPS-5)  
possessing Middle pass  
Certificate and having  
at least five (5) years'  
service as such, on  
seniority cum fitness  
basis; and

70% by  
recruitment.

initial

By initial recruitment.

(a)

10% by promotion  
from amongst the  
members of the Service  
holding the posts of  
Switch Board Attendant  
(BPS-2) and \_ Boiler  
Attendant (BPS-1)  
possessing Middle pass  
Certificate and having  
at least ten (10) years'  
service as such, on

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Plumber,

(BPS-5).

Mason,

(BPS-5).

Pump Driver,

(BPS-5).

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Secondary School  
Certificate from a  
recognized Board; and

One year's Certificate in  
the relevant Trade from a  
recognized Technical

Training Centre.

Secondary School  
Certificate from a  
recognized Board; and

One year's Certificate in  
the relevant Trade from a  
Technical

recognized  
Training Center.

Secondary School  
Certificate from a  
recognized Board; and

One year's experience in  
the relevant field.

School  
from a

Secondary  
Certificate  
recognized Board; and

One year's Certificate in  
the Mechanical  
Technology from a  
recognized

Training Center.

Technical

(b)

promotion a

seniority cum fitness  
basis; and

90% by initial  
recruitment.

For the purpose of  
combined

seniority list of Switch  
Board Attendant (BPS-2)  
and Boiler Attendant (BPS-  
2) shall be maintained.

By initial recruitment.

By initial recruitment.

By initial recruitment.

(a)

50% by  
from amongst the  
members of the Service  
holding the post of  
Volveman (BPS-1)  
having at least five (5)

promotion

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

b initial

Wireman, Secondary School | By initial recruitment.  
Certificate from a

(BPS-3). :  
recognized Board; and

Electrical Wire-man  
Licence from a  
recognized Institute/  
Organization; or Diploma  
in the relevant field from  
a recognized Technical  
Training Centre.

Switch Board Literate. By initial recruitment.  
Attendant,

(BPS-2).

Boiler Attendant, Literate. By initial recruitment.

(BPS-2).

Valveman, Literate. By initial recruitment.

(BPS-1).

21. Surveyor, Secondary School | By initial recruitment.  
(BPS-3). Certificate from a  
recognized Board; and  
Surveying Competency  
Certificate from a  
recognized Institute; and  
competency to be  
assessed by the Head of  
Department of Civil  
Engineering Department.