

THE BALOCHISTAN COASTAL DEVELOPMENT AND
FISHERIES DEPARTMENT
SUBORDINATE (BPS-1 TO 15)

SERVICE RULES, 2017

Service Rules No. XXVI of 2017

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'THE BALOCHISTAN COASTAL DEVELOPMENT AND

" These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (23)2/2017-S&GAD/2056-2106, dated 3% April, 2017; published in the Balochistan Gazette (Extraordinary) No. 72, dated 3" April, 2017.

**FISHERIES DEPARTMENT
SUBORDINATE (BPS-1 TO 15)
SERVICE RULES, 2017**

NOTIFICATION

[3 April, 2017]

No. SOR-II (23)2/2017-S&GAD/2056-2106. '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 Coastal Development and Fisheries Department Subordinate (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**THE BALOCHISTAN COASTAL DEVELOPMENT AND
FISHERIES DEPARTMENT
SUBORDINATE (BPS-1 TO 15)**

SERVICE RULES, 2017

Service Rules No. XXVI_ of 2017

PART I— GENERAL

1. Short title and commencement.— (1) These rules may be called "the Balochistan Coastal Development and Fisheries Department Subordinate (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;

(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;

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.

(f) "Commission" means the Balochistan Public Service Commission';

(g) "Department" means the Balochistan Coastal Development and Fisheries 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;

(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;

(l) "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 Coastal Development and Fisheries Department Subordinate (BPS-1 to 15) Service Rules, 2017;

(n) "Service" means the Balochistan Coastal Development and Fisheries Department Subordinate (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, 20093;

(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.

Balochistan Gazette (Extraordinary) No. 88, dated 23rd 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. 11, Schedule II of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14th 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 27th October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27th October, 2009.

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 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, 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

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

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 Fisheries Department Subordinate (Grade-1 to 15) Service Rules, 19827, are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

1 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(2)18/S&GAD-79, dated 23" January, 1983; and published in the Balochistan Gazette (Extraordinary) No 19, dated 23" January, 1983. Now repealed by R. 15. These Rules repealed the earlier Rules i.e. the West Pakistan Fisheries Rules Ministerial Service (Headquarters) Rules, 1962 and the West Pakistan Fisheries Subordinate Rules, 1962 in their application to the Province of Balochistan.

APPENDIX

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

PART-A

ADMINISTRATION WING

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

Accountant, Bachelor's Degree in Business | By initial recruitment.
(BPS-14). Administration or equivalent

qualification in the relevant

subject from a _ recognized

University.

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
the members of the Service
holding the post of Junior
Clerk (BPS-11) having at
least three (3) years' service

(BPS-14).

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

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Assistant Computer
Operator,
(BPS-12).

Junior Clerk,
(BPS-11).

(a) Gi) Higher

Secondary
School Certificate from
a recognized Board;
and having one
year's Diploma in
Computer Science or
IT, from a recognized
Institute; or

ICS from a recognized
Institute /Board; and

typing skill on
computer with a speed
of at least 60 words per
minute in English and
Urdu.

Higher Secondary School
Certificate from a
recognized Board;

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

preference will be
accorded to those who

have experience in
Computer / IT software
applications and Urdu
typing skill.

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.

By initial recruitment.

(a) 20% by from amongst the members of the Service holding the posts of (BPS-1 to BPS-S5) having at least three (3)

promotion

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 common

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.

Driver, (a) Middle pass Certificate; By initial recruitment.

(BPS-4). (b) possessing a valid HTV/ LTV driving __ licence

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issued from the Licensing Authority; and

having at least two years' experience as driver.

Naib Qasid, Literate.
(BPS-1).

Chowkidar, Literate.
(BPS-1).

Literate; and

Experience in gardening.

Cook, Literate; and

(BPS-1). Experience in cooking.

Sweeper, Literate.
(BPS-1).

By initial recruitment.

PART—B
TECHNICAL STAFF

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

Charge Man, Three years' Diploma of |(a) 20% by promotion from
(BPS-15). Associate Engineers in the field amongst the members of
of Electrical Engineering from a the Service holding the
recognized Institute. posts of Electrical
Supervisor (BPS-8) having
at least five (5) years'
service as such, on seniority
cum fitness basis; and

75% by initial recruitment.

Boat Engineer, Three years' Diploma of|(a) 50% by promotion from
(BPS-15). Associate Engineers in the field amongst the members of
of Mechanical Engineering the Service holding the
from a recognized Institute. posts of Foreman (BPS-11)
having at least three years'
service as such, on seniority

cum fitness basis; and

50% by initial recruitment.

Skipper, 50% by promotion from

amongst the members of
the Service holding the
posts of Crew (BPS-8)
having at least five years'

(BPS-15).

service as such, on seniority
cum fitness basis; and

50% by promotion from
amongst the members of the
Service holding the post of
Boat Operator (BPS-7)
having at least five years'
service as such, on seniority
cum fitness basis.

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

(BPS-11). relevant field of draftsmanship from a recognized University/ Institute.

Foreman,

(BPS-11).

Store Supervisor, Bachelor's Degree from a | (a) (BPS-11). recognized University.

Fisheries Inspector, | (a) Bachelor's Degree at least in Second Division in Zoology or Botany from a recognized University;

(BPS-11).

and

swimming experience /Seaworthy.

10% by promotion from amongst the members of the Service holding the post of Assistant Foreman (BPS-9) having at least three years' service as such, on seniority cum fitness basis; and

80% by promotion from amongst the members of the Service holding the post of Mechanic (BPS-6) having at least five years' service as such, on seniority cum fitness basis; and

10% by promotion from amongst the members of the Service holding the post of Engine Operator (BPS-8) having at least four years' service as such, on seniority cum fitness basis.

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

of Store Keeper (BPS-6)

having at least five 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 post
of Assistant Inspector (BPS-
9) having at least three
years' service as such, on
seniority cum fitness basis;
and

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Assistant Inspector,

(BPS-9).

(a) Higher Secondary School
Certificate (Pre-Medical)
from a recognized Board;
and

swimming experience
/Seaworthy.

25% by promotion from
amongst the members of
the Service holding the
post of Fisheries Watcher
(BPS-1) possessing the
Secondary School
Certificate, and having at
least five years experience
respectively in Inland
Fisheries on seniority cum
fitness basis;

For the purpose of
promotion a seniority list
of Fisheries Watcher
(PBS-1) with reference to
their dates of acquiring
secondary School
Certificate will be
maintained:

Provided that:

if two or more officials

have acquired the
Secondary School

Certificate on the same
date, the official having
longer service shall be
ranked senior to 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

if an employee possess
Secondary School
Certificate prior to
induction in Service, shall
be entitled for seniority
from the date of

appointment; and

(b) 75% by initial recruitment.

Assistant Foreman, Higher Secondary Schools | By initial recruitment.

(BPS-9). Certificate from a

recognized Board; and

training certificate in
Mechanical Trade from a
recognized Institute.

Laboratory F. Sc (Pre Medical) from a | By initial recruitment.

Assistant, recognized Board.

(BPS-9).

11. Data Collector, F. Sc (Pre Engineering) with | By initial recruitment.

Mathematics/ Statistics from a

(BPS-9). .
recognized Board.

Department.

13. Engine Operator, Secondary Schools | By initial recruitment.

Certificate from a

(BPS-8). :
recognized Board; and

training certificate in

Mechanical Trade from a
recognized Institute.

Crew Secondary Schools | By initial recruitment.

(BPS-8) Certificate from a

: recognized Board; and

Swimming experience

/Seaworthy.

15. Security Secondary School Certificate | (a) 50% by promotion from
Supervisor from a recognized Board. amongst the members of

12. Electrical Higher Secondary Schools | By initial recruitment.

Supervisor, Certificate from a

(BPS-9). recognized Board;

Certificate in Electrical

Supervisory Course from a

recognized Institute; and

having a valid licence from

Irrigation and Power

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(BPS-7).

the Service holding the post of Security Guard (BPS-1) possessing the Secondary School Certificate, and having at least five (5) years service as such, on seniority cum fitness basis;

For the purpose of promotion a seniority list of Security Guard (PBS-1) with reference to their dates of acquiring Secondary School Certificate will be maintained:

Provided that:

) if two or more officials have acquired the Secondary School Certificate on the same date, the official having longer service shall be ranked senior to 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

if an employee possess Secondary School Certificate prior to induction in

Service, shall be
entitled for seniorit

from the date of appointment; and

(b) 50% by initial recruitment.

Boat Operator, Secondary Schools | By initial recruitment.

Certificate from a

(BPS-7). :
recognized Board; and

training certificate in
Mechanical Trade from a
recognized Institute; and

having two years'
experience in the relevant
field and swimming
experience as such.

Sea Madic, Secondary Schools | By initial recruitment.

(BPS-7). Certificate with Science
from a recognized Board;
and

having one year's training
course Certificate in First-
Aid from a Medical
Faculty of a recognized
Institute.

Store Keeper, Secondary Schools Certificate | By initial recruitment.

(BPS-6). from a recognized Board.

Plumber, (a) Secondary Schools | By initial recruitment.

(BPS-6). Certificate with Science
from a recognized Board;
and

training certificate in the
relevant field from
Technical Training Centre
(TTC).

Mechanic, Secondary Schools | (a) 60% by promotion from

(BPS-6). Certificate from a amongst the members of

recognized Board; and the Service holding the
posts of Oil Man (BPS-1),

training certificate in

Helper (BPS-1), Cleaner

Mechanical Trade from a

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recognized Institute. having at least five years' service as such, on seniority cum fitness basis; and

(b) 40% by initial recruitment.

Diver, Expert in swimming. By initial recruitment (BPS-4).

Carpenter, Middle pass; and By initial recruitment (BPS-4). having experience as

Carpenter for Boat building and repairing.

Porter, Literate By initial recruitment (BPS-1).

Fisheries Watcher, | Literate By initial recruitment (BPS-1).

—
Oil Man, Literate By initial recruitment (BPS-1).

Laboratory Literate By initial recruitment Attendant,
(BPS-1).

Water Carrier, Literate By initial recruitment (BPS-1).

—
Security Guard, Literate By initial recruitment (BPS-1).