

**THE BALOCHISTAN COASTAL DEVELOPMENT
AND FISHERIES DEPARTMENT (BPS-16 AND
ABOVE) SERVICE RULES, 2016**

Service Rules No. XVI of 2016

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'THE BALOCHISTAN COASTAL DEVELOPMENT AND FISHERIES DEPARTMENT
(BPS-16 AND ABOVE) SERVICE
RULES, 2016

NOTIFICATION

[4" November, 2016]

No. SOR-II (23)1/2016-S&GAD/2508-57. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 19747, (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 (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN COASTAL DEVELOPMENT AND
FISHERIES DEPARTMENT (BPS-16 AND ABOVE) SERVICE
RULES, 2016

Service Rules No. XVI_of 2016

PART I— GENERAL

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

" These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (23)1/2016-S&GAD/2508-57, dated 4th November, 2016; published in the Balochistan Gazette (Extraordinary) No. 145, dated 4th November, 2016.

Balochistan Act IX of 1974; passed by the Balochistan Assembly on 19th June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41 dated 20th July, 1974.

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(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) "Provincial Selection Board" means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 20097;

(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 Coastal Development and Fisheries Department (BPS-16 and above) Service Rules, 2016;

(o) "Service" means the Balochistan Coastal Development and Fisheries Department (BPS-16 and above) Service; and

(p) "Subordinate Service" means the Balochistan Fisheries Department (Grade-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.

Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the 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).

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, 20127.

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, 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, 20094 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. 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. S.

(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.G.D.(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.G.D.(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 (Grade-16 and above) Service Rules, 1982, 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)27/S&GAD-79, dated 15" September, 1982; and published in the Balochistan Gazette No. 156, dated 18" December, 1982. Now repealed, R. 15.

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Nomenclature and
basic pay scale (BPS)
of the Post

Director General
Fisheries,

(BPS-20).

(i) Director Fisheries
(Marine),
(BPS-19);

(ii) Director Fisheries
(Inland),
(BPS-19);

(i11) Director Fisheries
(Dams),

APPENDIX

{See rule 2 (1) (b) 3 (3), 5 and 7 (l)}

PART—A (TECHNICAL WING)

Minimum qualification for
initial recruitment

Method of recruitment

By Promotion from amongst
the members of the Service
holding the posts of Director
Fisheries (Marine) (BPS-19),
Director Fisheries (Inland)
(BPS-19), Director Fisheries
(Dams) (BPS-19), and Director
Fisheries (Planning) (BPS-19),
having seventeen (17) years'
service in B-17 and above,
including at least two (2)
years' Service as such; and
have successfully completed
Senior Management Course,
on seniority cum fitness basis;

Provided that for the
purpose of promotion a
combined seniority list shall be

maintained from the date of
their regular promotion in that
cadre, post and Basic Pay
Scale.

By Promotion from amongst
the members of the Service
holding the posts of Deputy

Director Fisheries
(BPS-18),

Fisheries

(Marine)

Deputy Director
(inland) (BPS-18),
Deputy Director Fisheries
(Dams) (BPS-18), Deputy
Director Fisheries (Planning)
(BPS-18), and Deputy Director

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(BPS-19);

(iv) Director Fisheries
(Planning),
(BPS-19).

(i) Deputy Director
Fisheries
(Marine),
(BPS-18);

(ii) Deputy Director
Fisheries
(Inland),
(BPS-18);

(iii) Deputy Director
Fisheries (Dams),
(BPS-18);

(iv) Deputy Director
Fisheries
(Coordination),
(BPS-18).

Deputy Director
Fisheries (Planning),
(BPS-18).

Fisheries (Coordination) (BPS-18) having at least twelve (12) years' Service in BPS-17 and above including at least two years' Service as such; and have successfully completed Mid Career Management Course, on seniority cum fitness basis;

Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion in that cadre, post and Basic Pay Scale.

By Promotion from amongst the members of the Service holding the posts of Assistant Director Fisheries (BPS17),

Research Officer (BPS-17) and
Marine Biologist (BPS-17)
having at least five (5) years'
service, on seniority cum
fitness basis;

Provided that for the
purpose of promotion a
combined seniority list shall be
maintained from the date of
their regular promotion in that
cadre, post and Basic Pay
Scale.

By Promotion from amongst
the members of the Service
holding the posts of Assistant
Director (Planning) (BPS17)
and Assistant Director
(Statistics) (BPS-17) having at
least five years' service, on
seniority cum fitness basis;

Provided that for the
purpose of promotion a

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Assistant Director
Fisheries,
(BPS-17).

Assistant Director
(Planning),
(BPS-17).

Assistant Director
(Statistics),
(BPS-17).

Research Officer,
(BPS-17).

Master's Degree at least
in Second Division in
Fisheries or
Aquaculture or Marine
Biology or
Oceanography from a
recognized University;
or

Bachelor's Degree
(B.S) at least in Second
Division in Marine
Sciences or equivalent
qualification in the
relevant subject from a
recognized University.

Master's Degree at least in
Second Division in
Economics or Business
Administration or equivalent
qualification in the relevant
subject from a _ recognized
University.

Master's Degree at least in
Second Division in Statistics
or equivalent qualification in
the relevant subject from a
recognized University.

Master's Degree at
least in Second
Division in Fisheries or
Aquaculture or Marine

combined seniority list shall be maintained from the date of their regular promotion in that cadre, post and Basic Pay Scale.

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

Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion in that cadre, post and Basic Pay Scale; and

50% by initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

Marine Biologist,

(BPS-17).

Fisheries Officer,

(BPS-16).

Biology or
Oceanography from a
recognized University;
or

Bachelor's Degree
(B.S) at least in Second
Division in Marine
Sciences or equivalent
qualification in the
relevant subject from a
recognized University.

Master's Degree at
least in Second
Division in Fisheries or
Marine Aquaculture or
Marine Biology' or
Oceanography from a
recognized University;
or

Bachelor's Degree
(B.S) at least in Second
Division in Marine
Sciences or equivalent
qualification in the
relevant subject from a
recognized University.

Bachelor's Degree
(B.S) at least in Second
Division in Fisheries or
Marine Aquaculture or
Marine Biology' or
Oceanography from a
recognized University;
or

Bachelor's Degree
(B.S) at least in Second
Division in Marine
Sciences or equivalent

qualification in the relevant subject from a recognized University.

By initial recruitment.

50% by promotion from amongst the members of the Sub-ordinate Service holding the post of Fisheries Inspector (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis; and

50% by initial recruitment.

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Assistant
Bio-Chemist,

(BPS-16).

By promotion from amongst
the members of the Sub-
ordinate Service holding the

post of Laboratory Assistant
(BPS-9), having at least seven

(7) years' service as such, on
seniority cum fitness basis.

APPENDIX

{See rule 2 (1) (b) 3 (3), 5 and 7 (l)}

PART-B

(ADMINISTRATION WING)

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

Deputy Director By Promotion from amongst

(Admn:), the members of the Service

(BPS-18). holding the posts of Assistant
Director (Admn:) (BPS-17)
and Administrative Officer
(BPS-17) having at least five
(5) years' service, on seniority
cum fitness basis;

Provided that for the
purpose of promotion a
combined seniority list shall be
maintained from the date of
their regular promotion in that
cadre, post and Basic Pay
Scale.

Assistant Director By Promotion from amongst
(Admn), the members of the Service

holding the posts of Assistant
Accounts and Budget Officer
(BPS-16) and Assistant Private
Secretary (BPS-16) having at
least three (3) years' service as

(BPS-17)

such, on seniority cum fitness
basis;

Provided that for the
purpose of promotion a
combined seniority list shall be
maintained from the date of
their regular promotion in that
cadre, post and Basic Pay
Scale.

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Administrative
Officer,

(BPS-17).

Manager Ice Plant,

(BPS-17).

Superintendent,

(BPS-17).

Assistant Accounts
and Budget Officer,

(BPS-16).

Assistant Private
Secretary,

(BPS-16).

Assistant,

(BPS-16).

Bachelor's Degree from
a recognized

University; and

having at least three (3)
months Office
Automation Certificate

By promotion from amongst
the member of the Service
holding the post
Superintendent (BPS-17),
having at least two (2) years'
service as such, on seniority
cum fitness basis.

By promotion from amongst
the member of the Subordinate
Service holding the post
Chargeman (BPS-15), having
at least seven (7) years' service
as such, on seniority cum
fitness basis.

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

By promotion from amongst
the member of the Subordinate
Service holding the post
Accountant (B-14), having at
least three (3) years' service as
such, on seniority cum fitness
basis.

By promotion from amongst
the member of the Service
holding the post of
Stenographer (BPS-14) having
at least three (3) years service
as such, on seniority cum
fitness basis.

50% by promotion from
amongst the members of
the Service holding the
post of Senior Clerk
(BPS-14) having at least
three (3) years' service

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in computer operations as such, on seniority cum
from a_ recognized fitness basis; and
Institute.

50% by initial
recruitment.

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