

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<sup>th</sup> 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, 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 (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 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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(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 23" 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 27" October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27" 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.O.

(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. 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.

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 (I)

## 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

(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.

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Marine Biologist,

(BPS-17).

Fisheries Officer,

(BPS-16).

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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 (I)}

### 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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