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ISSUE OF BALOCHISTAN GAZETTE. SERVICES AND GENERAL ADMINISTRATION

DEPARTMENT

vo 2290007 RSLs

(Regulations Section-IJ}

Dated Quetta, the 7/4 AMM 9,05

NOTIFICATION

No. SOR-II(4)53/2024-S&GAD a S, - In exercise of the 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

(Women's Section) (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

THE BALOCHISTAN COLLEGES, HIGHER AND TECHNICAL
EDUCATION DEPARTMENT, TECHNICAL WING (WOMEN'S
SECTION) (BPS-16 AND ABOVE) SERVICE RULES, 2025

Service Rules No. 16 of 2025

PART-I-GENERAL

i. | Short title and commencement.— {1} These rules may be called "the Balochistan
© Colleges, Higher and Technical Education Department, Technical Wing (Women's Section)

' (BPS-16 and above) Service Rules, 2025",

(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 Scale (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 Colleges, Higher and Technical Education Department;

(h) "Government" means the Government of Balochistan;

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

(j) "Post" means 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 www.ezqanoon.com 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;

(l) "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 Colleges, Higher and Technical Education Department, Technical Wing (Women's Section) (BPS-16 and above) Service Rules, 2025:

(o) "Service" means the Balochistan Colleges, Higher and Technical Education Department, Technical Wing (Women's Section) (BPS-16 and above) Service; and

(p) "Subordinate Service" means the Balochistan Colleges, Higher and Technical Education Department, (Technical Wing) Ministerial Subordinates (Women's Section) (BPS-1 to 15) Service.

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.

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 shall be appointed to the Service by initial recruitment who is:-

(a) less than 27 years, and more than 45 years, of age for the posts in BPS-19:

(b) less than 25 years, and more than 35 years, of age for the post in BPS-18; and

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(c) less than 18 years, and more than 28 years, for all other posts:

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.

Ts 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

Probation — A person appointed to a post in the Service on regular basis shall

be on probation for a period as prescribed in rule 2-A of the Balochistan Civil Servants (Probation) 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 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 and in the Balochistan Civil Servants (Seniority) Rules, 2008.

II. 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

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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 www.ezqanoon.com 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 the Chief Minister 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 (Women's Section) (BPS-16 and above) Service Rules, 2014 are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
BALOCHISTAN
The Chief Controller,
Printing and Stationery Department,
Balochistan, Quetta for publication
and provision of 20 copies of the Gazette.

No. Even. Dated. Even.

A copy is forwarded for information to:-

The Senior Member, Board of Revenue Balochistan, Quetta.

The Additional Chief Secretary (Dev:), GoB, P&D Department, Quetta.

The Chairman, Chief Minister's Inspection Team, Quetta.

The Principal Secretary to Governor Balochistan, Quetta.

The Principal Secretary to Chief Minister Balochistan, Quetta.

The Registrar, Balochistan Service Tribunal, Quetta.

The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his

letter No.Legis:4-174/Law/2013/26 dated 20 January, 2025.

The Secretary, GoB, College, Higher & Technical Education Department, Quetta with reference to his letter No.SO(C-III)/1-14/Tech. SR/2024/Edn./6244-46 dated 20th December, 2024.

9, The Accountant General Balochistan, Quetta.

10. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.

11. The Secretary, Balochistan Public Service Commission, Quetta.

12. The Deputy Secretary (Services-II)} S&GAD, Quetta.

13. All the Under Secretaries/Section Officers in S&GAD, Quetta.

14. The Private Secretary to Secretary S&GAD, Quetta.

15. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.

16. The P.A to Deputy Secretary (Regulations) S&GAD, Quetta.

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Serial |

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Nomenclature and
No. basic pay scale
www.dzqanoon.cam (BPS) of the post

(BPS-20); and

(a) Principal

(b) Professor for
| GCT (F)
(BPS-20}

(a). Principal

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"al". -Prefessor
"< (Technical)

(BPS-19)

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

Minimum qualification for
initial recruitment

| (a) Ph.D or equivalent
qualification in the
relevant Technology/

subjects, with eight (8)
years teaching experience
in BPS-17 and above; or
five (5) years Teaching
experience in BPS-18 in
the relevant field;

OR

|
(b} M.Phil in the relevant
Technology/ subjects with
| ten {10} years teaching
experience in BPS-17 and
above in the relevant field;
or seven (7) years
Teaching experience in
BPS-18 in the relevant
field;

OR

(c)(i) Bachelor's of
Engineering Degree at
least in Second
Division / BS

Engineering Degree at
least (CGPA 2.5) or
equivalent qualification
in the relevant
Technology from a
recognized Universit

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Method of recruitment

By promotion from amongst
the members of the Service
holding the post of Principal
(BPS-19} and Associate
Professor (Technical) (BPS-19}
(combined seniority} having at
least seventeen (17) years'
service in BPS-17 and above
or in case of initial
recruitment in BPS-18 and
BPS-19 having twelve {12}
years' or five (5) years' service
respectively, on seniority cum

fitness basis; possessing
Bachelor's of Engineering
Degree/ Bachelor's of

Technology (Honors)/ BS Tech

(4 years') / Master Degree or |
of Education in:
relevant Technology/ Subjects. |

16 years'

(a) 80% by promotion from

amongst the members of
the Service holding the
post of Assistant Professor

(Technical) (BPS- 18}
possessing Bachelor's of
Engineering Degree/

Bachelor's of Technology |

(Honors)/ BS Tech (4 years) / Master's Degree or 16 years' of Education in relevant Technology having at least twelve (12) years' service in BPS-17 and above or in case of initial appointment having seven (7) years'

service in BPS-18 on seniority cum fitness basis; and

(b) 20% by initial recruitment.

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and having registration
with Pakistan
Engineering Council;

OR

(Honors} at least Second
Division/ BS Tech {4
years} or equivalent
qualification in the

|
|

(ii) Bachelor's of Technology

|

relevant Technology
from a recognized
University;

OR

(iii) Master's Degree at least
in Second Division or
equivalent qualification
in relevant Technology

from a recognizea
University;
AND

| (iv) Twelve (12) years
Teaching / Professional
experience in BPS-17
and above in the
relevant field; or seven
(7) years Teaching/
_ Professional experience
in' BPS-18 in the
relevant field;

[Note:The following

-equivalent/ related

qualification in the relevant
Technology is also acceptable.

Information _Technology:-

Bachelor's of Engineering

i Degree at least in Second
Division in (Information
; Technology) / {Computer and

Information System) /
{Computer System
Engineering) / Software

Engineering from a

recognized University; and
having registration with
Pakistan Engineering
Council. OR

BS/B.sc {Second Division)
(Computer Engineering) from
a recognized University and
having registration with
Pakistan Engineering
Council.

Bio-Medical Technology:-
;Bachelor's of Engineering
Degree at least in Second

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| Degree (Second Division) in

| University.

: Secretarial Services and

Division in Bio-Medical

Technology from a recognized
University; and having
registration with Pakistan
Engineering Council; OR

Bachelor of Engineering

Electronics Technology from
a recognized University and

'having registration with

Pakistan Engineering
Council.

Food Preservation
Technology:- Master's

Degree at least in Second

Division or equivalent
qualification in Food
Technology/ Food Sciences/
Agriculture in Food

Technology from a recognize
university; or

Bachelor's Degree at least
econd Division or
ivalent qualification in
ood Sciences/ Agriculture
Science with specialization in
Food Technology from a
recognized university; or

in

' B.Sc. (Hons) Agriculture

| Degree from a recognized

University.

Dress Design and Making
Technology

Bachelor's of Engineering
Degree at least in Second
Division in (Textile Design
Engineering) from a
recognized University; and
having _ registration with
Pakistan Engineering
Council; OR

Master Degree (Second
Division) or equivalent
qualification with Graphic
Design as one of the subject
from a recognized university.

OR

BS/B.Des Degree (Second
Division) in Fashion
Designing from a recognized

Office Management
Technology

Master

Degree Second

Assistant Professor
(Technical)

(BPS- 18)

Division} or equivalent
qualification in Commerce or
Business ra Public
Administration from a

recognized University.

(a) Ph.D or
qualification
relevant Technology /
subjects, with two ({2})
years teaching experience
in BPS-17 and above;;

equivalent
in the

OR

(b) M.Phil in the relevant
Technology/ subjects with
three {3} years teaching
experience in BPS-17 and
above in the relevant field;

OR

{c){i} Bachelor's of
Engineering Degree at

least in Second
Division / BS
Engineering Degree ai
least (CGPA 2.5} or
equivalent qualification
in the relevant
' . 'Technology from a
"recognized University
and having registration
with Pakistan

Engineering Council;

OR

(ii) Bachelor's of Technology
{Honors} at least Second

Division/ BS Tech {4 years} or equivalent qualification in the relevant Technology from a recognized University;
OR
| {iii} Master's Degree at least in Second Division of equivalent qualification in relevant Technology from a recognized University;
AND

{iv} five (5) years Teaching / Professional experience in BPS-17 and above in the relevant field; or seven (7) years Teaching Professional

Page 8 of 15

(a)

(b)

50% by promotion from | amongst the members of the Service holding the post of Lecturer {Technical} (BPS-17), having at least five {5} | years' service, as such on |

|

seniority cum fitness

basis; possessing | Bachelor's of Engineering | Degree/ Bachelor's of |

Technology (Honors! / BS | Tech (4 years) / Master's |

Degree or 16 years' of Education in relevant Technology/ subjects; | and !
50% by initial recruitment.

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Pakistan

Council. Or

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(Computer Engineering} from

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‘having vegistraton with
| Pakistan Engineering
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Bio-Medical _ Techneology:-
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; Degree at least a

; Technclogy from a recognized
| University, and having
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Engineering Council; OR

Bacheior of Engineering
Degree (Second Division) in

Electronics Technology from
a recognized University and
having registration with
Pakistan Engineering
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Technology:- Mi agior's
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Degree from a recognized

University

Dress Design and Making

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Bachelor's

Degree at

Division i

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Textile Design

from a.

recognized University; and

having registration = with

Pakistan Engineering

Council; OR

Master Degree (Second

Division) or equivalent

qualification with Graphic

Design as one of the subject

| from a recognized university.

OR

BS/B.Des

Division)

Designing

University

Degree (Second

in Fashion

from a recognized

Secretarial Services and

Management

Technology

Master Degree (Second
division) or equivalent
qualification in, Commerce or
in Public
Administration from a
recognized University.

Assistant
in {Related Studies}

2 or

(BPS-

18}

Professor

at least _ 4

{a} Ph.D or
qualification
relevant subject in
Physics / Chemistry /
Mathematics / Psychology

/ English / Commerce

'Islamicate

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Satisfied, two {2}

years teaching experience

in BPS-17 and above in
the relevant field;

equivalent
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OR
{ M.Phil on relevant
subject in physics /
Chemistry / Mathematics
/ Psychology / English /
Commerce / Islamicate

/Economics/ Urdu and
Pakistan Studied, with
three {3} years teaching
experience in BPS-17 and
above in the relevant field;

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80% by promotion from
amongst the members of
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Lecturer (Related Studies)
(BPS-17} possessing
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relevant field. having at!
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20% by Initial |

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Master's 'Degree at least in
Second Division/BS (4
years' _ Degree at least 2.5 |
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Bachelor's of Technology
(Honors) at lest (Second
Division)/ BS Tech (4 years) |
or equivalent qualification in j
the relevant Technology from
a recognized University; OR

Master's Degree at least in |

Second Division or equivalent |
qualification im relevant |
Technoigy from a recognized |
University. |

Note:- The following :
equivalent/ related |
qualification in the relevant |

Information Technoigy:-
Bachelor's of Engineeering
Degree at least im Secend
Dyvisiori in {Information |
Technology)/ (Computer and

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{Computer Engineering} /Software Engineering from a recognized University. and having registration with Pakistan Engineering Council. Or

System

BS/B.sc (Secon Divisien) !
(Computer Engineering) from ;

(b}

25% by promotion
amongst the members of
service holding the post

of Junior Instructor
(Technical) (BPS-16) |
having at least three (3}

vears' service as such or
possessing Bachelor of
Engineering Degree/
Bachelor's of Technology
(Henors)/ BS Tech (4 |
years)/ Master's Degree :
in relevant Technology or
subject with at least
three (8) years' service as |
such on seniority cum
fitness basis; and

FO% by
recruitment.

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Council.

Bachelor's of Engineering
Degree at least in Second

Technology from a recognized
University; and having
registration with Pakistan
| Engineering Council; OR

Bachelor of &ngineering

Electronics Technology from
a recognized University and
having registration with

| Pakistan Engineering
| Council.

' Food Preservation

| Technology:- Master's
Degree at least in Second

| Division or equivalent

, qualification in Food

i Technology/ Food Sciences/
griculture in Food

i Technology from a recognize
| university; or

Bachelor's Degree at least
iin Second Division Or
equivalent qualification in
Food Sciences/ Agriculture
Science with specialization in
Food Technology from a
recognized university; or

B.Sc. (Hons) Agriculture

University

Dress Design and Making

Technology

Bachelor's of Engineering
Degree at least in Second

Engineering} from a
recognized University; and
having registration with
Pakistan Engineering
Council; OR

Master Degree {Second
Division} or equivalent
| qualification with Graphic
Design as one of the subject
from a recognized university;

: OR

Division) in Fashion
Designing from a recognized
University.

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Bio-Medical Technology:- '

Division in Bio-Medical |

Degree (Seconda Division) in|!

Degree from a_ recognized :

Division in (Textile Design |

BS/B.Des Degree [Second '

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Secretarial Services and | ° i
| Office Management : :

Lecturer (Related
Studies}

(Physics. Chemiustrv.

Mathematics,
Isijamiate, Pakistan

Studied, Psychology,

; Economics,

Commerce and
English)
(BPS-17}

: Technology

: \

; Master Dexree (Second
| Division} or equivalent
| qualification im Commerce or |

| Business / Public
| Administration from a

| recognized University.

| Master's Degree at least in | By initial recruitment.

!! Second Division/ BS (4

/years"" Degree at least ICGPA
(2.5) from a recognized |
i University in the relevant |
| subject i.e Physics /°
| Chemistry / Mathematics /
Psychology / English / !
|Commerce / Islamiate /

Economics and Pakistan
| Studied.

Lecturer Physical
Education
(BPS-17)

- a

| Master's Degree at least in
; Second Division in Physical
Education from a recognized |
University.

By initial recruitment

Admin: and

(a) Master's Degree (at) (a) 50% by promotion

(BPS- 17)

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. Accounts Officer least in Second Division) from amongst the
(BPS-17) in Commerce or in| members of Service |
Business Administration | holding the post of|
| (BBA 4-years) or | Superintendent {BPS-17} |
equivalent qualification | having at least three (3)
in the relevant subject years' service as such on
from a recognized | seniority cum fitness
University; or basis; and possessing |
' Master's or Bachelor's
;(b) Degree with Chartered Degree or equivalent |
accountancy (CA) from a qualification. The |
recognized Institute of | condition of qualification |
Chartered Accounts of | for promotion is relaxed |
| Pakistan; or on attaining the age of 55 |
; (c) Degree in Cost and Accounts and |
Management Accounting (b) 50% by initial
(CMA) from a recognized 5
| Institute of Cost and ACCOUNTS.
Management Accounts of |
Pakistan; or
{d} ACCA qualification
from a recognized
| Association of Chartered |
Certified Accountants/ |
Institute;
ae Z is initiated by a recruitment 2 me Oem 2 ew ini a= a ae se —aees {
Librarian 'Master's Degree at least in| By initial recruitment

|Second Division or BS (4
' years) Degree at least (CGPA

(2.5) in Library and | |
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Information Science from a,
recognized University.

ee men, — PA

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(BPS-17}

a, | Medical OMce? | By transfer from amongst the |
(BPS-17} | Medical Officer (Female) (BPS-

17) from the Health}

: Department.

doh.corh Superintendent -- | By promotion from amongst |

| holding the post of Assistant
| (BPS-16) having at least three

the members of Service |}

(3) years' service as such, on
seniority-cum-fitness basis: |
and possessing Master's or
Bachelor's Degree or
equivalent qualification. The
condition of qualification for
promotion is relaxed on
attaining the age of 55 years.

t eres | : a ee es

12. | Junior Instructor Bachelor's of Engineering | (a) 50% by promotion
| Technical Degree/ BS _ Engineering amongst the members of
| (BPS- 16) degree at least (CGPA 2.5} or Service holding the post of |
| equivalent qualification in Shop Instructor |
| the relevant Technology from (Technical) (BPS- 10)
| a recognized University and possessing three years |
having registration with Diploma of Associate |
| | Pakistan Engineering | Engineer having at ieast |
'Council; OR I three {3} years' service as ;
| such on seniority cum
i fitness basis; and
Bachelor's of Technology
! (Honors) at least in Second (b) 50% by initial |
Division/ BS Technology recruitment. |
| (Honors) (4 years) from a | |
| recognized University. | |
eae joes o ~ ee — en - — Seen os ae 1
i 13. | Hostel Warden --- i By promotion from amongst |
(BPS- 16) the members. of Service |
holding the post of Warden |
| (BPS-14) having at least three |

| (3) years' service as such, on |
 seniority-cum-fitness basis;
 and possessing Master's or
 i , Bachelor's Degree or
 | | | equivalent qualification The
 condition of qualification for |
 | promotion is relaxed on |
 : attaining the age of 55 years.
 - 14. Assistant Private ! a | By promotion from amongst |
 | Secretary i the members of Service
 ' {BPS- 16} | 'holding the = post _—of |
 | Stenographer {BPS-14} having !

attaining the age of 55 years.

at least three (3) years' service |
 as such. on seniority-cum- |

| fitness basis. and possessing |
 Master's or Bachelor's Degree

or equivalent qualification. |
 The condition of qualification -
 for promotion is relaxed on |
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Assistant
(BPS- 16)

Bachelor's Degree from | (a) 50% by promotion from |

a recognized University;

|

and

having at least three (3)
months Office

Automation Certificate |
in Computer Operations |

from a recognized
institute.

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amongst the members of ;

the Service holding the
post of Senior Clerk
{BPS-14} and Accounts

Assistant (BPS-14} |

{combined seniority)
having at least three (3)

years' service as such, on |
seniority cum fitness |

basis; and possessing
Master's or Bachelor's
Degree or equivalent
qualification. The
condition of qualification
for promotion is relaxed
on attaining the age of 55
years, and

50% by initial
recruitment.

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