

THE DIRECTORATE OF WORKS, BALOCHISTAN URBAN PLANNING  
AND DEVELOPMENT DEPARTMENT (BPS-1 TO 15)  
SERVICE RULES, 2017

Service Rules No. LXUI of 2017

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THE DIRECTORATE OF WORKS, BALOCHISTAN URBAN PLANNING  
AND DEVELOPMENT DEPARTMENT (BPS-1 TO 15)

" These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (18)11/2017-S&GAD/118-167, dated 5<sup>o</sup> January, 2018; published in the Balochistan Gazette (Extraordinary) No. 4, dated 5<sup>o</sup> January, 2018.

## SERVICE RULES, 2017

### NOTIFICATION

[5<sup>th</sup> January, 2018]

No. SOR-II (18)11/2017-S&GAD/1 18-167. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974<sup>1</sup>, (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Directorate of Works, Balochistan Urban Planning and Development Department (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

### THE DIRECTORATE OF WORKS, BALOCHISTAN URBAN PLANNING AND DEVELOPMENT DEPARTMENT (BPS-1 TO 15) SERVICE RULES, 2017

Service Rules No. LXTH of 2017

#### PART I— GENERAL

1. Short title and commencement.— (1) These rules may be called "the

Directorate of Works, Balochistan Urban Planning and Development Department (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<sup>2</sup> (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;

(f) "Commission" means the Balochistan Public Service Commission<sup>3</sup>;

<sup>1</sup> Balochistan Act IX of 1974; passed by the Balochistan Assembly on 19<sup>th</sup> June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41 dated 20<sup>th</sup> July, 1974.

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).

(g) "Department" means the Balochistan Urban Planning and Development 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;

(1) "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 Directorate of Works, Balochistan Urban Planning and Development Department (BPS-1 to 15) Service Rules, 2017;

(n) "Service" means the Directorate of Works, Balochistan Urban Planning and Development Department (BPS-1 to 15) Service; and

(0) "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, 20097;

(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.

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!.

An Administrative Department of the Government of Balochistan, see S. No. 26, Schedule II of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14 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.

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, 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 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, 20084.

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" 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-1D)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<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> 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 25<sup>th</sup> August, 2008; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25<sup>th</sup> August, 2008.

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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 Directorate of Works, Balochistan Urban Planning and Development Department (BPS-1 to 15) Service Rules, 2009! are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

1 These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its

Notification No. SOR-II(18)11/S&GAD/2009/2181-2230, dated 13<sup>th</sup> June, 2009; published in the Balochistan Gazette (Extraordinary) No. 177, dated 13 June, 2009. Now repealed by R.15.



## APPENDIX

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

Serial | Nomenclature and Minimum qualification for Method of recruitment  
No. basic pay scale initial recruitment  
(BPS) of the Post

fof

Accountant, Bachelor's Degree in | By initial recruitment.  
(BPS-14). Commerce (B.Com) from

a recognized University;

or

Bachelor's Degree in  
Business Administration  
(B.B.A) from a recognized  
University; and

having at least three  
months Office Automation  
Certificate in computer  
operations from a  
recognized Institute.

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  
(BPS-14). members of the Service holding  
the post of Junior Clerk (BPS-  
11) having at least three (3)  
years' service as such, on

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;

seniority cum fitness basis;

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Assistant Computer  
Operator,

(BPS-12).

Geographic  
Information System  
Assistant,

(BPS-12).

Surveyor,

(BPS-11).

(a) (i) 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.

B.Sc in Geographic  
Information System or  
equivalent subject from a  
recognized University; or

Diploma in the relevant  
subject from a recognized  
University/ Institute.

Three years of Diploma  
Engineers in the relevant  
field from a recognized  
University/ Institute; and

Certificate  
enized

Surveyor's  
from a

however, the members promoted as Junior Clerk from (BPS-1 to 5) having qualification of Higher Secondary School Certificate will be considered for promotion as Senior Clerk;

Provided that the members unable to acquire Higher Secondary School Certificate shall not be eligible for promotion and if deferred twice for promotion by the stand

competent forum will

superseded.

By initial recruitment.

By initial recruitment.

By initial recruitment.

Junior Clerk, (a) Higher Secondary School | (a) 20% by promotion from

(BPS-11).

(b)

(c)

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.

amongst the members of  
the Service holding the  
posts of (BPS-1 to BPS-5)  
having at least three (3)  
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

(11) if an employee possesses the Secondary School Certificate prior to

induction in Service,

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Draftsman,

(BPS-11).

Sub Engineer,

(BPS-11).

Supervisor,

(BPS-9).

Care Taker,

(BPS-7).

Tracer,

(BPS-5).

Booking Clerk,

(BPS-5).

Tube Well

Operator,

Three years' Diploma of  
Associate Engineering from a

recognized University/ Institute.

Three years' Diploma of  
Associate Engineering from a

recognized University/ Institute.

Higher Secondary School  
Certificate from a  
recognized Board; and

having Six months'

relevant experience.

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.

Secondary School Certificate  
from a recognized Board.

Secondary School Certificate  
from a recognized Board.

(a) Middle from a recognized  
Board; and

shall be entitled for  
seniority from the date of  
appointment; and

(b) 80% by initial recruitment.

By initial recruitment.

By initial recruitment.

20% by promotion from  
amongst the members of  
the Service holding the  
post of Care Taker (BPS-7)  
having at least three years'  
service as such, on  
seniority cum fitness basis;  
and

80% by initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.



(BPS-5). six months' Vocational Training Certificate from a recognized Institute.

Plumber, Middle from a recognized | By initial recruitment.  
(BPS-4). Board; and

six months' Vocational Training Certificate from a recognized Institute.

Driver, Middle Certificate; By initial recruitment.

(BPS-4). possesses a valid HTV/  
LTV driving licence issued  
from the Licensing  
Authority; and

having at least two years' experience as driver.  
Security Guard, Literate; and By initial recruitment.

(BPS-1). two years' experience in any recognized Security Company.

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

Mali, (a) Literate; and By initial recruitment.

(BPS-1). Experience in gardening.

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

Naib Qasid, Literate. By initial recruitment.  
(BPS-1).

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

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