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NO. 20 QUETTA FRIDAY JANUARY 22, 2021.

(GOVERNMENT OF BALOCHISTAN  
SERVICES AND GENERAL ADMINISTRATION  
DEPARTMENT.

(Regulations Section-II)

NOTIFICATION.

Dated Quetta, the 22<sup>nd</sup> January, 2021.

No. SOR-II(15)18/2015-S&GAD/267-316. 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 Directorate of Manpower and Training (Instructional Cadre) (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

THE DIRECTORATE OF MANPOWER AND TRAINING  
(INSTRUCTIONAL CADRE) (BPS-1 TO 15)  
SERVICE RULES, 2021.

Service Rules No. IV of 2021.

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## PART-1-GENERAL

1. Short title and commencement. --- (1) These rules may be called

"The Directorate of Manpower and Training (Instructional Cadre) (BPS-1 to 15) Service Rules, 2021".

(2)

They shall come into force at once.

2. Definitions. --- (1) In these rules, unless there is anything repugnant in the subject or context,-

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"Act" means the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974).

"Appendix" means the Appendix annexed to these rules;

"Appointing Authority" means the appointing authority as specified in rule 4;

"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;

"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;

"Commission" means the Balochistan Public Service Commission;

"Department" means the Balochistan Labour and Manpower Department:

"Government" means the Government of Balochistan:

"Initial recruitment" means appointment made otherwise than by promotion or transfer from another Service/Department/Post:

"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 for the purpose of these rules:

"Recognized Institute" means any institute established by law in Pakistan or any other Institute declare' by the Government consultation with the Commission to be a recoy ized 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 Directorate of Manpower and Training (Instructional Cadre) (BPS-1 to 15) Service Rules, 2021;

(n) "Service" means the Directorate of Manpower and Training (Instructional Cadre) (BPS-1 to 15) Service; and

(o) "Selection/Promotion Committee" means the Selection/Promotion Committees constituted by the Department under rule 5 of the

Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009.

(2) Words and expressions used but not defined herein above sub-rule

(1), unless the context otherwise requires, shall have the same meaning 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.

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-III-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 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, of 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 Manpower and Training (Instructional Cadre) (B-1 to 15) Service Rules, 2005 are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN.

. CHIEF SECRETARY  
, | BALOCHISTAN.

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Serial | Nomenclature and

No.

1  
1.

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basic pay scale

(6)

APPENDIX

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

for initial recruitment

(BPS) of the post |

/ Instructor,  
(BPS-14).

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3

'(a) Diploma of three (a)  
| years' Associate |  
Engineering in|  
relevant field from a |  
Government |  
Polytechnic Institute |  
College of |

Technology; or

Intermediate  
(F.A/F.Sc.) with one >

year trade ©  
proficiency  
certificate in relevant |  
trade from a  
Government  
Technical/ -

Vocational Training 2  
Centre Or .  
recognized Institute.



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- Minimum qualification | Method of recruitment

4

50% by promotion  
from amongst the  
members of the

Service holding the

post of Electrician  
(BPS-8), Shop  
Assistant (BPS-6)

and Store Keeper  
(BPS-6) possessing |  
matriculation |  
certificate and four |  
months up-gradation |  
course certificate |  
from Staff Training  
Institute. Quetta  
having at least three  
(3) years service as

such, on\_ seniority  
cum fitness basis.  
The promotion |  
cases of Officials |

who do not fulfill the  
required criteria for  
promotion will be:  
deferred and juniors  
to them will be  
considered for  
promotion, provided  
that any deferred  
official only has two  
chances to acquire  
the said criteria for  
consideration for  
promotion or the  
future failing which  
he will not

Electrician,  
'(BPS-S).

—

| (a) Secondary  
from a

Certificate

recognized

and

. Electrical

Licence

recognized

Diploma

|

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“(b)

considered

superseded. For the ,  
purpose of |  
promotion a |

combined Seniority |  
List of Electrician/ |  
Shop Assistant and |  
Store Keeper shall.  
be maintained; and

50% by initial |  
recruitment.

'School | |

Board:

Wire-man |  
from a

Institute/  
Organization. or |

in the. |

relevant field from a!

recognized  
Technical  
Centre.

Training |

(a)

\_|  
50% by promotion .  
from amongst the'  
members of the:  
Service holding the .  
post of Shop  
Attendant (BPS-5) |  
Assistant Store |  
Keeper (BPS-5) and |  
Sub-Store Keeper.  
(BPS-5), possessing »  
matriculation  
certificate with at  
least (3) three years ;  
service as such, on)  
seniority cum fitness |  
basis. The °  
promotion cases of  
officials who do not  
tuifill the required  
criteria for promotion  
will be deferred and  
juntars to them will  
be considered for  
promotion. provided  
that and deterred  
official only has two  
ehances te acquire  
the said criteria for  
consideration for  
promotion in the  
future, failing which  
he will be |



r

| | considered

| | superseded. For the |

| purpose of |

| | promotion a |

. | combined Seniority |

| | | List of Shop |

| Attendant (BPS-5),

| | Assistant Store

| Keeper (BPS-5) and

| | Sub-Store Keeper

| | (BPS-5) shall be

| | maintained; and

| | (b) 50% by initial |

| | recruitment. |

| 3. | (a) Shop Assistant, | (ay Secondary School | (a) 75% by promotion

(BPS-6); and Certificate from a from amongst the

recognized Board; members of the

| (b) Store Keeper, and Service holding the  
(BPS-6). . post of Shop |

| (b) trade proficiency Attendant (BPS-5),

| | ke Moat in fe evant | Assistant Store |

| Government Keeper (BPS-5) and |

| Technical/ Sub-Store Keeper |

| Vocational Training (BPS-5) possessing -

| matriculation |  
Centre or

| recognized Institute. least three (3) years |

certificate with at |

service as such, on |

| seniority cum fitness |

| basis. The |

} promotion cases of |

| | officials who do not |

|

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|

: fulfill the required

| | ° criteria for promotion |

| | will be deferred and |

| juniors to them will |

| | be considered for ,

official only has two |

promotion: provided |

that any deferred |

chances to acquire  
the said criteria for  
consideration \_for |

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To promotion in the  
future, failing which

he will be

considered  
. | superseded. For the  
| purpose of  
promotion a

combined Seniority  
List of Shop  
Attendant (BPS-5),  
| Assistant Store  
| Keeper (BPS-5) and  
| Sub-Store Keeper  
(BPS-5) shall be  
maintained; and

| (b) 25% by initial  
ee recruitment. \_

4. Shop Attendant/ work | (a ) Secondary School | By initial recruitment.  
Shop Attendant, Certificate from a )  
(BPS-5). recognized Board: .|  
and |

° |

(6) trade proficiency |  
certificate in relevant |  
field from a |  
Government |  
Technical/  
Vocational Training |  
! Centre or |  
| + recognized Institute. \_ \_

5 | (a) Assistant store (a) Secondary School | By initial recruitment.

Keeper, Certificate from a }

(BPS-5); and recognized Board; |

and |

|  
A (bh) Sub Store | |  
. Keeper. | (b) trade proficiency |  
. (BPS-5). | certificate in relevant |  
field from a |  
| Government  
Technical/  
' VYvocational Training |

| Centre — OF:  
recognized institute. | -

REHMATULLAH  
Under Secretary (egulations-l)

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