

THE BALOCHISTAN FISHERIES DEPARTMENT  
SUBORDINATE (GRADE-1 TO 15) SERVICES

RULES, 1982

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**'THE BALOCHISTAN? FISHERIES DEPARTMENT  
SUBORDINATE (GRADE-1 TO 15) SERVICES**

**RULES, 1982**

**NOTIFICATION**

[234 January, 1983]

No. SOR (2)18/S&GAD-79. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act 19743 (IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Fisheries Department Subordinate (Grade 1 to 15) Service and prescribing conditions of service for the persons appointed thereto, namely:—

**PART I— GENERAL**

1. Short title and commencement.— (1) These rules may be called the Balochistan Fisheries Department Subordinate (Grade 1 to 15) Services Rules, 1982.

(2) They shall come into force at once.

2. Definitions. — (1) In these rules, unless the context otherwise requires the following expressions shall have the meanings hereby respectively assigned to them, that is to say:—

(a) "Appendix" means the appendix to these rules;

(b) "Appointing Authority" means the authority specified in Rule 4;

(c) "Board" means a Board of Secondary Education Established by law in Pakistan or any other educational authority or institution declared by Government in consultation with the Commission to be a Board for the purposes of these rules;

(d) "Commission" means the Balochistan Public Service Commission;

(e) "Department" means the Balochistan Fisheries Department Balochistan;

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

These rules have been issued by the Government of Balochistan, Services and General Administration Department vide its Notification No. SOR (2)18/S&GAD-79, dated 23" January, 1983; and published in the Balochistan Gazette (Extraordinary) No. 23" January, 1983.

2 Spelling of the word "Baluchistan", wherever it appears in these rules, is corrected by insertion of letter "o" instead of "u"; as Government of Balochistan, S&GAD's Notification No. SORI (4) 6/ S&GAD-89, dated 18" June, 1989.

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

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

(h) "Recognized Institute" means any Institute recognized by Government in consultation with the Commission to be a recognized Institute for the purposes of these rules;

(i) "Services" means the Balochistan Fisheries Department Subordinate (Grade 1 to 15) Service;

(k) "Selection Committee" means the Selection Committee constituted by or under orders of Government;

## PART II— RECRUITMENT

2. Eligibility and Composition of Service.— (1) No person who is married to a foreign national shall be eligible for appointment to the Service.

(2) The restriction imposed by sub-rule (1) above may be relaxed by Government in the case of a person who is married to a citizen of India.

(3) The service shall comprise of the posts 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 Service shall be made by the appointing authority as specified in Rule 4 of the Civil Service (Appointment, Promotion and Transfer) Rules, 1979',

5. Method of Recruitment.— |= Appointment to the posts in the Service shall be made as specified in the Appendix.

6. Age.— (1) No person, who is less than eighteen years or more than twenty five years of age shall be appointed to the Service by initial recruitment; Provided that:—

(i) in case of a person whose service under the Government have been terminated

for want of vacancy, the period of service already rendered by him shall, for the purpose of the upper age limit under this rules be excluded from his age.

(11) for upper age limit for appointment in the Service by initial recruitment in case of candidates from schedule castes or under developed areas, shall be relaxed for three years upto. 31.12.1984, as laid down in the Government of Balochistan, S&GAD's Notification No. S-IHI-27 (127)/ S&GAD-74, dated 8.12.1979.

(2) For the purposes of this rule, age shall be reckoned.

(i) where recruitment is to be made on the basis of a written examination, as on the |\* January of the year in which the examination is proposed to be held; and

(b) in other cases, as on the last date fixed for submission of applications for appointment.

<sup>t</sup> Now the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 issued by the Services and General

Administration Department, Government of Balochistan vide 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.

7. Qualifications.— (1) No person shall be appointed to a post in the 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, not being his relatives, 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 physical fit by a Government Medical Officer not below the rank of a District Health Officer.

## PART II — CONDITIONS OF SERVICE

8. Probation. (1) A person appointed to the Service against a substantive vacancy shall remain on probation for period of two years if appointed by initial recruitment, and for period of one year if appointed otherwise.

Explanation. Officiating service and service spent on deputation to a corresponding or a higher post may be allowed to count towards the period of probation.

(2) If the work or conduct of a member of the Service during the period of probation has in the opinion of the appointing authority been satisfactory, the appointing authority may, notwithstanding that the period of probation has not expired, dispense with his services if he has been appointed by initial recruitment and if he has been appointed otherwise, revert him to his former post or if there be no such post, dispense with his services.

(3) On completion of the period of probation of a member of the service, the appointing authority may, subject to the provisions of sub-rule (4), confirm him in his appointment, or if his work or conduct has, in the opinion of such authority, not been satisfactory:—

(a) in case he has been appointed by initial recruitment, dispense with his services; or  
(b) in case he has been appointed otherwise, revert him to his former post, and if

there be no such post, dispense with this services.

(c) extend the period of probation by a period not exceeding two years in all and during or on the expiry of such period pass such orders as it could have passed during or on the expiry of his initial probationary period.

Explanation—I. If no orders have been made by the day following the completion of the initial probationary period, the period of probation shall be deemed to have been extended.

Explanation— II. If no orders have been made by the day on which the maximum period of probation expires, the probationer shall be deemed to have been confirmed in his appointment from the date on which he was appointed to the post subject to provision of sub-section (5) of section 7 of the Balochistan Civil Servants Act, 1974'.

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.

(4) No person shall be confirmed in the Service unless he successfully completes such training and passes such departmental examinations as may be prescribed by Government from time to time.

(5) If a member of the Service whether appointed against a substantive vacancy or otherwise fails to complete successfully any training or pass any departmental examination prescribed under sub-rule (4) within such period or in such number of attempts as may be prescribed by the Government the appointing authority may—

(a) in case he has been appointed by initial recruitment, dispense with his services; or  
(b) in case he has been appointed otherwise, revert him to his former post, and if

there be no such post, dispense with his services.

9. Seniority— (1) The inter se seniority of the members of the Service in the various grades thereof shall be determined:—

(a) in the case of members appointed by initial recruitment, in accordance with the order of merit assigned by the appointing authority; provided that members selected for the Service in an earlier selection shall rank senior to the members selected in a later selection; and

(b) in the case of members appointed otherwise with reference to the dates of their continuous appointment therein; provided that 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 to the younger official or officials in the next below grade shall rank senior to the younger official or officials.

Explanation—1I. If a junior official in a lower grade is promoted to a higher grade temporarily in the public interest, even though continuing later permanently in the higher grade, it would not adversely affect the interest of his seniors in the fixation of his seniority in the higher grade.

Explanation— II. If a junior official in a lower grade is promoted to a higher grade by superseding a senior official and subsequently that official is also promoted to the same grade the official promoted first shall rank senior to the official promoted subsequently.

Explanation— II. A junior official appointed to a higher grade shall be deemed to have superseded a senior official only if both the junior and senior officials were considered for the higher grade and the junior official was appointed in preference to the senior official.

(2) The seniority in various grades of the Service of the members appointed by initial recruitment vis-a-vis these appointed otherwise shall be determined:—

(a) in case both the official appointed by initial recruitment and the official appointed otherwise have been appointed against substantive vacancies, or both have been appointed against temporary vacancies, with reference to the date of appointment to such vacancy in the case of the official appointed otherwise; provided that if the two dates are the same the official appointed by initial recruitment and the date of continuous appointment against such

vacancy in the case of the official appointed otherwise shall rank senior to the official appointed by initial recruitment;

(b) in case the official appointed by initial recruitment has been appointed against a substantive vacancy and the official appointed otherwise has been appointed against a temporary vacancy the official appointed by initial recruitment shall rank senior to the official appointed otherwise; and

(c) in case the official appointed otherwise is appointed against a substantive vacancy and the official appointed by initial recruitment is appointed against a temporary vacancy, the official appointed otherwise shall rank senior to the official appointed by initial recruitment.

10. Liability to transfer and serve.— Members of the service shall be liable to:—

(a) transfer any where in Balochistan; and

(b) serve in any department of Government or any local authority or statutory body set up 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 favorable than those to which would have been entitled if he had not been no required to serve.

11. General Rules.— In all matter 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 Government and made applicable to these.

12. Relaxation.— Any of these rules may, for reasons to be recorded in writing be relaxed in individual cases if Government if satisfied that a strict application of these rules would cause undue hardship to the individual concerned.

13. Delegation.— Government may delegate all or any of its powers under these rules to any officer subordinate to it.

14. Repeal.— The West Pakistan Fisheries Rules Ministerial Service (Headquarters) Rules, 1962 and the West Pakistan Fisheries Subordinate Rules, 1962, in their applications to the province of Balochistan are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

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Serial Nomenclature  
and basic pay  
scale (BPS) of the

Assistant,  
(BPS-15).

## 1 [ APPENDIX

{See rules 3 (3), 5 and 7 (1)}

### 2[PART- A

#### ADMINISTRATION WING

Minimum qualification for initial  
recruitment.

Bachelor's Degree from a  
recognized University; and

#### Method of recruitment

25% by promotion from  
amongst the members of the  
Service holding the post of

having at least \_ three

months Office Automation Senior Clerk = (BPS-11)

having at least three (3)

Certificate in computer ;  
years service as such, on

operations from a , :  
seniority cum fitness basis;

recognised Institute  
and

75% by initial recruitment.

Accountant,  
(BPS-14).

Bachelor's Degree in Business By initial recruitment.  
Administration or equivalent  
qualification in the relevant subject

from a recognized University.

Stenographer,

(BPS-14).

(a) Bachelor's Degree from a recognized University;

By initial recruitment.

(b) typing skill with a speed of at least 35 words per minute;

Substituted for the existing appendix, by the Services and General Administration Department, Government of Baluchistan's Notification No. SO(RID (23)2/2011-S&GAD/3689-3739, dated 29<sup>th</sup> October, 2011; and published in the Balochistan Gazette (Extraordinary) No. 266, dated 29<sup>th</sup> October, 2011.

Part-A substituted by the Services and General Administration Department, Government of Baluchistan's Notification No.

SO(RID (23)2/2015-S&GAD/1438-87, dated 12<sup>th</sup> June, 2015; and published in the Balochistan Gazette (Extraordinary) No. 83, 12<sup>th</sup> June, 2015.

For the earlier Appendices and amendments, See—

- i S&GAD notification No. SOR (2)18/S&GAD-79, dated 23<sup>rd</sup> January, 1983;
- ii. S&GAD notification NO. SO (RID) (23)2/2011-S&GAD/3689-3739, dated 29<sup>th</sup> October, 2011; and
- iii. S&GAD notification No. SO (RID) (23)2/2013-S&GAD/2005-54, dated 22<sup>th</sup> November, 2013; Balochistan Gazette (Extraordinary) No. 133, dated 22 November, 2013.

Assistant  
Computer  
Operator,  
(BPS-12).

Senior Clerk,

(BPS-11).

Junior Clerk,  
(BPS-9).

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 recognised Institute.

(a)(@) Higher Secondary School

Examination Certificate from  
a recognized Board; and  
having one year Diploma in  
Computer Science or IT,  
from a recognised  
Institute; or

(ii) ICS from a recognised

Institute/ Board; and

(b) typing skill on computer with a

speed of at least 60 words per  
minute.

Secondary School  
Examination Certificate from a  
recognized Board;

typing skill 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.

By initial recruitment.

By promotion from amongst the members of the Service holding the post of Junior Clerk (BPS-9) having at least three (3) years service as such, on seniority cum fitness basis.

20% by promotion from 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 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

Driver,  
(BPS-4).

Secondary School  
Certificate will be  
maintained:

Provided that:

(i) if two or more officials  
have acquired the  
Secondary School  
Certificate on the same  
date, the official having  
longer service shall be  
ranked senior to 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

(111) if an employee possesses  
Secondary School  
Certificate prior to  
induction in Service, shall  
be entitled for seniority  
from the date of  
appointment; and

(b) 80% by initial recruitment.

Middle Examination By initial recruitment.  
Certificate;

possesses a valid LTV

driving licence issued from  
the licensing Authority;  
and

having at least two years  
experience as driver.

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

Chowkidar  
(BPS-1).

a Literate; and By initial recruitment.

|| (BPS-1). (b) \_ Experience in gardening. Po

11. Cook, (a) Literate; and By initial recruitment.  
(BPS-1). Experience in cooking.

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

## PART- B TECHNICAL STAFF

Nomenclature of Minimum qualification for Method of recruitment  
the post with basic initial recruitment.

Charge Man Three years' Diploma of Associate 75% by initial recruitment;  
(B-15) Engineers in the field of Electrical and  
Engineering from a \_ recognized

" 25% by promotion from  
Institute.

amongst members of the  
service holding posts of  
Electrical Supervisor (B-8)  
having at least five years  
service as such, on seniority  
cum fitness basis.

Boat Engineer Three years' Diploma of Associate 50% by initial recruitment;  
(B-15) Engineers in the field of Electrical and  
Engineering from a \_ recognized  
Institute.

50% by promotion from  
amongst members of the  
Service holding posts of  
Foreman (B-11) having at  
least three years service as  
such, on seniority cum  
fitness basis.

Skipper 50% by promotion from

(B-15) amongst members of the  
Service holding post of  
Crew (B-8) having at least  
five years service as such,  
on seniority cum fitness  
basis.

50% by promotion from  
amongst members of the

Draftsman  
(B-11)

Foreman  
(B-11)

Store Supervisor  
(B-11)

Fisheries Inspector

Service holding post of  
Boat Operator (B-7)  
having at least five years  
service as such, on seniority  
cum fitness basis.

Three years' Diploma of Associate | By initial recruitment.  
Engineers in the relevant field of

draftsmanship from a recognized  
University / Institute

Bachelor's Degree from a  
recognized University.

(a)

F. Sc. (Pre Medical) from a  
recognized Board; and

10% by promotion from  
amongst members of the  
Service holding post of  
Assistant Foreman (B-9)  
having at least three years  
service as such, on seniority  
cum fitness basis.

80% by promotion from  
amongst members of the  
Service holding post of  
Mechanic (B-6) having at  
least five years service as  
such, on seniority cum  
fitness basis; and

10% by promotion from  
amongst members of the  
Service holding post of  
Engine Operator (B-8)  
having at least four years  
service as such, on seniority

cum fitness basis.

75% by initial recruitment;  
and

25% by promotion from  
amongst members of the  
Service holding post of  
Store Keeper (B-6) having  
at least five years service as  
such, on seniority cum  
fitness basis.

50% by initial recruitment

50% by promotion from

Swimming experience / amongst members of the

Seaworthy. Service holding post of  
Assistant Inspector (B-6)  
having at least five years  
service as such, on seniority  
cum fitness basis.

Assistant Foreman Intermediate from a By initial recruitment.

(B- 9) recognized Board; and

training certificate in  
Mechanical Trade from a  
recognized Institute.

Laboratory F. Sc. (Pre Medical) from a By initial recruitment.

Assistant recognized Board.

Data Controller F. Sc. (Pre Engineering) with By initial recruitment.

(B- 9) Mathematics / Statistics from a  
recognized Board

Electrical Intermediate from By initial recruitment.

Supervisor recognized Board;

(B- 9) certificate in Electrical

Supervisory Course from a  
recognized institute; and

having a valid licence from  
Irrigation and Power  
Department.

Engine Operator Matriculation from By initial recruitment.

(B- 8) recognized Board; and

training certificate in  
Mechanical Trade from a  
recognized Institute.

Matriculation from By initial recruitment.

recognized Board; and

Swimming experience /  
Seaworthy.

Boat Operator Matriculation from a By initial recruitment.

(B- 7) recognized Board;

training certificate in  
Mechanical Trade from a  
recognized Institute; and



having two years experience  
in the relevant field and  
swimming experience as  
such.

Sea Madic Matriculation with Science | By initial recruitment.  
(B- 7) from a recognized Board;  
and

having one year training  
Course certificate in First  
Aid from a Medical Faculty  
of a recognized Institute.

Assistant Inspector Matriculation from a (a) 75% by initial recruitment; and

(B- 6) recognized Board; and (b) 25% by promotion from

swimming experience / amongst the members of the

Seaworthy. Service holding the post of

Fisheries Watcher (B-1)

possessing the Middle Pass

School Certificate, and having

at least five years experience

respectively Inland Fisheries

on seniority cum fitness basis.

For the purpose of promotion a

seniority list of Fisheries

Watcher with reference to their

dates of acquiring Middle

School Certificate will

maintained.

Mechanic Matriculation from a (a) 40% by initial recruitment; and

(B- 6) recognized Board; and (b) 60% by promotion from

Training certificate in amongst the members of the

Mechanical Trade from a Service holding the post of Oil

recognized institute. Man (B-1), Helper (B-1),

Cleaner (B-1) and Porter (B-1)

having at least five years

service as such, on seniority

cum fitness basis.

(20. | Porte. By initial recruitment.

|| BI a G

By initial recruitment.

Laboratory Literate By initial recruitment.

Attendant

Cleaner Literate By initial recruitment.

(B- 1

Security Guard Literate By initial recruitment. ]

(B- 1

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