

THE BALOCHISTAN HEALTH DEPARTMENT  
DIRECTORATE OF NURSING  
(BPS-16 AND ABOVE) SERVICE  
RULES, 2016

Service Rules No. XXI of 2016

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THE BALOCHISTAN HEALTH DEPARTMENT  
DIRECTORATE OF NURSING

" These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (8)26/2016-S&GAD/2915-64, dated 8" November, 2016; published in the Balochistan Gazette (Extraordinary) No. 154, dated 8" November, 2016.

(BPS-16 AND ABOVE) SERVICE  
RULES, 2016

NOTIFICATION

[S" November, 2016]

No. SOR-II (8)26/2016-S&GAD/29 15-64. 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 Health Department Directorate of Nursing (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN HEALTH DEPARTMENT  
DIRECTORATE OF NURSING  
(BPS-16 AND ABOVE) SERVICE  
RULES, 2016

Service Rules No. XXI of 2016

PART I— GENERAL

1. Short title and commencement.— (1) These rules may be called "the Balochistan Health Department Directorate of Nursing (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 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';

1 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.

Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23<sup>rd</sup> May, 1989; and earlier to that constituted under the Balochistan

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(g) "Department" means the Balochistan Health 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 Health Department Directorate of Nursing (BPS-16 and above) Service Rules, 2016;

(o) "Service" means the Balochistan Health Department Directorate of Nursing (BPS-16 and above) Service; and

(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°.

Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

That is an Administrative Department of the Government of Balochistan, see Schedule II, S. No. 15 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" 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. 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.

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.

## 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, 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.

11. Liability to Transfer and Serve.— The members of the Service shall be liable to

\* Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S

(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.C.(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" 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.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.

(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 Health Department Directorate of Nursing (BPS-16 and above) Service Rules, 2013<sup>1</sup>, 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 Health Department, Government of Balochistan, vide its Notification No. SO(R-ID)8(26)2013

S&GAD/127-86, dated 21<sup>st</sup> January, 2013. Now repealed, R. 15.

## APPENDIX

{See rule 2 (1) (b) 3 (3), 5 and 7 (l)}

Nomenclature and Minimum qualification for Method of recruitment  
basic pay scale initial recruitment  
(BPS) of the Post

Director Nursing, By promotion from amongst  
(BPS-19). the members of the Service  
holding the post of Principal  
College of Nursing (BPS-19),  
on seniority cum fitness basis.

Principal College By Promotion from amongst

of Nursing, the members of the Service

(BPS-19). holding the posts of Deputy  
Director Nursing (BPS-18),  
Controller Nursing  
Examination Board (BPS-18),  
Principal School of Nursing  
(BPS-18) and Nursing  
Superintendent (BPS-18)  
having at least twelve (12)  
years' service in BPS-17 and  
above, on seniority cum  
fitness basis.

Chief Nursing By Promotion from amongst  
Superintendent, the members of the Service  
holding the posts of Deputy  
Director Nursing (BPS-18),  
Nursing Superintendent  
(BPS-18) and Principal  
Midwifery School (BPS-18)  
having at least twelve (12)  
years' service in BPS-17 and  
(BPS-19).

above including at least two  
years' Service as such in case  
of initial recruitment in BPs-  
18, on seniority cum fitness  
basis.

4. Deputy Director By Promotion from amongst  
Nursing, the members of the Service

(BPS-18).

Controller Nursing  
of Examination  
Board,

(BPS-18).

Principal  
Midwifery School,

(BPS-18).

Three (3)  
Diploma in General  
Nursing from a

years'

recognized \_ Institute;

and

(11) Having valid registration

under Section 19 of the  
Pakistan Nursing  
Council Act, 1973, with  
Pakistan Nursing  
Council; and

One (1) year's Diploma  
in Midwifery from a  
recognized \_ Institute;

and

(11) Having valid registration  
with Pakistan Nursing  
Council; and

holding the posts of Assistant  
Nursing Superintendent  
(BPS-17), Head Nurse (BPS-  
17), Tutor Nurse (BPS-17),  
Nurse Tutor (BPS-17) Tutor  
Sister (BPS-17), Nursing  
Instructor (BPS-17) and  
Clinical Instructor (BPS-17)  
having at least five (5) years'  
service, on seniority cum

fitness basis.

By Promotion from amongst the members of the Service holding the posts of Assistant Nursing Superintendent (BPS-17), Head Nurse (BPS-17), Tutor Nurse (BPS-17), Nurse Tutor (BPS-17) Tutor Sister (BPS-17), Nursing Instructor (BPS-17) and Clinical Instructor (BPS-17) having at least five (5) years' service, on seniority cum fitness basis.

75% by Promotion from amongst the members of the Service holding the posts of Assistant Nursing Superintendent (BPS-17), Head Nurse (BPS-17), Tutor Nurse (BPS-17), Nurse Tutor (BPS-17) Tutor Sister (BPS-17), Nursing Instructor (BPS-17) and Midwifery Tutor (BPS-17) having at least five (5) years' service, on seniority cum fitness; and

25% by recruitment.

initial

Two (2) years'  
Bachelor's Degree in  
Nursing or Midwifery  
from a\_ recognized  
Institute; or

(11) One (1) year's Diploma  
in Ward Administration  
from a\_ recognized  
Institute; and

(111) One (1) year's Diploma  
in Teaching  
Administration from a  
recognized Institute;  
and

(iv) having valid registration  
with Pakistan Nursing  
Council; and

(d) having at least three (3)  
years' experience as  
Tutor Nurse.

Principal School of | A. For Female: 75% by Promotion from  
amongst the members

of the Service holding

(b) Registered Midwife; and the posts of Assistant

(c) Bachelor's of Science Nursing Superintendent  
(Nursing) from 4 (BPS-17), Head Nurse  
recognized University; or (BPS-17), Tutor Nurse

, : ; (BPS-17), Nurse Tutor  
One year's Diploma in (BPS-17) Tutor Sister  
Ward Management; and (BPS-17), Midwifery  
one year's Diploma in Tutor (BPS-17),  
Teaching Administration;

Nursing, (a)  
(BPS-18).

Registered Nurse;

Nursing Instructor  
and (BPS-17) and Clinical

(d) having at least three (3) Instructor (BPS-17)  
years' service experience having at least five (5)  
in BPS-17 as such. years' service, on  
B. For Male: seniority cum fitness;  
CO and

Registered Nurse;

(a) Registered Nurse; 25% by initial

(b) having a\_ Post Basic recruitment.

Diploma or a Certificate

from enized

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Nursing  
Superintendent,

(BPS-18)  
(Female/Male).

Institute; and

Bachelor's of Science  
(Nursing) from a  
recognized University; or

One year's Diploma in  
Ward Management; and  
one year's Diploma in  
Teaching Administration;  
and

having at least three (3)  
years' service experience  
as Tutor Nurse in BPS-17  
as such.

A. For Female:

- (a)
- (b)
- (c)
- (d)

Registered Nurse;  
Registered Midwife; and

Bachelor's of Science  
(Nursing) from a  
recognized University; or

One year's Diploma in  
Ward Management; and  
one year's Diploma in  
Teaching Administration;  
and

having at least three (3)  
years' service experience  
in BPS-17 as such.

B. For Male:

(a)  
(b)

Registered Nurse;

having a \_ Post Basic  
Diploma or a Certificate

from a recognized

Institute; and

Bachelor's of Science  
(Nursing) from a

recognized University; or

One year's Diploma in  
Ward Management; and  
in

75% by Promotion from  
amongst the members  
of the Service holding  
the posts of Assistant  
Nursing Superintendent  
(BPS-17), Head Nurse  
(BPS-17), Tutor Nurse  
(BPS-17), Nurse Tutor  
(BPS-17) Tutor Sister  
(BPS-17),  
Instructor

Nursing  
(BPS-17),  
and Clinical Instructor  
(BPS-17) having at  
least five (5) years'  
service, on\_ seniority  
cum fitness; and

25% by initial  
recruitment.

Assistant Nursing  
Superintendent,

(BPS-17)  
(Female/Male).

Head Nurse,

(BPS-17)  
(Female/Male).

Teaching Administration;  
and

having at least three (3)  
years' service experience  
as Tutor Nurse in BPS-17  
as such.

A. For Female:

- (a)
- (b)
- (c)
- (d)

Registered Nurse;  
Registered Midwife; and

Bachelor's of Science  
(Nursing) from a  
recognized University; or

One year's Diploma in  
Ward Management; and  
one year's Diploma in  
Teaching Administration;  
and

having at least three (3)  
years' service experience  
in BPS-16 as such.

B. For Male:

- (a)
- (b)

Registered Nurse;

Basic  
Diploma or a Certificate  
from a

having a\_ Post

recognized  
Institute; and

Bachelor's of Science  
(Nursing) from a

recognized University; or

One year's Diploma in  
Ward Management; and  
in

By promotion from amongst  
the members of the Service  
holding the post of Staff  
Nurse (BPS-16) 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 Staff Nurse  
(BPS-16) having at  
least three (3) years'  
service as such, on  
seniority cum fitness  
basis; and

50% by  
recruitment.

initial

Teaching Administration;  
and

having at least three (3)  
years' service experience  
in BPS-16 as such.

Vice Principal By promotion from amongst

Nursing School, the members of the Service

(BPS-17). holding the post of Staff

Nurse (BPS-16) having at  
least three (5) years' service  
as such, and possessing One  
(1) year's Diploma in Ward  
Administration and One (1)  
year's Diploma in Teaching  
Administration or two (2)  
years' Bachelor's Degree in  
Nursing from a\_ recognized  
University on seniority cum  
fitness basis.

English Tutor, Master's Degree at least in | By initial recruitment; or  
Second Division in English from

(BPS-17). ; .  
a recognized University.

By \_ posting/transfer from  
amongst the Lecturer (BPS-  
17) in the relevant subject of

Education Department.

Tutor Nurse/ Nurse | A. For Female: 50% by Promotion from

vite Sister/ (a) (i) Three (3) years'  
Idwiley Diploma in General

amongst the members  
of the Service holding  
the post of Staff Nurse  
Instructor/ Clinical (BPS-16) having at  
Instructor, (BPS- and least three (3) years'  
17). (Female/Male) service as such, and  
(11) having valid registration having One (1) year's

under Section 19 of the Diploma in Teaching

Pakistan Nursing and one (1) year's  
Council Act, 1973, with Diploma Ward

Tutor/Nursing Nursing from a

recognized \_ Institute;

Pakistan Nursing Management

Council; and /Administration or two

One (1) year's Diploma (2) years' Bachelor's  
in Midwifery from a Degree in Nursing or  
recognized Institute; Midwifery from a

and recognized University

on seniority cum fitness

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(11) having valid registration basis; and  
with Pakistan Nursing

; (b) 50% by initial  
Council; and

recruitment.

(c) G) Two (2) years'

Bachelor's Degree in

Nursing or Midwifery

from a\_ recognized

Institute; or

(11) One (1) year's Diploma  
in Ward Administration  
from a\_ recognized  
Institute; and

(111) One (1) year's Diploma  
in Teaching  
Administration from a  
recognized Institute;  
and

(iv) having valid registration  
with Pakistan Nursing

Council; and

(d) having at least three (3)  
years' experience as  
Staff Nurse.

B. For Male:

(a) (i) Three (3) years'  
Diploma in General  
Nursing from a

recognized \_ Institute;  
and

(11) having valid registration  
under Section 19 of the  
Pakistan Nursing  
Council Act, 1973, with  
Pakistan Nursing  
Council;

One (1) year's Diploma  
in Post Specialized  
Nursing from a  
recognized Institute;  
and

having valid registration

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with Pakistan Nursing Council; and

Two (2) years' Bachelor's Degree in Nursing or Midwifery from a\_ recognized Institute; or

(11) One (1) year's Diploma in Ward Administration from a\_ recognized Institute; and

(111) One (1) year's Diploma

in Teaching Administration from a recognized Institute; and

(iv) having valid registration with Pakistan Nursing Council; and

(d) having at least three (3) years' experience as Staff Nurse.

Staff Nurse, A. For Female: By initial recruitment.

(BPS-16). (a) Registered A Grade Nurse; | Note: - Recruitment of (Female/Male) candidates from a\_ sister

(b) Registered Midwife with ; Provinces shall be a second

Pakistan Nursing Council; a priority. or

Bachelor's of Science four (4) Years' (Generic Nursing) from a recognized University.

B. For Male:

(a) Registered A Grade Nurse;

(b) having a\_ post Basic specialized Diploma from a recognized Institute; or

Bachelor's of Science four

(4) Years' (Generic

from a

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