

BALOCHISTAN LIVESTOCK DEPARTMENT  
SUBORDINATE (GRADE 1 - 15)  
SERVICE RULES, 1981

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RULES

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'BALOCHISTAN? LIVESTOCK DEPARTMENT  
SUBORDINATE (GRADE 1-15)  
SERVICE RULES, 1981

" These rules have been issued by the Services and General Administration Department vide its notification No. SOR (2)

112/S&GAD-80, dated 28" November, 1981; and published in the Balochistan Gazette (Extraordinary) No. 238, dated 28"

November, 1981.

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.

## NOTIFICATION

[28" November, 1981]

No. SOR (2) 112/S&GAD-80. In exercise of the powers conferred by Section 25 of Balochistan Civil Servants Act, 1974! (IX of 1974), the Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Livestock Department Subordinate (Grade 1-15) Service Rules and prescribing condition of service for the persons appointed thereto, namely:—

### PART I—GENERAL

1. Short title and commencement.— (1) These rules may be called the Balochistan Livestock Department Subordinate (Grade 1-15) Service Rules, 1981.

(2) They shall come into force at once.

2. Definitions 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 an appendix to these rules;

(b) "Appointing Authority" means the authority specified in rules 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 Livestock Department Balochistan;

(f) "Director" means the Director Livestock Department Balochistan;

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

(h) "Initial Recruitment" means appointment made otherwise than by promotion or transfer from another Service, Department / post;

(j) "Recognized University" means any University incorporated by Law in Pakistan or any other University declared by Government in consultation with the Commission to be a recognized institute for the purpose of these rules;

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

(l) "Selection / Promotion Committee / Board" means the Selection / Promotion Committee / Board constituted by or under order of Government; and

(m) "Service" means the Balochistan Livestock Department Subordinate (Grade 1-15) Service.

1 That is Balochistan Act IX of 1974; passed by the Provincial Assembly of Balochistan on 19" June, 1974; assented to by the

Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41 dated 20" July, 1974.

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 under the Balochistan Ordinance II of 1978 (repealed) and the

Balochistan Act IV of 1974 (repealed).

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## PART I — RECRUITMENT

3. 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-rules (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 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 on the recommendation of Selection / Promotion Committee / Board by:—

(1) Director in respect of posts in Grade 3-15.

(2) Senior most Deputy Director in respect of posts in Grade 1 & 2.

5. Method of Recruitment.— [= Appointment to the various posts shall be made in the manner as specified in column 4 of 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: —

(i) upper age limit for appointment to the service by initial recruitment shall be relaxable for 3 years upto 31-12-1984, according to the Government of Balochistan Service and General Administration Department Notification No.S-III-27 (127)/S&GAD 74, dated 8-12-1979; and

(ii) in case of a person whose services under Government have been terminated for want of vacancy, the period of service already rendered by him shall, for the purpose of upper age limit under this, be exclude from his age.

(2) For the purpose of this rule, age shall be reckoned:—

(i) Where recruitment is to be made on the basis of a written examination, as on the 1<sup>st</sup> of January of the year in which examination is proposed to be held; and

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

7. Qualification. (1) No person shall be appointed to a post in the service by

initial recruitment unless he possesses the qualification prescribed for the post in column 3 of the Appendix.

(2) No person, not already on 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.

## PART I — CONDITIONS OF SERVICE

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

Explanation— Officiating service and service spent on deputation to a corresponding or 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 been unsatisfactory, 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, 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), either 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 his service;

(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 the period of probation was last extended or may be deemed to have been so extended.

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

(a) in case he has been appointed by initial recruitment, in accordance with the order of merit assigned by the Selection/ Promotion Committee/ Board, if the appointment is made on the recommendations of Selection/Promotion Committee / Board, and in other cases, in accordance with the order of merit assigned by the appointing authority; provided that persons selected for the service in an earlier selection shall rank senior to the persons 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 grades, shall rank senior to the younger official or officials.

Explanation— I. 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 higher grade.

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

Explanation— II. (J) If a junior official appointed to a higher grade shall be deemed to have superseded a senior official only if both the junior and the senior

officials were considered for the higher grade and the junior official was appointed in preference to the senior official.

(2) The seniority in the various grade of the service of the members appointed by initial recruitment vis-a-vis those appointed otherwise shall be determined: —

(a) in case both the officials 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 by initial recruitment and to the date of continuous appointment against such vacancy in the case of the official appointment otherwise;

Provided that if the two dates are the same, 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 the 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 anywhere in Balochistan; and  
(b) serve in any department of Government or any 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 to be less favorable than those to which he would have been entitled if he had not been so 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 mad applicable to them.

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

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

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

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## 'APPENDIX

{See rules 2 (1) (a) 3 (2), 5 and 7 (1)}

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

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.

Senior Auditor, Bachelor's Degree in 50% By promotion from

Commerce (B.Com) from a amongst the members of

recognized University. the Service holding the  
post of Junior Auditor  
(BPS-7) having at least  
three (3) years service as  
such, on seniority cum  
fitness basis; and

(BPS-14).

(b) 50% by initial recruitment.

Assistant Librarian, Diploma in Library Science | By initial recruitment.  
(BPS-14). from a recognized  
University.

1 Appendix substituted by Services and General Administration Department Notification No. 8.0 (R-ID)(13)2/2016-S&GAD/800 dated 26<sup>th</sup> May, 2016; and published in the Balochistan Gazette (Extraordinary) No. 70, dated 7<sup>th</sup> June, 2016.

For the earlier Appendix, See—

i S&GAD notification No. SOR (2)112/S&GAD-80, dated 28 November, 1981; published in the Balochistan Gazette (Extraordinary) No. 238, dated 28<sup>th</sup> November, 1981.



Stenographer, Bachelor's Degree By initial recruitment.  
(BPS-14). from a recognized  
University;

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

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.

Pesh Imam, Al Shahdat-ul-Alia By initial recruitment.  
(BPS-12). (Equivalent to

Bachelor's Degree)

from Wafaq-UI-

Madaris, Tanzeem-U-

Madaris or from any  
of the HEC

recognized Institution;

having good  
command of Arabic  
language and have  
more than average  
proficiency in Quran  
and Hadith; and

Hafiz-ul-Quran and  
Qari will be preferred.

Assistant Computer (a)(i) Higher Secondary By initial recruitment.  
Operator, School Examination

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

or

(11) ICS from a

(BPS-12).

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Veterinary Assistant,  
(BPS-11).

Senior Clerk,  
(BPS-11).

Junior Clerk,  
(BPS-9).

recognized Institute  
/Board; and

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

(a) 65% by Promotion from  
among the members of the  
Service holding the post of  
Stock Assistant (BPS-6)  
having at least five (5)  
years service such, on  
seniority cum fitness basis;  
and

35% by promotion from  
amongst these members of  
the Service holding the  
post of Plant Operator  
(BPS-6), Veterinary  
Compounder (BPS-6),  
Poultry Supervisor (BPS-6)  
Dairy Farm Assistant  
(BPS-6), Lab Assistant  
(BPS-6) Milk Taster (BPS-  
6) having at least five (5)  
years service as such, on  
seniority cum fitness basis.

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

(a) 20% by promotion from amongst the members of the Service holding the posts of (B-1 to B-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;

have experience in For the purpose of

Computer/IT software promotion a common

applications. Seniority list of all employees (B-1 to B-5) with reference their dates of acquiring Secondary School Certificate will be maintained:

Provided that:

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

if the date of continues appointment in the case of two or more numbers of the service is same, the older official, if not junior, shall be ranked senior to the younger official; and

(11) 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.

Survey Assistant, (a) Secondary School By initial recruitment.

Certificate from a recognized Board; and

(BPS-8).

two years Diploma Course in Animal Science from a

recognized Institute.

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Electricians, Secondary School By initial recruitment.

Certificate from a

BPS-8). :

( ) recognized Board;

and

Electrical Wire-man  
Licence from a  
recognized Institute/  
Organization or  
Diploma in the  
relevant field from a  
recognized Technical  
Training Center.

Junior Auditor, Diploma in Commerce (D. | By initial recruitment.  
Com) from a recognized  
(BPS-7). Institute.

Store Keeper, Higher Secondary School By initial recruitment.  
Certificate from a

BPS-6). :

(BPS-6) recognized Board.

Lady Supervisor, (a) Secondary School By initial recruitment.  
(BPS-6). Certificate from a

recognized Board;

and

two years Diploma  
Course in Animal  
Science from a  
recognized Institute.

Supervisor, Secondary School By initial recruitment.  
Certificate from a

BPS-6). :

( ) recognized Board;

and

two years Diploma  
Course in Animal  
Science from a  
recognized Institute.

Dairy Farm Assistant, Secondary School By initial recruitment.

Certificate from a

BPS-6). :

( ) recognized Board;

and

two years Diploma

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Stock Assistant,  
(BPS-6).

Field Assistant,  
(BPS-6).

Milk Taster,  
(BPS-6).

Poultry Supervisor,  
(BPS-6).

Artificial Inseminator,  
(BPS-5).

Course in Animal  
Science from a  
recognized Institute.  
Secondary School By initial recruitment.  
Certificate from a  
recognized Board;

and

two years Diploma  
Course in Animal  
Science from a  
recognized Institute.  
Secondary School By initial recruitment.  
Certificate in Science

subjects from a

recognized Board,

and

three years Diploma a  
recognized  
Agriculture Training  
Institute.

By initial recruitment.

Secondary School  
Certificate from a  
recognized Board;  
and

two years Diploma  
Course in Animal

Science from a  
recognized Institute.  
Secondary School By initial recruitment.  
Certificate from a  
recognized Board;

and

two years Diploma  
Course in Animal  
Science from a  
recognized Institute.  
Secondary School By initial recruitment.  
Certificate from a

recognized Board;

and

two years Diploma  
Course in Animal  
Science from a  
recognized Institute.

Plant Operator, Secondary School By initial recruitment.

Certificate from a  
BPS-6). :  
( ) recognized Board;  
and

two years Diploma  
Course in Animal  
Science from a  
recognized Institute.

Laboratory Technician, Secondary School By initial recruitment.

Certificate from a

BPS-6). :

( ) recognized Board;  
and

two years Diploma  
Course in Animal  
Science from a  
recognized Institute.

Laboratory Assistant, Secondary School By initial recruitment.

Certificate from a  
BPS-6). :  
( ) recognized Board;  
and

two years Diploma  
Course in Animal  
Science from a  
recognized Institute.

Tube Well Operator, Secondary School By initial recruitment.

Certificate from a  
BPS-6). :  
( 6) recognized Board;  
and

having at least six (6)  
months Vocational  
Training certificate  
from a recognized  
Institute.

Bulldozer Operator, Secondary School By initial recruitment.

Certificate from a  
(BPS-6). recognized Board;  
process a valid  
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Carpenter,  
(BPS-S).

Veterinary  
Compounder,  
(BPS-5).

Mechanic,  
(BPS-5).

driving licence issued  
from the Licensing  
Authority; and

having at least two (2)

years practical  
experience as  
Bulldozer Operator.

Secondary School  
Certificate from a  
recognized Board;  
and

having at least one (1)

year Diploma in  
Carpentry from a  
recognized Technical  
Training Center.

Secondary School  
Certificate from a  
recognized Board;  
and

two years Diploma  
Course in Animal  
Science from a  
recognized Institute.

Secondary School  
Certificate from a  
recognized Board;  
and

having at least six (6)  
months Vocational  
Training certificate in  
the relevant trade  
from a recognized

Institute.

Secondary School  
Certificate from a  
recognized Board;  
and

having at least six (6)  
months Vocational  
Training certificate in  
the relevant trade

By initial recruitment.

By initial recruitment.

50% by promotion from  
amongst the members of  
the Service holding the  
post of Driver (BPS-4)  
having at least three (3)  
years service as such, on  
seniority cum fitness  
basis; and

5% by initial recruitment.

By initial recruitment.

from a recognized  
Institute.

Secondary School By initial recruitment.

Certificate from a  
recognized Board.

Tractor Driver, Middle Pass By initial recruitment.  
(BPS-5). Certificate;

possesses a valid  
Tractor driving  
license issued from  
the licensing  
Authority; and

having at least two  
years experience as  
Tractor Driver.

Middle Examination | By initial recruitment.  
Certificate;

possesses a valid  
HTV/LTV driving  
license issued from  
the Licensing  
Authority; and

having at least two  
years experience as  
driver.

Daftari, Literate. By initial recruitment.  
(BPS-2).

Security Guard, Literate. By initial recruitment.  
(BPS-1).

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

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

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

Camel Man, Literate. By initial recruitment.

(BPS-1).

Chowkider, Literate. By initial recruitment.

(BPS-1).

Naib Qasid, Literate. By initial recruitment.

(BPS-1)

Vaccine Paker, Literate. By initial recruitment.

(BPS-1).

Forest Guard Literate. By initial recruitment.

(BPS-1).

Hard Man, Literate. By initial recruitment.

(BPS-1).

Shapered, Literate. By initial recruitment.

(BPS-1).

Cleaner, Literate. By initial recruitment.

(BPS-1).

Lab: Attendant, Literate. By initial recruitment.

(BPS-1).

Literate; and By initial recruitment.

experience in  
gardening.

Cook, Literate; and By initial recruitment.

(BPS-1). experience in  
Cooking.

Syce, Literate. By initial recruitment.

(BPS-1).

Sweeper, Literate. By initial recruitment.

(BPS-1).

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