

THE BALOCHISTAN POPULATION WELFARE  
DEPARTMENT (REGIONAL TRAINING

INSTITUTE) (BPS-1 TO 15) SERVICE  
RULES, 2016

Service Rules No. V of 2016

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'THE BALOCHISTAN POPULATION WELFARE DEPARTMENT  
(REGIONAL TRAINING INSTITUTE) (BPS-1 TO 15) SERVICE  
RULES, 2016

NOTIFICATION

[30" June, 2016]

No. SOR-II (19)5/2016-S&GAD/1406-1455. — 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 Population Welfare Department (Regional Training Institute) (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN POPULATION WELFARE DEPARTMENT

(REGIONAL TRAINING INSTITUTE)  
(BPS-1 TO 15) SERVICE  
RULES, 2016

Service Rules No. V of 2016

PART I— GENERAL

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

Balochistan Population Welfare Department (Regional Training Institute) (BPS-1 to 15) 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 specified in column 2 of the Appendix and such other post in the Service as may

" These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-I (19)5/2016-S&GAD/1406-1455, dated 30% June, 2016; published in the Balochistan Gazette (Extraordinary) No. 91, dated 30" June, 2016.

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.

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be specified by the Government from time to time for the purpose of these rules;

(f) "Commission" means the Balochistan Public Service Commission!;

(g) "Department" means the Population Welfare Department, Government of Balochistan;

(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 Balochistan Population Welfare Department (Regional Training Institute) (BPS-1 to 15) Service Rules, 2016;

(n) "Service" means the Balochistan Population Welfare Department (Regional Training Institute) (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, 20092.

(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.

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 Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

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.

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, 20127.

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, 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, 20094 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

\* 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. S.O. (R-D 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-1)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.



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, 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.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

1 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.

## APPENDIX

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

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

Assistant i Higher Secondary | (a) 50% by promotion  
Tutor, School Certificate in from amongst the  
(BPS-14). Science from a members of the

recognized Board; or Service holding the  
post of Family Welfare  
Counsellor (BPS-11)  
having at least three  
(3) years' service as

Secondary School  
Certificate in Science  
from a\_ recognized

Board;  
such, on seniority cum

24 months Diploma in fitness basis; and  
Family Welfare Worker  
from a\_ recognized  
Institute; and

50% by initial  
recruitment.

Three (3) months  
advance training of  
Family Worker  
Counselor from a  
recognized Institute;

having valid  
registration with  
Pakistan Nursing  
Council; and

Five (5) months  
training Course in  
Teaching Methodology  
from a\_ recognized  
Institute.

Stenographer, Bachelor's Degree from | By initial recruitment.

(BPS-14). a recognized University;

typing skill in English  
and Urdu with a speed of  
at least 35 words per  
minute;

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Projectionist,

(BPS-8).

Family Welfare  
Counsellor,

(BPS-11).

Senior Clerk,

(BPS-11).

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.

Higher Secondary School  
Certificate from a  
recognized Board; and

having at least three (3)  
years experience in  
operating Audio Visual  
equipments.

Secondary School  
Certificate in Science  
from a\_ recognized  
Board;

24 months Family  
Welfare Worker  
Diploma Course in  
Family Planning from a

recognized Regional  
Training Institute;

Three (3) months  
Advance Course of  
Family Worker  
Counsellor from a  
recognized Institute;  
and

having valid  
registration with  
Pakistan Nursing  
Council.

By initial recruitment.

80% by promotion  
from amongst the  
members of \_ the  
Service holding the  
post of Family Welfare  
Worker (BPS-8)  
having at least three  
(3) years' service as  
such, on seniority cum  
fitness basis; and

20% 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 seniorit

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Warden,  
(BPS-11).

Junior Clerk,

(BPS-9).

Bachelor's Degree from a | By initial recruitment.

recognized  
and

University;

having at least five (5)

years experience in  
Hostel/Boarding House  
Management.

Secondary School  
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.

(a) 20% by promotion

from amongst the  
members of the Service  
holding the posts of  
(BPS-1 to BPS-S5)  
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

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Family Welfare

(BPS-8).

Family Welfare

Assistant (Female),

(BPS-5)

Family Welfare

Assistant (Male),

Secondary School

Certificate in Science

from a recognized Board;

24 months Family

Welfare Workers

Diploma Course in

Family Planning from a

recognized Regional

Training Institute; and

having valid registration

with Pakistan Nursing

Council.

Secondary School Certificate in

Science from a\_ recognized

Board.

Secondary School Certificate in

Science from a\_ recognized

Board.

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

Gii)if an employee

possesses the

Secondary School



Certificate prior to  
induction in Service,  
shall be entitled for  
seniority from the  
date of appointment;  
and

(b) 80% by initial

recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

Middle Examination | By initial recruitment.

(BPS-4). Certificate;

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

having at least two years  
experience as driver.

Literate; and By initial recruitment.

experience in Cooking.

Naib Qasid, Literate. By initial recruitment.

(BPS-1).

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

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

(BPS-1). (b) experience in gardening.

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

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