

RULES

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THE BALOCHISTAN POPULATION WELFARE DEPARTMENT

(BASIC PAY SCALE 1-15)
SERVICE RULES, 1988

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'THE BALOCHISTAN? POPULATION WELFARE DEPARTMENT
(BASIC PAY SCALE 1-15)

SERVICE RULES, 1988

NOTIFICATION

[1 August, 1988]

NO.SOR-II(2)233/S&GAD/83/546-596. In exercise of the powers conferred by section 25 of the Balochistan Civil Servants Act, 1974? (IX of 1974). The Government of Balochistan is pleased to make the following rules regulating recruitment to the Balochistan Population Welfare Department (Basic Pay Scale 1-15) Service and prescribing conditions of service for the persons appointed there to namely:—

PART I— GENERAL

1. Short title and Commencement.—__(1) These rules may be called the Balochistan Population Welfare Department (Basic Pay Scale 1-15) Service Rules, 1988.

(2) They shall come into force at once.

2. Definitions— In these rules, unless the context otherwise required the following expression 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 appointing authority specified in rule 4;

(c) "Department" means the Population Welfare Department"

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

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

(f) "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 University for the purposes of these rules;

(g) "Scheduled Castes" means the castes, races or tribes and parts or groups within castes, races or tribes declared to be scheduled castes, under any law in force in Pakistan or as declared by Government for the purposes of these rules;

1 These rules have been issued by Government of Balochistan, Services and General Administration Department vide its notification

NO.SOR-II(2)233/S&GAD/83/546-596, dated 21* July, 1988; and published in Balochistan Gazette (Extraordinary) No. 128, dated 1* August, 1988.

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

Balochistan Act IX of 1974 was 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.

(h) "Services" means the Balochistan Population Welfare Department (Basic Pay Scale 1-15) Service.

PART II— RECRUITMENT

3. Eligibility and Composition of Service.— (1) No person who is married by 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" 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 as specific in rule 4 of the Balochistan Civil Servants (Appointment Promotion and Transfer) Rules, 1979',

5. Method of Recruitment— Appointment to the Services shall be made as specified in the Appendix.

6. Age.— (1) No person, who is less than 18 years or more than 25 years age shall be appointed the Service by initial recruitment;

Provided that:—

(i) in the case of a person whose services under the Government have been terminated for want of a 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 Services by initial recruitment in the case of candidates from scheduled castes or under developed areas, shall be relaxed for three years according to the Government's instruction in force.

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

(i) where recruitment is to be made on the basis of a written examination, as on the 1* of January of the year in which the examination is proposed to be held and.

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

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.

1 Rules issued by the Services and General Administration Department, Government of Balochistan vide its Notification No. 1

79-SO-ARC/S&GAD, dated 26" June, 1979; published in the Balochistan Gazette (Extraordinary) No. 73, dated 10" July, 1979

and repealed by the Balochistan Civil Servant (Appointment, Promotion and Transfer) Rules, 2009, Rule 23.

Now the Balochistan Civil Servant (Appointment, Promotion and Transfer) Rules, 2009 are in force, see Balochistan Gazette (Extraordinary) No. 165, dated 27" October, 2009.

(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 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 physically fit by a Government Medical Officer not below the rank of District Health Officer.

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 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 appointing authority not being 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 service; 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; or

(c) extend the period of probation by a period not exceeding two years in all and during or on the expiry of the 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 Balochistan Civil Servants Act, 1974".

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

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

(5) If a member of the service whether appointed by initial recruitment or otherwise fails to complete successfully any training and pass any departmental examination under sub rule (4) within such period or in such number of attempts as may be prescribed by Government, the appointment 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 interse seniority of the members of the Services 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 Department Selection Committee, if the appointment is made on the recommendation of the Departmental selection Committee and in other cases 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 officer, if no junior to the younger official of officials in the next below grade 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 effect the interest of his seniors in the fixation of his seniority in the higher grade.

Explanation—I. 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 senior officials.

(2) The seniority in the various grades of the service of the members thereof appointed by initial recruitment vis-d-vis those 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 by initial recruitment and to the date of continuous appointment against such vacancy in the case of the official appointed 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 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 anywhere 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 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.

11. 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 Government and made 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 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 Population Welfare Division, Ministry of Planning and Development Government of Pakistan's No.10-15/79/Admn-II (Vol-III) dated 20th January, 1982, is hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

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(Appendix)

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Nomenclature

of the posts.

Stenographer,
(B-15).

Superintendent,
(B-14).

Steno Typist,
(B-12)

Assistant/

Accounts Assistant/
Cashier

(B-11).

Statistical
Assistant,
(B-11)

Machanic
(B-11).

Family Welfare

Counsellor (Female)
(B-11).

Theatre Nurse

Minimum

qualification for appointment

by initial recruitment.

Intermediate or Matric
with 5 years job
experience

Shorthand speed-100
word per minutes.

Typing speed- 50 word
per minutes.

Matric from

recognized University or

Board.

Short hand

Words per minutes

Typing speed- 40 words

per minutes.

Bachelor's degree from a
recognized University
preferable in commerce.

Bachelors degree preferably
with Statistics Economics,
Mathematics, Commerce,
Sociology or Social Work
from a recognized University.

Matric from recognized
University or Board with 3
years Diploma in Machanical
Technology or Matric with 5
years experience of work.

Matric with Family Welfare
Workers Course, from
Regional Training Institute of
Family Planning.

"A" Grade qualified Nurse.

speed-80

Method of recruitment.

4

50% by initial recruitment.

50% by promotion or
amongst the member of the
service holding the post of
Stenotypist with 5 years
service as such.

By promotion from amongst the

members of the service holding
the post of Assistant with 5 years

service as such.

By initial recruitment

- (1)
- (2)

- (1)
- (2)

1/3 by initial recruitment

2/3 by promotion from
amongst the members of the
service holding the post of
senior clerk with 3 years
service as such.

75% by initial recruitment.

25% by promotion from
amongst the members of
service holding the post of
Senior Clerk with 3 years
service as such.

By initial recruitment.

- (1)
- (2)

20% by initial recruitment

80% by promotion from
amongst the members of the
service holding the post of
Family Welfare Worker
with 5 years service as such.

By initial recruitment.

