

TO BE PUBLISHED IN THE EXTRAORDINARY GOVERNMENT OF BALOCHISTAN
ISSUE OF BALOCHISTAN GAZETTE.

SERVICES AND GENERAL ADMINISTRATION
DEPARTMENT
(Regulations Section-II)

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Dated Quetta, the } 7 December, 2020

NOTIFICATION

No.SOR-II(4)21/2020-S&GAD/ 3373-344. In exercise of the 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 Secondary Education Department (School Branch) (Men's Section) (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

THE BALOCHISTAN SECONDARY EDUCATION DEPARTMENT

(SCHOOL BRANCH) (MEN'S SECTION) (BPS-16 AND ABOVE)
SERVICE RULES, 2020

Service Rules No. XII of 2020

PART-I-GENERAL

1, Short title and commencement.— (1) These rules may be called "the Balochistan Secondary Education Department (School Branch, Service Rules, 2020".

(2) They shall come into force at once.

2: Definitions.—{1) In these rules, unless 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 Scale (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;

(g) "Department" means the Balochistan Secondary Education 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;

() "Post" means 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;

(k) "Provincial Selection Board" means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009;

(l) "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 Secondary Education Department (School Branch) (Men's Section) (BPS-16 and above) Service Rules, 2020;

(o) "Service" means the Balochistan Secondary Education Department (School Branch) (Men's Section) (BPS-16 and above) Service; and

(p) "Subordinate Service" means the Balochistan Secondary Education Department (Schools Branch) (Men's Section) (BPS-1 to 15) Service.

(2) Words and expressions used but not defined herein above sub-rule (1), unless

the context otherwise requires, shall have the same meaningaer pps ned to them in the LEN TP ELE
ey q/ aN »

Act.

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Si Eligibility and Composition of the Service.— (1) ersut-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.

3. 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 shall be appointed to the Service by initial recruitment who is:-

- (a) less than 25 years and more than 35 years of age for the post in BPS-18; and
- (b) less than 18 years and more than 28 years for all other posts:

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.

To 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 Ape ha fit by the Medical Board constituted by the Government for the purposé: Of,

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, 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.

15. Repeal.— The Balochistan Education Department (School Branch) (Men's Section) (Grade-16 and above) Service Rules, 1983 are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN

CHIEF SECRETARY
BALOCHISTAN

The Chief Controller,

Printing and Stationery Department,
Balochistan, Quetta for publication

and provision of 20 copies of the Gazette.

No. Even. Dated. Even,

A copy is forwarded for information to:-

The Senior Member, Board of Revenue Balochistan, Quetta.

The Additional Chief Secretary (Dev:), GoB, P&D Department, Quetta.

The Chairman, Chief Minister's Inspection Team, Quetta.

The Principal Secretary to Governor Balochistan, Quetta.

The Principal Secretary to Chief Minister Balochistan, Quetta.

The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.Legis:4-224/Law/2020/9888 dated 1st December, 2020.

The Secretary, GoB, Secondary Education Department, Quetta with reference to his letter No.SO(S-1)1-168/2016/Edn/31084-85 dated 17t November, 2020.

8. The Accountant General Balochistan, Quetta.

9, The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.

10. The Secretary, Balochistan Public Service Commission, Quetta.

11. The Deputy Secretary (Services-III) S&GAD, Quetta.
12. All the Under Secretaries/Section Officers in S&GAD, Quetta.
13. The Private Secretary to Secretary S&GAD, Quetta.
14. The P.A to Additional Secretary (Regulations) S&GAD, Quetta.
15. The P.A to Deputy Secretary (Regulations) S&GAD, Quetta.
16. Master File.

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APPENDIX

{See Rules 2 (1) (b) 3 (3), 5 & 7 (1)}

Serial

No.

Nomenclature and
basic pay scale
(BPS) of the post

Minimum qualification for
initial recruitment

Director of
Education
(Schools),
(BPS-20);

(b) Director Admin,
(BPS-20);

(ce) Director
Finance,
(BPS-20);

(d) Director
Development,
Monitoring and
Evaluation,
(BPS-20);

(e) Director BEMIS,

(f)

Method of recruitment

By promotion from amongst
the members of the Service
holding the posts of Additional
Director (Schools) (BPS-19),
Additional Director
(Monitoring and Evaluation)
(BPS-19), Additional Director
(Judicial and Enquiry) (BPS-
19), Additional Director Co-
Curricula & Book Distribution
(BPS-19), Additional Director
(Audit & Account) (BPS-19),
Additional Director

(Development) (BPS-19),
Additional Director (BEMIS)

(BPS- 19), Additional

Divisional Directors (BPS-19),
District Education Officer
(BPS-19), District Officer
Education (Male) (BPS-19),
Principal Higher Secondary
Schools (BPS-19), Principal
Model High Schools (BPS-19),
Principal Technical Model
High School (BPS-19),
Principal Pilot Secondary
Schools (BPS-19), Principal
Comprehensive High Schools
(BPS-19) and Principal High
Schools (BPS-19) having at
least seventeen (17) years'
service in BPS-17 and above
or twelve (12) years' of service
in BPS-18 and above; on
seniority cum fitness basis.

Additional
Director
{Schools),
(BPS-19);

(b) Additional
Director
(Monitoring and
Evaluation),
(BPS-19);

(c) Additional
Director
(Judicial and
Enquiry),

(BPS- 19);

Additional
Director Co-

By promotion from amongst
the members of the Service
holding of the posts of Deputy
Directors Education
Directorate of Education
(BPS-18), Deputy Director
(Judicial) (BPS- 18),
Deputy Director (Promotion)
(BPS-18), Deputy Director
(Co-curricula & Book
Distribution) (BPS- 18),
Deputy Director (Planning)

(BPS-18), Deputy Director
(Finance) (BPS-18), Deputy
Director (Monitoring and
Evaluation) (BPS-18), Deputy
Director (Audit and Account)
(BPS-18), Deputy Divisional

Directors (BPS-18), Deputy

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Curricula &
Book
Distribution,
(BPS- 19);

(e) Additional
Director (Audit
& Account),
(BPS-19);

(f) Additional
Director
(Development),
(BPS- 19);

(g) Additional
Director
(BEMIS),
(BPS-19);

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SPs

(h) Addition

Director,
(BPS-19);

(i) Déstrict
Education
Officer,
(BPS-19);

G) District Officer
Education
(Male),

(BPS- 19);

(k) Principal Higher
Secondary
Schools,

(BPS- 19);

(l) Principal Model
High Schools,

(BPS-19);

(m) Principal
Technical Model
High Schools,
(BPS-19);

(n) Principal Pilot
Secondary
Schools,
(BPS-19);

(oc) Principal
Comprehensive
High Schools,
(BPS-19); and

(p) Principal High
Schools,

(BPS-19).

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District Officer Education
(Male) (BPS-18), Vice Principal
Model High Schools (BPS- 18),
Vice Principal Technical Model
High Schools (BPS-18), Vice
Principal Comprehensive High
Schools (BPS-18), Vice
Principal Killi Ismail High
Schools (BPS-18) and Senior
Headmasters (BPS-18) having
at least twelve (12) years'
service in BPS-17 and above
or seven (7) years' service in
BPS-18; on — seniority-cum
fitness basis.

See
| 3. Senior
Analyst,

| (BPS-19).

Deputy Director
BEMIS,
(BPS-18);

(a)

(b) System Analyst,
(BPS-18); and

(c) Data Analyst,
(BPS-18).

3. (a) Deputy Director
Education
Directorate of
Education,
(BPS- 18);

(b) Deputy Director
(Judicial),
(BPS-18);

(c) Deputy Director
(Promotion),
(BPS- 18);

(d) Deputy Director
(Co-curricula &
Book
Distribution),
(BPS-18);

(e) Deputy Director
(Planning),

By promotion from amongst
the members of the Service
holding the posts of System
Analyst (BPS-18), Deputy
Director (BEMIS) (BPS-18),

and Data Analyst (BPS-18)
having at least twelve (12)
years' service in BPS-17 and
above on __ seniority-cum-
fitness basis.

(a) Bachelor's Degree at | (a) 50% by promotion from least in Second amongst the members of Division in Computer the Service holding the Science (BCS) posts of Assistant (4 years) from a Director (BEMIS) recognized University; (BPS-17}, Assistant or Director GIS (BPS-17),

Hardware Engineer

(b) Master's Degree at (BPS-17), Computer least in Second Programmers (BPS-17) Division in Computer and J.T Teacher (BPS- Science or IT or 17), having at least (05)

aN equivalent five years' service as

"Se qualification in the such on seniority-cum-

Sedlepent subject from fitness basis; and fa recognized

University; or

(b) 50% by initial recruitment

(c)(i) Master's Degree at least in Second Division in Computer Software Enginecring from a_ recognized University; and

(ii) having registration with Pakistan Engineering Council.

(a) Master Degree at least 80% by promotion in Second Division from amongst the from a _ recognized members of the University; and Service holding the

posts of Headmasters

(b) Master of Education (BPS-17), Subject (M.Ed.)/M.A Specialists (BPS-17), (Education) at least in Assistant Directors Second Division from a (BPS-17) having five {5} recognized University years' service in with at least five (5) BPS-17; on seniority- years' teaching cum-fitness cum experience in BPS-17 fitness basis; and as SST; or

(b)} 20% by _ initial

(c) Bachelor of Education recruitment.

(Honors) (4 years)}/ BS

in Education (4 Years)

at least in Second

Division from a

recognized University

with at least five (5)

|__| (BPS-18)) | years' _iteaching|

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(f) Deputy Director
(Finance),
(BPS-18);

(g) Deputy Director
(Monitoring and
Evaluation),
(BPS- 18);

(h) Deputy Director
Audit and
Account,
(BPS-18);

(i) Deputy
Divisional
Directors,
(BPS-18);

() Deputy District
Officers
Education
(Male),
(BPS-18);

(k) Vice
Model
Schools,
(BPS-18);

() Vice Principals
Technical Model
High Schools,
(BPS- 18);

(m) Vice Principals
Comprehensive
High Schools,
(BPS- 18);

(n) Vice Principal
Kili Ismail High
Schools,
(BPS-18); and

(o) Senior
Headmasters,
(BPS- 18).

(d)

experience in BPS-17

as SST; or

1st or 254 Class Master degree from a foreign recognized University, provided that Indian University shall not be deemed to be foreign recognized University for the purposes of

these qualifications with at least five (3) years' teaching

experience in BPS-17 as SST; or

M.Phil; and

with at least five (5) years' teaching experience in BPS-17 as SST.

(a) Assistant Director (BEMIS), (BPS-17);

(b) Computer Programmer, (BPS-17); and

(c) Assistant Director GIS, (BPS-17).

(b)

Bachelor's Degree at least in Second Division in Computer Science (BCS) (4 years) from a recognized University; or

Master's Degree at least in Second Division in Computer Science or IT or equivalent

qualification in the

50% by promotion from amongst the member of the Service holding the

posts of Computer Operators (BPS-16), Information Specialist (BPS- 16), Computer Projectionist (BPS-16), Data Entry Officer (BPS-16) and _ Statistician

(BPS-16) having at least three (3) years' service as such on _ seniority-cum-fitness basis;

| a
University; or

relevant subject from

| recognized
(c)(i) Master's Degree at
least in Second
Division in Computer
Software Engineering
from a recognized
University; and
(ii) having registration
with Pakistan
Engineering Council.

Y, Hardware
(BEMIS),
(BPS-17).

8. Assistant
(Monitor
Evaluation),
(BPS-17).

—L

9. (a)

Headmaster,
(BPS-17);

(b) Subject
Specialist,

(c) Assistant
Director;
(BPS-17}.

Engineer

Director

and

(BPS-17); and

p |

(a) Bachelor Engineering
Degree at least in
Second Division in
Computer

Systems /Computer Information System/ Information and Communication System from a_ recognized University;

(b) having registration wii Pakistan Engineerin Council; and

(c) having at least two {2) years' experience in trouble shouting Computer Hardware. A+ Certified candidates will be preferred.

Master's Degree in

Mathematics or Statistics/ BS Statistics or Mathematics at least in Second Division from a recognized University.

(a) Master's Degree with B.Ed. at least in Second

Division from a recognized University; or

(b) BS in Science (4-years) from a _ recognized University; or

(c) Bachelor's Degree in Information Technology (4-years) from a recognized University.

provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion or appointment in that cadre, post and Basic Pay Scale; and

(b) 50% by initial recruitment

By initial recruitment.

By initial recruitment.

(a) 69% by promotion with at least three (3) years' Service in BPS-17 on seniority-cum-fitness basis, from amongst the members of the Service holding of the posts of:-

(i) Secondary School Teachers (Science) (BPS-17);

(ii) Secondary School Teachers (General) (BPS-17); and

(iii) Secondary School Teachers (Tech) (BPS-17); and “|

Secondary School
Teacher (General);
(BPS- 17).

“BS~in Education at | (a)

(b)

(c)

(a)

(e)

least in Second Division
from a _ recognized
University; or

Bachelor's Degree at
least in Second Division
in Arts with B.Ed. from
a recognized University.

(b)

_t

2% by promotion som
amongst the members of
the Service holding the
posts of Senior Physical
Education Teacher
(BPS-17) with at least
three (3) years' Service
in BPS-17 on seniority-
cum-fitness basis,
against the post of
Headmaster only;

2% by promotion from
amongst the members of
the Service holding the
posts of Senior Drawing
Master (BPS-17) with at
least three (3) years'
Service in BPS-17 on
seniority-cum-fitness

basis, against the post
of Headmaster only;

2% by promotion from
amongst the members of

the Service holding the posts of Senior Arabic Teacher (BPS-17) with at least three (3) years' Service in BPS-17 on seniority-cum-fitness

basis, against the post of Headmaster only; and

25% by initial recruitment.

5% by promotion from amongst the members of the Service holding the post of Elementary School Teacher (BPS-15) possessing Arts subjects as academic qualification with at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis;

45% by promotion from amongst the members of the Service holding the post of Junior English

Teacher (BPS- 14) possessing Arts subjects as academic

qualification with at

+

11. | Secondary
Teacher

School
(Science);

=

Bachelor Degree at least in

Second Division in Science (4
years) with B.Ed. from a
recognized University.

(c)

recruitment.

(a)

(b)

(c)

least five (5) years'
service as such along
with successful

completion of promotion
linked training of two (2)

months duration, on
seniority cum fitness
basis; and

50% by initial

5% by promotion from
amongst the members of
the Service holding the
post of Elementary
School Teacher (BPS-15)
possessing Science
subjects as academic
qualification with at
least five (5) years'
service as such along)
with successful
completion of promotion
linked training of two (2)
months duration, on

seniority cum fitness basis;

45% by promotion from amongst the members of the Service holding the post of Junior English Teacher {BPS- 14) possessing Science subjects as academic qualification with at least five (5) years' service as such along with successful completion of promotion linked training of two (2) months duration, on seniority cum fitness basis; and 50% by initial recruitment.

12; Secondary Teacher (BPS-17).

School (Tech),

(a) Bachelor of Computer Science (4 years) at least in Second Division from a _ recognized University; or

(b) Bachelor's of Engineering (4-years) at least in Second Division from a recognized University.

(a)

(b)

25% by promotion from amongst the members of the Service holding the post of Junior English Teacher (Tech) {BPS-14) having at least five (5) years' service as such along with successful completion of promotion linked training of two (2)

months duration, on seniority cum fitness basis; and

75% by initial recruitment.

13.

Senior Arabic I(a) Master Degree in Arabic (a)
Teacher, at least in Second
(BPS-17), Division from a
recognized University;
or

Senior Physical
Education Teacher
(SPET),

(BPS-17).

I.T Teacher;

(BPS-17).

(b) Shahadat-ul-Almia at
least in Second Division
awarded by Wafaq-ul-
Madaris/Tanzeem-ul-
Madaris.

Masters' Degree in
Drawing/Fine Arts at
least in Second Division
from a__ recognized
University; or

(b) Bachelor's Degree in
Fine Arts (4-
years) /Drawing at least
in Second Division from
a recognized University,

50% by promotion from
amongst the members of
the Service holding the
post of Junior Arabic
Teacher (BPS-14) having
at least five (5) years'
service as such along
with successful
completion of promotion
linked training of two (2)

months duration, on
seniority cum fitness
basis; and

(b) 50% by initial
recruitment.

(a) 50% by promotion from amongst the members of the Service holding the post of Drawing Master (BPS-14) having at least five (5) years' service as

such along with successful completion of promotion linked

training of two (2) months duration, on seniority cum fitness basis; and

(b) 50% by recruitment.

initial

(a) Master Degree at least in Second Division in Physical Education from a recognized University; or

(b) BS at least in Second Division in Physical Education from a recognized University.

Bachelor's Computer Science years)/BS (IT) at least in Second Division from HEC recognized University.

Degree

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(a) 50% by promotion from amongst the members of the Service holding the post of Physical Education Teacher (BPS-14) having at least five (5) years' service as

such along with successful completion of promotion linked

training of two (2) months duration, on seniority cum fitness basis; and

50% by recruitment.

initial

By initial recruitment.

ET

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Librarian, Master's Degree at least in | (a) 20% by promotion from (BPS-17). Second Division in Library amongst the members of and Information Science from the Service holding the a recognized University. post of Library Assistant (BPS-8) having at least five (5S) years' service as such, on seniority cum

fitness basis; and

(b) 80% by initial

recruitment.

18. | (a) Computer Bachelor's Degree in | (a) 20% by promotion from Operator, Computer Science or in IT amongst the members of (BPS- 16); least in Second Division or the Subordinate Service

equivalent qualification in holding the posts of

(b) Data Entry | the relevant subjects from a Computer Assistant Officer, recognized University, (BPS-11), Key Punch (BPS- 16); Operator (BPS-11) and

Desktop Operator

(c) Information (BPS-11) with three (3)

Specialist, years' service as such,

(BPS- 16); on seniority-cum-fitness basis;

(d) Computer

Projectionist, provided that for (BPS- 16); the purpose of promotion a combined

(ce) Statistician, seniority list shall be

(BPS- 16); and maintained from the date of their regular

() Audio Visual, promotion or

(BPS- 16), appointment in _ that cadre, post and Basic

Pay Scale; and

(b) 80% by initial

recruitment.

| 19. | Assistant District --- By transfer from amongst the

Education Officer, members of the Service

(BPS-16). holding the posts of

Secondary School Teacher

(General).

Se |