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ora  
SERVICES AND GENERAL ADMINISTRATION  
DEPARTMENT  
(Regulations Section-I1)

iE  
Dated Quetta, the 1? } December, 2020

NOTIFICATION

No.SOR-II(4)5/2020-S&GAD/'4 2 a wn & 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) (Women'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) (WOMEN'S SECTION) (BPS-16 AND ABOVE)  
SERVICE RULES, 2020

Service Rules No. XIV of 2020 fs 4

PART-I-GENERAL \g

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

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

(2) They shall come into force at once.

De 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 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;

() "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;

(j) "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) (Women's Section) (BPS-16 and above) Service Rules, 2020;

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

(p) "Subordinate Service" means the Balochistan Secondary Education Department (School Branch) (Women'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 meanings as. assigned to them in the

Act. rich

## 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.

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(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.

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 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

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(b) less than 18 years and more than 28 years for all other posts:

Page 2 of 10

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.

ra 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-III-CONDITIONS OF SERVICE

8. Probation.— A person appointed to a post in the Service on teilar 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, 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.

Page 3 of 10

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) (Women'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,

Even. Dated. Even.

A copy is forwarded for information to:-

No

1. The Senior Member, Board of Revenue Balochistan, Quetta.
2. The Additional Chief Secretary (Dev:), GoB, P&D Department, Quetta.
3. The Chairman, Chief Minister's Inspection Team, Quetta.
4. The Principal Secretary to Governor Balochistan, Quetta.
5. The Principal Secretary to Chief Minister Balochistan, Quetta.
6. The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No. Legis:4-223 /Law/2020/9885 dated 1st December, 2020.
7. The Secretary, GoB, Secondary Education Department, Quetta with reference to his letter No. SO(S- 1) 1-168/2016/Edn/31084-85 dated 17 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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Under Secretary (Regulations tn ore  
S&GAD  
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Page 4 of 10

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## APPENDIX

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

### Method of recruitment

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By promotion from amongst the members of the Service holding the post of District Officer Education (Female) (BPS-19)/ Principal Girls Higher Secondary School (BPS-19)/ Principal Model Girls High Schools (BPS-19) and Principal Girls High Schools (BPS-19) having at least seventeen (17) years' service in BPS-17 and above or twelve (12) years' service in BPS-18 and = above; on seniority cum fitness basis.

By promotion from amongst members of the Service holding of the posts of Deputy District Officer Education (Female) (BPS-18), Senior Headmistress (BPS-18), Vice Principal of Model High Schools (BPS-18) and Vice Principal of Govt: Girls Model

Secondary Schools Nawab Ghous Bakhsh Raisani (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.

—  
Serial | Nomenclature and Minimum qualification for  
No. basic pay scale initial recruitment  
(BPS) of the post

2 3  
ii Additional Directress ---  
Education,  
(BPS-20).

— oes

2 (a) District Officer ---

Education

(Female),

(BPS- 19);

(b) Principal Girls

Higher

Secondary

Schools,

(BPS-19);

(c) Principal Girls

Model High

School,

(BPS-19); and

(a) Principal Girlhy

High —Schools\.

(BPS-19). é

3 (a) Deputy District} (a) | Master Degree at least

Officer in Second Division

Education from a\_ recognized

(Female), University; and

(BPS-18);

(b) Master of Education

(b) Senior (M.Ed.)/M.A

Headmistress, (Education) at least in

{BPS- 18); Second Division from a

recognized University

(c) Vice Principal of with at least five (5)

Model High years' teaching

Schools, experience in BPS-17

(BPS-18); and as SST; or

(d) Vice Principal |(c) Bachelor of Education

Govt: Girls (Honors) (4 years')/ BS

Higher Model in Education (4 Years')

|. Secondary

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Page 5 of 10

(a) 80% by promotion from

amongst the members

of the Service holding

the post of

Headmistress (BPS-17)

and Subject Specialists

(BPS-17) having at least

five (5) years' service in

BPS-17 and above, on

seniority-cum-fitness

basis; and

initial

(b) 20% by

recruitment.

Perera st se a eat

School Nawab | at least in Second a  
os Bakhsh Division from a

aisani, recognized Universit  
(BPS- 18),

(e)

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

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

1st or 2<sup>nd</sup> 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

experience in

L

=

a (a) Headmistress, (a) Master's Degree with | (a) 69% by promotion with  
(BPS-17); and B.Ed. at least in at least three (3) years'  
Second Division from Service in BPS-17 on  
(b) Subject a recognized seniority-cum-fitness  
Specialist, University; or basis, from amongst the  
(BPS-17). members of the Service  
(b) BS in Science holding of the posts of:-  
(4-years') at least in  
Second Division from (i) Secondary School  
a rkognized Teachers (Science)  
University,“ eu Row (BPS-17);  
(ii) Secondary School  
Teachers (General)

(BPS-17); and  
(iii) Secondary School  
Teachers (Tech)  
(BPS-17); and  
(b) 2% by promotion from

Page 6 of 10

(c) 2% by promotion from |  
amongst the members of |  
the Service holding the }

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;

Secondary School | (a)  
Teacher (General),  
(BPS-17).

(b)

BS in Education at  
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.

(d)

(a)

(b)

{c)

posts of Senior Drawing  
Mistress (BPS-17) with  
at least three (3) years'  
Service in BPS-17 on  
seniority-cum-fitness

basis, against the post  
of Headmistress 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 Headmistress 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 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.

ee  
Secondary  
Teacher  
(BPS-17).

|

School  
(Science),

Bachelor Degree at least in  
Second Division in Science (4

years)

with B.Ed. from a

recognized University.

(b)

(c)

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.

Secondary Teacher (BPS-17).

School (Tech),

(b)

'Bachelor of Computer

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

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

Page 8 of 10

(a)

(b)

50% 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 50% by initial recruitment.

| = ds

a recognized University.

8. Senior Arabic (a) Master Degree in Arabic | (a) 50% by promotion from Teacher, at least in Second amongst the members of (BPS-17). Division from a the Service holding the

recognized University; post of Junior Arabic or Teacher (BPS-14) having at least five (5) years'

(b) Shahadat-ul-Almia at service as such along least in Second Division with successful awarded by Wafaq-ul- completion of promotion Madaris/Tanzeem-ul- linked training of two (2) Madaris. months' duration, on seniority cum fitness basis; and

(b) 50% by initial

recruitment.

9. Senior Drawing | (a) Masters' Degrec in|(a) 50% by promotion from Mistress, Drawing/Fine Arts at amongst the members of (BPS-17). least in Second Division the Service holding the

from a recognized post of Drawing Mistress University; or (BPS-14) having at least five (5) years' service as

(b) Bachelor's Degree in such along with Fine Arts (4- successful completion of years) /Drawing at ieast promotion linked in Second Division from training of two (2) einizcd University. months' duration, on Lat seniority cum fitness basis; and

(b) 50% by initial

recruitment.

- > —

10. | Senior Physical | (a) M (a) 50% by promotion from Education Teacher in Second Division in amongst the members of (SPET), Physical Education the Service holding the (BPS-17). from a\_ recognized post of Physical

University; or Education Teacher (BPS-14) having at least

(b) BS at least in Second five (5) years' service as Division in Physical such along with

Education from a successful completion of recognized University. promotion linked training of two (2) months' duration, on seniority cum fitness basis; and (b) 50% by initial recruitment.

11; | Teacher; | Bachelor's Degree in | By initial recruitment. (BPS-17). Computer Science (4 years)/BS (IT) at least in Second Division from HEC | recognized University. '

12. | Librarian, Master's Degree at least in | By initial recruitment. (BPS-17). Second Division in Library

and Information Science fom |

Page 9 of 10

By transfer from amongst the  
members of the \_ Service  
holding the posts of  
Secondary School Teacher  
(General).

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13. | Assistant District SOR  
Education Officer,  
(BPS- 16).

Page 10 of 10

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