

THE BALOCHISTAN SMALL INDUSTRIES DEPARTMENT  
SUBORDINATE TECHNICAL SERVICE (BPS-1 TO 15)  
SERVICE RULES, 2017

Service Rules No. LX of 2017

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THE BALOCHISTAN SMALL INDUSTRIES DEPARTMENT  
SUBORDINATE TECHNICAL SERVICE (BPS-1 TO 15)

" These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (10)1/2017-S&GAD/4161-4210, dated 8% October, 2017; published in the Balochistan Gazette (Extraordinary) No. 157, dated 8" October, 2017.

NOTIFICATION

[S" October, 2017]

No. SOR-II (10)1/2017-S&GAD/4161-4210. —\_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 Small Industries Department Subordinate Technical Service (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN SMALL INDUSTRIES DEPARTMENT

SUBORDINATE TECHNICAL SERVICE (BPS-1 TO 15)

SERVICE RULES, 2017

Service Rules No. LX of 2017

PART I— GENERAL

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

Balochistan Small Industries Department Subordinate Technical Service (BPS-1 to 15) Service Rules, 2017".

(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 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';

1 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.

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).

(g) "Department" means the Balochistan Industries and Commerce 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;

(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 Small Industries Department Subordinate Technical Service (BPS-1 to 15) Service Rules, 2017;

(n) "Service" means the Balochistan Small Industries Department Subordinate Technical Service (BPS-1 to 15) Service; and

(o) "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, 20097;

(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.

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!.

An Administrative Department of the Government of Balochistan, see S. No. 17, Schedule II of the Balochistan Government Rules of Business, 2012, published in Balochistan Gazette (Extraordinary) No. 115, dated 14 December, 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.

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, 2012!.

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, 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, 20084.

Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.C. (R-I) 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.C. (R-1D)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.

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.

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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 Small Industries Department Subordinate Technical Service (Grade I to 15) Service Rules, 1980! are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

(See Appendix on next page)

These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its

Notification No. SOR(2)72/S&GAD-79(3), dated 21st September, 1980. Now repealed by R.15.

## APPENDIX

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

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

fof

Tailor Master, Higher Secondary School | By initial recruitment.  
(BPS-15). Certificate from a  
recognized Board;

having one year's  
Diploma/ Certificate in  
Tailoring; and

having one (1) year's  
experience in tailoring and  
cutting.

Instructor Cutting, Higher Secondary School 50% by promotion from  
Certificate from a amongst the members of

(BPS-14). ; ; ;  
recognized Board; the Service holding the

posts of Lady  
Demonstrator (BPS-8)  
having at least five (5)  
years' Service as such, on

1 ? . . .  
having one (1) year's seniority cum fitness basis;  
practical experience in and

relevant field.

having one year's  
Diploma/ Certificate in  
Dress Cutting; and

50% by initial recruitment.

Instructor Higher Secondary School 50% by promotion from  
Designing, Certificate from a amongst the members of  
recognized Board; the Service holding the  
posts of Lady  
Demonstrator (BPS-8)  
having at least five (5)  
years' service as such, on

(BPS-14).

having one year's  
Diploma/ Certificate in  
Dress Designing; and

Senior Lady By promotion from amongst the  
Demonstrator, members of the Service holding

(BPS-14). the posts of Lady Demonstrator  
(BPS-8) having at least five (5)  
years' service as such, on  
seniority cum fitness basis.

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Instructor Knitting,  
(BPS-14).

Instructor Sewing,  
(BPS-14).

Cutting Master,  
(BPS-14).

Teacher Cutting,  
(BPS-14).

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having one (1) year's  
practical experience in  
relevant field.

Higher Secondary School  
Certificate from a  
recognized Board;

having Six months'  
Certificate in Knitting; and

having one  
practical

(1) year's  
experience in  
relevant field.

Higher Secondary School  
Certificate from a  
recognized Board;

having one year's  
Diploma/ Certificate in

Dress Sewing; and

having one (1) year's  
practical experience in  
relevant field.

Higher Secondary School  
Certificate from a  
recognized Board;

having one year's

Diploma/ Certificate in  
Dress Cutting/ Sewing;

and

having one (1) year's  
practical experience in  
relevant field.

Higher Secondary School  
Certificate from a  
recognized Board;

having one year's  
Diploma/ Certificate in  
Dress Cutting; and

having one (1) year's  
practical experience in

(b)

seniority cum fitness basis;  
and

50% by initial recruitment.

By initial recruitment.

50% by promotion from  
amongst the members of  
the Service holding the  
posts of Lady

Demonstrator (BPS-8)

having at least five (5)  
years' service as such, on  
seniority cum fitness basis;  
and

50% by initial recruitment.

By initial recruitment.

By initial recruitment.

Teacher Knitting, (a)

Higher Secondary School  
Certificate from a

(BPS-14). ;  
recognized Board;

(b) having Six months'  
Certificate in Knitting; and

having one (1) year's  
practical experience in

relevant field.

Designer Textile,

(BPS-14).

(a) Higher Secondary School  
Certificate from a

recognized Board;

(b) having three year's  
Diploma/ Certificate in

Textile Designing; and

having one (1) year's  
practical experience in  
relevant field.

Foreman  
(Automobile),

(BPS-14).

Sales Girl,  
(BPS-12).

(a) Higher Secondary School  
Certificate from a

recognized Board;

(b) having one (1) year's  
practical experience in

Salesmanship.

Salesman Senior,

(BPS-12).

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By initial recruitment.

20% by promotion from amongst the members of the Service holding the posts of Demonstrator — cum-Tana Master (BPS-11) having at least five (5) years' service as such, on seniority cum fitness basis; and

80% by initial recruitment.

By promotion from amongst the members of the Service holding the posts of —§ Mechanic (Automobile) (BPS-11) having at least five (5) years' service as such, on seniority cum fitness basis.

By initial recruitment.

By promotion from amongst the members of the Service holding the posts of Sales Assistant (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis.

By promotion from amongst the

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Assistant,

(BPS-12).

Wool Collector,

(BPS-12).

Machine Operator,

(BPS-12).

Mechanic

(Automobile),

(BPS-11).

Designer (Carpet),

(BPS-11).

Designer (Leather

Embroidery),

(BPS-11).

Higher Secondary School

Certificate from a

recognized Board;

having one year's

Mechanical Diploma from

a recognized Institute; and

having three (3) years'

practical experience in the

relevant field.

Three (3) year's Diploma

of Associate Engineer in

Auto and Diesel

Technology from a

recognized Institute; and

having two (2) years'

practical experience in the

relevant field.

Higher Secondary School

Certificate from a

recognized Board;

having one year's

Diploma/ Certificate in

members of the Service holding the posts of Sales Assistant (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis.

By promotion from amongst the members of the Service holding the posts of Spinner (BPS-7) having at least five (5) years' service as such, on seniority cum fitness basis.

By initial recruitment.

By initial recruitment.

By promotion from amongst the members of the Service holding the posts of Carpet Teacher (BPS-8) and Demonstrator (Carpet) (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis.

50% by promotion from amongst the members of the Service holding the posts of Demonstrator (Leather Embroidery)

Sales Assistant,

(BPS-11).

Demonstrator-cum-  
Tana Master,

(BPS-11).

Supervisor  
(Dyeing),  
(BPS-11).

Sub-Engineer,

(BPS-11).

Embroidery Designing;  
and

having one (1) years'  
practical experience in the  
relevant field.

Higher Secondary School  
Certificate from a  
recognized Board;

having one (1) years'  
practical experience in  
Salesmanship.

Higher Secondary School  
Certificate from a  
recognized Board;

having one year's  
Diploma/ Certificate in  
Wool Cotton Weaving;  
and

having one (1) years'  
practical experience in the  
relevant field.

Three (3) Years' Diploma  
of Associate Engineer in  
Civil Technology from a  
recognized Institute; and

having one years' practical

experience in the relevant field will be preferred.

(BPS-8) and Tracer (BPS-5) having at least five (5) years' service as such, on seniority cum fitness basis; and

50% by initial recruitment.

20% by promotion from amongst the members of the Service holding the posts of Salesman Junior (BPS-5) having at least five (5) years' service as such, on seniority cum fitness basis; and

80% by initial recruitment.

50% by promotion from amongst the members of the Service holding the posts of Demonstrator (Weaving) (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis; and

50% by initial recruitment.

By promotion from amongst the members of the Service holding the posts of Dyer-cum-Finisher (BPS-8) having at least five (5) years' service as such, on seniority cum fitness basis.

50% by promotion from amongst the members of the Service holding the posts of Supervisor (Civil Works) (BPS-7) having at least five (5) years' service as such, on seniority cum fitness basis; and

Demonstrator  
(Carpet),  
(BPS-8).

Washerman,  
(BPS-8).

Lady  
Demonstrator,  
(BPS-8).

Demonstrator  
(Leather),  
(BPS-8).

26. Demonstrator  
(Weaving),  
(BPS-8).

Secondary School  
Certificate from a  
recognized Board;

having two year's  
Diploma/ Certificate in  
Carpet Weaving/  
Demonstration; and

having one (1) years'  
practical experience in the  
relevant field.

Secondary School  
Certificate from a  
recognized Board; and

having one (1) years'  
practical experience in  
washing of Wool and  
Woolen Carpets.

Secondary School  
Certificate from a  
recognized Board;

having one year's  
Certificate in Carpet  
Weaving/ Demonstration

from a recognized  
institute; and

having one (1) years'  
practical experience in the  
relevant field.

Secondary  
Certificate  
recognized Board;

having

By initial recruitment.

By initial recruitment.

20% by promotion from  
amongst the members of  
the Service holding the  
posts of Assistant Weaving  
Master (BPS-5) having at  
least five (5) years' service  
as such, on seniority cum  
fitness basis; and

80% by initial recruitment.

By promotion from amongst the  
members of the Service holding  
the posts Tracer (BPS-5) having  
at least five (5) years' service as  
such, on seniority cum fitness  
basis.

By initial recruitment.

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Carpet Teacher,  
(BPS-8).

Finisher,

(BPS-8).

Dyer-cum-Finisher,

(BPS-8).

Demonstrator

(BPS-8).

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Diploma/ Certificate in  
Leather Embroidery work  
from a recognized Institute;  
and

having one (1) years'  
practical experience in the  
relevant field.

Secondary School  
Certificate from a  
recognized Board; and

having one (1) years'  
practical experience in  
Carpet Weaving.

Secondary School  
Certificate from a  
recognized Board;

having Six months'  
Certificate in finishing of  
Woolen Carpets; and

having two (2) years'  
practical experience in the  
relevant field.

Secondary School  
Certificate from a  
recognized Board;

having Six months'  
Certificate in finishing of  
Woolen Fabrics; and

having two (2) years' practical experience in the relevant field.

Secondary School Certificate from a recognized Board;

having one year's Diploma/ Certificate in Pottery Demonstration; and

By initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

having one (1) years' practical experience in the relevant field.

Mizri Teacher, Secondary School | By initial recruitment. (BPS-8). Certificate from a recognized Board;

(b) having one year's Diploma/ Certificate in Mizri; and

having one (1) years'

practical experience in the relevant field.

34. Teacher Weaving Secondary School | By initial recruitment.

Cloth, Certificate from a (BPS-8). recognized Board;

(b) having one year's Diploma/ Certificate in Cloth Weaving; and having one (1) years' practical experience in the relevant field.

Electrician, 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.

Supervisor (Civil Three (3) years' Diploma | By initial recruitment.

Works), of Associate Engineer in

(BPS-7). Civil Technology from a recognized Institute; and having one year's practical experience in the relevant field will be preferred.

Spinner, (a) Secondary School | By initial recruitment. Certificate from a



(BPS-7). recognized Board; and

having three year's  
Diploma/Certificate in  
Textile Technology.

Salesman (Junior), Secondary School | By initial recruitment.

Certificate from a

(BPS-5). :  
recognized Board; and

having one (1) year's  
experience in  
Salesmanship.

Assistant Weaving Secondary School | By initial recruitment.

Master, Certificate from a

(BPS-5). recognized Board; and

having one year's  
Certificate in Weaving.

Pump Operator, Secondary School | By initial recruitment.

(BPS-5). Certificate from a

recognized Board; and

six (6) months' Certificate

in the Mechanical  
Technology from a  
recognized TTC.

Tracer, Secondary School Certificate | By initial recruitment.

with Drawing as a subject from a

(BPS-5). ;  
recognized Board.

Tracer Driver, Middle Passed Certificate | By initial recruitment.

(BPS-5). from a recognized Board;

possesses a valid Tractor  
Driving Licence issued  
from the Licensing  
Authority; and

having at least two years'  
experience as driver.

Plumber, Secondary School | By initial recruitment.

(BPS-4). Certificate from a  
recognized Board; and

having Six month's  
Certificate from a

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Driver, (a) Middle Passed Certificate | By initial recruitment.

(BPS-4). from a recognized Board;  
(b) possesses a valid HTV/  
LTV driving licence issued  
from the Licensing

Authority; and

(c) having at least two years'  
experience as driver.

Helper, (a) Middle Passed Certificate | By initial recruitment.

(BPS-2). from a recognized Board;  
and

(b) having one (1) year's  
experience in — potter  
making.

Clay Man, Literate; and By initial recruitment.

(BPS-1). having practical  
experience in the relevant  
field.

Mali, Literate; and By initial recruitment.

(BPS-1). experience in gardening.

Cleaner, Literate. By initial recruitment.

(BPS-1).

Packer, Literate. By initial recruitment.

(BPS-1).

Water Carrier, Literate. By initial recruitment.

(BPS-1).

46. Helper Literate. By initial recruitment.

(Automobile),

(BPS-1).