

THE BALOCHISTAN SOCIAL WELFARE
DEPARTMENT (BPS-1 TO 15) SERVICE RULES,
2016

Service Rules No. XI of 2016

CONTENTS

RULES

10.

11.

12.

13.

14.

15.

Preamble.

PART I— GENERAL

Short title and commencement.

Definitions.

PART II— RECRUITMENT

Eligibility and Composition of the Service.

Appointing Authority.

Method of Recruitment.

Age.

Qualification.

PART II — CONDITIONS OF SERVICE

Probation.

Confirmation.

Seniority.

Liability to Transfer and Serve.

General Rules.

Relaxation.

Delegation.

Repeal.

Appendix.

'THE BALOCHISTAN SOCIAL WELFARE DEPARTMENT (BPS-1 TO 15) SERVICE RULES, 2016

NOTIFICATION

[25" October, 2016]

No. SOR-II (21)4/2016-S&GAD/2155-2204. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 19747, (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan

Social Welfare Department (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

THE BALOCHISTAN SOCIAL WELFARE DEPARTMENT (BPS-1 TO 15) SERVICE RULES, 2016.

Service Rules No. XI _ of 2016.

PART I— GENERAL

1. Short title and commencement.— _(1) These rules may be called "the Balochistan Social Welfare Department (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 be specified by the Government from time to time for the purpose of these rules;

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

These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (21)4/2016-S&GAD/2155-2204, dated 25" October, 2016; published in the Balochistan Gazette

(Extraordinary) No.140, dated 25" October, 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.

Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23" May, 1989; and earlier to that constituted under the Balochistan

2

3

(g)
(h)

(i)

(k)

(1)

(m)

(n)

(o)

"Department" means the Balochistan Social Welfare Department;

"Government" means the Government of Balochistan;

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

"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;

"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;

"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;

"Rules" means the Balochistan Social Welfare Department (BPS-1 to 15) Service Rules, 2016;

"Service" means the Balochistan Social Welfare Department (BPS-1 to 15) Service; and

"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, 2009!.

(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.

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

1 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 27th October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27th 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.

15. Repeal. The Balochistan Social Welfare Department (Grade-1 to 15) Service Rules, 1983⁷, are hereby repealed.

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 25th August, 2008.

? These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-(2)214/S&GAD/-82, dated 28th March, 1983. Now repealed, R. 15.

www.ezqanoon.com

GROUP- I

www.ezqanoon.com

Serial.

APPENDIX

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

Nomenclature and
basic pay scale
(BPS) of the Post.

Stenographer,
(BPS-14).

Senior Clerk

(BPS-14).

Minimum qualification for
initial recruitment.

Bachelor's Degree from
a recognized University;

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

short hand skill with a
speed of at least 80 words
per minute; and

three
months Office
Automation Certificate in
computer operations from

having at least

a recognized Institute.

Method of recruitment.

By initial recruitment.

By promotion from amongst
the members of the Service
holding the post of Junior
Clerk (BPS-11) having at

least three (3) years service
as such, on seniority cum
fitness basis; however, the
members promoted as Junior
Clerk from (BPS-1 to 5)
having qualification of
Higher Secondary Schools
Certificate will be
considered for promotion as
Senior Clerk;

Provided that the
members unable to acquire
Higher Secondary Schools
Certificate shall not be

eligible for promotion and if
deferred twice for promotion
by the competent forum will
stand superseded

Assistant Computer | (a) (i) Higher Secondary | By initial recruitment.
Operator, School Examination
(BPS-12). Certificate from a

recognized Board; and

having one year
Diploma in Computer
Science or IT, from a
recognized Institute; or

(ii) ICS from a recognized
Institute/Board; and

(b) typing skill on
computer with a speed
of at least 60 words per
minute in English and
Urdu.

Accounts Assistant, | Bachelor's Degree in | By initial recruitment.
(BPS-11).

Commerce from a recognized
University.

Junior Clerk, Higher Secondary School | (a) 20% by promotion
(BPS-11). Certificate from a from amongst the

recognized Board; members of the Service
holding the posts of
(BPS-1 to BPS-5)
having at least three (3)
years service as such,

typing skill in English
and Urdu with a speed of
at least 30 words per

minute; and ;
possessing the

preference will be Secondary School
accorded to those who Certificate with typing
have experience — in skill in English and
Computer / IT software Urdu having a speed of
applications and Urdu at least 30 words per

typing skill. minute;

For the purpose
of promotion a common
seniority list of all
employees (BPS-1 to
BPS-5) with reference

www.ezqanoon.com

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 the other;

(i) 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

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.

GROUP- II

Teachers/ Assistant | B.A with Social Work or

Administrators, Sociology from a recognized
(Female) (Baby | University.
Day Care)

(BPS-14).

Instructor/ B.A/ B.Ed. OR By initial recruitment.
Teachers, (Female)

. B.Sc./ B.Ed. from a recognized
(Commercial

_ ; University.
Traming Institute

for Women)

(BPS-14).

Assistant B.A with Social Work or | By initial recruitment.
Superintendent, Sociology from a recognized

(Female) (Home) | University.

(Dar-ul-Aman)

(BPS-14).

Computer Higher Secondary School | By initial recruitment.
Instructor, Certificate in Computer
Science (ICS) from a

(BPS-12). .
recognized Board;

Six months Diploma in
Information Technology
(DIT) from a recognized
Institute; and

Six months Advance
Diploma in Information
Technology (ADIT) from
a recognized Institute.

Sewing Cutting Secondary School | By initial recruitment.
Instructor, Certificate from a
(BPS-12). recognized Board; and

One year Diploma in
Cutting and Tailoring
from a recognized
Institute.

Electric Wiring Secondary School | By initial recruitment.

Instructor, Certificate from a
(BPS-12) recognized Board;

Electrical Wire-man

www.ezqanoon.com

www.ezqanoon.com

Tailoring
Instructor,

(BPS-11).

Qari,
(BPS-11).

7. Pesh Imam,
(BPS-12).

Vocational (a)
Teacher,

www.ezqanoon.com

Licence from a
recognized Institute/
Organization; and

One year Diploma in the
relevant field (Electric
Wiring) from a
recognized Technical
Training Center.

Al Shahdat-ul-Alia
(Equivalent to Bachelor's
Degree) from Wafaq-ul-
Madaris, Tanzeem-ul-
Madaris or from any of
the HEC _ recognized
Institution;

having good command of
Arabic language and have
more than average
proficiency in Quran and
Hadith; and

Hafiz-ul-Quran and Qari
will be preferred.

Secondary School
Certificate from a
recognized Board; and

One year Diploma in
Tailoring from a
recognized Institute.

Sanad Dars-e-Nizami at
least (Second Division)

from a recognized
Institution; and

Arabic Teacher Training
Certificate (ATTC) from
Allama Iqbal Open
University or from any
other HEC recognized
Institution.

Higher Secondary School
Certificate from

By initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.
a

(BPS-11).

Teacher,

(BPS-9).

Physical Training

Instructor,

(BPS-9).

Lady Health

Visitors,

(BPS-9).

Electrician,

(BPS-8).

recognized Board;

One year Diploma in the
relevant field (ie.

Embroidery or Canning
or Needle crafts or
Computer) from a
recognized Institute.

Higher Secondary School

Certificate from a
recognized Board; and

Primary Teacher

Certificate from a
recognized Institution.

Higher Secondary School

Certificate from a
recognized Board; and

Diploma in Physical

Education from a
recognized Institution.

Secondary School

Certificate from a
recognized Board; and

Six months diploma from
a recognized Government
Institution in the relevant
field.

Secondary School
Certificate from a
recognized Board; and

Electrical Wire-man
Licence from a
recognized Institute/
Organization or Diploma
in the relevant field from
a recognized Technical

Training Center.

By initial recruitment.

By initial recruitment.

By initial recruitment.

By initial recruitment.

Social Worker, Higher Secondary School | By initial recruitment.

(BPS-8).

Certificate from a recognized
Board.

www.ezqanoon.com

Junior Teacher, Higher Secondary School | By initial recruitment.
(BPS-7). Certificate from a
recognized Board; and

Primary Teacher
Certificate from a
recognized Institution.

Driver, 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.

Warden, Literate. By initial recruitment.
(Male/Female)
(BPS-2).

Valve man , Literate By initial recruitment.
(BPS-2).

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

(i) Literate; and By initial recruitment.
(ii) having experience in
gardening.
Attendant, Literate By initial recruitment.

(BPS-1).

www.ezqanoon.com

www.ezqanoon.com

Cook, a Literate; and By initial recruitment.
(BPS-1). (ii) having experience in
Cooking.

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

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