

THE BALOCHISTAN CIVIL SERVANTS  
ACT, 1974 (AMENDMENT-2025)

(Baln Act IX of 1974)

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# 1THE BALOCHISTAN? CIVIL SERVANTS

Preamble.

Short title,  
application and

commencement.

Definitions.

ACT, 1974 (AMENDMENT-2025)

(Balochistan Act IX of 1974)

[20% July, 1974]

An Act to regulate the appointment of persons to, and the terms and conditions of service of persons in, the service of Balochistan.

WHEREAS it is expedient to regulate by law, the appointment of persons to, and the terms and conditions of service of persons in, the service of Balochistan and to provide for matters connected therewith or ancillary thereto;

It is hereby enacted as follows: —

1. (1) This Act may be called the Balochistan Civil Servants Act, 1974.

(2) It applies to all civil servants wherever they may be.

(3) It shall be deemed to have come into force from the 12th March, 1974.

## CHAPTER — I PRELIMINARY

2. (1) In this Act unless there is anything repugnant in the subject or context —

(a) "ad hoc appointment" means appointment of a duly qualified person made otherwise than in accordance with the prescribed method of recruitment, pending recruitment in accordance with such method;

(b) "civil servant" means a person who

is a member of a civil service of

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

2 Spelling of the word “Baluchistan”, wherever it appears in this Act, is corrected by insertion of letter “o” instead of “u”; as per Government of Balochistan, S&GAD’s Notification No. SORI (4) 6/ S&GAD-89, dated

18 June, 1989.

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the Province of Balochistan or who holds a civil post in connection with the affairs of the Province, but does not include —

(i) a person who is on deputation to the Province of Balochistan from the Federation or from any Province or other authority; or

(ii) a person who is employed on contract, or on work charged basis, or who is paid from contingencies; or

(iii) a person who is a 'worker' or 'workman' as defined in the Factories Act, 1934 (XXV of 1934) or the Workman's Compensation Act, 1923 (VIII of 1923);

(c) "initial appointment" means appointment made otherwise than by promotion or transfer;

(d) "Pay" means the amount drawn monthly by a civil servant as pay, and includes technical pay, special pay, personal pay and any other emoluments declared by the prescribed authority to be pay;

(e) "permanent post" means a post sanctioned without limit of time;

(f) "prescribed" means prescribed by rules;

(g) "rules" means rules made or deemed to have been made under this Act;

(h) "selection authority" means the Balochistan Public Service

Terms and  
conditions.

Tenure of office

of civil servants.

Appointments.

4[Absorption.

Commission ! , a departmental  
selection board, departmental  
selection committee or body on  
the recommendation of, or in  
consultation with which any  
appointment or promotion, as  
may be prescribed, is made;

(i) "temporary post" means a\_ post  
other than a permanent post.

(2) For the purpose of this Act an  
appointment, whether by promotion or otherwise,  
shall be deemed to have been made on regular basis  
if it is made in the prescribed manner.

## CHAPTER — II

### TERMS AND CONDITIONS OF SERVICE OF BALOCHISTAN CIVIL SERVANTS

3. The terms and conditions of service of a civil  
servant shall be as provided in this Act and the  
rules.

4. Every civil servant shall hold office during the  
pleasure of the Government of Balochistan.

5. Appointments to the Balochistan Service or to  
a civil service of the Province of Balochistan or to a  
civil post in connection with the affairs of the  
Province of Balochistan shall be made in the  
prescribed 3 manner by the Government of  
Balochistan or by a person authorised by it in that  
behalf.

5-A. (1) The Provincial Government may absorb  
a Federal Civil Servant of a devolved Ministry or  
Division of Federal Government, or an attached  
department or sub-ordinate office of such devolved  
Ministry or Division situated in Balochistan, who

was transferred by Federal Government to the

Constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 234 May, 1989; and earlier to that under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

for rules see footnote 1 under section 25 (1).

for rules prescribed, see footnote 1 (iv) under section 25 (1).

New section 5-A inserted by Balochistan Act III of 2015; passed by Provincial Assembly of Balochistan on 21st April, 2015; assented to by the Governor of Balochistan on 24) April, 2015; and published in Balochistan Gazette (Extraordinary) No. 50, dated 28% April, 2015.



Province of Balochistan, in consequences of the devolution of functions pursuant to the Constitution (Eighteenth Amendment) Act, 2010<sup>1</sup> (Act No. X of 2010); and thereby he shall become a civil servant of Province of Balochistan under this Act, and on such absorption his terms and conditions of service as were applicable to them before such absorption shall not be less favorable to him than to which other civil servants of Government of Balochistan have under this Act.

(2) Notwithstanding anything contained hereinabove sub-section (1), the seniority of a civil servant absorbed by virtue of sub-section (1) shall be determined by the concerned administrative department/ office of the Government of Balochistan, in accordance with the rules as prescribed under this Act.

(3) A Federal Civil Servant absorbed in any department or office of the Government of Balochistan, pursuant to sub-section (1) and (2) above, may be appointed against a post of equivalent grade in that department or office available in the department or office for initial recruitment;

(4) In case any difficulty arises in absorption of Federal Civil Servants due to non availability of a post with similar designation or grade in a department or office on which a Federal Civil Servant had a lien before absorption, the Government of Balochistan may create any number of equivalent posts with the same designation and grade against which the Federal Civil Servant had maintained a lien in the federal government, as it may deem fit.]

Probation. 6. (1) An initial appointment to a service or post referred to in section 5, not being an ad hoc appointment, shall be on probation as may be prescribed?.

<sup>1</sup> An Act passed by the Majlis-e-Shoora (Parliament) of Pakistan; assented to by the President of Pakistan on 19th April, 2010; and published in the Gazette of Pakistan (Extraordinary) Part I, dated 20<sup>th</sup> April, 2010, pages 267-316.

<sup>2</sup> for rules prescribed, see footnote 1 (iv) and (vi) under section 25 (1).

Confirmation.

[x \* eK RR XI

(2) Any appointment of a civil servant by promotion or transfer to a service or post may also be made on probation as may be prescribed?.

(3) Where, in respect of any service or post, the satisfactory completion of probation includes the passing of a prescribed examination, test or course or successful completion of any training, a person appointed on probation to such service or post who, before the expiry of the original or extended period of his probation, has failed to pass such examination or test or to successfully complete course or the training shall, except as may be prescribed otherwise —

(a) if he was appointed to such service or post. by \_ initial recruitment, be discharged; or

(b) if he was appointed to such service or post by promotion or transfer, be reverted to the service or post from which he was promoted or transferred and against which he holds a lien or, if there be no such service or post, be discharged:

Provided that, in the case of initial appointment to a service or post, a civil servant shall not be deemed to have completed his period of probation satisfactorily until his character and antecedents have been verified as satisfactory in the opinion of the appointing authority.

7. (1) A person appointed on probation shall, on satisfactory completion of his probation, be eligible for confirmation in a service or, as the case

1 Proviso deleted, which shall always be deemed to have been deleted, by Balochistan Ordinance IV of 1982. For deleted proviso, date of coming into force and validation of any thing done, action taken, order made under the Act, prior to coming into force of the Ordinance, see the Balochistan Gazette (Extraordinary) No. 149, dated 8 September, 1982 and corrigendum published in Balochistan Gazette (Extraordinary) No. 176, dated 274 November, 1982.

The Balochistan Ordinance IV of 1982 was made by Governor under the Provisional Constitution Order, 1981 (C.M.L.A. Order 1 of 1981); validated and declared continue in force by Article 270-A [as amended vide the Constitution (Eighth Amendment) Act, 1985 (Act XVIII of 1985)] of the Constitution of Islamic Republic of Pakistan, 1973.

2 for rules prescribed, see footnote 1 (iv) and (vi) under section 25 (1).



may be, a post as may be !prescribed 2[.] 2[\* \* \* \* \*]

(2) <A civil servant promoted to a post °[\*\*\*]  
on regular basis shall be eligible for confirmation  
after rendering satisfactory service for the period  
1prescribed for confirmation therein.

(3) There shall be no confirmation against  
any temporary post.

(4) A civil servant who, during the period of  
his service, was eligible to be confirmed in any  
service or against any post retires from service  
before being confirmed shall not, merely by reason  
of such retirement, be refused confirmation in such  
service or post or any benefits accruing therefrom.

(5) Confirmation of a civil servant in a  
service or post shall take effect from the date of  
occurrence of permanent vacancy in that service or  
post or from the date of continuous officiation, in  
such service or post, whichever is latter.

Seniority. 8. (1) For proper administration of a service,  
cadre or \* [post], the appointing authority shall  
cause a seniority list of the members for the time  
being of such service cadre or \*[post] to be prepared,  
but nothing therein contained shall be construed to  
confer any vested right to a particular seniority in  
such service, cadre or °[post], as the case may be.

(2) Subject to the provisions of sub-section  
(1) the seniority of a civil servant shall be reckoned  
in relation to other civil servants belonging to the  
same °[service or cadre], whether serving in the

for rules prescribed, see footnote 1 (vi) under section 25 (1).

A full stop added after the word "prescribed"; and thereafter "all the words" omitted by Balochistan  
Ordinance III of 1983; with effect from 19 June, 1974.

For the omitted words, date of coming in force and validation of any thing done, action taken, order  
made under the Act, prior to coming into force of the Ordinance, See the Balochistan Gazette  
(Extraordinary) No. 37, dated 14t February, 1983.

The Balochistan Ordinance IV of 1983 was made by Governor under the Provisional Constitution  
Order, 1981 (C.M.L.A. Order I of 1981); validated and declared continue in force by Article 2770-A [as  
amended vide Constitution (Eighth Amendment) Act, 1985 (Act XVIII of 1985)] of the Constitution of  
Islamic Republic of Pakistan, 1973.

Words "or grade" omitted by Balochistan Ordinance VI of 1984; effective from 1st July, 1983. See  
Balochistan Gazette (Extraordinary) No. 259, dated 26' July, 1984.

The Balochistan Ordinance VI of 1984 was made by Governor under the Provisional Constitution Order, 1981 (C.M.L.A. Order I of 1981); validated and declared continue in force by Article 2770-A [as amended vide Constitution (Eighth Amendment) Act, 1985 (Act XVIII of 1985)] of the Constitution of Islamic Republic of Pakistan, 1973.

Substituted, *ibid.* for the word "grade".

Substituted, *ibid.* for the words "service or grade".

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Promotion.

Posting and  
transfers.

same department or office or not, as may be  
prescribed!.

(3) Seniority on initial appointment to a  
service, ?[cadre] or post shall be determined as may  
be prescribed.

3[(4) | Seniority in a post, service or cadre to  
which a civil servant is promoted shall take effect  
from the date of regular appointment to that post:

Provided that civil servants who are  
selected for promotion to a higher post in one batch  
shall, on their promotion to the higher post, retain  
their interse seniority as in the lower post.]

9. (1) A civil servant possessing such  
minimum qualifications as may be prescribed?\* shall  
be eligible for promotion to a \*[higher] post for the  
time being reserved under the \_ rules for  
departmental promotion in @[\* \* \* \*] the service or  
cadre to which he belongs.

(2) A post referred to in sub-section (1) may  
either be a selection post or a non-selection post to  
which promotion shall be made as may be  
prescribed —

(a) in the case of a selection post, on  
the basis of selection on seniority-  
cum merit; and

(b) in the case of a non-selection  
post, on the basis of seniority-  
cum-fitness.

10. Every civil servant shall be liable to serve any  
where within or outside the Province of Balochistan,  
in any post under the Federal Government, or any  
Provincial Government or local authority, or a  
corporation or body set up or established by any  
such Government:

for rules prescribed, see footnote 1 (iii) under section 25 (1).

Substituted by Balochistan Ordinance VI of 1984; effective from 1st July, 1983, for the word "grade". See Balochistan Gazette (Extraordinary) No. 259, dated 26th July, 1984. See also footnote 3 under section 7

(2)

Substituted, *ibid.*, for sub-section (4).

for rules prescribed, see footnote 1 (iv) under section 25 (1).

Inserted, *ibid.*

The words "the higher grade of" omitted, *ibid.*

Provided that nothing contained in this section shall apply to a civil servant recruited specifically to serve in a particular area or region:

Provided further that, where a civil servant 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 had not been so required to serve.

Termination of 11. (1) The service of a civil servant may be service. terminated after expiry of one month's notice served on him for the purpose of payment of one month's salary in lieu of such notice —

(i) during the initial or extended period of his probation:

Provided that, where such civil servant is appointed by promotion on probation or, as the case may be, is transferred from one ! [service], cadre or post to another ![service], cadre or post, his service shall not be so terminated so long as he holds a lien against his former post in such ![service] or cadre, but he shall be reverted to his former [service], cadre or post, as the case may be;

(ii) on the expiry of the initial or extended period of his employment; or

(iii) if the appointment is made ad hoc terminable on the appointment of a person on the recommendation of the selection authority, on the appointment of such person.

(2) Where, on the abolition of a post or reduction in the number of posts in a cadre or

1 Substituted for the word "grade" by Ordinance VI of 1984; taken effect from 1st July, 1983. See Balochistan Gazette (Extraordinary) No. 259, dated 26th July, 1984. See also footnote 3 under section 7 (2).





[service], the services of a civil servant are required to be terminated, the person whose services are terminated shall ordinarily be the one who is the most junior in such cadre or ![service].

(3) Notwithstanding the provisions of sub-section (1), but subject to the provisions of sub-section (2), the service of a civil servant in temporary employment or appointed ad hoc shall be liable to termination on fourteen days' notice or pay in lieu thereof.

2[Absorption of [11 A. Notwithstanding anything contained in Civil Servants this Act, the rules, agreement, contract or the terms rendered and conditions of service, a civil servant who is surplus. rendered surplus as a result of re-organization or

abolition of a department, office or abolition of a post in pursuance of any Government decision may be appointed to a post, carrying basic pay scale equal to the post held by him before such appointment, if he possesses the qualifications and fulfils other conditions applicable to that post:

Provided that where no equivalent post is available he may be offered a lower post in such manner, and subject to such conditions, as may be prescribed and where such civil servant is appointed to a lower post the pay being drawn by him in the higher post immediately preceding his appointment to lower post shall remain protected.]

3[11-B. (1) Where it is brought to the notice of the appointing authority that appointment of a person to a civil post was made without observing the prescribed procedure or without fulfilling the prescribed qualification, experience and age limit, it

1 Substituted for the word "grade" by Ordinance VI of 1984; taken effect from 1st July, 1983. See

Balochistan Gazette (Extraordinary) No. 259, dated 26th July, 1984. See also footnote 3 under section 7 (2).

New section 11-A inserted by Balochistan Ordinance XIV of 2001; published in the Balochistan Gazette (Extraordinary) No. 93, dated 25th July, 2001.

The Balochistan Ordinance XIV of 2001 was made by Governor under the Provisional Constitution (Amendment) Order, 1999 (Chief Executive Order No. 9 of 1999); protected first under Article 270-AA [as amended vide Constitution (Seventeenth Amendment) Act, 2003 (Act III of 2003)]; and later declared continue in force by clause (2) of Article 270-AA [as amended vide Constitution (Eighteenth Amendment) Act, 2010 (Act X of 2010)] of the Constitution of Islamic Republic of Pakistan, 1973.

New section 11-B inserted by Balochistan Act VII of 2003; passed by the Provincial Assembly of Balochistan on 11<sup>th</sup> October, 2003; assented to by the Governor of Balochistan on 27<sup>th</sup> October, 2003; and published in the Balochistan Gazette (Extraordinary) No. 78, dated 30 October, 2003.

may send a reference to the Balochistan Public Service Commission! for determination whether he is fit to held the post to which he was appointed and, if not, whether he is fit to hold any other post compatible with his qualification and experience.

(2) On receipt of the advice of the Balochistan Public Service Commission on a reference made under' sub-section (1), the appointing authority may pass such order of appointment or termination of services as may be considered by it to be just and equitable.

Provided that if it is proposed to pass order of termination of services in the light of the advice of the Commission, a reasonable opportunity of showing cause against the order of termination, shall be provided.

(3) | Where an order of appointment is made on the advice of the Commission, it shall be treated as a case of fresh appointment. |

Reversion to a lower post. A civil servant appointed to a higher post

lower post. 3[before the first day of July, 1983, to a higher post] ad hoc or on temporary or officiating basis shall be liable to reversion to his lower post 4[\* \* \* \*] without notice.

4| Omitted| '[Section 12-A. Certain Persons to be liable to removal or reversion — (Omitted)]

6[Retirement 13. A civil servant shall retire from service —

such date after he has completed ! [twenty] years of service

from service. (i) On

See footnote 1 under section 2 (2) (n).

Substituted by Balochistan Ordinance VI of 1984; published in Balochistan Gazette (Extraordinary) No. 259, dated 26<sup>th</sup> July, 1984, for the words "grade or service". See also footnote 3 under section 7 (2). Subs. *ibid.*, for the words "or grade".

Words "or grade" omitted, *ibid.*

Section 12-A omitted by Balochistan Act III of 2015; passed by Provincial Assembly of Balochistan on 21<sup>st</sup> April, 2015; assented to by the Governor of Balochistan on 24<sup>th</sup> April, 2015; and published in Balochistan Gazette (Extraordinary) No. 50, dated 28 April, 2015.

Earlier section 12-A was added by a Balochistan Ordinance XIV of 1978, see Balochistan Gazette (Extraordinary) No. 47, dated 28<sup>th</sup> May, 1978.

Substituted by Balochistan Ordinance IV of 2000; published in the Balochistan Gazette (Extraordinary) No. 29, dated 8 September, 2000, for section 13.

Ordinance IV of 2000 was made by Governor under Provisional Constitution (Amendment) Order, 1999 (Chief Executive Order 9 of 1999); protected first under Article 270-AA [as amended vide Constitution (Seventh Amendment) Act, 2003 (Act III of 2003)]; and later declared continue in force by clause (2) of Article 270-AA [as amended vide Constitution (Eighteenth Amendment) Act, 2010 (Act X of 2010)] of the Constitution of Islamic Republic of Pakistan, 1973.

Employment  
after retirement.

qualifying for pension or \_ other  
retirement benefits as the competent  
authority may, in public, interest,  
direct: or

(ii) Where no direction is given under  
clause (i), on the completion of the  
sixtieth year of his age.

(2) No directions under clause (i) of sub-  
section (1) shall be made until the civil servant has  
been informed in writing of the grounds on which it  
is proposed to make the direction, and has been  
given a reasonably opportunity of showing cause  
against the said direction.

Explanation. In this Section  
“competent authority” means the appointing  
authority prescribed in Rule 4 of the Balochistan  
Civil Servants (Appointment, Promotion and  
Transfer) Rules, 1979?.]

14. (1) A retired civil servant shall not  
ordinarily be re-employed under the Balochistan  
Government, unless such re-employment is  
necessary in the public interest and is made with  
the prior approval of the authority next above the  
appointing authority:

Provided that, where the appointing  
authority is the Government, such re-employment  
may be ordered with the approval of the  
Government.

(2) Subject to the provisions of sub-section  
(1) of section 3 of the Ex-Government Servants  
(Employment with Foreign Governments)

1 Substituted by Balochistan Ordinance LII of 2001; published in the Balochistan Gazette (Extraordinary)

Rules made by Government of Balochistan, Services and General Administration Department, vide its Notification No. 17-237-79-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, See the

Balochistan Gazette (Extraordinary) No. 165, dated 27 October, 2009.

(Prohibition) Act, 1966! (XII of 1966), a civil servant may, during leave preparatory to retirement, or after retirement from Government service, seek any private employment:

Provided that, where employment is sought by a civil servant while on leave preparatory to retirement or within two years of the date of his retirement, he shall obtain the prior approval of the prescribed authority.

Conduct. 15. The conduct of a civil servant shall be regulated by rules<sup>2</sup> made, or instructions issued, by Government or a prescribed authority, whether generally or in respect of a specified group or class of civil servants.

Efficiency and 16. A civil servant shall be liable to prescribed discipline. disciplinary action and penalties in accordance with the prescribed procedure<sup>3</sup>.

Pay. 17. <A civil servant appointed to a post \*[[\*\*]] shall be entitled, in accordance with the rules<sup>4</sup>, to the pay sanctioned for such post 3[[\*\*\*\*\*]]:

Provided that, when the appointment is made on a current-charge basis or by way of additional charge, his pay shall be fixed in the prescribed manner:

Provided further that where a civil servant has, under an order which is later set aside, been dismissed or removed from service or reduced in rank, he shall, on the setting aside of such order, be entitled to such arrears of pay as the authority setting aside such order may determine.

Leave. 18. A civil servant shall be allowed leave in accordance with the leave rules<sup>5</sup> applicable to him,

This Act was passed by the National Assembly of Pakistan; assented to by the President on 7<sup>th</sup> July, 1966, and published in the Gazette of Pakistan (Extraordinary), dated 7<sup>th</sup> July, 1966. (PLD 1966 CS P. 282).

For the Balochistan Civil Servant (Conduct) Rules, 1979, See the Balochistan Gazette (Extraordinary) No. 54, dated 29<sup>th</sup> July, 1979.

For relevant rules and law see footnote 1 (i) under section 25 (1).

Words "or grade" omitted by the Balochistan Ordinance VI of 1984; taken effect from 1<sup>st</sup> July, 1983. See the Balochistan Gazette (Extraordinary) No. 259, dated 26 July, 1984. See also footnote 3 under section 7 (2).



See footnote 1 (xi) under section 25 (1).

See footnote 1 (x) under section 25 (1).

provided that the grant of leave will depend on the exigencies of service and be at the discretion of the competent authority.

1/Pension and 19. (1) On retirement from service, a civil

gratuity. servant, appointed on regular basis in the prescribed manner, before the commencement of the Balochistan Civil Servants (Amendment) Act, 2024 shall be entitled to receive such pension or gratuity, as are admissible to him under the Balochistan Civil Servants Pension Rules, 1989. As amended from time to time.

(2) In the event of death of such a civil servant, as provided in sub-section (1), whether before or after retirement, his family shall be entitled to receive such pension or gratuity or both, as admissible under the said Rules.

(3) No pension shall be admissible to a civil servant who is dismissed or removed from service for reasons of discipline, but Government may sanction compassionate allowance to such a civil servant, not exceeding two-thirds of the pension or gratuity which would have been admissible to him had he been invalided from service on the date of such dismissal or removal:

Provided that a civil servant, referred to in sub-section (3), in case of dismissal or removal from service, may, in addition to his own contributions to the Contributory Provident Fund, be allowed, on account of such compassionate allowance, a sum not exceeding two-third of Government contributions in his account.

(4) A person, appointed against a civil post on regular basis on or after the commencement of the Balochistan Civil Servants (Amendment) Act, 2024 shall, for all intents and purposes, be a civil servant, except that he shall be instituted under the Balochistan Contributory Pension Scheme for the purpose of pension and gratuity. Such a civil servant shall be entitled to such retirement benefits

1 Substituted by Balochistan Act No. IX of 2025; passed by the Provincial Assembly of Balochistan on 0374 February, 2025; and assented to by the Governor Balochistan, on 14 February, 2025.

Provident  
Fund!.

Benevolent

as may be prescribed:

Provided that in the event of death of such a civil servant as provided in this sub-section, whether before or after retirement, his family shall be entitled to receive such benefits as may be prescribed under the Contributory Pension Scheme.

(5) If the determination of the amount of pension or gratuity, falling under the defined pension scheme or under the Contributory Pension scheme, as the case may be, admissible to a civil servant is delayed beyond one month of the date of his retirement or death, he or his family, as the case may be, shall be paid \_ provisionally such anticipatory pension or gratuity as may be prescribed; and any overpayment consequent on such anticipatory pension shall be adjusted against the amount of pension or gratuity finally determined as payable to such civil servant or his family.]

20. (1) Before the expiry of the third month of every financial year, the accounts officer or other officer required to maintain provident fund account shall furnish to every civil servant subscribing to a provident fund the account of which he is required to maintain a statement under his hand showing the subscriptions to, including the interest accruing thereon, if any, and withdrawals or advances from, his provident fund during the preceding financial year.

(2) Where any subscription made by a civil servant to his provident fund has not been shown or credited in the account by the accounts officer or other officer required to maintain such account, such subscription shall be credited to the account of the civil servant on the basis of such evidence as may be prescribed.

21. All civil servants and their families shall be

1 for definition and provisions of "Provident Fund", see the Provident Funds Act, 1925 (Act No. XIX of 1925). For Rules see General Provident Fund Rules as applicable to the Province of Balochistan and amended from time to time by Services and General Administration Department, under section 25 of the Civil Servant Act, 1974 (Balochistan Act IX of 1974)  
For General Provident Fund investment, control and management, see the Balochistan General Provident Investment Fund Act, 2007 (Balochistan Act I of 2007), published in the Balochistan Gazette

(Extraordinary) No. 66, dated 13<sup>th</sup> June, 2007.

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Fund and entitled to the benefits admissible under the West Group Pakistan Government Servants Benevolent Fund Insurance. Ordinance, 1960! (West Pakistan Ordinance XIV of

1960), and the West Pakistan Government Employees Welfare Fund Ordinance, 1969<sup>2</sup> (West Pakistan Ordinance I of 1969) and the rules\* made thereunder.

Right of appeal 22. (1) Where a right to prefer an appeal or

or apply for review in respect of any order relating to

representation. the terms and conditions of his service is provided to a civil servant under any rules\* applicable to him, such appeal or application shall, except as may be otherwise prescribed, be made within thirty days of the date of such order.

(2) Where no provision for appeal or review exists under the rules in respect of any order or class of orders, a civil servant aggrieved by any such order may, within thirty days of the communication to him of such order, make a representation against it to the authority next above the authority which made the order:

Provided that no representation shall lie on matters relating to the determination of fitness of a person to hold a particular post 5[\*\*\*\*\*] ©[\*\*\*\*\*],

### CHAPTER — III MISCELLANEOUS

Promulgate by the Governor of West Pakistan on 19<sup>th</sup> April, 1960; published in West Pakistan Gazette (Extraordinary), dated 23<sup>rd</sup> April, 1960, pages 1773-76; saved and given permanent effect by Article 225 of the Constitution of the Islamic Republic of Pakistan, 1962. Adopted by Balochistan Laws (Adaptation) Order, 1975 with substitution of the word “Balochistan” for the words “West Pakistan”.

Promulgate by the Governor of West Pakistan on 17 March, 1969; published in West Pakistan Gazette (Extraordinary), dated 18<sup>th</sup> March, 1969, pages 423-427; and, saved first by Proclamation of Martial Law Order, dated 25 March, 1969 and then by Article 281 of the Interim Constitution of the Islamic Republic of Pakistan, 1972. Adopted by Balochistan Laws (Adaptation) Order, 1975 with substitution of the word “Balochistan” for the words “West Pakistan”.

for the Balochistan Government Servants Benevolent Fund, Part I (Disbursement) Rules, 1982 and the Balochistan Government Servants Benevolent Fund, Part-II (Rules issued by S&GAD vide its Notification No. S&GAD (Admn:) II (32) BW/80, dated 7 March, 1982), see the Balochistan Gazette (Extraordinary) No. 38, dated 11 March, 1982.

Also see the Balochistan Provincial Employees Group Insurance Act 2009 (Act X of 2009), published in the Balochistan Gazette (Extraordinary) No. 135, dated 5<sup>th</sup> November, 2009.

for rules, see footnote 1 (viii) under section 25 (1).

5 Words “or to be promoted to a higher post” omitted by the Balochistan Act XII of 2018; passed by the

Provincial Assembly of Balochistan on 31st May, 2018; assented to by the Governor Balochistan on 13% June, 2018, and published in the Balochistan Gazette (Extraordinary) No. 136, dated 19th June, 2018.

Words “or grade” omitted by the Balochistan Ordinance VI of 1984; taken effect from 1st July, 1983.

Published in the Balochistan Gazette (Extraordinary) No. 259, dated 26% July, 1984. See also footnote 2 under section 7(2).

Saving.

11 Indemnity.

2[ Jurisdiction  
barred.

Removal of  
difficulties.

23. Nothing in this Act or in any rule shall be construed to limit or abridge the power of the Government of Balochistan to deal with the case of any civil servant in such manner as may appear to it to be just and equitable:

Provided that, where this Act or any rule is applicable to the case of a civil servant, the case shall not be dealt with in any manner less favourable to him than that provided by this Act or such rule.

23A. No suit, prosecution or \_ other legal proceedings shall lie against a civil servant for anything done in his official capacity which is in good faith done or intended to be done under this Act or the rules, instructions or directions made or issued thereunder. |

23B. Save as provided under this Act and the Service Tribunals Act, 1974% or the rules made thereunder, no order made or proceedings taken under this Act, or the rules made thereunder by the Governor or any officer authorized by him shall be called in question in any Court and no injunction shall be granted by any Court in respect of any decision made, or proceedings taken in pursuance of any power conferred by, or under, this Act or the rules made thereunder. |

24. If any difficulty arises in giving effect to any of the provisions of this Act the Government of Balochistan may make such order, not inconsistent with the provisions of this Act, as may appear to it to be necessary for the purpose of removing the difficulty:

1 New section 23A inserted by Balochistan Ordinance VII of 2002; promulgate by the Governor of Balochistan on 6 March, 2002; published in Balochistan Gazette (Extraordinary) No. 18, dated 16%

March, 2002.

Ordinance LII of 2001 was made by Governor under Provisional Constitution (Amendment)

Order, 1999 (Chief Executive Order No. 9 of 1999); protected first under Article 270-AA [as amended vide Constitution (Seventh Amendment) Act, 2003 (Act III of 2003)]; and later declared continue in force by clause (2) of Article 270-AA [as amended vide Constitution (Eighteenth Amendment) Act, 2010 (Act X of 2010)] of the Constitution of Islamic Republic of Pakistan, 1973.

2 New section 23B inserted, *ibid*.

3 That is Balochistan Service Tribunal Act, 1974 (Act V of 1974); published in the Balochistan Gazette (Extraordinary) No. 30, dated 27 June, 1974.

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Rules.

1 For-

ii.

iii.

iv.

vi.

vii.

viii.

xi.

xii.

Provided that no such power shall be exercised after the expiry of one year from the coming into force of this Act.

#### CHAPTER— IV RULES

25. (1) The Government or any \_ person authorised by it in this behalf, may make such rules! as appear to him to be necessary or expedient for carrying out the purposes of the Act.

(2) Any rules, orders or instructions in respect of any terms and conditions of service of civil servants duly made or issued by an authority competent to make them and in force immediately before the commencement of this Act shall, in so far as such rules, orders or instructions are not inconsistent with the provisions of this Act, be deemed to be rules made under this Act.

the Balochistan Government Servants (Conduct) Rules, 1979" See the Balochistan Gazette (Extraordinary) No. 84, dated 29th July, 1979;

the Balochistan Civil Servants (Efficiency and Discipline) Rules, 1981", See the Balochistan Gazette (Extraordinary) No. 15, dated 18 January, 1992. These rules were repealed by the Balochistan Removal from Service (Special Powers) Ordinance, 2000 (Balochistan Ord. IV of 2000), which was also repealed and replaced by the Balochistan Employees' Efficiency and Discipline Act 2011 (Balochistan Act VI of 2011); published in the Balochistan Gazette (Extraordinary) No. 207, dated 4th July, 2011.

the Balochistan Civil Servants (Seniority) Rules, 2008, See the Balochistan Gazette (Extraordinary) No. 222, dated 25th August, 2008;

the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009, See the Balochistan Gazette (Extraordinary) No. 165, dated 27 October, 2009; It repealed the earlier Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 1979. published in the Balochistan Gazette (Extraordinary) No. 73, dated 10% July, 1979.

the Balochistan Government Servants (Marriage with Foreign Nationals) Rules, 2011, See the Balochistan Gazette (Extraordinary) No. 10, dated 14t December, 2011;

the Balochistan Civil Servants (Confirmation) Rules, 2012, See the Balochistan Gazette (Extraordinary) No. 29, dated 16% April, 2012;

the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit), Rules, 2012, See the Balochistan Gazette (Extraordinary) No. 35, dated 25% February, 2013;

the Balochistan Civil Servants (Appeal) Rules, 2013, See the Balochistan Gazette (Extraordinary) No. 34, dated 26 February, 2013. Which repealed the earlier appeal rules i.e. Balochistan Civil Servants (Appeal) Rules, 1983; published in the Balochistan Gazette (Extraordinary) No. 53, dated 1st March, 1983.

the Balochistan Civil Servants Pension Rules, 1989, See Finance Department, Government of Balochistan's Notification No. FD (R) VII-1/86, dated July, 1989.

the Balochistan Province Civil Servants Leave Rules, 1981, See Finance Department, Government of Balochistan's Notification No. FD(R)- IX-2/81, dated September, 1981.

the Balochistan (Basic Pay Scale) Civil Services Rules, 1983. See Finance Department, Government of Balochistan's Notification No. FD (R) III (40-41) 184, dated 26th December, 1984.

the Balochistan Civil Services (Medical Attendance) Rules, 2005. See Health Department, Government of Balochistan's Notification No. S.O. (Admn:) H/1-12/2002/2005/2051-2192, dated 34 February, 2005.

1/Validations. Notwithstanding anything contained in the Balochistan Civil Servants Act, 1974 (IX of 1974). anything done, actions taken, order made under this Act, or any other law or rules, prior to coming in force of this Ordinance\*, shall be deemed to have been validly done, taken, or made, as if this Ordinance\* was in force on the day on which such thing, action or order was done, taken or made.]

1 See Balochistan Ordinance IV of 1982; published in the Balochistan Gazette (Extraordinary) No. 149, dated 8 September, 1982, and Balochistan Ordinance II of 1983\*; published in Balochistan Gazette (Extraordinary) No. 37, dated 14 February, 1983, wherein this provision is given in section 3. See also footnote under section 6 (1) and 7 (1).