

NOTIFICATION

No. _____. In exercise of the powers conferred under section 22 Balochistan Coastal Development Authority (Amendment) Act 2003 (Balochistan Act No. VII of 2003) read with section 11 of the Balochistan Coastal Development Authority Act, 1998 (Balochistan Act I of 1998), the Balochistan Coastal Development Authority with prior approval of the Government, is pleased to make the following rules for regulating recruitment of persons in the service of Authority and prescribing the terms and conditions of their services, namely:—

THE BALOCHISTAN COASTAL DEVELOPMENT AUTHORITY EMPLOYEES (SERVICE) RULES, 2021

CHAPTER—I

PRELIMINARY

1. **Short title, commencement and application.** — (1) these rules may be called “the Balochistan Coastal Development Authority Employees (Service) Rules 2021.

(2) It shall come into force at once.

(3) It shall apply to all the Employees in the service of the Authority, whose pays are debatable to the funds of the Authority:

Provided that the persons employed on contract basis or on deputation with the Authority or on casual or work-charged basis, not anything contrary to the provisions of these Rules, shall be governed by the terms and conditions of their appointment or deputation or the wages as the case may be.

2. **Definitions.** — (1) In these Rules, unless there is anything repugnant to the subject or context,—

a “**Act**” means the Balochistan Coastal Development Authority Balochistan Act 1998 (Balochistan Act I of 1998);

b “**Appendix**” means the Appendices annexed to these Rules;

- c “**Appointing Authority**” means the authority competent to make appointment under these Rules as specified in Rule 4.
- d “**Method of recruitment**” means method of recruitment as specified in Column 4 of Appendix-C.
- e “**Authority**” means the Balochistan Coastal Development Authority, as established under section 2 of the Act;
- f “**BCDA**” means the Balochistan Coastal Development Authority;
- g “**Cadre**” means the strength of service or a part of service sanctioned as a separate unit;
- h “**Chairman**” means the Chairman of the Authority as per section 3 (1) of the Act amended in 2003 ;
- i “**Competent Authority**” means the authority designated either under the Act or by specified powers;
- j “**Confirmation**” means the declaration of an employee as permanent / regular member of the service of Authority against a permanent post;
- k “**Director General**” means the Director General of the Authority, as incorporated under section 11 of the BCDA Act read with section 6 of the Balochistan Coastal Development Authority (Amendment) Act 2003 (Balochistan Act No.VII of 2003);
- l “**Duty**” means the period during which an employee performs the duties of post and includes—
 - a. service as probationer or apprentice, provided that such service is followed by confirmation; *and*
 - b. the period treated as duty by the competent authority;
- m “**Employee of the Authority**” means a person who is employed for salary or wages by the Authority in any kind of work manual or otherwise, or in connection with the work of the Authority or transferred from other department/Authority but does not include the person (s) on deputation, any casual or work-charged staff or engaged on contract basis, and is paid from the Authority’s funds.
- n “**Foreign Service**” means service in which an employee receives his pay with the sanction of the Authority, from any source other than the Authority;
- o “**Government**” means the Government of Balochistan;
- p “**Governing Body**” means the Governing Body of the Balochistan Coastal Development Authority, as constituted under Section 3 of the Balochistan Coastal Development Authority (Amendment) Act 2003 (Balochistan Act No.VII of 2003);
- q “**Initial recruitment**” means appointment made otherwise than by promotion or transfer, against a regular post in the service of the Authority;

- r “**Joining time**” means the joining period allowed to fresh appointee (s) in initial recruitment order/ offer letter to join Authority Service/post or to an employee to travel to join a post from a station to which he is posted;
- s “**Leave**” means any kind of leave which is taken with the approval of the competent Authority by a person to whom such powers are delegated by the competent authority;
- t “**Lien**” means title of an employee to hold substantively either, immediately or on the termination of period of absence, a permanent post, including a tenure post, to which he has been appointed substantively;
- u “**Officiating in a post**” means performance of the duties of a post temporarily by an employee of the Authority on which another employee holds a lien or of a vacant post to which the competent authority appoints an employee/candidate as on which no other employee holds a lien;
- v “**Pay**” means an amount drawn monthly by an employee as pay, and includes technical pay, special pay and personal pay and any other emoluments which may be specifically classed as pay by the Authority;
- w “**Pay scale**” means a Basic Pay Scale of pay as sanction by Government from time to time, in which a post or group of post (s) is placed;
- x “**Period of probation**” means the initial period of appointment by initial recruitment or promotion to a post in the Authority for the purpose of judging the appointees competence for the job to which he has been appointed;
- y “**Permanent post**” means a post carrying a definite rate of pay sanctioned without limit of time;
- z “**Personal pay**” means additional pay granted to an employee:—
 - a. to save him from a loss of substantive pay in respect of a permanent post other than a tenure post due to revision of pay or to any reduction of such substantive pay or otherwise than as a disciplinary measure; or
 - b. in exceptional circumstances, on other personal consideration;

aa “**Prescribed**” means prescribed under these Rules made under the Act;

bb “**Selection Committee**” means the BCDA Selection Committee as specified in Appendix-A;

cc “**Recognized Institute/Board**” means an educational Board or Institution awarding diploma or certificate after completion of

course of studies, either declared under any Law to be a recognized Institution or Board, or as recognized by Government;

dd “**Recognized University**” means any University incorporated by Law in Pakistan or any other University which may be declared by Government to be a recognized University for the purpose of recruitment to various services;

ee “**Service**” means the Service of the Authority under these Rules;

ff “**Special pay**” means an addition to the pay or the emoluments of a post or employee granted in consideration of: —

- a. the special arduous nature of duties; *or*
- b. a specific addition to the work or responsibility; *or*
- c. the unhealthiness of the locality in which the work is performed;

gg “**Substantive pay**” means the pay other than special pay: personal pay or emoluments classed as pay by the Authority, to which an employee is entitled on account of a post to which he has been appointed substantively or by reason of his substantive post in a cadre;

hh “**Technical pay**” means pay attached to a particular technical post and granted to the incumbent of such post in consideration of his having received technical training abroad or in any University or recognized technical institute in Pakistan;

- i. “**Technical post**” means any post which has been declared as technical post by the Governing Body;
- ii. “**Temporary post**” means a post carrying a definite rate of pay sanctioned for limited period;
- iii. “**Tenure post**” means permanent post which an employee may not hold for more than a limited period; *and*
- iv. “**Time scale pay**” means pay which subject to any conditions prescribed, rises by periodical increments from a minimum to a maximum.

(2) All words and expressions used but not defined here above in sub-rule(1), shall unless the context otherwise requires have the same meanings as assigned to them in the Act.

CHAPTER-II

ESTABLISHMENT, APPOINTMENT, PROMOTION AND TRANSFER

3. **Composition of Service.** — (1) The Service of the Authority shall comprise of the posts as specified in the Appendix-C and of such other posts as may consider necessarily to create by the Authority with approval of the Governing Body, from time to time:

Provided that the authority may also create with approval of the governing body such temporary post as may be necessary for filling on contract basis, to meet its essential requirement for expertise purely of technical or legal character for a specific period.

(2) The nomenclature of the posts in the Service of the Authority, their scales of pay and the minimum qualifications required for appointment thereto shall be such as mentioned in column 2, 3 and 4 of the Appendix-C, respectively.

(3) There may be one or more cadres for each or a combined cadre for two or more, of the following Branches: —

- (1) Administration Branch;
- (2) Finance, Accounts, Revenue and Audit Branch;
- (3) Engineering Branch;
- (4) Planning and Development Branch;

(4) The grade wise posts of the above branches shall be as per Appendix-C. However, the Director General with the approval of the Governing Body, may by a notification in the official Gazette create any additional post or posts temporally in any Branch or abolish any existing post or posts for a period of six months, in the exigencies of service:

Provided that the Director General shall submit all such creation of additional post with justification, for approval of the Governing Body under section 4(1) of the Act, where on the Governing Body may pass order if needs to continue with such post, otherwise the same shall cease to exist after the expiry of the period for which such post is created.

(5) The Governing Body, may by a notification in the official Gazette create as many Directorates as it may consider necessary in view of the functions of the Authority, with a Director as its working head and put any one or more of the Branches mentioned here above in Rule 3 under its control, in the exigencies of service:

Provided that where the posts are required to be created for a newly created Directorate, approval of the Governing Body (under section 4(1) of the Act) shall be taken.

4. **Appointing Authority.** — The authorities competent to make appointments to various positions shall be as following: —

- (a) for posts in Basic Pay Scale 1 to 15 — Director General;
- (b) for posts in Basic Pay Scale 16 to 18 — Chairman; and
- (c) for posts in Basic Pay Scale 19 and above — Governing Body.

5. **Appointment against Post.** — (1) Appointment to a post shall be made in accordance with these Rules by any of the following methods: —

- (a) by promotions or transfer; or
- (b) by initial recruitment.

(2) The method of appointment and the qualification and other conditions applicable to a post shall be as specified in the Appendix-C.

6. **Appointment procedure.**— (1) All Appointment in the Service of the Authority shall be made on the recommendations of the Selection Committees and the Promotion Committees, as the case may be, which shall be as under: —

- (a) Selection of suitable candidate for initial recruitment,—
 - (i) to the post in BPS-1 to 15, by the Selection Committee— I as specified in Appendix— A;
 - (ii) to the post in B-16 and above, by the Selection Committee— II as specified in Appendix— A; and
- (b) Selection of eligible employee for promotion to the next higher rank,—
 - (i) to the post in BPS-1 to 15, by the Promotion Committee— I as specified in Appendix— B;
 - (ii) to the post in BPS-16 and above, by the Promotion Committee— II as specified in Appendix— B; and
- (c) Contract appointments shall be on the recommendations of a Special Selection Committee as constituted by the Governing Body and notified by the Director General:

Provided that the appointing authority shall not be bound to accept the recommendations of the Promotion or Selection Committees in any case, but the reasons in all such cases for non acceptance of the recommendation of the Committee shall be recorded:

Provided further that:—

- (a) if the appointing authority other than the Chairman or the Governing Body as the case may be, does not agree with the recommendations of the Selection or Promotion Committees, it shall report the case to the Governing Body whose orders shall be final;
- (b) if the appointing authority i.e. the Chairman or Governing Body does not agree with the recommendations of the Selection or Promotion Committees, it shall adopt the procedure as prescribed for such matter of the provincial civil servants.

(2) Persons possessing and fulfilling such qualifications and conditions as lay down in Appendix—C for the purpose of promotion or transfer

and initial recruitment to a post shall only be considered by the Departmental Selection or Promotion Committees and the Chairman / Governing Body.

(3) Performance Evaluation Report of all the employees shall be maintained and the quantification of the same shall be prepared as prescribed in the Government of Balochistan Civil Promotion Policy, 2012 amended from time to time for promotion, which shall be consider by the Promotion Committees or the BCDA Selection Committee while recommending any employee for promotion.

7. **Competitive examinations.** — The Selection Committees of BCDA shall hold competitive examinations of candidates and interview for selection of suitable personnel for initial recruitments. While making their recommendations the Selection Committees shall also assign position of merit to the candidates so recommended.

8. **Method of recruitment.** — (1) The method of initial recruitment and promotion on various posts including the fixing of quotas as between initial recruitment and promotion, and the requisite qualification for initial recruitment and conditions for promotions shall be as per Appendix—C.

(2) No person shall be appointed in the Service of the Authority by initial recruitment unless he possesses the qualification prescribed for the post in column—4 of the Appendix— C.

(3) While calculating the ratio of posts for promotion and initial recruitment, the first post shall fall to the share of promotion quota:

Provided that in case of two or more vacancies the post(s) fallen in the quota of promotion shall be filled first.

(4) In case of initial recruitment the competent authority may on the recommendations of the Governing Body, fill in any of the vacancies by appointment of an employee of Government, Unified Group of Functionaries of Local Councils or an Autonomous or Semi-Autonomous Body.

(5) The quota for promotion and direct recruitment if prescribed in the ratio of 50:50 in the recruitment rules is to be maintained when the number of available posts is odd and not equally divisible, in such cases weight-age may be given to promotion quota. For example, where an odd number of posts, say 9, are to be filled in the ratio of 50:50, five (5) posts should be earmarked for promotion and four (4) for direct recruitment.

CHAPTER—III

GENERAL CONDITIONS OF SERVICE

9. **Qualification, experience and age for initial recruitment.** —(1) For initial recruitment to the posts in each cadre in the Service of Authority,—

(a) the qualification and experiences shall be as specified in Column— 4 of Appendix— C;

- (b) the age limit shall be as under: —
 - (i) a person who is less than eighteen years or more than thirty years shall not be eligible for appointment to the Service of the Authority; however, for the technical posts mentioned in Appendix—C, the upper age limit shall be 45 years or as the Governing Body may so consider appropriate in the best interest of the Authority; and
 - (ii) upper age limit may be relaxed by the Governing Body in accordance to the Government policy for the periods or 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, as the case may be.

(2) Age for the purpose of these Rules shall be reckoned as on the last date fixed for submission of applications for appointments.

(3) All the vacant posts for initial recruitment shall be filled in after advertising the vacancy in the Daily news papers at provincial level and holding written test and interviews as Selection Committee may determine appropriate.

10. **Eligibility for initial recruitment.** — (1) No person shall be appointed to a post by initial recruitment unless he produces, —

- (a) Nationality identity card showing his nationality;
- (b) Domicile/ Local certificate showing his domicile of Balochistan;
- (c) Certificate of character from the Principal Academic Officer of the academic institution last attended by him; and
- (d) Certificates of character from two other responsible persons (not being his relatives) who are well acquainted with his character and antecedents.

(2) No person shall be appointed to a post by initial recruitment unless he produces a medical certificate of fitness from the medical officer duly authorized in that behalf by the authority or the medical board as constituted by the Government for its employees:

Provided that in the following cases the employees shall not be required to produce such medical certificate, —

- (a) an employee, appointed in a temporary vacancy of less than six month's duration; and

(3) All the initial appointments in the Authority shall be subject to such verification from the relevant police Authorities as a Government servant had before his appointment in civil service.

11. **Medical unfitness to discharge duties.** — The competent authority may require an employee to appear before an authorized Medical Board/Officer for Medical examination, if in its opinion the employee is suffering from a disease which renders him unfit for the proper and efficient discharge of his duties or from a disease which is and is likely to endanger the health of other employees, and—

(a) if the authorized Medical Officer concerned, after examining the employee, certifies that the employee required a period of absence from duty for the purpose of rest and treatment and that there is reasonable prospect of his recovery, the competent authority may grant him leave, including extraordinary leave, for such period as the Medical Officer may recommends:

Provided that the same is due and admissible to the employee, and the competent authority may do so as if the employee had himself applied for the leave.

(b) (i) if the Medical Officer after examining the employee certifies that the employee is permanently incapacitated for service, the findings of the Medical Officer shall be communicated to the employee immediately. The employee may, within seven days of the receipt by him of the official intimation of the findings of the Medical Officer, apply to the competent authority for a review of his case by a Medical Board. Such an application shall be accompanied by a fee, the amount of which shall be determined by the Governing MedicalBoard. The competent authority shall then arrange for the convening of a reviewing Medical Board, the personnel of which shall not include the Medical Officer who issued the certificate in the first instance, if the reviewing Medical Board certifies that the employee is permanently incapacitated for further service, the competent authority may require him to retire from service, and may grant him such amount by way of special contribution to Provident fund or Compassionate gratuity as may be admissible to him under these Rules;

(ii) in case the reviewing Medical Boardholds that the employee is fit for Authority's service, he shall be reinstated forthwith and the period of his absence will be treated as on duty and the fees deposited by him for getting his case revised by a Medical Boardwill be refunded to him, If, however, the Governing Body certifies that the employee is not fit but there is a reasonable prospect of his recovery, the case will be regulated under the provisions of clause (b) of this sub-rule; and

(iii) in case the employee concerned does not apply for a review of his case within seven days of the receipt by him of the official intimation of the findings of the Medical Officer, the competent authority may require him to retire from service and may grant

him special contribution to Provident Fund or Compassionate gratuity as provided for in sub-clause (i) above.

12. **Date of birth.** — Every person appointed by initial recruitment shall, at the time of appointment declare his date of birth with confirmatory documentary evidence, such as a Matriculation Certificate or a Municipal Birth Certificate with his computerized National Identity Card, which once recorded shall be considered final for all purposes.

13. **Departmental examination.** — Every appointee to a post shall have to pass the Departmental Examination, if any prescribed for that post, within the specified period and in the specified manner.

14. **Appointment on probation.** — Every appointee on his first appointment to a post whether by initial recruitment or by promotion shall remain on probation for a period regulated in accordance with the provisions of Chapter IV of these Rules.

15. **Whole-time employee of the Authority.** — (1) No employee shall except with prior permission of the competent authority, may be engaged in any trade, occupation, business or work other than his official duties.

(2) Except or otherwise provided, the whole time of an employee shall be at the disposal of the Authority and he may be required to perform, without additional compensation, such duties as the competent authority may deem fit in the interest of the Authority.

16. **Acquisition and retention on lien.** — (1) Except or otherwise provided in these Rules, an employee in substantive appointment to any permanent post acquires a lien on post and ceases to hold any lien previously acquired on any other post.

(2) An employee cannot be appointed substantively to post on which another employee holds a lien.

(3) Unless his lien is suspended under sub-rule (4) of this rule or transferred under sub-rule (5) hereof an employee holding substantively a permanent post retains a lien on that post: —

- (a) while performing the duties of that post;
- (b) while on Foreign Service, or holding a temporary post or officiating in another post;
- (c) during joining time on transfer to another post; unless he is transferred substantively to a post on lower pay: in which case his lien is transferred to the new post from the date on which he is relieved of his duties in the old post;
- (d) while on leave; and
- (e) while under suspension.

(4) (a) The competent authority shall suspend the lien of an employee against a permanent post which he holds substantively if he is appointed in a substantive capacity,—

- (i) to a tenure post;
- (ii) to a permanent post outside the cadre on which he is borne; *or*
- (iii) provisionally, to a post on which another employee would hold a lien had his lien not been suspended under this Rules;

(b) the competent authority may, at his option, suspend the lien of an employee on a permanent post which he holds substantively, if he is deputed out of Pakistan or transferred to foreign service, or in circumstances not covered by clause (a) of this sub-rule is transferred, whether in a substantive or officiating capacity, to a post in another cadre, and if in any of these cases there is reason to believe that he will remain absent from the post on which he holds a lien, for a period of not less than three years;

(c) notwithstanding anything contained in clause (a) and (b) of this sub-rule an employee's lien on a tenure post may in no circumstances, be suspended, but if he is appointed substantively to another permanent post, his lien on the tenure post must be terminated;

(d) if an employee's lien on a post is suspended under clause (a) or clause (b) of this sub-rule, the post may be filled substantively and the employee appointed to hold it substantively shall acquire a lien on it:

Provided that the arrangement shall be reversed as soon as the suspended lien of the previous employee revives;

(e) An employee's lien which has been suspended under clause (a) of this sub-rule shall revive as soon as he ceases to hold a lien on a post of the nature specified under sub-clauses (i), (ii) and (iii) of that clause;

(f) An employee's lien which has been suspended under clause (b) of this sub-rule shall revive as soon as he ceases to be on deputation out of Pakistan or on foreign service or to hold a post in another cadre:

Provided that a suspended lien shall not revive because the employee takes leave if there is reason to believe that he will, on return from leave, continue to be on deputation out of Pakistan or on foreign service or to hold a post in another cadre and the total period of absence on

duty will not fall short of three years or that he will hold substantively a post of the nature specified under sub-clauses (i), (ii) and (iii) of clause (a) of this sub-rule.

(5) Subject to the provisions of rule 16, the competent authority may transfer to another permanent post in the same cadre the lien of an employee who is not performing the duties of the post to which the lien relates, even if that lien has been suspended.

(6) (a) An employee's lien on a post may in no circumstances be terminated, even with his consent, if the result will be to leave him without a lien or a suspended lien upon a permanent post;

(b) in the case of an employee whose lien on a permanent post has been suspended on his appointment in a substantive capacity to a permanent post outside the cadre on which he is borne; the suspended lien may not, except on the written request of the employee concerned be terminated while the employee remain in the service of the Authority.

(7) Two or more employees cannot be appointed substantively to the same permanent post at the same time.

(8) An employee cannot be appointed substantively, except as a temporary measure, to two or more permanent posts at the same time.

17. **Change of cadre.** — Employee serving on a post in one cadre of the Authority cannot change to a post in another cadre by the appointing Authority or the Governing Body:

18. **Transfer / posting.** — (1) An employee may be transferred from a post to another equivalent post:

Provided that—

(a) except on account of inefficiency or misbehavior or on his written request an employee shall not be transferred substantively to, or, appointed to officiate in, a post carrying less pay than the pay of the permanent post in which he holds a lien or would hold lien had his lien not been suspended under sub-rule(4) of Rules 19 of these Rules *s; and*

(b) noting contained in clause (a) of this sub-rule, or other provisions of these Rules, shall operate to prevent the retransfer of an employee to the post on which he would held lien; had it not been suspended in accordance with the provisions of sub-rule (4) of rule 16 of these Rules.

(2) Joining time may be granted to an employee on transfer from Quetta to any other Station, involving shifting of residence subject to a

maximum of seven days for transfer to post within the jurisdiction of the Authority.

19. **Pay and allowances.** — (1) All employees of the Authority shall be entitled to such pay and allowances as admissible to them in accordance to the pay scales.

(2) Subject to any exception especially provided in these Rules and employee shall begin to draw the pay and allowances attached to his post with effect from the date when he assumes the duties of that post and shall cease to draw them as soon as he cease to discharge those duties.

20.

(a) **Leave.** — Until the BCD Authority may frame it's own Leave Rules, till such time existing Leave Rules of Government of Baluchistan with all future amendments, be adopted by BCDA.

(b) **Medical Reimbursement.** Until the BCD Authority may frame it's own Medical Reimbursement Rules, till such time existing Medical Reimbursement Rules of Government of Baluchistan with all future amendments, be adopted by BCDA.

21. **Pension.** — Until the BCDA Authority may frame it's own Pension Rules, till such time existing Pension Rules of Government of Balochistan with all future amendments, be adopted by BCDA.

22. **Ceasing of appointment.** — Unless the competent Authority, in view of any special circumstances of the case, shall otherwise determine, an employee shall cease to be in the Authority's employment after five years continuous absence from duty, elsewhere than on foreign service in Pakistan, whether with or without leave.

23. **Eligibility for promotion.** —

(a) Except in the case of a selection post, promotion from one post to the next higher post will be made on the basis of seniority cum-fitness i.e. the senior-most employee in the cadre/grade will be promoted subject to his being fit; and

(b) In the case of a selection post promotion will be made on the basis of merit, seniority playing its part only when all other things are equal.

24. **Reversion.** — An employee may be reverted to his former post in any of the following circumstances, namely: —

(a) In case of promotions placed on probation if his work and conduct during the period of probation has been found unsatisfactory; or

(b) If he fails to complete successfully any training or, unless exempted there from, to pass any departmental examination required for the post during such period or in such number of attempts as may be specified by the Authority.

25. **Resignation.** — (1) An employee may resign his appointment after giving a prior notice of his intention to do so or by forfeiting pay in lieu thereof. The period of notice shall be: —

- (a) fifteen days in the case of probationers;
- (b) one month in the case of temporary employees; *and*
- (c) three months in the case of permanent/regular employees.

(2) The employees shall forfeit his pay for the unexpired period of notice in case he wants to be relieved off his duties before the expiry of the notice period. The Authority may, however relieve him of his duties at any time:

Provided that in case of a permanent/ regular employee, the resignation will be made effective on its acceptance by the competent authority.

(3) If a permanent/regular employee leaves service before acceptance of his resignation and without handing over proper charge of his office, he shall be liable to dismissal from service.

(4) Resignation once accepted shall not be withdrawn unless permitted in exceptional circumstances for reason to be recorded.

26. **Termination of service.** — (1) Service of an employee can be terminated by the competent authority at any time—

- (a) by discharge at any stage of a probationary period due to unsatisfactory performance;
- (b) by termination of service on account of his failure, passing the requisite departmental examination for the post, unless exempted there from;
- (c) by abolition of post;
- (d) by retrenchment, the junior most employee in a cadre be retrenched first; *or*
- (e) for any other good and sufficient reason to be recorded in writing by giving—
 - (i) fifteen days notice or pay in lieu thereof during probation period;
 - (ii) one month's notice or pay in lieu thereof after the expiry of the probation period in case of a temporary employee; *and*
 - (iii) three month's notice or pay in lieu thereof in case of a permanent/regular employee.

(2) The employee shall be entitled to the pay for the unexpired period of notice in case he is relieved of his duties before the expiry of the notice period.

27. **Service of employee may cease.** — The service of an employee may cease in the following circumstances: —

- (a) by resignation subject to the provisions of the foregoing Rules 25 of those Rules;
- (b) by retirement or reaching the age of superannuation;
- (c) by compulsory retirement due to permanent disability which in the opinion of the Medical Officer renders him unfit for service;
and
- (d) by removal, dismissal or compulsory retirement from service as a penalty in accordance with the Efficiency and Discipline Rules made for the purpose.

CHAPTER—IV

PROBATION, CONFIRMATION AND SENIORITY

28. **Period of probation.** — (1) The period of probation for an employee shall be as follows: —

- (a) for direct recruitment who may have previously served for at least three years with the Federal or the Provincial Government or with an Autonomous or Semi Autonomous or Local Body --- one year;
- (b) for departmental promotions --- one year; *and*
- (c) for appointees other than covered by (a) and (b)--- two year.

Explanation. Officiating service and service spent on deputation to a corresponding or a higher post shall be reckoned as period spent on probation.

29. **Unsatisfactory performance.** — (1) If the work and conduct of an employee during the period of probation has been found unsatisfactory, the competent authority may notwithstanding that the period of probation has not expired,—

- (a) if the employee has been appointed by initial recruitment, dispense with his service without notice; or
- (b) if he has been appointed otherwise, revert him to his former post, or if there be no such post dispense with his services.

(2) If the work or conduct of an employee, on completion of the period of probation is found unsatisfactory the competent authority may,—

- (a) in case the employee has been appointed by initial recruitment, dispense with his services without notice; or
- (b) in case he has been appointed otherwise, revert him to his former post, and if there be no such post, dispense with his services; *or*
- (c) extend the period of probation by an additional period of not more than one year at a time and not more than two years in all.

(3) Subject to the provisions of sub-rule (4) of this rules,—

- (a) on completion of the period of probation by an employee, if his work or conduct has been found satisfactory, the competent authority may pass orders declaring that he has completed his probationary period satisfactorily;
- (b) if no such orders have been made by the competent authority by the day following the completion by employee of the initial period probations. The said period shall be deemed to have been extended by two years, unless specially terminated earlier by the competent authority on receipt of satisfactory performance report regarding the employee from the concerned officer; *and*
- (c) if no order have been made by the date on which the maximum additional period of probation expires, the employee's probationary period shall be deemed to have been terminated with effect from the date on which period of probation was last extended or may be deemed to have been so extended.

(4) (a) no person shall be declared to have completed the probation period satisfactorily, or promoted to a higher post unless he successfully completes such training and passes such departmental examination as may be prescribed by the Authority from time to time; *and*

(b) if the holder of a post fails to complete successfully any training or to pass any departmental examination prescribed by the Authority within such period or in such number of attempts as may be prescribed by the Authority, the completion authority may,—

- (i) in case he has been appointed by initial recruitment, dispense with his services; *and*
- (ii) in case he has been appointed otherwise revert him to his prior post and or if there be no such post dispense with his services.

30. **Confirmation.** — An employee will be entitled to confirmation only when he holds a satisfactory record of service for such period as may be fixed by the Authority, and completes such training and passes such departmental examination as may be required by the Authority from time to time.

31. **Seniority.** — (1) Seniority *inter se* of the employees in various cadres of service shall be determined as under:—

- (a) seniority in a cadre shall ordinarily be determined with effect from the date of entry into that cadre except in the case of the Superintendents of the Accounts Branch of the Authority, where qualified Superintendents will takes precedence over unqualified Superintendents, each qualified Superintendent taking his place according to the date of his passing the requisite departmental examination such date being the day next to the holding of the examination at which the employee appeared and passed;
- (b) in the case of employees appointed by initial recruitment, seniority will be determined in accordance with the order of merit assigned by the Selection Committee appointed for that purpose:

Provided that the person placed higher in the order of merit but joining later satisfies the competent authority that the delay in his joining was for reasons beyond his control; otherwise he shall rank as junior to the person or persons joining earlier:

Provided further that persons selected for the service in an earlier selection shall rank senior to the persons selected in a latter selection; and

- (c) in the case of employees appointed by promotion or by selection in the case of selection posts subject to the provision of sub-rule (2) of this Rules, seniority will be determined with reference to the date of continuous appointment to that post provided that if the dates of continuous appointment of two employees is the same, their inter-se seniority will be determined on the basis of the position held by them in the next lower grade. In case of a tie in the next lower grade, the older employee shall rank senior to the younger employee or employee's, except in the case of selection posts where seniority in the higher grade shall be determined on the basis of merit assigned by the Selection Committee.

Explanation—I. If a junior employee in a lower grade is appointed to a higher grade temporary in the public interest, even through continuing later permanently in the higher grade, it would not adversely affect the interest of his

senior in the fixation of his seniority in the higher grade as and when the later is promoted to the higher grade.

Explanation—II. If a junior employee in a lower grade is promoted to a higher grade by superseding a senior employee and subsequently that employee is also promoted to the same grade, the employee promoted first shall rank senior to the employee promoted subsequently.

Explanation—III. A junior employee appointed to a higher grade shall be deemed to have superseded a senior employee only if both the junior and the senior employees were considered for the higher grade and the junior employee was appointed in preference to the senior employee on the basis of service record.

(2) Seniority in the various cadres of the employee appointed thereto by initial recruitment *vis-a-vis* those appointed otherwise shall be determined as under:—

(a) in case both the employees appointed by initial recruitment and the employee appointment otherwise have been appointed against substantive vacancies, or both have been appointed against temporary vacancies, their seniority will be determined with reference to the date of appointment to such vacancy in the case of the employee appointed by initial recruitment and to the date of continuous appointment whether substantively or otherwise against such vacancy in case of the employee appointed otherwise:

Provided that if the two dates are the same, the employee appointed otherwise shall rank senior to the employee appointed by initial recruitment; and

(b) as between the employee appointed whether by initial recruitment or otherwise against a substantive vacancy and the employee appointed whether by initial recruitment or otherwise against a temporary vacancy, the former shall rank senior to the latter in case their dates of appointment are the same.

(3) Nothing in these Rules shall be construed to affect in any way the inter-se seniority of employees determined before the coming into force of these Rules, in accordance with the Rules and rules then in force.

(4) On amalgamation of two or more cadres, the seniority of each incumbent of the various posts in the amalgamated cadres will count from the date of his continuous appointment to such post.

32. **Seniority lists.**— There shall be separate seniority lists for all the posts in the Service of the Authority or combined seniority list for two or more posts, prepared in accordance with the Balochistan Civil Servants (Seniority) Rules, 2008 under directions of the Governing Body for the purpose of regulating promotions to higher posts, retrenchments, and other allied matters.

CHAPTER-V
MISCELLANEOUS

33. **Conduct and discipline.** — In matters of punishment and appeals the employee shall be governed by such Law and rules as the Government has prescribed or may hereafter be prescribed from time to time, for its civil servants.

34. **Deputation.** — Those employees who are allowed to serve on deputation with the approval of the appointing authority against posts outside the Authority, shall draw pay and other allowances as mutually agreed between the Authority and their respective borrowing department /authority.

35. **Delegation of powers.** — (1) The Government may delegate all or any of its powers under these Rules to the Authority, by notification in the official Gazette.

(2) The Authority and the Director General may delegate all or any of its powers under these Rules to any Officer of the Authority, by notification in the official Gazette.

36. **General rules.** — In all matters not expressly provided for in these Rules, the employees of the Authority shall be governed by such rules as have been or may hereafter be prescribed by the Authority and made applicable to them or otherwise as already prescribed by the Authority.

37. **Application of Government rules and laws.** — Notwithstanding anything contrary and subject to the provisions of the Act and these Rules or any other rules made thereunder, the provisions of the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974) as well as the rules made thereunder and all other Laws and Rules as applied to the civil servants of the Provincial Government shall *mutates mutants* apply to the employees of the Authority:

Provided that in its application to the employees of the Authority, any reference to—

- (a) a Government Servant or Civil Servant shall be construed to be a reference to an employee of the Authority;
- (b) the Head of Department shall be construed to be reference to the Director General, in the case of both the Authority and its Sections; *and*
- (c) any reference to the Government, unless it is otherwise provided for a specific reference to the Government, shall be construed to be a reference to the Chairman in his capacity as Appointing Authority *or* the Authority/Governing Body in all other cases:

Provided further that—

- (a) the Government may, by general or special order, delegate to any officer or officers of the Government or the Authority, any of its powers under the applied Laws and rules, where necessary, subject to such conditions as may be specified; *and*
- (b) the Authority or the Director General may also, by general or special order, delegate to any officer or officers of the Authority, any of its powers under the applied Laws and rules, where necessary, subject to such conditions as may be specified.

38. **Relaxation of rules.** — The Chairman with prior approval of the Governing Body may for reasons to be recorded in writing, relax the provisions of these Rules in individual cases in such manner as may appear to it to be just and equitable, and where it is satisfied that the strict application of the Rules would cause undue hardship to the individual concerned:

Provided that no such relaxation shall be made so as to deal with the case of an employee in any manner less favorable to him than that provided in these Rules .

39. **Interpretation of the rules.** — (1) The power of interpreting these Rules is reserved to the Governing Body.

(2) If any question arises as to the interpretation of any of the provisions of these Rules, it shall be placed before the Authority, whose decision thereon shall be final:

Provided that the Governing Body in appropriate cases may refer any matter of interpretation, to the Government for its consideration and orders.

(3) If any difficulty arises in giving effect to any of the provisions of these Rules, the Chairman or Director General of the Authority as the case may be, may make such order after obtaining the views of the Governing Body, not inconsistent with the provisions of these Rules, as may appear to be necessary for removing the difficulty.

(4) Where these Rules make any provision for anything to be done but no provision or no sufficient provision has been made as respects the authority by whom, or the time at which, or the manner in which it shall be done, then it shall be done by such authority, at such time, or in such manner as the Chairman may direct after obtaining the views of the Governing Body.

BY ORDER OF
GOVERNOR BALOCHISTAN

DIRECTOR GENERAL
BCDA

The Controller,

Government Printing and Stationery Department, Quetta with request for printing and provision of 50 copies of Gazette Publication for official use and record.

No. _____ Dated _____.

A Copy is forwarded for information to: -

1. The Additional Chief Secretary (Dev:), Planning & Development Department, Government of Balochistan, Quetta.
2. The Principal Secretary to Chief Minister, Balochistan/ Chairman, BCDA, Quetta.
3. The Secretary, Government of Balochistan, Fisheries & Costal Development Department, Quetta.
4. The Secretary, Government of Balochistan, Law & Parliamentary Affairs Department, Quetta.
5. The Secretary, Government of Balochistan, Services & General Administration Department, Quetta.
6. The Chairman, Balochistan Public Service Commission, Quetta.
7. The Additional Secretary (Staff) to Chief Secretary, Balochistan Quetta
8. Private Secretary to Director General, BCDA.
9. All the Directors _____, BCDA.

APPENDIX– A

[See Rules 6 (1)a(i)]

SELECTION COMMITTEE– I

FOR INITIAL RECRUITMENT

TO THE POSTS IN BPS– 1 TO 15

1. Chief Engineer, BCDA.	Chairman.
2. Director Finance, BCDA.	Member.
3. Director Planning and Development, BCDA.	Member.
4. Director Administration BCDA.	Member/ Secretary.

SELECTION COMMITTEE– II

FOR INITIAL RECRUITMENT

(See Rules 6(1)(a)(ii)

TO THE POSTS IN BPS-16 AND ABOVE

1. Director General, BCDA.	Chairman.
2. Chief Engineer, BCDA.	Member.
3. Director Finance, BCDA.	Member.
4. Director Administration BCDA.	Member/ Secretary.

APPENDIX— B

[See Rules 6 (1)(b)(i)]

PROMOTIONS COMMITTEE — I

FOR PROMOTIONS TO THE POSTS IN BPS—1 TO BPS 15

1.	Chief Engineer, BCDA.	Chairman.
2.	Director Finance, BCDA.	Member.
3.	Director Planning and Development, BCDA.	Member.
4.	Director Administration BCDA.	Member/ Secretary.

PROMOTIONS COMMITTEE— II

(See Rules 6(1)(b)(ii)

FOR PROMOTIONS TO THE POSTS IN BPS—16 AND ABOVE

1.	Director General, BCDA.	Chairman.
2.	Chief Engineer, BCDA.	Member.
3.	Director Finance, BCDA.	Member.
4.	Director Planning & Development, BCDA.	Member
5.	Director Administration, BCDA	Member/ Secretary

APPENDIX—C

[See Rules 2(1)(b)]

S. No.	Nomenclature of the Post with Basic Pay Scale of the Post	Minimum Qualification for appointment by initial recruitment	Method of Recruitment
1	2	3	4
ADMINISTRATION BRANCH			
1.	Director General, BPS-20.	---	By promotion from amongst the members of the service of the Authority holding the post of Director (B-19) having 17 years service in BPS-17 and above and have completed SMC , on seniority cum fitness basis or by transfer from BCS/BSS and PAS officers of equivalent grade
2.	Director Administration, BPS-19.	---	By promotion from amongst the members of the Service holding the post of Deputy Director Administration(BPS-18), having at least 12years' service in (B-17 and above), and have completed MCMC on seniority cum fitness basis on seniority cum fitness basis. Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion or appointment in that cadre, post and Basic Pay Scale.
3.	Deputy Director Administration, BPS-18.	---	By promotion from amongst the members of the Service holding the posts of Assistant Director Administration (BPS-17), Liaison officer (BPS-17), Protocol Officer (BPS-17), Assistant Director Publicity/Information (BPS-

			<p>17), Superintendent BPS-17 and Private Secretary (BPS-17) having at least 5 years services as such in BPS-17, on seniority cum fitness basis.</p> <p>Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion or appointment in that cadre, post and Basic Pay Scale</p>
4.	Assistant Director Administration, BPS-17.	Master Degree or equivalent qualification at least in (2 nd Division) from a recognized University.	By initial recruitment.
6.	Private Secretary, BPS 17.	--	By promotion from amongst the members of the Service holding the post of Assistant Private Secretary(BPS-16) having at least 7 years' service as such, on seniority cum fitness basis.
7.	Liaison Officer, BPS-17.	Bachelor Degree from a recognized University;	By initial recruitment.
8.	Magistrate, BPS-17.	<ul style="list-style-type: none"> (a) Bachelor Degree in Law (LLB) at least in second division from recognized University; (b) Having at least 3 years (three) experience as a practicing Advocate; and (c) Having valid registration with Balochistan Bar Council. 	<p>By initial recruitment.</p> <p>OR</p> <p>by transfer from S&GAD officers of equivalent grade</p> <p>Note: Magisterial powers will be conferred with the concurrence of the Home Department.</p>
9.	Protocol officer,	Bachelor degree from a recognized University,	50% by promotion from amongst the members of the service holding

	BPS-17.		the post of Office Assistant (BPS-16) having at least 5 years' service as such on seniority cum fitness basis. 50% by initial recruitment
10.	Superintendent, BPS-17.	Bachelor or equivalent qualification at least in 2 nd division from a recognized university	50% by promotion from amongst the member of the Service holding the post of Assistant Private Secretary (BPS-16) 7years' service as such seniority cum fitness basis. 50% by initial recruitment
11.	Assistant Private Secretary BPS-16	--	By promotion from amongst the members of the service holding the post of Stenographer (BPS-14) having at least 5 years' service as such on seniority cum fitness basis.
12.	Project Manager BPS-16	Bachelor Degree from a recognized University	50% by promotion from amongst the members of the service holding the post of Plant Operator B-14) having at least 5 years' service as such, on seniority cum fitness basis. 50% by initial Recruitment
13	Assistant, BPS-16.	a. Bachelor Degree from a recognized University, b. Having at least 3 months Office Automation Certificate in Computer operation from a recognized Institution	(a) 70% by promotion from amongst the members of the service holding the post of senior Clerk (B-14) having 3 years' service as such, on seniority cum fitness basis; and (b) 30% by initial recruitment.

14.	Computer Operator, BPS-14.	Bachelor Degree at least in 2 nd division in Computer Science or in IT or equivalent qualification in the relevant subject from a recognized university.	By initial Recruitment
15.	Stenographer, BPS-14.	<ul style="list-style-type: none"> a. Bachelor Degree from a recognized university; b. Typing skill in English and Urdu with a speed of at least 35 words per minute. c. Shorthand skill with a speed of at least 80 words per minute and d. Having at least 3 months Office Automation Certificate in Computer operation from a recognized Institution. 	By initial recruitment.
16.	Nakhuda/Skipper BPS-15	<ul style="list-style-type: none"> a. Secondary School Certificate; with b. Two year years' experience of boat sailing. 	By initial recruitment.
17.	Pesh-Imam BPS-14	--	By promotion from amongst the member of the service holding the post of Moazzin (BPS-5) possessing Alshahadatul Alia (equivalent to Bachelor Degree) from Wafaqul Madaris, Tanzeemul Madaris or from any of the HEC recognized Institution having at least 7 years service on

			seniority cum fitness basis.
18.	Senior Clerk, BPS-14.	---	By promotion from amongst the members of the Service holding the post of Junior Clerk(B-11) possessing Higher Secondary School Certificate and having at least five (5)years' service as such, on seniority cum fitness basis.
19.	Junior Clerk BPS-11	<p>Secondary School Certificate from a recognized Board/Institute</p> <p>Typing skill having at least a speed of 30 word per minute:</p> <p>Preference will be accorded to those who have experience in Computer/IT software applications.</p>	<p>a) 20% by promotion from amongst the members of the Service holding the posts of (BPS-1 to BPS-5) possessing the secondary School Certificate with typing skill having at least a speed of 30 words per minute:</p> <p>For the purpose of promotion a common seniority list of all employees (BPS-1 to BPS-5) with reference to their dates of acquiring Secondary School Certificate will be maintained</p> <p>Provided that:</p> <ul style="list-style-type: none"> i. If two or more officials have acquired the Secondary School Certificate on the same date, the official having longer service shall rank senior to other; ii. 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 rank senior to the younger official; iii. If an employee possesses Secondary School Certificate prior to induction in Service, shall be entitled for seniority

			from the date of recruitment. b) 80% by initial recruitment.						
20	Telephone Operator B-09	a. Secondary School Certificate from a recognized Board. b. Experience as receptionist or telephone operator will be preferred.	By initial recruitment						
21.	Photo-state Machine Operator, BPS-5.	Secondary School certificate from a recognized Board; and certificate of training in the relevant field from a recognized Technical training Center,	By initial recruitment.						
22.	Generator Operator B-05	Secondary School Certificate from a recognized Board. T.T.C diploma from a recognized institute.	By initial recruitment						
23.	Patrolling Guards, BPS-5.	a. Middle pass or Literate. b. Physical Standards <table border="1" data-bbox="539 1414 889 1773"> <tr> <td>i.</td> <td>Height without shores</td> <td>5 feet and 4 inch</td> </tr> <tr> <td>ii.</td> <td>Chest measurement</td> <td>31 inch with an expansion of 1.5 inch</td> </tr> </table>	i.	Height without shores	5 feet and 4 inch	ii.	Chest measurement	31 inch with an expansion of 1.5 inch	By initial recruitment.
i.	Height without shores	5 feet and 4 inch							
ii.	Chest measurement	31 inch with an expansion of 1.5 inch							
24.	Mohazzin, BPS-5.	a) Alshahadatul Alia (equivalent to Bachelor Degree) from WafaqulMadaris, TanzeemulMadaris	By initial recruitment.						

		<p>or from any of the HEC recognized Institution</p> <p>b) Having good command of Arabic language and have more than average proficiency in Quran and Hadith.</p> <p>c) Hafiz ul Quran and Qari will be preferred.</p>	
25.	Helper BPS-05	Literate	By initial recruitment
26.	Cook, BPS-5.	Experience in cooking literate will be preferred.	By initial recruitment.
27.	<i>Naib-Qasid</i> , BPS-2.	Literate	By initial recruitment.
28.	Security Guard, BPS-5.	Literate having knowledge of using arms and ammunition preference will be given to an experience person with strong body and health.	By initial recruitment.
29.	<i>Mali</i> , BPS-2.	Literate and having experience in gardening	By initial recruitment.
30.	<i>Chowkidar/Watc hman</i> , BPS-2.	Literate	By initial recruitment.
31.	Sweeper, BPS-3.	Literate	By initial recruitment.

32.	Driver, BPS-5.	<p>a. Secondary School Certificate</p> <p>b. Having valid LTV/HTV Driving License issued from the Licensing Authority;</p> <p>c. And having at least two years experience as driver.</p>	<p>a. 30% by promotion from amongst the members of the Service holding the post of BPS-2, possessing Secondary School Certificate and valid LTV/HTV Driving License issued from the Licensing Authority with three year service as such on seniority cum fitness basis;</p> <p>b. Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion or appointment in that cadre, post and Basic Pay Scale</p> <p>c. 70% by initial recruitment;</p>
-----	-------------------	--	--

FINANCE, ACCOUNTS & AUDIT BRANCH

33.	Director Finance, BPS-19.		By promotion from amongst the members of the Service holding the posts of Deputy Director (B-18), having at least 12 years' service in (B-17) and above, including 5 years' service as such and having successfully completed MCMC on seniority cum fitness basis.
34.	Deputy Director BPS-18.		<p>By promotion from amongst the members of the Service holding the posts of Accounts Officers (BPS-17) and Assistant Director Finance (BPS-17) having 5 year service and possessing the Master Degree in Business Administration (MBA)/M.Com at least 2nd Division from a recognized University as such on seniority cum fitness basis.</p> <p>Provided that for the purpose of promotion a combined seniority list shall be maintained from the date of their regular promotion or appointment in that cadre, post and Basic Pay Scale</p>
35.	Assistant Director	Master Degree in	By initial recruitment

	Finance, BPS-17	Business Administration (MBA)/M.Com or equivalent atleast 2 nd Division from a recognized University	
36.	Account Officer, BPS-17.		By promotion from amongst the members of the Service holding the posts of Assistant Accounts Officer (B-16) having 5years' service as such on seniority cum fitness basis.
37.	Assistant Accounts Officer, BPS-16.	M. Com (2 nd Division) from a recognized University and having knowledge of computer with proficiency in MS Excel.	a) 25% by promotion from amongst the members of the Service holding the posts of Accountant and Cashier (B-14) having 5years service as such on seniority cum fitness basis. b) 75% by initial recruitment.
38.	Accountant, BPS-14.	a. Bachelor Degree in Commerce (B. Com) from a recognized; or b. Bachelor Degree in Business Administration (BBA) from a University; c. having three months Office Automation Certificate in computer operations from a recognized Institute.	By initial recruitment.
39.	Cashier, BPS-14.	a. Bachelor Degree in Commerce (B.Com) from a recognized University b. Typing skill with a speed of at least 30 wpm and c. Preference will be	By initial recruitment.

		accorded to those who have experience in computer/IT software applications.	
40.	Revenue Inspector, BPS-11.	Higher Secondary School certificate from a recognized Board.	By initial recruitment
41.	Tax Moharar, BPS-7.	Secondary School Certificate from a recognized Board.	By initial recruitment.

ENGINEERING BRANCH

42.	Chief Engineer, BPS-20.		By promotion from amongst the members of Service holding the Superintending Engineer (B-19) having 17years' service in (B-17 and above) on seniority-cum-fitness basis; and having successfully completed 4 weeks mandatory in service prequalifying training course from the Government Engineering Academy Punjab at Lahore or any other government Engineering Academy.
43.	Superintending Engineer, BPS-19.		By promotion from amongst the members of Service holding the post of Executive Engineer (B-18) having bachelor's Degree in Engineering and having 12 years' service in (B-17 and above), on seniority cum-fitness basis; and having successfully completed 6 weeks mandatory in service prequalifying training course from the Government Engineering Academy Punjab at Lahore or any other government Engineering Academy.
44.	Executive Engineer Civil		70% by promotion from amongst the Degree holder Assistant Engineer (B-17) possessing

	BPS-18.	<p>Bachelor's Degree in Civil Engineering from a recognized University, having at least 5 years' service as such on seniority-cum-fitness basis; having successfully completed 8 weeks mandatory in service prequalifying training course from the Government Engineering Academy Punjab at Lahore or any other government Engineering Academy..</p> <p>30% by promotion from amongst the member of the service holder the post of Assistant Engineer (B-17) possessing Diploma of Associate Engineer in the relevant field or B-tech (Hon's) and having 5 years' service as such seniority cum fitness basis. Provided that no professional work shall be assigned to Diploma of Associate Engineer and B-tech (Hon's) Engineers.</p>
45.	Executive Engineer Marine (B-18)	<p>70% by promotion from amongst the member service holding the post of Assistant Director Marine (B-17) possessing Bachelor's Degree in Marine & Research from a recognized university, having 5 year's service as such on the basis of seniority-cum-fitness basis.</p> <p>30% by promotion from amongst the member of the service holder the post of Assistant Engineer (Soil & Investigation) (B-17) possessing Bachelor's Degree in the relevant field of engineering, from a recognized University, having 5 years' service as such on the basis of seniority-cum-fitness basis.</p> <p>30% by promotion from amongst the member of the service holder the post of Assistant Engineer (B-17) possessing Diploma of Associate Engineer in the relevant</p>

			field or B-17 tech (Hon's) and having 5 years' service as such seniority cum fitness basis.
46.	Assistant Engineer Marine(B-17)	Bachelor's Degree in Marine & Research (2 nd Division) from a recognized University; and knowledge of computer with proficiency in MS Office	<p>a. 50% by promotion on seniority cum fitness basis with at least 5 years service as such at the following ratio:-</p> <p>b. 20 % by promotion from amongst the member of the Service holding the post of Sub Engineer (B-11) holding Bachelor's degree in the relevant field of engineering, from a recognized University, prior to induction in service of the Authority:</p> <p>c. Provided that in case of non-availability of suitable Sub-Engineer for promotion holding pre-service Bachelor's Degree in Engineering in the relevant field, the vacancies reserved for them shall be added to the share of the category (d) of Sub-Engineer having acquired Bachelor's Degree in the relevant field of Engineering, during service.</p> <p>d. 20% by promotion from amongst the holder of the post of Sub Engineer (B-11) acquiring Bachelor's Degree in Engineering from a recognized University, during the service: provided that in case of non-availability of suitable Sub-Engineer for promotion acquiring Bachelor's Degree in Engineering during service in the relevant field, the vacancies reserved for them shall be added to the share of category (b) of Sub-Engineers having pre-service Degree: Provided further that in case of non-availability of suitable candidates from category "b"</p>

			<p>and “d” above, the post shall be filled by initial recruitment; <i>and</i></p> <p>e. 10% by promotion from amongst the member of the service holding the post of Sub-Engineer (B-11) in the relevant field with Diploma of associate Engineer or B-tech (Hon’s) from a recognized institute, having 10 years’ service as such, on seniority cum fitness basis: Provided that no professional work shall be assigned to Diploma of Associate Engineer and B-tech (Hon’s) Engineers.</p> <p>f. 50% By initial recruitment.</p>
47.	Assistant Engineer Civil BPS-17.	<p>a. Bachelor’s Degree in Civil Engineering (2nd Division) from a recognized University; and</p> <p>b. Having a valid registration with Pakistan Engineering Council</p>	<p>a. 50% by promotion on seniority cum fitness bass with at least 5 years service as such at the following ratio:-</p> <p>b. 20 by promotion from amongst the member of the Service holding the post of Sub Engineer (B-11) holding Bachelor’s degree in the relevant field of engineering, from a recognized University, <u>prior to induction</u> in service of the Authority:</p> <p>c. Provided that in case of non-availability of suitable Sub-Engineer for promotion holding pre-service Bachelor’s Degree in Engineering in the relevant field, the vacancies reserved for them shall be added to the share of the category (d) of Sub-Engineer having acquired Bachelor’s Degree in the relevant field of Engineer, during service.</p> <p>d. 20% by promotion from amongst the holder of the post</p>

		<p>of Sub Engineer (B-11) acquiring Bachelor's Degree in Engineering from a recognized University, <u>during the service</u>: provided that in case of non-availability of suitable Sub-Engineer for promotion acquiring Bachelor's Degree in Engineering during service in the relevant filed, the vacancies reserved for them shall be added to the share of category (b) of Sub-Engineers having pre-service Degree: Provided further that in case of non-availability of suitable candidates from category "b" and "d" above, the post shall be filled by initial recruitment; <i>and</i></p> <p>g. 10% by promotion from amongst the member of the service holding the post of Sub-Engineer (B-11) in the relevant field with Diploma of associate Engineer or B-tech (Hon's) from a recognized institute, having 10 years' service as such, on seniority cum fitness basis: Provided that no professional work shall be assigned to Diploma of Sub Engineer and B-tech (Hon's) Sub Engineers.</p> <p>h. 50% by initial recruitment and have undergone 16 weeks mandatory service training course from the government engineering academy Punjab at Lahore or any other government engineering academy for new entrants (Freshly appointed Engineers) as and when appointments are made and nominations received.</p>
--	--	--

48.	Switch Operator BPS-14	Higher Secondary School Certificate from recognized Board; and Diploma of <u>one year</u> in relevant field form recognized institute	By initial recruitment
49.	Draftsman BPS-14.	Three years diploma of Associate Engineer in draftsmanship from a recognized university / Institute.	By initial recruitment.
50.	Plant Operator BPS-14	Higher Secondary School Certificate from recognized Board; and Diploma of <u>one year</u> in relevant field form recognized institute	By initial recruitment.
51.	Sub-Engineer, BPS-11.	Three years diploma of Associate Engineer in the relevant field from a recognized university/Institute.	By initial recruitment.
52.	Store Keeper, BPS-6.	Secondary school Certificate from a recognized Board;	By initial recruitment.
53.	Electrician, BPS-8.	a. Secondary school Certificate from a recognized Board; and b. diploma in the relevant field from a recognized Technical Training Center.	By initial recruitment.
54.	Carpenter, BPS-5.	a. Middle pass certificate b. Having 6 months short course in the relevant trade from a	By initial recruitment.

		recognized Technical Training Center.	
55.	Plumber, BPS-5.	a. Middle pass certificate b. Having 6 months short course in the relevant trade from a recognized Technical Training Center.	By initial recruitment.
56.	Painter, BPS-6.	a. Middle pass certificate b. Having 6 months short course in the relevant trade from a recognized Technical Training Center.	By initial recruitment.

PLANNING AND DEVELOPMENT

57.	Director Planning and Development, BPS-19.		By promotion from amongst the members of Service holding the post of Deputy Director Planning (BPS-18) and Deputy Director (Technical) (BPS-18) having at least 12 years' service in (B-17 and above) on seniority-cum-fitness basis.
58.	Deputy Director Planning, BPS-18.		By promotion from amongst member of the Service holding the post of Assistant Director Planning (B-17) having 5 years service as such. On seniority cum fitness basis.
59.	Deputy Director Technical Training (B-18)		By promotion from amongst member of the Service holding the post of Assistant Director (Soil Investigation Labor/Assistant Director Marine Research) (B-17) having 5 year service as such on seniority sum fitness basis.

60.	Assistant Director Marine Research (B-17)	Bachelor's Degree in Marine Research (2 nd Division) from a recognized University.	By initial recruitment.
61.	Assistant Director Planning (B-17)	Bachelor's Degree in Civil Engineering or Architect (2 nd Division) from a recognized University	By initial recruitment.
62.	Assistant Director Soil Investigation Labors (B-17)	Bachelor's Degree in Soil Engineering (2 nd Division) from a recognized University.	By initial recruitment.

**BALOCHISTAN COASTAL DEVELOPMENT AUTHORITY
EMPLOYEES (SERVICE)RULES, 2021**

CONTENTS

RULES

Preamble.

CHAPTER—I
PRELIMINARY

1. Short title, application and commencement.
2. Definitions.

CHAPTER—II
ESTABLISHMENT, APPOINTMENT, PROMOTION AND
TRANSFER

3. Composition of Service.
4. Appointing Authority
5. Appointment against post.
6. Appointment procedure.
7. Competitive examinations.
8. Method of recruitment.

CHAPTER—III
GENERAL CONDITIONS OF SERVICE

9. Qualifications, experience and age limit for initial recruitment.
10. Eligibility for initial recruitment.
11. Medical unfitness to discharge duties.
12. Date of birth.
13. Departmental examination.

14. Appointment on probation.
15. Whole-time employee of the Authority.
16. Acquisition and retention of lien.
17. Change of cadre.
18. Transfer posting.
19. Pay and allowances.
20. (1) Leave. (2) Medical Reimbursement.
21. Pension.
22. Ceasing of appointment.
23. Eligibility for promotion.
24. Reversion.
25. Resignation.
26. Termination of service.
27. Service of employee may cease.

CHAPTER-IV
PROBATION, CONFIRMATION AND SENIORITY

28. Period of probation.
29. Unsatisfactory performance.
30. Confirmation.
31. Seniority.
32. Seniority lists.

CHAPTER-V
MISCELLANEOUS

33. Conduct and discipline.
34. Deputation.
35. Delegation of powers.
36. General rules.
37. Application of Government rules and laws.
38. Relaxation of rules.
39. Interpretation of the rules.