EXTRAORDINARY

REGISTERED NO. S-2771

THE BALOCHISTAN GAZETTE
PUBLISHED BY AUTHORITY

NO. 20 QUETTA FRIDAY JANUARY 22, 2021.

GOVERNMENT OF BALOCHISTAN
SERVICES AND GENERAL ADMINISTRATION DEPARTMENT.
(Regulations Section-II)

NOTIFICATION.

Dated Quetta, the 22nd January, 2021.

No. SOR-II(15)18/2015-S&GAD/267-316. In exercise of the powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974), the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Directorate of Manpower and Training (Instructional Cadre) (BPS-1 to 15) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

THE DIRECTORATE OF MANPOWER AND TRAINING (INSTRUCTIONAL CADRE) (BPS-1TO 15) SERVICE RULES, 2021.

Service Rules No. IV of 2021.

Printed by the Chief Controller, Government Printing and Stationery Department, Balochistan Quetta.
Price Rs.240/= D.No.20-50-Copies-09-2023.

PART-1-GENERAL

1. **Short title and commencement.** --- (1) These rules may be called "The Directorate of Manpower and Training (Instructional Cadre) (BPS-1 to 15) Service Rules, 2021".

(2) They shall come into force at once.

2. **Definitions.** --- (1) In these rules, unless there is anything repugnant in the subject or context,-

(a) **"Act"** means the Balochistan Civil Servants Act, 1974 (Act No. IX of 1974);

(b) **"Appendix"** means the Appendix annexed to these rules;

(c) **"Appointing Authority"** means the appointing authority as specified in rule 4;

(d) **"Board"** means a Board of Intermediate and Secondary Education established by law in Pakistan or any other educational authority or institution declared by Government in consultation with Commission to be a Board for the purpose of these rules;

(e) **"Basic Pay Scale (BPS)"** means the Basic Pay Scale of a post as specified in column 2 of the Appendix and such other post in the Service as may be specified by the Government from time to time for the purpose of these rules;

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

(g) **"Department"** means the Balochistan Labour and Manpower Department;

(h) **"Government"** means the Government of Balochistan;

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

(j) **"Post"** means a post as specified in column 2 of the Appendix and such other post in the Service as may be specified by the Government from time to time for the purpose of these rules;

(k) **"Recognized Institute"** means any institute established by law in Pakistan or any other Institute declared by the Government in consultation with the Commission to be a recognized Institute for the purpose of these rules;

(l) **"Recognized University"** means any University established by law in Pakistan or any other University declared by the Government in consultation with the Commission to be a recognized University for the purpose of these rules;

(m) **"Rules"** means the Directorate of Manpower and Training (Instructional Cadre) (BPS-1to 15) Service Rules, 2021;

(n) **"Service"** means the Directorate of Manpower and Training (Instructional Cadre) (BPS-1 to 15) Service; and

(o) **"Selection/Promotion Committee"** means the Selection/Promotion Committees constituted by the Department under rule 5 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009.

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

PART-II-RECRUITMENT

3. **Eligibility and Composition of the Service.** --- (1) No person who is married to a foreign national shall be eligible for appointment to the Service.

(2) The restriction imposed hereinabove sub-rule (1), may be relaxed by Government in case of a person who is married or proposed to marry a foreign national of any country recognized by the Government of Pakistan.

(3) The Service shall comprise of the posts as specified in column 2 of the Appendix and such other posts as may be determined by Government from time to time.

4. **Appointing Authority.** --- Appointment to the posts in the Service shall be made by the appointing authority as specified in rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009.

5. **Method of Recruitment.** --- (1) The appointment to the posts and Basic Pay Scales of the post in the Service shall be as specified in column 4 of the Appendix.

(2) All the posts for initial recruitment shall be filled from amongst the candidates domiciled/local of Balochistan.

6. **Age.** --- No person, who is less than 18 years or more than 28 years of age shall be appointed to the Service by initial recruitment:

Provided that only the upper age limit may be relaxed in terms of rules 3 and 4 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit)), Rules, 2012.

7. **Qualification.** --- (1) No person shall be appointed to a post and Basic Pay Scale in Service by Initial recruitment, unless he possesses the qualifications prescribed for the post in column 3 of the Appendix.

(2) No person, not already in Government Service, shall be appointed to the Service unless he produces a certificate of character from the Principal/Academic Officer of the academic institution last attended and also certificates of character from two other responsible persons/gazetted officers, not being his relatives and who are well acquainted with his character and antecedents.

(3) No person shall be appointed by initial recruitment to the Service unless he is declared to be physically fit by the Medical Board constituted by the Government for the purpose or a Government Medical Officer not below the rank of District Health Officer, as the case may be.

PART-III-CONDITIONS OF SERVICE

8. **Probation.** --- A person appointed to a post in the Service on regular basis shall remain on probation for a period as prescribed in rule 2-A of the Balochistan Civil Servants (Confirmation) Rules, 2012.

9. **Confirmation.** --- After satisfactory completion of the probationary period, a civil servant appointed on probation under rule 8; provided that he holds a substantive post, shall be eligible for confirmation in service or a post or a Basic Pay Scale as prescribed in rule 20 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012.

10. **Seniority.** --- (1) The inter se seniority of the members of the Service appointed to the posts in the same Basic Pay Scale shall be determined as prescribed in rule 21 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009 and in the Balochistan Civil Servants (Seniority) Rules, 2008.

11. **Liability to Transfer and Serve.** --- The members of the Service shall be liable to ---

(a) transfer anywhere in Balochistan; and

(b) to serve in any department of Government or any local authority or statutory body setup or established by Government:

Provided that where a member of the Service is required to serve in a post outside his Service or cadre, his terms and conditions of service as to his pay shall not be less favourable than those to which he would have been entitled, of he has not been so required to serve.

12. **General Rules.** --- In all matters not expressly provided for in these rules, members of the Service shall be governed by such rules as have been or may hereafter be prescribed by the Government and made applicable to them.

13. **Relaxation.** --- Any provision of these rules, for reasons to be recorded in writing, may be relaxed in individual cases, if Government is satisfied that a strict application of the rules would cause undue hardship to the individual concerned:

Provided that wherever such relaxation involves a question on which consultation with the Commission is mandatory, the Commission shall be consulted before the relaxation is made.

14. **Delegation.** --- The Government may delegate all or any of its powers under these rules, to any officer subordinate to it.

15. **Repeal.** --- The Directorate of Manpower and Training (Instructional Cadre) (B-1 to 15) Service Rules, 2005 are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN.

CHIEF SECRETARY
BALOCHISTAN.

APPENDIX

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

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1.	Instructor, (BPS-14).	(a) Diploma of three years' Associate Engineering in relevant field from a Government Polytechnic Institute College of Technology; or (b) Intermediate (F.A/F.Sc.) with one year trade proficiency certificate in relevant trade from a Government Technical/ Vocational Training Centre or recognized Institute.	(a) 50% by promotion from amongst the members of the Service holding the post of Electrician (BPS-8), Shop Assistant (BPS-6) and Store Keeper (BPS-6) possessing matriculation certificate and four months up-gradation course certificate from Staff Training Institute, Quetta having at least three (3) years service as such, on seniority cum fitness basis. The promotion cases of officials who do not fulfill the required criteria for promotion will be deferred and juniors to them will be considered for promotion, provided that any deferred official only has two chances to acquire the said criteria for consideration for promotion in the future failing which he will be-

			considered superseded. For the purpose of promotion a combined Seniority List of Electrician/ Shop Assistant and Store Keeper shall be maintained; and (b) 50% by initial recruitment.
2.	Electrician, (BPS-8).	(a) Secondary School Certificate from a recognized Board; and (b) Electrical Wire-man Licence from a recognized Institute/ Organization; or Diploma in the relevant field from a recognized Technical Training Centre.	(a) 50% by promotion from amongst the members of the Service holding the post of Shop Attendant (BPS-5) Assistant Store Keeper (BPS-5) and Sub-Store Keeper (BPS-5) possessing matriculation certificate with at least (3) three years service as such, on seniority cum fitness basis. The promotion cases of officials who do not fulfill the required criteria for promotion will be deferred and juniors to them will be considered for promotion: provided that and deferred official only has two chances to acquire the said criteria for consideration for promotion in the future, failing which he will be

			considered superseded. For the purpose of promotion a combined Seniority List of Shop Attendant (BPS-5), Assistant Store Keeper (BPS-5) and Sub-Store Keeper (BPS-5) shall be maintained; and (b) 50% by initial recruitment.
3.	(a) Shop Assistant, (BPS-6); and (b) Store Keeper, (BPS-6)	(a) Secondary School Certificate from a recognized Board; and (b) trade proficiency certificate in relevant field from a Government Technical/ Vocational Training Centre or recognized Institute.	(a) 75% by promotion from amongst the members of the Service holding the post of Shop Attendant (BPS-5), Assistant Store Keeper (BPS-5) and Sub-Store Keeper (BPS-5) possessing matriculation certificate with at least three (3) years service as such, on seniority cum fitness basis. The promotion cases of officials who do not fulfill the required criteria for promotion will be deferred and juniors to them will be considered for promotion: provided that any deferred official only has two chances to acquire the said criteria for consideration for

			promotion in the future, failing which he will be considered superseded. For the purpose of promotion a combined Seniority List of Shop Attendant (BPS-5), Assistant Store Keeper (BPS-5) and Sub-Store Keeper (BPS-5) shall be maintained; and (b) 25% by initial recruitment.
4.	Shop Attendant/ work Shop Attendant, (BPS-5).	(a) Secondary School Certificate from a recognized Board; and (b) trade proficiency certificate in relevant field from a Government Technical/ Vocational Training Centre or recognized Institute.	By initial recruitment.
5.	(a) Assistant store Keeper, (BPS-5); and (b) Sub Store Keeper. (BPS-5).	(a) Secondary School Certificate from a recognized Board; and (b) trade proficiency certificate in relevant field from a Government Technical/ Vocational Training Centre or recognized Institute.	By initial recruitment.

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