

**THE BALOCHISTAN PUBLIC SERVICE COMMISSION  
OFFICERS (BPS-16 AND ABOVE) SERVICE  
RULES, 2016**

**Service Rules No. XXXI of 2016**

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**<sup>1</sup>THE BALOCHISTAN PUBLIC SERVICE COMMISSION**

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<sup>1</sup> These rules have been issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR-II (17)4/2016-S&GAD/3380-3429, dated 28<sup>th</sup> November, 2016; published in the Balochistan Gazette (Extraordinary) No. 172, dated 28<sup>th</sup> November, 2016.

**OFFICERS (BPS-16 AND ABOVE) SERVICE  
RULES, 2016**

**NOTIFICATION**

[28<sup>th</sup> November, 2016]

No. SOR-II (17)4/2016-S&GAD/3380-3429. In exercise of powers conferred by Section 25 of the Balochistan Civil Servants Act, 1974<sup>1</sup>, (Act No. IX of 1974) the Government of Balochistan is pleased to make the following rules regulating the recruitment to the Balochistan Public Service Commission Officers (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely: —

**THE BALOCHISTAN PUBLIC SERVICE COMMISSION  
OFFICERS (BPS-16 AND ABOVE) SERVICE  
RULES, 2016**

**Service Rules No. XXXI of 2016**

**PART I – GENERAL**

1. **Short title and commencement.** — (1) These rules may be called "the Balochistan Public Service Commission Officers (BPS-16 and above) Service Rules, 2016".

(2) They shall come into force at once.

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

- (a) "**Act**" means the Balochistan Civil Servants Act, 1974<sup>2</sup> (Act No. IX of 1974);
- (b) "**Appendix**" means the Appendix annexed to these rules;
- (c) "**Appointing Authority**" means the appointing authority as specified in rule 4;
- (d) "**Board**" means a Board of Intermediate and Secondary Education established by law in Pakistan or any other educational authority or institution declared by Government in consultation with Commission to be a Board for the purpose of these rules;
- (e) "**Basic Pay Scales (BPS)**" means the Basic Pay Scale of a post as specified in column 2 of the Appendix and such other post in the Service as may be specified by the Government from time to time for the purpose of these rules;
- (f) "**Commission**" means the Balochistan Public Service Commission<sup>2</sup>;

<sup>1</sup> Balochistan Act IX of 1974; passed by the Balochistan Assembly on 19<sup>th</sup> June, 1974; assented to by the Governor of Balochistan; and published in the Balochistan Gazette (Extraordinary) No. 41 dated 20<sup>th</sup> July, 1974.

<sup>2</sup> Commission constituted under the Balochistan Public Service Commission Act, 1989 (Act II of 1989); published in the Balochistan Gazette (Extraordinary) No. 88, dated 23<sup>rd</sup> May, 1989; and earlier to that constituted under the Balochistan Ordinance II of 1978 (repealed) and the Balochistan Act IV of 1974 (repealed).

- (g) "**Department**" means the Balochistan Public Service Commission<sup>3</sup>;
- (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 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) "**Provincial Selection Board**" means a Board constituted by Government under rule 6-A of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>2</sup>;
- (l) "**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;
- (m) "**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;
- (n) "**Rules**" means the Balochistan Public Service Commission Officers (BPS-16 and above) Service Rules, 2016;
- (o) "**Service**" means the Balochistan Public Service Commission Officers (BPS-16 and above) Service; *and*
- (p) "**Subordinate Service**" means the Balochistan Public Service Commission Ministerial (BPS-1 to 15) Service.

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

## **PART II – RECRUITMENT**

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

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

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

4. **Appointing Authority.** — Appointment to the posts in the Service shall be made by the appointing authority as specified in rule 4 of the Balochistan Civil Servants (Appointment, Promotion and Transfer) Rules, 2009<sup>3</sup>.

<sup>3</sup> An Autonomous Body mentioned at S. No. 33 in Schedule-V of the Balochistan Government Rules of Business, 2012, with S&GAD as the Administrative Department concerned in Balochistan Civil Secretariat.

<sup>2</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

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

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

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

Provided that only the upper age limit may be relaxed in terms of rules 3 and 4 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit), Rules, 2012<sup>1</sup>.

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.

### **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<sup>2</sup>.

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<sup>3</sup> and in rule 3 of the Balochistan Civil Servants (Confirmation) Rules, 2012<sup>1</sup>.

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<sup>2</sup> and in the Balochistan Civil Servants (Seniority) Rules, 2008<sup>4</sup>.

<sup>3</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

<sup>1</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O. (R-I) 3 (12)/2013-S&GAD/808-907, dated 25<sup>th</sup> February, 2013; and published in the Balochistan Gazette (Extraordinary) No. 35, dated 25<sup>th</sup> February, 2013.

<sup>2</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. S.O. (R-I)1(16)/2012-S&GAD/961-1060, dated 16<sup>th</sup> April, 2012; and published in the Balochistan Gazette (Extraordinary) No. 29, dated 16<sup>th</sup> April, 2012.

<sup>3</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI-5(13)1/S&GAD/2007/1857-1956, dated 27<sup>th</sup> October, 2009; and published in the Balochistan Gazette (Extraordinary) No. 165, dated 27<sup>th</sup> October, 2009.

<sup>4</sup> Rules issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SORI.1(17)S&GAD/2007/929-1030 dated 25<sup>th</sup> August, 2008; and published in the Balochistan Gazette (Extraordinary) No. 222, dated 25<sup>th</sup> August, 2008.

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

- (a) transfer anywhere in Balochistan; *and*
- (b) to serve in any department of Government or any local authority or statutory body setup or established by Government:

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

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

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

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

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

15. **Repeal.** — The Balochistan Public Service Commission Officers (Grade-16 and above) Service Rules, 1981<sup>1</sup>, are hereby repealed.

BY ORDER OF  
GOVERNOR BALOCHISTAN

CHIEF SECRETARY  
GOVERNMENT OF BALOCHISTAN

*(See Appendix on next page)*

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<sup>1</sup> These rules were issued by the Services and General Administration Department, Government of Balochistan, vide its Notification No. SOR (2)115/S&GAD-80, dated 30<sup>th</sup> December, 1981. Now repealed by R. 15.

## APPENDIX

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

<b>Serial. No.</b>	<b>Nomenclature and basic pay scale (BPS) of the Post</b>	<b>Minimum qualification for initial recruitment</b>	<b>Method of recruitment</b>
1	2	3	4
1.	Secretary, (BPS-19).	---	By promotion from amongst the members of the Service holding the post of Director (BPS-19), having at least twelve (12) years' Service in BPS-17 and above; on seniority cum fitness basis; and have successfully completed Mid Career Management Course (MCMC). If no suitable member of service is available for promotion then the post shall be filled by transfer.
2.	Director, (BPS-19).	---	By promotion from amongst the members of the Service holding the post of Deputy Director (BPS-18), having at least twelve (12) years' Service in BPS-17 and above; on seniority cum fitness basis; and have successfully completed Mid Career Management Course (MCMC). If no suitable member of service is available for promotion then the post shall be filled by transfer.
3.	Deputy Director, (BPS-18).	---	By promotion from amongst the members of the Service holding the post of Assistant Director (BPS-17)/ Assistant Director Programming (BPS-

			17)/ Assistant Director Networking (BPS-17)/ Assistant Director Database (BPS-17)/ Assistant Director Legal (BPS-17) and Private Secretary to Chairman (BPS-17) having at least five (5) years' service, on joint seniority basis and on seniority cum fitness basis.
4.	Assistant Director, (BPS-17).	<p>Master in Business Administration/Bachelor in Business Administration (4 years') or equivalent qualification (recognized by the HEC) in the relevant subject from a recognized University or Institute.</p> <p>Preference will be given to HR/Accounts/Finance.</p>	<p>(a) 50% by Promotion from amongst the members of the Service holding the posts of Superintendent (BPS-17) and Private Secretary (BPS-17), having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p><b>Note:</b> <i>Combined seniority list of Private Secretaries and Superintendents shall be maintained for the purpose of promotion to the posts of Assistant Director (BPS-17).</i></p> <p>(b) 10% by promotion from amongst the members of the Service holding the post of Investigators (BPS-14) having at least five (5) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(c) 40% by initial recruitment.</p>
5.	Assistant Director Programming,	(a) Master's Degree at least in Second Division in	(a) 50% by promotion from amongst the members

	(BPS-17).	<p>Computer Science/ IT or equivalent qualification in the relevant subject from a recognized University; <i>and</i></p> <p>(b) having competency to use the latest software and technologies in Computer Programming.</p>	<p>of the Service holding the post of Computer Operator (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>
6.	Assistant Director Networking, (BPS-17).	<p>(a) Master's Degree at least in Second Division in Computer Science/IT/Bachelor's Degree in Computer Engineering or equivalent qualification in the relevant subject from a recognized University; <i>and</i></p> <p>(b) having competency to use the latest software and technologies in Networking.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Computer Operator (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>
7.	Assistant Director Database, (BPS-17).	<p>(a) Master's Degree at least in Second Division in Computer Science/ IT or equivalent qualification in the relevant subject from a recognized University; <i>and</i></p> <p>(b) having competency to use the latest software and technologies in Database Administration.</p>	<p>(a) 50% by promotion from amongst the members of the Service holding the post of Computer Operator (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 50% by initial recruitment.</p>
8.	Assistant Director Legal, (BPS-17).	<p>(a) LLB at least in Second Division from a recognized University.</p> <p>(b) having two years' experience as an advocate.</p>	By initial recruitment.
9.	Private Secretary to	---	By promotion from amongst



	Chairman, (BPS-17).		the members of the Service holding the post of Assistant Private Secretary (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis.
10.	Librarian, (BPS-17).	Master's Degree at least in Second Division in Library Science or equivalent qualification in the relevant subject from a recognized University.	By initial recruitment.
11.	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 three (3) years' service as such, on seniority cum fitness basis.
12.	Superintendent, (BPS-17).	---	By promotion from amongst the members of the Service holding the post of Assistant (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis.
13.	Computer Operator, (BPS-16).	Bachelor's Degree at least in Second Division in Computer Science or in IT or equivalent qualification in the relevant subject from a recognized University.	(a) 75% by promotion from amongst the members of the Service holding the post of Assistant Computer Operator (BPS-12)/ Data Entry Operator (BPS-12) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i> (b) 25% by initial recruitment.
14.	Assistant Private Secretary,	---	By promotion from amongst the members of the Service holding the post of

	(BPS-16).		Stenographer (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis.
15.	Assistant, (BPS-16).	<p>(a) Bachelor's Degree from a recognized University; <i>and</i></p> <p>(b) having at least three months office Automation Certificate in Computer operations from a recognized Institute.</p>	<p>(a) 75% by promotion from amongst the members of the Service holding the post of Senior Clerk (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis; <i>and</i></p> <p>(b) 25% by initial recruitment.</p>

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