



Dated Quetta, the 9th December, 2016.

NOTIFICATION

No. SOR-III(1911/2016-S&GAD/4126-76. In exercise of 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 Balochistan Population Welfare Department (BPS-16 and above) Service, and prescribing conditions of service for the persons appointed thereto, namely:-

**THE BALOCHISTAN POPULATION WELFARE DEPARTMENT
(BPS-16 AND ABOVE) SERVICE RULES, 2016.**

Service Rules No. XLV of 2016.

PART-I-GENERAL

1. **Short title and commencement:** (1) These rules may be called "the Balochistan Population Welfare Department (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 (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;

(g) "Department" means the Balochistan Population Welfare 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;

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 Population Welfare Department (Basic Pay Scale-16 and above) (Non-Technical) Service Rules, 1993 and Balochistan Population Welfare Department (Basic Pay Scale-16 and above) (Technical) Service Rules, 2004, are hereby repealed.

BY ORDER OF
GOVERNOR BALOCHISTAN
CHIEF SECRETARY
BALOCHISTAN

The Chief Controller,
Printing and Stationery Department,
Balochistan, Quetta for publication
and provision of 20 copies of the Gazette.

- | No. | Even. | Dated. | Even. |
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| | A copy is forwarded for information to:- | | |
| 1. | The Senior Member, Board of Revenue | Balochistan, Quetta. | |
| 2. | The Additional Chief Secretary (Dev.), | GoB, P&D Department, Quetta. | |
| 3. | The Chairman, Chief Minister's Inspection Team, | Quetta. | |
| 4. | The Chairman, Balochistan Public Service Commission, | Quetta. | |
| 5. | The Principal Secretary to Governor | Balochistan, Quetta. | |
| 6. | The Principal Secretary to Chief Minister | Balochistan, Quetta. | |
| 7. | The Secretary, GoB, Law and Parliamentary Affairs Department, | Quetta with reference to his letter No.Legis:4-101/Law/84/Vol-II/9699 dated 25 th November, 2016. | |
| 8. | The Secretary, GoB, Population Welfare Department, | Quetta with reference to his letter No.SO(E-II)/BPWD/10(10)/2015/2470 dated 26 th October, 2016. | |
| 9. | All the Administrative Secretaries, | to Government of Balochistan | |
| 10. | The Accountant General | Balochistan, Quetta. | |
| 11. | The Deputy Secretary (Staff) to Chief Secretary | Balochistan, Quetta. | |
| 12. | All the Under Secretaries/Section Officers in | S&GAD, Quetta. | |
| 13. | The Private Secretary to Secretary | S&GAD, Quetta. | |
| 14. | The P.A to Additional Secretary (Regulations) | S&GAD, Quetta. | |
| 15. | The P.A to Deputy Secretary (Regulations) | S&GAD, Quetta. | |
| 16. | Master File. | | |

Muhammad Yar
(MUHAMMAD YAR)
Section Officer (Regulations-II) 09/12/16
S&GAD
Ph. No: 9201563

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.

9. **Confirmation.**— After satisfactory completion of the probationary period, a civil servant appointed on probation under rule 3, provided that he holds a substantive post, shall be eligible for confirmation in service of 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, 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:

(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;

(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 Population Welfare Department (BPS-16 and above) Service Rules, 2016;

(o) "Service" means the Balochistan Population Welfare Department (BPS-16 and above) Service; and

(p) "Subordinate Service" means the Balochistan Population Welfare Department (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.

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 shall be appointed to the Service by initial recruitment who is:-

- (a) less than 25 years and more than 35 years of age for the post in BPS-18; and
- (b) less than 18 years and more than 28 years for all other posts.

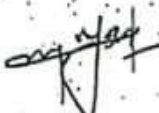
Provided that the upper age limit may be relaxed in terms of rule 4 of the Balochistan Government Initial Appointment to Civil Service Posts (Age and Relaxation of Upper Age Limit) Rules, 2012.



(NON-TECHNICAL POSTS)

APPENDIX-I

(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.	Director General, (BPS-20). 	---	By promotion from amongst the members of the Service holding the post of Director (Technical and Non-Technical) (BPS-19) Population Welfare Department/ Senior Population Welfare Officer (BPS-19) having at least seventeen (17) years' service in BPS-17 and above on seniority cum fitness basis; and have successfully completed Senior Management Course (SMC). OR If no suitable officer is available then by posting/transfer from amongst the members of the BCS and BSS;
2.	Director, (BPS-19).	---	By promotion from amongst the members of the Service holding the post of Deputy Director (BPS-18)/ District Population Welfare Officer (BPS-18) having at least twelve (12) years' service in BPS-17 and above or seven (7) years' Service as such, on seniority cum fitness basis; and have successfully completed Mid Career Management Course (MCMC). OR By transfer of a suitable Officer of equivalent status from other department in case no suitable Officer for promotion is available.
3.	Senior District Population Welfare Officer (High Density), (BPS-19).	---	By promotion from amongst the members of the Service holding the post of Deputy Director (BPS-18)/ District Population Welfare Officer (BPS-18) having at least twelve (12) years' service in BPS-17 and above or seven (7) years' Service in case of officer who joined service by initial



			(b) 75% by initial recruitment.
7.	Deputy District Population Welfare Officer, (EPS-17).	Master's Degree at least in Second Division in Sociology, Demography, Gender Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Business Administration or other Social Sciences or Bachelor in Business Administration from a recognized University.	(a) 25% by promotion from amongst the members of the Service holding the posts of Research Supervisor (BPS-16)/ Statistical Investigator (BPS-16)/ Monitoring and Evaluation Officer (BPS-16) and Assistant District Population Welfare Officer (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; and (b) 75% by initial recruitment.
8.	Tehsil Population Welfare Officer, (EPS-17). <i>am/2024</i>	Master's Degree at least in Second Division in Sociology, Demography, Gender Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Business Administration or other Social Sciences or Bachelor in Business Administration from a recognized University.	(a) 25% by promotion from amongst the members of the Service holding the posts of Research Supervisor (BPS-16)/ Statistical Investigator (BPS-16)/ Monitoring and Evaluation Officer (BPS-16)/ Assistant District Population Welfare Officer (BPS-16) and Superintendent (BPS-17) having at least three (3) years' service as such, on seniority cum fitness basis; and (b) 75% by initial recruitment.
9.	Assistant Director, (EPS-17).	Master's Degree at least in Second Division in Sociology, Demography, Gender Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Business Administration or other Social Sciences or Bachelor in Business Administration from a recognized University.	(a) 50% by promotion from amongst the members of the Service holding the posts of Research Supervisor (BPS-16)/ Statistical Investigator (BPS-16)/ Monitoring and Evaluation Officer (BPS-16)/ Assistant District Population Welfare Officer (BPS-16) and Superintendent (BPS-17) having at least three (3) years' service as such, on seniority cum fitness basis; and (b) 50% by initial recruitment.
10.	Superintendent, (EPS-17).		By promotion from amongst the members of the Service holding the post of Assistant

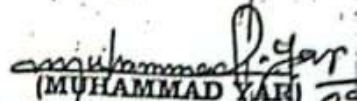


	(BPS-16).	Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Business Administration or other Social Sciences from a recognized University.	posts of Senior Clerk (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis; and (b) 50% by initial recruitment.
17.	Accountant, (BPS-16). <i>anyway</i>	(a) Bachelor's Degree at least in Second Division in Commerce (B.Com) from a recognized University; or (b) Bachelor's Degree at least in Second Division in Business Administration (B.B.A) from a recognized University; and (c) having at least three months Office Automation Certificate in computer operations from a recognized Institute.	(a) 75% by promotion from amongst the members of the Service holding the posts of Accounts Assistant (BPS-11) having at least three (3) years' service as such on seniority cum fitness basis; and (b) 25% by initial recruitment.
18.	Assistant Secretary, (BPS-16). Private	(a) Bachelor's Degree from a recognized University; (b) Urdu and English typing skill with a speed of at least 50 words per minute; (c) English short hand skill with a speed of at least 120 words per minute; and (d) Computer knowledge with six months certificate in computer.	(a) 50% by promotion from amongst the member of the Service holding the post of Stenographer (BPS-14) having at least three (3) years' service as such, on seniority cum fitness basis; and (b) 50% by initial recruitment.
19.	Assistant, (BPS-16)	(a) Bachelor's Degree from a recognized University; and (b) having at least three months Office Automation Certificate in computer operations from a recognized Institute.	(a) 60% 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; and (b) 40% by initial recruitment.

			seniority cum fitness basis; and have successfully completed Mid Career Management Course (MCMC).
4.	Deputy Director, (BPS-18).	<p>(a) Master's Degree at least in Second Division in Sociology, Demography, Gender Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Business Administration or other Social Sciences from a recognized University; and</p> <p>(b) having three (3) years' post qualification experience in the relevant field.</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the posts of Assistant Director (BPS-17)/ District Population Welfare Officer (Low Density) (BPS-17)/ Deputy District Population Welfare Officer (BPS-17)/ Tehsil Population Welfare Officer (BPS-17) and Superintendent (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 20% by initial recruitment.</p>
5.	District Population Welfare Officer, (Medium Density) (BPS-18).	<p>(a) Master's Degree at least in Second Division in Sociology, Demography, Gender Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Bachelor in Business Administration or other Social Sciences from a recognized University; and</p> <p>(b) having three (3) years' post qualification experience in the relevant field.</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the posts of Assistant Director (BPS-17)/ District Population Welfare Officer (Low Density) ; (BPS-17)/ Deputy District Population Welfare Officer (BPS-17) and Tehsil Population Welfare Officer (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis; and</p> <p>(b) 20% by initial recruitment.</p>
6.	District Population Welfare Officer (Low Density), (BPS-17).	Master's Degree at least in Second Division in Sociology, Demography, Gender Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Business Administration or other Social Sciences or Bachelor in Business Administration from a recognized University.	<p>(a) 25% by promotion from amongst the members of the Service holding the posts of Research Supervisor (BPS-16)/ Statistical Investigator (BPS-16)/ Monitoring and Evaluation Officer (BPS-16) and Assistant District Population Welfare Officer (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; and</p>

			(BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis.
11.	Assistant Programmer, (BPS-17).	Master's Degree at least in Second Division in Computer Science or Software Engineering or Master's in IT or equivalent qualification in the relevant subject from a recognized University.	By initial recruitment.
12.	Statistical Officer, (BPS-17).	Master's Degree at least in Second Division in Statistics, Mathematics or Economics from a recognized University.	(a) 50% by promotion from amongst the members of the Service holding the posts of Statistical Investigator (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; and (b) 50% by initial recruitment.
13.	Research Supervisor, (BPS-16). <i>Signature</i>	Master's Degree at least in Second Division in Sociology, Demography, Gender Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Business Administration or other Social Sciences from a recognized University.	By initial recruitment.
14.	Statistical Investigator, (BPS-16).	Master's Degree at least in Second Division in Sociology, Demography, Gender Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Business Administration or other Social Sciences from a recognized University.	(a) 50% by promotion from amongst the members of the Service holding the posts of Statistical Assistant (BPS-11) having Bachelor's Degree with at least three (3) years' service as such, on seniority cum fitness basis; and (b) 50% by initial recruitment.
15.	Monitoring and Evaluation Officer, (BPS-16).	Master's Degree at least in Second Division in Sociology, Demography, Gender Studies, Economics, Statistics, Mathematics, Social Work, Public Administration, Bachelor in Business Administration or other Social Sciences from a recognized University.	By initial recruitment.
16.	Assistant District Population Welfare Officer,	Master's Degree at least in Second Division in Sociology, Demography	(a) 50% by promotion from amongst the

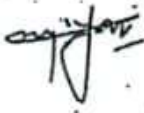
		Pakistan Medical and Dental Council.	
5.	Deputy District Population Welfare Officer (Technical/Medical) (Female), (BPS-17).	M.B.B.S as recognized by the Pakistan Medical and Dental Council or an equivalent qualification from a recognized Institute by the Pakistan Medical and Dental Council.	By initial recruitment.
6.	Field Technical Officer, (BPS-16).	---	By promotion from amongst the members of the Service holding the posts of Family Welfare Counselor (BPS-11) having at least three (3) years' service as such, on seniority cum fitness basis.


 (MUHAMMAD YAR) 09/12/16
 Section Officer (Regulations-II)
 S&GAD
 Ph. No: 9201563

TECHNICAL POSTS

APPENDIX-II

(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.	Director (Technical), (BPS-19). 	—	By promotion from amongst the members of the Service holding the post of Deputy Director (Technical/Medical) (BPS-18) having at least twelve (12) years' service in BPS-17 and above, or seven (7) years' Service as such, on seniority cum fitness basis; and have successfully completed Mid Career Management Course (MCMC). OR By transfer of a suitable Officer of equivalent status from other department in case no suitable Officer for promotion is available.
2.	Deputy Director (Technical/Medical) (BPS-18).	(a) M.B.B.S as recognized by the Pakistan Medical and Dental Council or an equivalent qualification from a recognized Institute by the Pakistan Medical and Dental Council; (b) P.M.D.C/ FCPS/ MCPS Registered; and (c) Diploma in (Gynecology and obstetrics) and Preferably RCPS.	(a) 50% by promotion from amongst the members of the Service holding the posts of Assistant Director (Technical) (BPS-17)/ Field Medical Officer (BPS-17)/ Lady Medical Officer (BPS-17)/ Deputy District Population Welfare Officer (Technical/Medical) (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis; and (b) 50% by initial recruitment.
3.	Assistant Director (Technical) (Female), (BPS-17).	M.B.B.S as recognized by the Pakistan Medical and Dental Council, or an equivalent qualification from a recognized Institute by the Pakistan Medical and Dental Council.	By initial recruitment.
4.	Field Medical Officer (Female)/ Lady Medical Officer, (BPS-17).	M.B.B.S as recognized by the Pakistan Medical and Dental Council, or an equivalent qualification from a recognized Institute by the	By initial recruitment.