TO BE PUBLISHED IN THE EXTRAORDINARY ISSUE OF BALOCHISTAN GAZETTE.

> SERVICES AND GENERAL ADMINISTRATION DEPARTMENT (Regulations Section-II)

Dated Quetta, the December, 2016.

# NOTIFICATION

No. SOR-II(19)1/2016-S&GAD/41146-761. 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) .These rules may be called "the Short title and commencement: -Balochistan Population Welfare Department (BPS-16 and above) Service Rules 2016".
  - (2) They shall come into force at once.
- 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;
  - (c) "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 Halochistan 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;
  - "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

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The Senior Member, Board of Revenue Balochistan, Quetta.

The Additional Chief Secretary (Dev.), GoB, P&D Department, Quetta.

The Chairman, Chief Minister's Inspection Team, Quetta. 3.

The Chairman, Balochistan Public Service Commission, Quetta.

The Principal Secretary to Governor Balochistan, Quetta.

The Principal Secretary to Chief Minister Balochistan, Quetta.

The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his latter No.Legis:4-101/Law/84/Vol-II/9699 dated 25th November,

The Secretary, GoB, Population Welfare Department, Quetta with reference to his latter No.SO(E-II)/BPWD/10(10)/2015/2470 dated 26th October, 2016. All the Administrative Secretaries, to Government of

The Accountant General Balpchistan, Quetta.

The Deputy Secretary (Staff) to Chief Secretary Balochistan, Quetta.

All the Under Secretaries/Section Officers in S&GAD, Quetta.

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) \$&GAD, Quetta.

Master File.

MUHAMMAD YAR Section Officer (Regulations S&GAD

Ph. No: 9201563

Balochistan\*

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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.

- 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, but 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.
- 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, Premotion 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

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transfer anywhere in Balochiptan; 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 Covernment and made applicable to them.
- 13. Relaxation.— Any provision of these rules, for reasons to be recorded inwriting, 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:

- (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 Fopulation Welfare Department (BPS-16 and above) Service Rules, 2016;
- (o) "Service" means the Balpchistan Population Welfare Department (BPS-16 and above) Service; and
- (p) "Subordinate Sorvice" 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 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 candidate domidiled/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	Minimum qualification for initial recruitment	Method	of recruitment
	(BPS) of the post	AL DOM STATES AND STATES		
1	2	- 3		4 :
1. 1	Director General, (BPS-20).		the member holding the (Technical a (BPS-19) Po	on from among s of the Servi post of Direct and Non-Technic opulation Welfa
9			(BPS-19) 1	Welfare Office
			in BPS-17 seniority cu and hav	and above im fitness bas successfu
•	any day	( - · · · · · · · · · · · · · · · · · ·	* 125	Course (SMC).
	•		If no suitavailable posting/tranamongst the BCS and BSS	then l sfer fro members of th
2. ~	Director, (BPS-19).	<b></b>	the member holding the Director (B. Population	n from among s of the Service post of Deput PS-18)/ District Welfare Office
			twelve (12) BPS-17 and e years' Service seniority cur	aving at leasyears' service is above or seven (7 e as such, on fitness basis successfull
			completed Management	
			Officer of ed	
3.	Senior District Population Welfare Officer (High	-	By promotion the members holding the	of the Service
	Density), (BPS-19).		Director (BF Population (BPS-18) ha twelve (12) y	S-18)/  District Welfare Officer ving at least ears service in bove or seven (7)
		***	years' Service	in case of officer

11			(b) 75% by init
1-			recruitment.
/.7.		Master's Degree at least in	(a) 25% by promotion from
	Population Welfare	Second Division in Sociology,	amongst the members
	Officer,	Demography, Gender	the Service holding
(4	(EPS-17).	Studies, Economics, Statistics, Maffiematics,	posts of Resear Supervisor (BPS-10
		Social Work, Public	Supervisor (BPS-10 Statistical Investiga
72 72 4	- Indiana managaran baganagan	Social Work, Public Administration, Business	(BPS-16)/ Monitor
	Salar Salar Salar Salar	Administration or other	and Evaluation Office
		Social Sciences or Bachelor	(BPS-16) and Assista
200		in Business Administration	District Populati
:	:	from a recognized University.	Welfare Officer (BPS-)
			having at least three
1.1		94 0-24	years' service as suc
		200	on seniority cum fitne
	12 5. 12		basis; and
			(b) 75% By init
		1	recruitment.
8.	Tehsil Population	Master's Degree at least in	
0.	Tehsil Population Welfare Officer,	Second Division in Sociology,	(a) 25% by promotion from amongst the members
	(EPS-17).	Demography, Gender	the Service holding t
1	1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,1,	Studies, Economics,	posts of Resear
1 3		Statistics, Mathematics,	Supervisor (BPS-16
	2004	Social Work, Public	Statistical Investigat
	معطر الم	Administration, Business	(BPS-16)/ Monitori
		Administration or other Social Sciences or Bachelor	and Evaluation Offic (BPS-16)/ Assista
		in Business Administration	District Population
		from a recognized University.	Welfare Officer (BPS-1
i			and · Superintende
100			. (BPS-17) having at lea
		122 P 2	three (3) years' servi
			as such, on seniori cum fitness basis; and
17		7 10 2	cum niness basis, and
1 1	9 48		(b) 75% by initi
	15 2 2		recruitment.
9.	Assistant Director,	Master's Degree at least in	(a) 50% by promotion from
	(EPS-17).	Second Division in Sociology,	amongst the members
1 4 1	1 1 × 12	Demography, Gender	the Service holding th
		Studies, Economics,	posts of Research
		Statistics, Mathematics,	Supervisor (BPS-16 Statistical Investigate
1	8 ***	Social Work, Public Administration, Business	Statistical Investigate (BPS-16)/ Monitorin
4 4		Administration or other	and Evaluation Office
2.9		Social Sciences or Bachelor	(BPS-16)/ Assistan
		in Business Administration	District   Population
	40000	from a recognized University.	. Welfare Officer (BPS-1
1			and Superintender
	The second second		(BPS-17) having at least
7**	100		three (3) years' service
	A 1 1 1 1		as such, on seniorit
	W 10 10 100 200 200 1	8 g g g g	cum nuices basis, and
			(b) . 50% by initia
3 4	- A		recruitment.
10.	Superintendent,		By promotion from amongs
9			recruitment.

<i>y</i> . 1	(BPS-16).	Stat Soci Adm Adm Soci	dies, Economics, istiqs, Mathematics, al Work, Public vinistration, Business vinistration or other al Sciences from a gnized University.		posts of Senior Cle (BPS-14) having at lea three (3) years' servi as such, on senior cum fitness basis; and 50% by initi recruitment.
TUS	Accountant, (BPS-16).	(b)	Bachelor's Degree at least in Second Division in Commerce (B.Com) from a recognized University; or  Bachelor's Degree at least in Second Division in Business Administration (B.B.A) from a recognized University; and having at least three months Office Automation Certificate in computer operations	(b)	75% by promotion from amongst the members the Service holding the posts of Account Assistant (BPS-1) having at least three (years' service as such on seniority cum fitness basis; and  25% by finitis recruitment.
18.	Assistant Secretary, (BPS-16).	Private (a) (b) (c)	Institute.  Bachelor's Degree from a recognized University;  Uritu and English typing skill with a speed of at least 50 words per minute;  English short hand skill with a speed of at least 120 words per minute; and  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 semority cum fitness basis; and 50% by initial recruitment.
19.	Assistant, (BPS-16)	(a)	Bachelor's Degree from a recognized University; and having at least three months Office Automation Certificate in computer operations from a recognized Institute.	(b)	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

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1				seniority cum fitness basis and have successfully completed Mid Caree Management Course (MCMC).
		Deputy Director, (BRS-18).	(a) Master's Degree at least in Second Division in Sociology, Demography, Gerider Studies, Economics, Statistics, Mathematics, Social Work Public Administration, Business Administration or other Social Sciences from a recognized University; and  (b) having three (3) years' post qualification experience in the relevant field.	(a) 80% by promotion from amongst the members of the Service holding the posts of Assistan Director (BPS-17)/ District Population Welfare Officer (BPS-17)/ Deputy District Population Welfare Officer (BPS-17)/ Tehsis Population Welfare Officer (BPS-17) and Superintendent (BPS-17) having at least five (5) years' service as such, on seniority cum fitness basis; and
	5.	District Population Officer, (Medium Density) (BPS-18).	(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  (b) having three (3) years' post qualification experience in the relevant field.	
	_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.	(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

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	/AC			
/	1			
11	/		*	(BPS-16) having at least th
1/2	1			(3) years' service as such,
11	-			seniority cum fitness basis.
1.	11.	Assistant	Master's Degree at least in	By initial recruitment.
1.1 .	100	Programmer,	Second Division in Computer	
		(BPS-17).	Science or Software	
	an i	1	Engineering or Master's in IT	
	100556	<b>电影的图像图像图像图像图像图像图像图像图像图像图像图像图像图像图像图像图像图像图像</b>	on equivalent qualification in the relevant subject from a	
	179.350		recognized University.	
				· · · · · · · · · · · · · · · · · · ·
	12.	Statistical Officer,	Master's Degree at least in	
	1 %	(BPS-17).	Second Division in Statistics,	
	1 7	1 1 5 20	Mathematics or Economics	
			from a recognized University.	posts of Statistic
			74 125	Investigator (BPS-1 having at least three
(C)		1		years' service as suc
				on seniority cum fitne
				basis; and
1	- 10	i		
	3	1 2		(b) 50% by initi
				recruitment.
. 7	13.	Research Supervisor,	Master's Degree at least in	By initial recruitment.
	1.	(BPS-16).	Second Division in Sociology,	-)
- 3		2 2 2	Demography,   Gender	
			Studies, Economics,	
1	. 1 .	- Carper	Statistics, Mathematics,	
· .	1	1. 10.	Social Work, Public	
			Administration Business Administration or other	1
	1 *		Social Sciences from a	
	100		recognized University.	
			94. 1	. 1
. , .	14.	Statistical .	Master's Degree at least in	(a) 50% by promotion from
0 E	+4.	Statistical	Second Division in Sociology,	amongst the members of
* 8		(BPS-16).	Demography, Gender	the Service holding the
		1010 101	Studies, Economics,	posts of Statistical
			Statistics, Mathematics,	Assistant (BPS-11)
		27 (31.8	Social Work, Public	having Bachelor's
1.00		50	Administration, Business	Degree with at least
- 1	- !		Administration or other Social Sciences from a	three (3) years' service
	4.	A	Social   Sciences from a recognized University.	as such, on seniority
**	- 1	A COLUMN TO THE STATE OF THE ST	recognized oniversity.	cum fitness basis; and
	1 1		5 20 5	(b) 50% by initial
	1	· ·		recruitment.
	15.	Monitoring and	Master's Degree at least in	
	13.	Monitoring and Evaluation Officer,	Second Division in Sociology,	by unual recruitment !
- 1	1	(BPS-16).	Demography, Gender	
	1	,	Studies, Economics,	
		500 (60) (52)	Statistics, Mathematics,	
- 6-7		A STATE OF THE STA	Social Work, Public	*
×	1		Administration, Bachelor in	* **
	100		Business Administration or	540
			other Spcial Sciences from a	
	1	100	recognized University.	
-	1/ 2	1 70 %	925.	
5		Assistant District	Master's Degree at least in	(a) 50% by promotion from
1		Population Welfare	Second Division in Sociology.	amonget the
		Officer,	Demography	

		Pakistan Medical and Dental Council.	
5.	Deputy District Population Welfare Officer Technical/Medical) (Female), (BPS-17).	The state of the s	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 VAR) ion Officer (Regulations 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. V
1.	Director (Technical), (BPS-19).		By promotion from amongs the members of the Service holding the post of Deput Director (Technical/Medical (BPS-18) having at leas
:	المناب		twelve (12) years' service is BPS-17 and above or seven (7 years' Service as such, or seniority cum fitness basis and have successfully completed Mid Caree Management Course (MCMC).
	and a		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;	(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
		(b) P.M.D.C/ FCPS/ MCPS Registered; and  (c) Diploma in (Gynecology and opstetrics) and Preferably FCPS.	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.