



Dated Quetta, the 31st October, 2025

NOTIFICATION

No. SOR-III(1)27/2025-SAGAD/1370-27 . 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 Balochistan Directorate of Agriculture (on Farm Water Management) (BPS-16 and above) Service Rules, 2025, and prescribing conditions of service for the persons appointed therein, namely:-

BALUCHISTAN DIRECTORATE OF AGRICULTURE (ON FARM WATER MANAGEMENT) (BPS-16 AND ABOVE) SERVICE RULES, 2025

Service Rules No. IX of 2025

PART-I-GENERAL

1. Short title and commencement.— (1) These rules may be called "The Balochistan Directorate of Agriculture (on Farm Water Management) (BPS-16 and above) Service Rules, 2025".

(2) They shall come into force at once.

2. Definitions.—(1) In these rules, unless there is anything repugnant to 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 the 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 Agriculture And Cooperative 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) "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 Directorate of Agriculture (on Farm Water Management) (BPS-16 and above) Service Rules, 2025".
- (o) "Service" means the Balochistan Directorate of Agriculture (on Farm Water Management) (BPS-16 and above) Service.
- (p) "Subordinate Service" means the Directorate of Agriculture (on Farm Water Management) (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. Composition and Eligibility of the Service. — (1) 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.

(2) No person who is married to a foreign national shall be eligible for appointment to the Service.

(3) The restriction imposed hereinabove sub-rule (2), 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.

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 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.

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 statutory body setup or established by Government;

Provided that where a member of the Service is required to serve in a post outside the Service or cadre, his terms and conditions of service as to his pay shall not be less favorable 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 the Chief Minister 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.

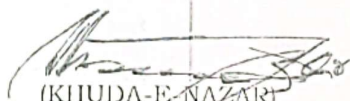
BY ORDER OF
GOVERNOR BALUCHISTAN
CHIEF SECRETARY
BALUCHISTAN

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5. The Principal Secretary to Chief Minister Balochistan, Quetta.
6. The Registrar, Balochistan Service Tribunal, Quetta.
7. The Secretary, GoB, Law and Parliamentary Affairs Department, Quetta with reference to his letter No.legis: 7-79/Law/79-IX/383 dated 16th September, 2025.
8. The Secretary, GoB, Agriculture Department, Quetta with reference to his letter No.SOA (1) (1-8)/Agri:/Estn:/3241 dated 25th August, 2025.
9. The Accountant General Balochistan, Quetta.
10. The Additional Secretary (Staff) to Chief Secretary Balochistan, Quetta.
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(KHUDA-E-NAZAR)
Deputy Secretary (Regulations)
S&GAD

13/11/25

APPENDIX

[See Rules 2 (1) (b) 3 (3), 5 & 7 (1)]

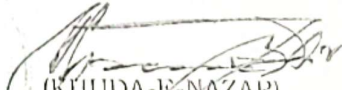
S.NO.	NOMENCLATURE AND BASIC PAY SCALE (BPS) OF THE POST	MINIMUM QUALIFICATION FOR INITIAL RECRUITMENT	METHOD OF RECRUITMENT
1.	Director General (OFWM) (BPS-20)	---	By promotion from amongst the members of the service holding the post of Director Agriculture (BPS-19) possessing Master's degree in Agricultural Water Management or Irrigation or Water Resources Management from a recognized University with at least 17 years service in BPS-17 and above; or 12 years service in BPS-18 and above, or seniority cum fitness basis and having successfully completed Senior Management Course (SMC).
2.	(a) Director Agriculture (BPS-19); and (b) Director Agriculture Monitoring (BPS-19)	---	By promotion from amongst the members of the service holding the post of Deputy Director Agriculture (OFWM) (BPS-18) possessing Master's degree in Agricultural Water Management or Irrigation or Water Resources Management from a recognized University with at least 12 years service in BPS-17 and above; or 7 years service in BPS-18 or seniority cum fitness basis; and having successfully completed Mid-Career Management Course (MCMC).
3.	Director Agriculture Planning (BPS-19)	---	By promotion from amongst the members of the service holding the post of Deputy Director (Planning) (BPS-18) possessing Master's degree in Agriculture with at least 12 years service in BPS-17 and above; or 7 years service in BPS-18 on seniority cum fitness basis and having successfully completed Mid Career Management Course (MCMC).
4.	Chief Sociologist (BPS-19)	---	By promotion from amongst the members of the service holding the post of Senior Sociologist (BPS-18) possessing Master's degree in Agriculture Rural Sociology from a recognized University with at least 12 years service in BPS-17 and above; or 7 years service in BPS-18) or seniority cum fitness basis; and having successfully completed Mid-Career Management Course (MCMC).

5.	Deputy Director Agriculture (OFWM) (BPS-18)	<p>a) Master's degree in Agricultural Water Management or Irrigation or Water Resources Management from a recognized University or Bachelor's degree in Agricultural Water Management or Irrigation or Water Resources Management from a recognized University; and</p> <p>b) having five (5) years service as BPS-17 officers in Agriculture.</p>	<p>a) 50% by promotion form amongst the members of the service holding the post of Water Management Officer (BPS-17) possessing Master's degree in Agricultural Water Management or Irrigation or Water Resources Management from a recognized University with at least 5 years' service as such; on seniority cum fitness basis; and</p> <p>b) 50% by initial recruitment</p>
6.	Deputy Director Accounts & Audit (BPS-18)	<p>(a) Master's Degree in Commerce or in Business Administration (BBA 4-years') or equivalent qualification in the relevant subject from a recognized University; or</p> <p>(b) Degree in Chartered Accountancy (CA) from a recognized Institute of Chartered Accounts of Pakistan; or</p> <p>(c) Degree in Cost and Management Accounting (CMA) from a recognized Institute of Cost and Management Accounts of Pakistan; or</p> <p>(d) ACCA qualification from a recognized Association of Chartered Certified Accountants/ Institute.</p>	<p>a) 50% by promotion form amongst the members of the service holding the post of Accounts Officer (BPS-17) possessing BBA or B.Com or equivalent qualification with at least 5 years' service as such on seniority cum fitness basis; and</p> <p>b) 50% by initial recruitment</p>
7.	<p>a) Deputy Director Agriculture Planning (BPS-18)</p> <p>b) Planning & Progressive Officer (BPS-18)</p>	<p>a) Master's degree in Agriculture or Bachelor's degree in Agriculture from a recognized University and;</p> <p>b) having at least 5 years experience as BPS-17 Officer in Agriculture.</p>	By initial recruitment

8.	<p>a) Agriculture Engineer (BPS-18)</p> <p>b) Agriculture Engineer Field and Design (BPS-18)</p>	<p>a) Master's degree in Agriculture Engineering or Bachelor's degree in Agriculture Engineering from a recognized University and;</p> <p>b) having at least 5 years experience as BPS-17 in Agriculture; and</p> <p>c) having valid registration with PEC</p>	<p>a) 50% by promotion from amongst the members of the service holding the post of Assistant Agriculture Engineer (BPS-17) possessing Bachelor's degree in Agriculture Engineering with at least (5) year's service as such on seniority cum fitness basis; and</p> <p>b) 50% by initial recruitment</p>
9.	Senior Sociologist (BPS-18)	<p>Master's degree in Agriculture Rural Sociology and having 5 years experience in Agriculture and Rural Development Sector or Farm Water Management Project.</p>	<p>a) 50% by promotion from amongst the members of service holding the post of Sociologist (BPS-17) possessing Master's degree in Agriculture Rural Sociology with at least 5 years' service as such on seniority cum fitness basis; and</p> <p>b) 50% by initial recruitment</p>
10.	Executive Engineer (Civil) (BPS-18)	---	<p>By promotion from amongst the members of service holding the post of Assistant Engineers (Civil) (BPS-17) possessing Bachelor of Engineering (Civil) with at least 5 years' service as such on seniority cum fitness basis.</p>
11.	Assistant Engineer (Civil) (BPS-17)	<p>a) Bachelor's degree in Civil Engineering from a recognized University; and</p> <p>b) having valid registration with PEC</p>	<p>a) 60% by promotion from amongst the members of service holding the post of Junior Engineers (BPS-16) possessing Bachelor's degree in Civil Engineering with at least 5 years' service as such on seniority cum fitness basis; and</p> <p>b) 40% by initial recruitment.</p>
12.	Accounts Officer (BPS-17)	---	<p>By promotion from amongst the members of service holding the post of Assistant Accounts Officer (BPS-16)/Administrative Officers (BPS-17) possessing BBA or B.Com or equivalent qualification with at least 5 years' service as such on seniority cum fitness basis.</p>

13.	Administrative Officers (BPS-17)	---	By promotion from amongst the members of service holding the post of Superintendent (BPS-17) having at least 3 years' service as such on seniority cum fitness basis; and having Bachelor Degree/ BS or equivalent qualification. However the condition of qualification is relaxed on attaining the age of 55 years.
14.	Assistant Director Admin/Finance (BPS-17)	Degree of MBA/MPA/ M.Com/M.A Economics or equivalent qualification from a recognized University	By initial recruitment
15.	Sociologist (BPS-17)	Master's degree in Agriculture Rural Sociology from a recognized University.	By initial recruitment
16.	Assistant Agriculture Engineer (BPS-17)	a) Master's degree in Agriculture Engineering or Bachelor's degree in Agriculture Engineering from a recognized University and; b) having valid registration with PEC	By initial recruitment
17.	Water Management Officer (BPS-17)	Master's degree at least 1 st division in Agricultural Water Management or Irrigation of Water Resources Management from a recognized University or Bachelor's degree 1 st division in Agricultural Water Management or Irrigation or Water Resources Management from a recognized University.	By initial recruitment
18.	Superintendent (BPS-17)	---	By promotion on combined seniority from amongst the members of the Service holding the post of Assistant (BPS-16)/ Senior Auditor (BPS-16) having at least three (3) years' service as such, on seniority cum fitness basis; and possessing Bachelor degree/ BS or equivalent qualification. The condition of qualification for promotion is relaxed on attaining the age of 55 years.

19.	Junior Engineer (BPS-16)		By promotion from amongst the members of the service holding the post of Sub-Engineer (BPS 11) Possessing B.E Degree/ DAE/ B-Tech (Hon) Degree having at least (10) year's service as such on seniority cum fitness basis.
20.	Computer Operator (BPS-16)	Bachelor's Degree in Computer Science or in IT or equivalent qualification in the relevant subject from a recognized University.	(a) 80% by promotion from amongst the members of the Service holding the post of Assistant Computer Operator (BPS 12) possessing Bachelor's Degree in Computer Science or in IT or equivalent qualification in the relevant subject with at least three (3) years' service as such, on seniority cum fitness basis; and (b) 20% by initial recruitment.
21.	M&E Inspector (BPS-16)	Bachelor's Degree in Economics /Agriculture Economics/BBA from a recognized University.	By initial recruitment.
22.	Inspector Geographic Information (BPS-16)	Bachelor's Degree at least in Second Division in Geographic Information System (G.I.S) or equivalent qualification in the relevant subject from a recognized University.	By initial recruitment.
23.	Assistant, (BPS-16).	(a) Bachelor's Degree from a recognized University; and (b) having at least three (3) months Office Automation Certificate in computer operations from a recognized Institute.	(a) 75% by promotion from amongst the members of the Service holding the post of Senior Clerk (BPS 14) having at least (3) years' service experience as such, on seniority cum fitness basis; and possessing Bachelor degree/BS or equivalent qualification. The condition of qualification for promotion is relaxed on attaining the age of 55 years; and (b) 25% by initial recruitment.


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13/11/05