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BY THE REGISTRAR HIGH COURT OF BALOCHISTAN, QUETTA

"The Balochistan Judicial Officers Service Rules, 2021".

High Court of Balochistan at Quetta
(Administration Branch)

NOTIFICATION

Date Quetta, the 21st April, 2021.

No.GAZ. 03/Rules/Admn In exercise of the powers conferred by section 35 of the Balochistan District Judiciary Act No.1 of 2021, and all other powers enabling him in this behalf, upon constitution of Service known as "Balochistan District Judiciary Service" as set out in Part-I of the Schedule attached to the Act. the Chief Justice of the High Court of Balochistan, is pleased to make the following rules, to regulate by law the appointment of persons to, and the terms and conditions of services of persons in, such Service, namely:

PART-I**GENERAL*****Title, Commencement and Definitions***

1. Short title, application and commencement: (1) These Rules may be called as "The Balochistan Judicial Officers Service Rules, 2021".

(2) These rules shall apply to Judicial Officers working in any Court, subordinate to High Court, in the Province of Balochistan, wherever they may be.

(3) They shall come into force at once.

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

- (a) **"Administration Committee"** means, the Committee constituted by the Chief Justice;
- (b) **"Appellate Authority"** means the authority mentioned in Rule-53;
- (c) **"Appointing Authority"** means, the 'Authority' competent to make appointment, as specified in Rule-5;
- (d) **"Appointment"** means, appointment to the Service, whether on permanent or officiating basis;
- (e) **"Authorized Officer"** means, the Authorized Officer as specified in the Third Schedule appended to these Rules;
- (f) **"Balochistan Judicial Selection Board"** means, a Selection Board constituted by the Chief Justice under Rule-7 to recommend appointment by the method of initial recruitment;
- (g) **"Basic Pay Scales"** means, the Basic Pay Scales as admissible to the Civil Servants of the Government of Balochistan, and as specified in the First Schedule;

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- (h) “**Cadre**” means, the strength of the service or part of the service sanctioned as a separate unit consisting of a certain number of posts;
- (i) “**Charge**” means, allegation(s) framed against the person in service pertaining to any act of omission or commission under these Rules;
- (j) “**Chief Justice**” means, the Chief Justice and includes the Judge for the time being acting as Chief Justice of the High Court of Balochistan under Article 196 of the Constitution;
- (k) “**Code of Conduct**” means, the Code of Conduct, prescribed for the Judicial Officers by the High Court from time to time.
- (l) “**Court**” means, any Court, subordinate to High Court within the meaning of Article 203 of the Constitution, namely the Courts of:
- (i) District & Sessions Judge;
 - (ii) Additional District and Sessions Judge;
 - (iii) Assistant Sessions Judge;
 - (iv) Senior Civil Judge;
 - (v) Civil Judge;
 - (vi) Judicial Magistrate;
 - (vii) Member, Majlis-e-Shoora;
 - (viii) Qazi; and
 - (ix) Any other special Court established by the Provincial Government under any statute including Family Court, Labour Court, Juvenile Court, Consumer Court, Rent Controller, Anti-Corruption Court, Provincial Anti-Terrorism Court and any other Court that may be established by statute at any time.

- (m) **“Departmental Examination Committee”** means, a Committee of not less than two Judges of the High Court to be nominated by the Chief Justice for purpose of Rule-26;
- (n) **“Disciplinary Authority”** means, the Authority specified in the Third Schedule appended to these Rules;
- (o) **“Form”** means, the forms appended to these Rules;
- (p) **“Government”** means, Government of the Balochistan;
- (q) **“High Court”** means, the High Court of Balochistan;
- (r) **“Initial Recruitment”** means, an appointment made otherwise than by promotion or transfer;
- (s) **“Judge”** means, a Judge of the High Court;
- (t) **“Judicial Officer”** means, District & Sessions Judge, Additional District and Sessions Judge, Assistant Sessions Judge, Senior Civil Judge, Civil Judge, Judicial Magistrate, Member, Majlis-e-Shoora, Qazi or Presiding Officer of any special Court established by the Provincial Government under any statute;
- (u) **“Judicial office”** means, the office held by any Judicial Officer in Balochistan District Judiciary.
- (v) **“Law Officer”** means, a person serving on regular post as full time Assistant, Deputy or District Attorney or prosecutor or in any department authorized to conduct full time prosecution on behalf of the Government or an employee of the Superior Court.
- (w) **“Misconduct”** means, conduct prejudicial to good office order or service discipline or conduct contrary to the provision of these Rules;
- (x) **“Officiate”** means, temporary appointment of a person in service, holding substantive post in next below rank to a

substantive post in higher rank on which another person in service retains lien, if such post may remain vacant for a period exceeding six months;

- (y) **“Person in service”** means, a Judicial Officer working in any subordinate Court, wherever he may be;
- (z) **“Pay”** means, the amount drawn monthly by a person in service as pay and includes technical pay, special pay, personal pay and any other emoluments declared by the prescribed authority to be pay;
- (aa) **“Permanent Post”** means, a post sanctioned without limit of time;
- (bb) **“Post”** means, a post borne at the strength of the Courts, subordinate to High Court and such other post in the service as may be specified by the High Court from time to time;
- (cc) **“Prescribed”** means, as prescribed by these Rules;
- (dd) **“Promotion Committee”** means, a Committee constituted by the Chief Justice under Rule-7 to recommend promotions of Judicial Officers to the higher posts, reserved for promotion;
- (ee) **“Provisional/Final Seniority Lists”** means, a Seniority list issued under Rule-28;
- (ff) **“Recognized University”** means, any university established by or under a law in Pakistan or any other University which may be declared to be a recognized University by the Higher Education Commission or any other Competent Forum;
- (gg) **“Schedule”** means, the Schedule appended to these rules;
- (hh) **“Seniority”** means, the seniority assigned to the Judicial Officers in seniority list caused by the appointing authority;

- (ii) **"Service"** means, any service, post or office in connection with the affairs of the Balochistan District Judiciary; and
- (2) The words and expressions used, but not defined in these Rules, shall have the same meaning as are assigned to them by the General Clauses Act 1897(X of 1897).

PART-II

Constitution and strength of the service.

- 3. Constitution of Service:** (1) On and from the date of commencement of these rules, there shall stand constituted a Service to be known as 'the Balochistan District Judiciary Service'.
- (2) The Service shall comprise of the posts of the Judicial Officers, as set out in the First Schedule and the Judicial Officers appointed after the commencement of these Rules.
- 4. Strength of Service:** (1) The strength of posts shall be such, as may be prescribed by the High Court from time to time.
- (2) The Chief Justice shall have powers to declare any person to be in the Service, create new post(s) and abolish old post(s), upgrade or downgrade any post(s) and change nomenclature of any post(s) in the prescribed manner.
- (3) Whenever a post is created, abolished, upgraded, downgraded or sanctioned, such consequential amendment shall be made in the Rules after obtaining formal approval of the Chief Justice.

PART-III
Terms and Conditions of Service
APPOINTING AUTHORITY

- 5. Appointing Authority:** (1) All appointment of the person in service shall be made by the Chief Justice.
- (2) The Chief Justice may delegate his powers under sub-rule (1) to any Judge of the High Court.

RECRUITMENT AND APPOINTMENT

- 6. Method of Appointment:** (1) Appointment of the person(s) in service shall be made by:
- (a) initial recruitment;
 - (b) promotion;
 - (c) transfer; and
 - (d) posting of a Judicial Officer.

7. Balochistan Judicial Selection Board and Promotion Committee: The Chief Justice may constitute a Board to be known as “**Balochistan Judicial Selection Board**” and a Committee to be known as “**Promotion Committee**” comprising of atleast three Judges, to carry out the process of selection against the permanent vacant and clear posts meant for initial recruitment, promotion and transfer, and to make recommendations for appointment of eligible and fit candidates in the manner as specified in Rules-15, 19 and 22.

RESERVATION OF POSTS

- 8. Ratio of appointments:** (1) The ratio of appointments to the posts shall be;
- (a) in the case of Civil Judge-cum-Judicial Magistrate, ninety percent by way of initial recruitment and ten percent by way of transfer from amongst the Qazis in B-18.

- (b) in the case of Assistant Sessions Judges and Senior Civil Judge, hundred percent by way of promotion.
- (c) in the case of Additional District & Sessions Judge, forty percent by way of promotion and sixty percent by way of initial recruitment with the break-up of forty and twenty percent, respectively from amongst the Advocates and person(s) holding judicial office or Law Officers, having requisite basic pay scale, qualification and experience;
- (d) in the case of District & Sessions Judge eighty percent by way of promotion, and twenty percent by way of initial recruitment with the break-up of fifteen and five percent, respectively from amongst the Advocates and person(s) holding Judicial office or Law Officers, having requisite basic pay scale, qualification and experience;
- (e) in the case of Qazi, hundred percent by way of initial recruitment; and
- (f) in the case of Member, Majlis-e-Shoora, hundred percent by way of promotion.

Initial Recruitment

Eligibility Conditions and Procedure

9. Advertisement: (1) All initial appointments against the posts shall be made after satisfying that there is a clear vacancy and is advertised in the two leading Newspapers of wide circulation and displayed on the official website of the High Court.

(2) A person who is not a citizen of Pakistan shall not be eligible for initial appointment to any post.

10. Character: No person belonging to Federal or Provincial department shall be appointed to the Service through initial recruitment unless he produces a Certificate of Character from the Head of his department.

11. Physical fitness: No person shall be eligible for appointment to the Service unless he is in good mental and physical state and free from any physical defect likely to affect with the efficient performance of his duties, besides having no past history of acute stress-induced illness, migraine, headaches, chronic fatigue syndrome, or poor attendance to work. Before a person is appointed, he shall be required to appear before the Medical Board constituted by the Government or as directed by the Appointing Authority.

12. Date of birth: (1) The date of birth shall be reckoned as given in the NADRA Computerized record to the satisfaction of the Appointing Authority.

(2) Date of birth of a person in service once entered in the service record shall be final and thereafter no alteration therein shall be permissible, unless the person in service applies for alteration within one year from the date of his entry in service.

13. Age Limit: (1) No person shall be recruited to the post:

(a) in case of initial recruitment as Civil Judge-cum-Judicial Magistrate, if he/she is less than 23 years or more than 35 years of age.

(b) in case of initial recruitment as Qazi, if he/she is less than 23 years or more than 40 years of age.

(c) in case of initial recruitment as Additional District & Sessions Judge and District & Sessions Judge, if he/she is less than 30 years or more than 45 years of age.

(2) The upper age limit for appointment against the post of Civil Judge-cum-Judicial Magistrate shall be determined in the manner that:

(a) in the case of a person who is already in Government service, the upper age limit shall be relaxed by five years, subject to the condition that he/she has rendered three years satisfactory service in Government department;

(b) in case of a person whose services under the Government have been terminated for want of a vacancy or for any other reason, the

period of service already rendered by him shall for the purpose of upper age limit under this rule, be excluded from his age;

(3) For the purpose of these rules, age shall be reckoned as on the last date fixed for submission of application for appointment and where recruitment is to be made on the basis of written test, age shall be reckoned as on 1st January of the year, in which the examination is proposed to be held.

(4) The upper age limit may be relaxed in peculiar circumstances through a specific order for a period as deemed fit by the Chief Justice.

Provided that relaxation in upper age limit shall be sought prior to written test/interview for appointment to the post.

(5) For appointments by way of promotion, transfer and the initial recruitment quota reserved for person(s) holding Judicial Office or serving as Law Officer for appointment against the posts of Additional District and Sessions Judge and District and Sessions Judge, the above age limits shall not apply.

14. Qualification and Experience: (1) No person shall be appointed to a post by initial recruitment unless:

(a) in case of appointment to the post of Civil Judge-cum-Judicial Magistrate, he/she possesses a degree in law from a recognized University entitling him to practice the profession of law or is a Barrister of England or Ireland and has actively practiced the profession of law for not less than two years after having been enrolled as an Advocate or a Law Officer holding regular post of BPS-17 and above, having two years service at his credit; and

(b) in case of appointment to the post of Qazi, he/she possesses a degree in law from a recognized University or a Sanad in Dars-e-Nizami from a recognized Dar-ul-Ulum (Preferably English knowing and a person actively practiced the profession of law);

(c) in case of appointment to the post of Additional District & Sessions Judge he/she, apart from holding a degree in law from a recognized

University, should have actively practiced as an Advocate in the profession of law, for a period, not less than seven years or he/she is holding a judicial office or serving as Law Officer in BPS-18 and above, for a period not less than ten years as such.

(d) in case of appointment to the post of District & Sessions Judge he/she, apart from holding a degree in law from a recognized University, should have actively practiced as an Advocate in the profession of law, for a period, not less than ten years or he/she is holding a judicial office or serving as Law Officer in BPS-20 for a period not less than five years as such.

(2) He/she is a local/domicile of the Balochistan Province.

(3) Initial appointment to the post shall be subject to the verification of his antecedents to the satisfaction of the Appointing Authority.

15. Procedure of Appointment by initial recruitment: (1) The applications so received shall be scrutinized and thereafter a written examination for judging the suitability of the candidates shall be held in the manner to be determined by the Board.

(2) The Board shall call for interview such applicants who in its opinion have passed the written test and are qualified for interview after scrutiny of written examination.

(3) In assessing the merit of candidate, the Board shall have due regard to his experience, academic qualifications, professional ability, character, personality and health.

(4) The Board shall make a preliminary selection specified in sub-rules (2) and (3) and submit the record of all candidates to the Chief Justice and recommend the names of the candidates in the order of merit who, in the opinion of the Board, are fit for appointment to the Service.

(5) The Chief Justice shall, after examining the recommendations of the Board, with due regard to the number of appointees to be taken, make

appointments to the Service of the recommended candidates in the order in which they stand in the merit list.

Provided that the Appointing Authority if does not agree with the recommendations, it may ask the concerned Committee on the point of disagreement to re-consider the recommendations.

Promotion

Eligibility conditions and Procedure

16. Clear Vacancy: The promotion shall be made only against a clear vacancy, which may occur due to promotion of a person in service to higher post on regular basis and his confirmation to the promoted post, retirement, death, removal or dismissal from service, creation of a new post or for any other reason.

17. Length of service: (1) All posts meant for promotion shall be filled in subject to the condition that the person in service has at his credit the required length of satisfactory service in below cadre/grade.

(a) In case of promotion to the post of District & Sessions Judge, the person in service should have five years length of service, as Additional District & Sessions Judge.

(b) In case of promotion to the post of Additional District & Sessions Judge, the person in service should have twelve years length of service in BPS-18 and above.

(c) In case of promotion to the post of Senior Civil Judge and Assistant Sessions Judge, the person in service should have atleast five years length of service.

Provided that the period spent on extra ordinary leave without pay shall not be counted towards the prescribed length of service for promotion

(2) A person in service superseded in earlier promotion may only be considered for promotion, after he has earned one year Judicial Performance Evaluation Report.

(3) Minor penalty of withholding promotion for a specified period, will take effect from the date, when a junior is considered for promotion and promoted on regular basis for the first time.

(4) A person in service on LPR will be eligible for consideration of his promotion case, however, a person in service so promoted shall not be required to join/report and his promotion shall be actualized accordingly from the date of his promotion.

(5) Where a person in service declines/ forego his promotion to suit his convenience, he will lose his seniority to the next junior person promoted to the relevant vacancy and will only be considered for promotion, after a new vacancy emerged.

18. Appointment Criteria: The criteria for filling the posts by the method of promotion shall be by selection on merit, seniority playing its part only when all other things are equal.

19. Procedure of Appointments by the method of Promotion: (1) Upon availability of clear vacancy, a person in service shall be considered for promotion to such higher post by the Promotion Committee to whom the matter is referred by the Appointing Authority, in the manner as specified hereinafter:

(a) For promotion to the post, the criteria for evaluating the judicial performance of a person in service shall be:

Judicial Performance Evaluation Report.....85 marks.

Evaluation by the Promotion Committee.....15 marks.

Total.....100 marks.

(i) The marks of JPER shall be calculated and assigned by the Promotion Committee on the basis of each year JPER by adding the marks given by Reporting and Countersigning Officer and thereafter dividing it by two (02) and on the basis of such result would see; that under which category the

person in service fall in the light of ratio of marks given in the below Table:

S. No	Category	Range of assigning marks.
1.	Excellent	Between 76-85
2.	Good	Between 60-75
3.	Poor	Between 50-59

Provided that where there are two or more Annual Judicial Performance Evaluation Reports the marks assigned of each year will be added and then divided by the number of years to obtain the average. The maximum number of years would be five for quantification purpose.

(2) The Promotion Committee shall consider in the order of seniority, a penal of two persons in service in below cadre/grade for promotion to higher posts on the criteria of assessing the judicial service performance, by recommending the respective person(s) in service who meets the eligibility threshold, and in case any or some of the senior judicial officer do/does not meet the eligibility threshold for promotion, then in the order of seniority seriatim the next judicial officers shall be considered for promotion and if he/she also fails to meet the eligibility threshold then the other senior and so on.

(3) The Promotion Committee shall assign marks in its wisdom on the basis of overall conduct, integrity and judicial performance of a person in service.

(4) The marks assigned on merit in one selection process shall be limited to that selection only.

(5) The recommendations of the Committee shall be forwarded to the Chief Justice alongwith the list of recommendees.

(6) The Chief Justice after examining the list may appoint the recommended person(s) in service by way of promotion.

Provided that the Appointing Authority if does not agree with the recommendations, it may ask the concerned Committee on the point of disagreement to re-consider the recommendations.

20. Eligibility Threshold for promotion to higher post: For promotion to higher post, a person in service shall have to earn at least 75 marks, inclusive of marks to be assigned by promotion Committee.

Appointment by Transfer

Eligibility Conditions and procedure

21. Eligibility threshold: Appointment by transfer shall be made from amongst the persons holding appointment on regular basis and possessing a degree in law.

22. Procedure of Appointment: (1) The vacant post(s) meant for transfer quota shall be given wide circulation.

(2) The options so received shall be scrutinized and Board shall call for interview of such candidates.

(3) In assessing the merit of candidate, the Board shall have due regard to his experience, academic qualifications, professional ability, character, personality and health.

(4) The Board shall make a preliminary selection specified in sub-rules (2) and (3) and submit the record of all candidates to the Chief Justice and recommend the names of the candidates in order of merit who, in the opinion of the Committee, are fit for appointment to the Service.

(5) The Chief Justice shall, after examining the recommendations of the Board, with due regard to the number of appointees to be taken, make appointments to the Service of the recommended candidates.

Provided that the Appointing Authority if does not agree with the recommendations, it may ask the Board on the point of disagreement to re-consider the recommendations.

APPOINTMENT BY WAY OF POSTING:

23. Appointment by way of posting: Wherever the Statute or Rules require the appointment of a Judicial Officer by way of posting, the Chief Justice shall make such appointment, provided the person in service meets the required qualification and criteria.

APPOINTMENT OF PRESIDING OFFICERS

24. Appointment of Presiding Officers of Special Courts: Appointment of the Presiding Officer of any special Court established by the Provincial Government under any statute including Family Court, Labour Court, Juvenile Court, Consumer Court, Rent Controller, Anti-Corruption Court, Provincial Anti-Terrorism Court and any other Court that may be established by statute at any time, shall be made by the Chief Justice in accordance with the criteria laid down in the concerned Statute/Rules.

Probation and Confirmation

25. Probation: (1) An appointee to a post shall remain on probation;

- (a) for a period of two years, in case of initial recruitment;
- (b) for a period of one year, in case of appointment by promotion or transfer, extendable only for a period until result of departmental examination or the training/course, if need be.

(2) If in the opinion of Appointing Authority, the work and conduct of the person in service during the period of probation has been found unsatisfactory, the Authority may, notwithstanding the period of probation;

- (a) in case of initial appointment, dispense with his services without notice; and
- (b) in case of promotion or transfer, revert him to the service or post from which he was promoted or transferred, as the case may be, and

against which he holds a lien or, if there be no such service or post, be discharged;

Provided that in the case of initial appointment to a post in the Service, a person in service shall not be deemed to have completed his period of probation satisfactorily until his character and antecedents have been verified as satisfactory in the opinion of the appointing authority.

(3) The period of probation will be terminated upon receipt of satisfactory performance report from the concerned authority.

Provided that if no order is passed by or before expiry of period, the probation shall stand terminated and the person in service shall be deemed to have been confirmed, from the date of his initial appointment, promotion or transfer, as the case may be.

Provided further that the Chief Justice may in exceptional circumstances of any case, reduce the period of probation.

Confirmation

26. Confirmation: (1) No person in service appointed by way of promotion or transfer, shall be confirmed unless:

(a) he undergoes, attends and qualifies successfully such course or training, as may be prescribed by the Chief Justice; or

(b) he passes such departmental examination on the subjects and qualifying standard as may be specified by the Chief Justice, to be conducted by the Departmental Examination Committee.

(c) If a person in service fails to complete successfully any course, training or departmental examination prescribed in sub-rule (a) and (b) within such period or in such number of attempts as may be prescribed by the Chief Justice, the Appointing Authority may revert him to the post from which he

was promoted or appointed by transfer and if there be no such post, be discharged.

- (2) No person in service appointed by way of initial recruitment, promotion or transfer, shall be confirmed unless he/she satisfactorily completes the period of probation.
- (3) A person in service shall be considered for confirmation strictly in the order of his seniority i.e. Junior will not be confirmed in preference to seniors, if they are also eligible for confirmation.
- (4) If disciplinary proceedings are initiated against a person in service, his confirmation shall be subject to the decision that may be taken in the disciplinary case.
- (5) Upon confirmation of a person in service his lien on any other post shall automatically stand terminated.
- (6) There shall be no confirmation against any temporary post.
- (7) A person in service who, during the period of his service was eligible to be confirmed against any post in the Service, retires from service before being confirmed shall not, merely by reason of such retirement, be refused confirmation in such post or any benefits accruing therefrom.
- (8) Confirmation of a person in service against a post in the Service shall take effect from the date of availability of permanent vacant post or from the date of continuous officiation in such post whichever is later.

Seniority

- 27. Seniority:** (1) Seniority *inter se* of the person in service of various posts, service or cadres shall be determined with effect from the date of regular appointment into that post or cadre;

(2) In the case of person in service appointed by initial recruitment in accordance with the order of merit so assigned and where the Balochistan Judicial Selection Board found the merit of the two or more candidates being same, it shall assign the order of merit of such candidates on the principle of 'older in age ranks senior';

(3) In the case of person in service appointed by promotion, from the date of regular promotion to that service cadre or post; provided that:

(a) Person(s) in service selected for promotion to higher post on an earlier date shall be senior to those selected for such promotion on a later date;

(b) Person(s) in service selected for promotion to higher post in one batch, shall on their promotion to the higher posts, retain their *inter-se* seniority as in the lower post;

(c) Person(s) in service deferred in earlier selection for reason of any eligibility condition or beyond control circumstances and later selected shall retain seniority held by him/them along with his/their lower batch, subject to recommendations made by Promotion Committee and order passed by the Appointing Authority;

(d) If a senior person in service declines promotion to suit his convenience, he shall lose his seniority to the next junior person(s) who is/are promoted in the relevant vacancy(s);

(e) If a junior person in service in below post is promoted to a higher post by superseding a senior person in service and subsequently that person in service is also promoted to the same post, the person in service promoted first shall rank senior to the person in service promoted subsequently; and

(f) The seniority of a person in service during or after availing extra ordinary leave without pay shall not be affected and shall retain *inter se*

seniority. However, the period of extra ordinary leave without pay shall not be counted towards prescribed length of service for promotion;

(4) In case of persons appointed by way of transfer to a service, cadre or post in one batch shall, on their appointment take inter se seniority in the order of their date of regular appointment in their previous service, cadre or post.

28. Procedure of issuing Seniority Lists: (1) A Provisional Seniority list of each cadre/post will be prepared, as and when there occurs a change on account of any appointment by way of initial recruitment, promotion or by transfer, in the manner as prescribed in Form-II to these Rules, and circulated amongst persons in service of the District Judiciary, inviting objections of the aggrieved persons in service if any, to be filed within thirty days from the date of issuance of Provisional Seniority List.

(2) Upon receipt of objections along with evidence of the aggrieved persons in service, if any, the Appointing Authority shall decide the same, as far as possible, preferably within a period of thirty days.

Provided that the Appointing Authority may give an opportunity of hearing to an aggrieved person in service, if the circumstances so demand.

Provided further that no application containing the objection shall be entertained, after the expiry of thirty days period.

(3) After decision on the objections, the Appointing Authority shall direct for issuance of Final Seniority List in the manner as prescribed in Form-III.

Conduct:

29. Conduct: Every person in service shall, at all times, follow the Code of Conduct, prescribed by the High Court from time to time.

Efficiency and Discipline

30. Grounds for disciplinary action: (1) For good and sufficient reasons, to ensure efficiency and discipline, the Disciplinary Authority may impose one or more penalties upon a person in service defined in sub-rule (2), who;

- (a) is inefficient or ceased to be efficient; or
- (b) is guilty of gross negligence; or
- (c) is guilty of misconduct; or
- (d) has violated Code of conduct; or
- (e) is corrupt or may reasonably be considered corrupt because:
 - (i) he is or any of his dependents or any other person through him or on his behalf is in possession of such pecuniary resources or property disproportionate to his known sources of income which he cannot reasonably account for; or
 - (ii) he has assumed a style of living beyond his ostensible means; or
 - (iii) is engaged or is reasonably suspected of being engaged in subversive activities, or is reasonably suspected of being associated with others engaged in subversive activities.

(2) The minor and major penalties are as follows:

(a) Minor Penalties:

- (i) Censure.
- (ii) Withholding of increment(s) or promotion for a specific period, otherwise then for unfitness.

(b) Major Penalties:

- (i) Recovery from pay, pension or any other amount payable to the person in service, the whole or part of any pecuniary loss caused by him.
- (ii) Compulsory retirement.
- (iii) Removal from service; and
- (iv) Dismissal from service.

Explanation:

- (i) Removal from service does not, but dismissal from service does, disqualify for future employment.
- (ii) Termination of employment of a person in service or reversion of a person in service to the post originally held by him during or at the end of probation period shall not amount to any penalty within the meaning of this rule.

31. Initiation and conduct of disciplinary proceedings: (1) Where on the basis of knowledge and information, either oral or documentary placed before it, the Disciplinary Authority is of the opinion that sufficient grounds exists to proceed against the person in service, it shall act in accordance with the procedure prescribed herein-after:

(2) Call explanation of a person in service and if not satisfied, appoint an Authorized Officer, who shall see; whether in the light of facts of the case or in the interest of justice, an enquiry should be conducted through an Enquiry Officer and if he so decides, he shall appoint an Enquiry Officer who shall conduct enquiry in the manner as prescribed in Rule-34; and if the Authorized Officer decides that it is not necessary to have an enquiry conducted through an Enquiry Officer, he shall inform in writing to the person in service of the action proposed to be taken along-with the grounds of action, and give him opportunity of showing cause within fourteen days from receipt thereof.

(3) On receipt of explanation the Authorized Officer shall determine whether the charge has been proved. If it is proposed to impose a minor penalty, he shall pass orders accordingly. If, however, the Authorized Officer considers it to be a case for a major penalty, he shall forthwith forward the case to the Disciplinary Authority alongwith the explanation of the person in service and his own recommendations regarding the penalty to be imposed.

(4) In case, where the Authorized Officer appoints an Enquiry Officer, he shall simultaneously frame a charge and communicate it to the person in service

together with a statement of allegations, explaining therein all relevant circumstances with direction for filing the reply directly to the Enquiry Officer within a period of fourteen days from receipt thereof and simultaneously forward such record or copies thereof and such other material as is necessary for the conduct of enquiry.

(5) On receipt of enquiry report, the Authorized Officer shall determine whether the charge has been proved. In case if it is proposed to drop the proceedings, the Authorized Officer shall pass order accordingly. If it is proposed to impose a major penalty he shall after supplying the copy of enquiry report and affording the person in service an opportunity of showing cause against the action proposed, forward the case to the Disciplinary Authority along with all record and his own recommendations regarding the penalty to be imposed.

(6) The Disciplinary Authority, on receipt of record and the recommendations of Authorized Officer may pass such orders as it may deemed fit but before imposing a major penalty, the Disciplinary Authority shall supply the copy of enquiry report to the person in service and afford him an opportunity of being heard in person either before himself or before any officer senior in rank to the person in service designated for this purpose, after taking into consideration the record of such personal hearing prepared by the officer so designated.

(7) Where no enquiry has been directed by the Authorized Officer, the Disciplinary Authority on receipt of record and recommendations shall supply the copy of recommendations to the person in service and afford him an opportunity of being heard in person, in the manner as prescribed in sub-rule(6).

(8) On completion of enquiry proceedings, the Disciplinary Authority may agree with the findings or may enhance or reduce the recommended penalty or may exonerate the person in service of the charges, or may direct for denovo enquiry; Provided where the penalty is proposed to be enhanced, the person in service shall be entitled for notice.

(9) Notwithstanding anything contained in these Rules, the Disciplinary Authority may in any of the case exercise all powers of the Authorized Officer.

32. Suspension: (1) The Disciplinary Authority may place the services of a person in service under suspension for a period not exceeding ninety days, if in its opinion the suspension is necessary or expedient:

Provided that the continuation of the period of suspension shall require the prior approval of the Disciplinary Authority for each period of extension;

Provided further that during suspension the person in service shall be entitled to usual pay and allowances.

(2) A person in service who is arrested in any criminal charge shall be deemed to have been suspended from the date of his arrest.

33. Powers of Enquiry Officer: (1) For the purpose of an enquiry under these Rules, the Enquiry Officer shall have the powers of a Civil Court trying a suit under the Code of Civil Procedure (Act V of 1908) in respect of the following matters namely:

(a) summoning and enforcing the attendance of any person and examining him on oath;

(b) requiring the discovery and production of documents;

(c) receiving evidence on affidavits; and

(d) issuing commission for the examination of witnesses or documents.

(2) The proceedings under these Rules shall be deemed to be judicial proceedings within the meaning of section 193 and 228 of the Pakistan Penal Code (Act XLV of 1860).

34. Enquiry proceedings: (1) On receipt of written defence, the Enquiry Officer shall inquire into the charge and may examine such oral or documentary evidence in support of the charge or in defence of the person in service as may be considered necessary and the person in service shall be entitled to cross examine the witnesses appeared against him.

(2) Where the Enquiry Officer is satisfied that the person in service is hampering, or attempting to hamper, the progress of enquiry, he shall administer a warning and thereafter if he is satisfied that the person in service is acting in disregard of the warning, he shall record a finding to that effect and proceed to complete the enquiry in such manner as deems fit.

(3) Where the person in service does not submit reply or avoids enquiry proceedings, the Enquiry Officer shall in such circumstances proceed against him ex parte.

(4) No party shall be represented by a lawyer, Advocate or pleader in any proceedings under these Rules.

(5) Any leave to a person in service during enquiry proceedings will be sanctioned, subject to recommendations of the Enquiry Officer.

(6) The Enquiry Officer shall as far as possible expeditiously submit the enquiry report to the Authorized Officer alongwith his recommendations.

35. Procedure of enquiry on account of absence from duty: (1) Where a person in service without any intimation is absent from duty for a continuous period, the Disciplinary Authority at the first instance will issue a show cause notice and in case the notice is duly served but still the person in service remains absent, the Disciplinary Authority may remove him from service.

(2) Where the show cause notice is received back un-served, the Disciplinary Authority will direct for issuing of Publication in Newspaper, calling upon the person in service to join his duty within a maximum period of seven days and if the person in service still remains absent, the Disciplinary Authority may remove him from service.

36. Preliminary Enquiry: The Disciplinary Authority may in appropriate cases, on receipt of any information or knowledge direct to conduct a preliminary enquiry through an Enquiry officer, and on receipt of report, may if deemed necessary directs for holding of a regular enquiry.

GENERAL**Lien and Resignation**

- 37. Lien:** (1) A person in service on substantive appointment to any permanent post will acquire a lien on post and ceases to hold any lien previously acquired on any post.
- (2) A person in service cannot be appointed substantively to a post on which another person in service holds a lien.
- (3) A person in service appointed in any other department may retain lien till his confirmation on that post or as allowed by the Appointing Authority upto a maximum period of two years, whichever is earlier.
- 38. Resignation:** (1) A person in service appointed through initial recruitment and yet not confirmed may resign either on giving fifteen days notice or by forfeiting pay in lieu thereof.
- (2) In case of a permanent/regular person in service, on tendering of resignation until its acceptance, he shall continue in service, and during this period, if he absents himself, he incurs penalty, prescribed for such default.
- (3) The Appointing Authority may or may not accept the resignation and if the resignation is not accepted on any ground, including the ground of disciplinary action outstanding against a person in service, he continues to be in service, inspite of having given resignation.
- (4) In the event of resignation having been accepted the disciplinary action outstanding against him, shall not be proceeded with.
- (5) In a case where a person in service withdraws resignation before it is accepted by the Appointing Authority, the resignation shall be deemed to have been withdrawn.
- (6) Resignation once accepted shall not be withdrawn, unless permitted in exceptional circumstances for reasons to be recorded.

PAY, LEAVE AND RETIREMENT

39. Pay: Every person in service appointed to a post in the service shall be entitled, in accordance with the rules, to the pay sanctioned for such post.

Provided that where a person in service has, under an order which is later set aside, been dismissed or removed from service or reduced in rank, he shall, on the setting aside of such order be entitled to such arrears of pay as the authority setting aside such order may determine.

40 Leave: A person in service shall be allowed leave as may be prescribed from time to time, provided that the grant of leave will depend on the exigencies of service and be at the discretion of the Chief Justice or any other authority designated by him as such, to grant leave or otherwise.

41. Retirement: (1) A person in service shall retire from service:

(a) on such date after he has completed twenty five years of service qualifying for pension or other retirement benefits as the prescribed competent authority may, in public interest, direct; or

(b) where no direction is given under clause (a), on the completion of the sixtieth year of his age.

(2) No direction under clause (a) of sub-rule (1) shall be made until the person in service has been informed in writing of the grounds on which it is proposed to make the direction, and has been given a reasonable opportunity of showing cause against the said direction.

(3) A person in service may, on completion of 25 years' service, voluntarily opt for retirement from service and competent authority may, in his discretion, allow such option.

Provided that no person in service may opt for such retirement against whom an inquiry is pending or who is willfully absent from duty.

Explanation: In this section, 'competent authority' means the 'Appointing Authority'.

42. Employment after retirement: (1) A retired person in service shall not ordinarily be re-employed in the Service, unless such re-employment is necessary in the public interest and is made with the prior approval of the authority next above the appointing authority:

Provided that, where the appointing authority is the Chief Justice, such re-employment may be ordered with the approval of the Chief Justice.

(2) A person in service may, during leave preparatory to retirement, or after retirement from Service, seek any private employment:

Provided that where employment is sought by a person in service while on leave preparatory to retirement or within two years of the date of his retirement, he shall obtain the prior approval of the Appointing Authority.

(3) Retirement from service, in public interest or on the option of a person in service, shall neither amount to a penalty carrying with it stigma nor would such retirement disqualify him from future employment elsewhere or holding a public office.

43. Liability to transfer and serve: Every person in service shall be liable to serve anywhere within or outside the Province of Balochistan in any Court, High Court Establishment(s) or on the post as required by the concerned statute.

Provided that where a person in Service is required to serve on 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 had not been so required to serve.

Provided further that the Chief Justice in appropriate cases, may post vice versa the Family Judges, Qazis and Members, Majlis-e-Shoora as Civil Judges and Senior Civil Judges, respectively.

Judicial Performance Evaluation Reports

44. Judicial Performance Evaluation Reports: Judicial Performance Evaluation Reports (JPER) shall be annually recorded on the prescribed Form-I. The Authorities competent to deal with these Reports viz. respective Reporting Authority, Countersigning Authority and the Authorities competent to determine adverse or advisory nature of remarks and to expunge the same are mentioned in the Second schedule to these Rules.

Declaration of Assets

45. Declaration of Property: (1) Every person in service shall at the time of entering into service, make a declaration of all immovable and movable properties including shares, certificates, securities, insurance policies and jewelry belonging to or held by him/ her or any of his dependent.

(2) Every person in service shall submit to the Registrar, High Court through usual channel, an annual declaration of income, assets and expenses for the financial year ending on 30th June, expressing any increase or decrease of property as shown in the declaration under sub-rule(1) or, the last annual return as the case may be.

(3) Declaration of Assets shall be made on Form-IV appended to these Rules.

Miscellaneous

46. Leave, Pension etc: Subject to these Rules, other terms and conditions of service, including leave, pay, allowances, deputation, pension, gratuity, provident fund benevolent fund, group insurance, financial or family assistance in case of death during service, or other privileges of any person in service shall be governed by the laws for the time being in force and applicable to the civil servants in posts in the same pay scale in the Provincial Government.

Provided that the powers of the Provincial Government shall be exercised by the Chief Justice or such other Judge upon whom such powers may be delegated by the Chief Justice.

47. Relaxation of Rules: Where the Chief Justice is satisfied that any of these Rules are causing undue hardships in a case, he may dispense with or relax the requirement of that provision for reason to be recorded in writing to such extent and subject to such condition, as he may, consider necessary for dealing with the case in a just and equitable manner.

48. Residuary Powers: All matters not specifically provided for in these Rules and all questions relating to the detailed working of these Rules, shall be regulated in accordance with such orders as the Chief Justice may make.

49. Amendment of Rules: The Chief Justice on recommendation of the Administration Committee of the High Court may amend these Rules.

50. Delegation of Power: The Chief Justice may delegate all or any of his powers under these Rules to any Judge, Registrar or officer of the High Court.

51. Savings: The enforcement of these Rules shall not affect any order made, proceedings taken and acts done by any authority or by any person which were made, taken or done, or purported to have been made, taken or done, in exercise of powers derived from any enactment, notification, rules, orders or bye-laws and same shall be made deemed to have been validly made, taken or done and further the right accrued, liability acquired, penalty or punishments imposed and the pending proceedings and enquiries may be continued, on basis of Rules governing services of Judicial Officers.

52. Repeal: The Balochistan District and Sessions Judges and Additional District and Sessions Judges Service Rules, 2002, Balochistan Civil Judges-cum-Judicial Magistrates, Service Rules, 2002 and Balochistan Member, Majlis-e-Shoora and Qazi; Service Rules, 2002, are hereby repealed.

53. Appeal: A person in service aggrieved by an order relating to the terms and conditions of his service may, within 30 days from the date of such order, prefer an appeal or review to the Appointing Authority.

Provided that no appeal or review shall lie on matters relating to the determination of fitness of a person to hold a particular post.

BY ORDER OF THE CHIEF JUSTICE

**(RASHID MEHMOOD)
REGISTRAR,
HIGH COURT OF BALOCHISTAN,
QUETTA.**

First Schedule

[see Rule-2(1)(l)(t)(y) & (ii) and Rule3]

Judicial Officers:

- (i) District & Sessions Judge (BPS-21).
- (ii) Additional District and Sessions Judge (BPS-20).
- (iii) Assistant Sessions Judge (BPS-19).
- (iv) Senior Civil Judge (BPS-19).
- (v) Civil Judge (BPS-18).
- (vi) Judicial Magistrate (BPS-18);
- (vii) Member *Majlis-e-Shoora* (BPS-19).
- (vii) *Qazi* (BPS-18).
- (viii) Presiding Officer of any special Court established by the Provincial Government under any statute.

(RASHID MEHMOOD)
REGISTRAR,
HIGH COURT OF BALOCHISTAN,
QUETTA.

SECOND SCHEDULE

[See Rule-44]

CHANNEL OF RECORDING/ COMPLETION OF PERFORMANCE EVALUATION REPORTS (PERS) INCLUDING COMPETENT AUTHORITIES TO DECIDE REPRESENTATIONS FOR EXPUNCTION OF ADVERSE REMARKS FOR JUDICIAL OFFICERS.

S. No	Reported Officers/ Officials Detail	Initiating Authority/ Reporting Officer	Counter Signing Authority	Competent Authority for Disposal of Adverse Report
	1	2	3	4
1	District & Sessions Judge/ Additional District & Sessions Judge	Chief Justice	N.A	Administration Committee
2	All Other Judicial Officers	Concerned District & Sessions Judge	Chief Justice	Administration Committee

(RASHID MEHMOOD)
REGISTRAR,
HIGH COURT OF BALOCHISTAN,
QUETTA.

THIRD SCHEDULE

[See Rule-31].

S. No.	Category of employees	Disciplinary Authority	Authorized Officer.
1.	All Judicial Officer	Chief Justice	A Judge of High Court to be nominated by the Chief Justice.

(RASHID MEHMOOD)
REGISTRAR,
HIGH COURT OF BALOCHISTAN,
QUETTA.

HIGH COURT OF BALOCHISTAN

(Most Confidential)

Form-I

[See Rule-44]

Judicial Performance Evaluation Report

Certified that I _____

Designation _____

Submitted Judicial Performance Evaluation Form of

Mr. _____

Designation _____

for the Period

from _____ to _____

The Reporting Authority is _____

The Counter Signing Authority is _____

In-charge Confidential Section (PER)

NOTE: *The blank (JPER) must be distributed by Confidential Section of Administration Branch on 01st day of December and be submitted by the Reporting Authority/ Counter Signing Authority till 25th day of December every year with confidentiality.*

HIGH COURT OF BALOCHISTAN

Judicial Performance Evaluation Report

(Most Confidential)

For the Period From _____ To _____

Part I

1. Name _____
2. Father/ Husband Name

3. Designation

4. Date of Birth

5. Date of Appointment & Designation

6. Current Designation & Date/ Duration of Post Held

7. Current Job Description & Place of Posting

8. Education & Training During Current Period

NOTE: Part I to be filled by In-charge Confidential Section PER Branch.

HIGH COURT OF BALOCHISTAN

(Most Confidential)

Judicial Performance Evaluation Report

Part II

(Reporting Authority Evaluation)

1. Brief account of the performance on the job during the period supported by the statistical data where possible. Performance as Judicial Officer of a Court should be supported by filling the form below. Reason for shortfall, if any, may be stated.

Statistical Data of Year _____ (Quantitative Output)

Month	Allocated Target	Unit Achieved	Surplus/ Shortfall	Witnesses Examined	Cases Decided*
January					
February					
March					
April					
May					
June					
July					
August					
September					
October					
November					
December					
Result:					

Note (*): Cases means:

- (a). Civil and Criminal cases (other than the cases that are triable through summary proceedings) decided on merit after recording evidence & giving hearing and due consideration to the record.
- (b). Appeals & Revisions.

HIGH COURT OF BALOCHISTAN

(Most Confidential)

Overall Potential Assessment:

(I). Integrity:

(Total: 01 to 26)

Upright & Honest; Stays within means	Poor	Good	Excellent
	(01-20)	(21-24)	(25-26)

Remarks if any; including Counseling/ Advice: _____

(II). Professional Competency:

(Total: to 26)

(a). Quality:

Mature, Coherent, Concise, Well-informed & Well-Reasoned beside possesses initiative and drive.	Poor	Good	Excellent
	(01-20)	(21-24)	(25-26)

(Total: 01 to 12)

(b). Quantity:

Consistently Exceeds Expectations	Poor	Good	Excellent
	(01-06)	(07-10)	(11-12)

Remarks if any; including Counseling/ Advice: _____

(III). Behavior in Court:

(Total: 01 to 12)

Dignified & Graceful	Poor	Good	Excellent
	(01-06)	(07-10)	(11-12)

Remarks if any; including Counseling/ Advice: _____

HIGH COURT OF BALOCHISTAN

(Most Confidential)
(Total: 01 to 09)

(IV). Discipline:

	Poor (01-07)	Good (04-07)	Excellent (04-09)

Remarks if any; including Counseling/ Advice: _____

Overall Grading:

Poor

Good

Excellent

01-59

60-75

76-85

Fitness for Promotion: Comments on the Judicial Officer potential for holding a higher position and additional responsibilities.

Name & Designation of Reporting Authority

Signature & Date

NOTE: Part II to be filled by Reporting Authority.

HIGH COURT OF BALOCHISTAN

(Most Confidential)

Judicial Performance Evaluation Report

Part III

(Counter Signing Authority Evaluation)

1. How often have you seen the work of the Judicial Officer reported upon?

Very Frequent

Frequently

Rarely

2. How well do you know the Judicial Officer? If you disagree with the assessment of the Reporting Authority, please give reason.

Overall Grading:

Poor

Good

Excellent

01-59

60-75

76-85

3. Recommendation for promotion (comments on the Judicial Officer potential for holding a higher position and additional responsibilities).

Name & Designation of Counter Signing Authority

Signature & Date

NOTE: Part III to be filled by Counter Signing Authority.

High Court of Balochistan, Quetta

Dated _____ day of _____ 20

Form-II [See Rule-28]

No. _____ /189-Estt: The Provincial Seniority list of _____ (BPS-) as stood on _____ is hereby issued for information of all the _____ (BPS-).

Seniority No	Name of Officer	Qualification	Local/ Domicile and Home District	Date of Birth as per Metric Certificate	Date of 1 st appointment	Date of Regular Appointment as D&SJ	Source of appointment			Date of Super-annuation
							By Promotion	By Transfer	By Direct	

Prepared by Assistant Regis Checked by. Addl: Registrar Admn:

Issuing Authority/Registrar:

Signature

Signature

Signature

Name

Name

Name

Designation: Assistant Reg:

Designation: Additional Registrar Admn:

Designation: Registrar

Dated:

Dated:

Dated:

No. & dated Even
Copy forwarded to

1. The District and Session Judge-Inspection, Balochistan Quetta
2. All the Judicial Officer in the Province
3. Master file

(Rashid Mehmood)
Registrar
High Court of Balochistan
Quetta.

High Court of Balochistan, Quetta

Dated _____ day of _____ 20__

Form-III [See Rule-28]

No. _____ /189-Estt: The Final Seniority list of _____ (BPS-) as stood on _____ is hereby issued for information of all the _____ (BPS-).

Seniority No.	Name of Officer	Qualification	Local/ Domicile and Home District	Date of Birth as per Metric Certificate	Date of 1 st appointment	Date of Regular Appointment as D&SJ	Source of appointment			Date of Super-annuation
							By Promotion	By Transfer	By Direct	

Prepared by Assistant Regis Checked by Addl: Registrar Admn:

Issuing Authority/Registrar:

Signature

Signature

Signature

Name

Name

Name

Designation: Assistant Reg:

Designation: Additional Registrar Admn:

Designation: Registrar

Dated:

Dated:

Dated:

No. & dated Even

Copy forwarded to

1. The District and Session Judge-Inspection, Balochistan Quetta
2. All the Judicial Officer in the Province
3. Master file

(Rashid Mehmood)
Registrar
High Court of Balochistan
Quetta.

High Court of Balochistan, Quetta

Dated ____ day of ____ 20

Form-II [See Rule-28]

No. ____ /189-Estt: The Provincial Seniority list of ____ (BPS-) as stood on ____ is hereby issued for information of all the ____ (BPS-).

Seniority No	Name of Officer	Qualification	Local/ Domicile and Home District	Date of Birth as per Metric Certificate	Date of 1 st appointment	Date of Regular Appointment as D&SJ	Source of appointment			Date of Super-annuation
							By Promotion	By Transfer	By Direct	

Prepared by Assistant Regis Checked by Addl: Registrar Admn:

Issuing Authority/Registrar:

Signature

Signature

Signature

Name

Name

Name

Designation: Assistant Reg:

Designation: Additional Registrar Admn:

Designation: Registrar

Dated:

Dated:

Dated:

No. & dated Even

Copy forwarded to

1. The District and Session Judge-Inspection, Balochistan Quetta
2. All the Judicial Officer in the Province
3. Master file

(Rashid Mehmood)
Registrar
High Court of Balochistan
Quetta.

HIGH COURT OF BALOCHISTAN

(Most Confidential)

Judicial Performance Evaluation Report

Part III

(Counter Signing Authority Evaluation)

1. How often have you seen the work of the Judicial Officer reported upon?

Very Frequent

Frequently

Rarely

2. How well do you know the Judicial Officer? If you disagree with the assessment of the Reporting Authority, please give reason.

Overall Grading:

Poor

Good

Excellent

01-59

60-75

76-85

3. Recommendation for promotion (comments on the Judicial Officer potential for holding a higher position and additional responsibilities).

Name & Designation of Counter Signing Authority

Signature & Date

NOTE: Part III to be filled by Counter Signing Authority.

HIGH COURT OF BALOCHISTAN

(Most Confidential)
(Total: 01 to 09)

(IV). Discipline:

	Poor	Good	Excellent
	(01-07)	(04-07)	(04-09)

Remarks if any; including Counseling/ Advice: _____

Overall Grading:

Poor

Good

Excellent

01-59

60-75

76-85

Fitness for Promotion: Comments on the Judicial Officer potential for holding a higher position and additional responsibilities.

Name & Designation of Reporting Authority

Signature & Date

NOTE: Part II to be filled by Reporting Authority.

HIGH COURT OF BALOCHISTAN

Form-IV

[See Rule-45]

**DECLARATION OF ASSETS ALONG WITH INCOME & EXPENDITURES
STATEMENT**

Personal Introduction:

- 1. Name _____
- 2. F/H Name _____
- 3. Address _____
- 4. CNIC No _____ Date of Birth _____
- 5. Date of Appointment _____ Post & Scale _____
- 6. Present Post & Scale _____

Family Introduction:

- 1. Total Family Member _____
- 2. Spouse Name _____
- 3. Children Name & Age _____
- _____
- _____
- _____

Bank Accounts:

- 1. Account No & Bank _____ Balance _____
- 2. Account No & Bank _____ Balance _____
- Total Balance _____

Year _____ Income Detail:

- 1. Monthly Salary _____
- 2. Income Other Sources _____
- 3. Detail of Other Sources _____
- _____
- 4. Gross Annual Income _____

Year _____ Expenditure:

- 1. House Hold _____
- 2. Total Utility _____
- 3. Education _____
- 4. Medical/ Club _____
- 5. Local/ Foreign Trips _____
- 6. Total Expenditure _____

HIGH COURT OF BALOCHISTAN

Immovable Assets:

(Agricultural land(s), Residential/ Commercial Plot(s), House(s), Shop(s) etc).

- | | |
|----------------|-------|
| 1. Description | _____ |
| Value & Source | _____ |
| 2. Description | _____ |
| Value & Source | _____ |
| 3. Description | _____ |
| Value & Source | _____ |
| Total Value | _____ |

Movable Assets:

(Jewelry, Vehicle(s), etc).

- | | |
|----------------|-------|
| 1. Description | _____ |
| Value & Source | _____ |
| 2. Description | _____ |
| Value & Source | _____ |
| 3. Description | _____ |
| Value & Source | _____ |
| Total Value | _____ |

Investments:

- | | | | |
|---------------------|-------|---------|-------|
| 1. Certificates | _____ | Balance | _____ |
| 2. Deposits/ Shares | _____ | Balance | _____ |
| 3. Prize Bonds | _____ | Balance | _____ |
| 4. Any Other | _____ | | _____ |
| Total Balance | _____ | | _____ |

Grand Assets:

Previous Year Total Assets: _____

Current Year Total Assets: _____

Signature _____

Name _____

Designation _____

Branch _____

Date _____