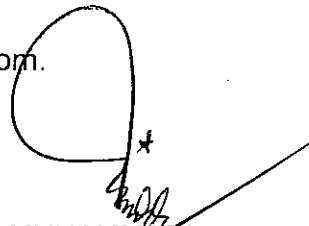



S.No.	Date of order/ proceedings	Order or other proceedings with signature of Judge or Magistrate and that of parties where necessary.
1	2	3
	07.10.2021	<p><u>Present.</u></p> <p>Mr. Muhammad Amin Ayub, ... For appellant Advocate</p> <p>Mr. Muhammad Adeel Butt, ... For respondents. Addl. Advocate General alongwith Saleem Shah, Supdt.</p> <p>Vide our detailed judgment of today in connected Service Appeal No. 953/2018, titled "Awais-ur-Rehman Vs. the Government of Khyber Pakhtunkhwa through Chief Secretary, and two others", this appeal is accepted as prayed for. Consequently, the respondents are directed to proceed under due course for substitution of Clause (e) of the Appendix against Serial No. 4 in Column No. 5 to provide for separation of 10% quota with appropriate proportion having regard to the number of Sub Engineers who happened to have possessed the Degree of B.Tech (Hons) at the time of their joining the service and those who happened to have acquired such degree while in service after their appointment. There is no order as to cost. File be consigned to record room.</p> <p style="text-align: center;">  (MIAN MUHAMMAD) Member(E) </p> <p style="text-align: right;">  CHAIRMAN </p> <p><u>ANNOUNCED</u> 07.10.2021</p>

13.04.2021

Due to demise of Hon'able Chairman, the Tribunal is defunct, therefore, the case is adjourned to 13.07.2021 for the same.



Reader

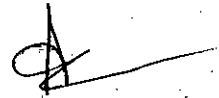
13.07.2021

None for the appellant and Mr. Javed Ullah, Assistant Advocate General for respondents present.

Due to general strike of the Peshawar Bar Association, the case is adjourned to 24.11.2021 for the same before D.B.



(Rozina Rehman)
Member (Judicial)



Chairman

21.09.2021

Appellant alongwith counsel and Mr. Kabirullah Khattak, Addl. AG for the respondents present.

Learned AAG seeks short adjournment, for preparation and assistance. Case to come up on 07.10.2021 for arguments before the available D.B.



(Rozina Rehman)
Member(Judicial)



Chairman

01.01.2021

Due to summer vacation, case is adjourned to 13.04.2021 for the same as before.

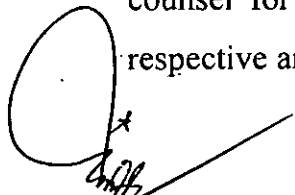

Reader

24.02.2021

Counsel for the appellant and Addl: AG for respondents present.

The record shows that hearing in the instant matter was accelerated from 13.04.2021 to a date in last week of February 2021 i.e today. Learned AAG however, states that notice for the accelerated date was not received by the respondents while the expenses for the same have been deposited.

In order to remove the anomaly and in view of nature of the case it is adjourned to 04.03.2021. The learned counsel for the parties are expected to conclude their respective arguments on the next date.



(Mian Muhammad)
Member (E)


Chairman

04.03.2021

Junior to counsel for the appellant and Addl. AG for the respondents present.

Due to general strike on the call of Khyber Pakhtunkhwa Bar Council, the matter is adjourned to 13.04.2021 for hearing before the D.B.


(Atiq-ur-Rehman Wazir)
Member(E)


Chairman

09.03.2020

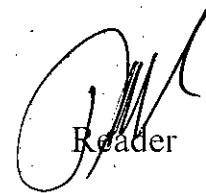
Junior to counsel for the appellant and Mr. Zia Ullah learned Deputy District Attorney present. Junior to counsel for the appellant seeks adjournment on the ground that learned senior counsel is busy before august Supreme Court of Pakistan. Adjourn. To come up for further proceedings on 11.05.2020 before D.B.


Member


Member

11.05.2020

Due to public holidays on account of Covid-19, the case is adjourned. To come up for the same on 07.08.2020 before D.B.


Reader

07.08.2020


Due to summer vacation case to come up for the same on 27.10.2020 before D.B.


Reader

27.10.2020

Junior to counsel for the appellant and Addl. AG for the respondents present.

The Bar is observing general strike, therefore, the matter is adjourned to 07.01.2021 for hearing before the D.B.


(Atiq-ur-Rehman Wazir)
Member


Chairman

12.11.2019

Junior to counsel for the appellant present. Mr. Riaz Paindakheil learned Assistant Advocate General present.

It appeared that the impugned notification was issued as a result of decision in Writ Petition No.1320-P/2017, hence perusal of copy of the Writ Petition would be relevant for the disposal of the present service appeal. Junior to counsel for the appellant seeks adjournment to submit copy of Writ Petition bearing No. 1320-P/2017. Adjourn. To come up for further proceedings on 06.12.2019 before D.B.


Member


Member

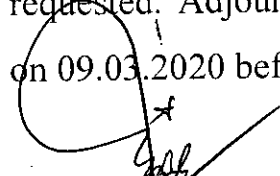
11-12-2019

The Bench is incomplete, therefore case is adjourned to 11-2-2020


Member

11.02.2020

Appellant with counsel present. Mr. Usman Ghani learned District Attorney alongwith Abbas S.C present. Learned counsel for the appellant submitted additional documents placed on file of connected service appeal No.95/2018 filed by Awais ur Rehman. Copy of the same given to learned District Attorney. Adjournment requested. Adjourn. To come up for further proceedings on 09.03.2020 before D.B.


Member


Member

16.10.2019

Learned counsel for the appellant present. Mr. Riaz Khan Paindakheil learned Assistant Advocate General present. Arguments heard. Learned AAG requested for time to produce recommendations by SSRC. Adjourned to 17.10.2019 for further proceedings before D.B.


Member


Member

17.10.2019

Learned counsel for the appellant present. Mr. Riaz Paindakheil learned Assistant Advocate General alongwith Abbas Senior Clerk present. Representative of the respondent department submitted minutes of the meeting of SSRC dated 19.06.2013 and 16.04.2014, placed on file of Service Appeal No.953/2018 filed by Awais ur Rehman. Learned counsel for the appellant and learned AAG relied upon the arguments already heard. Adjourn. To come up for order on 31.10.2019 before D.B.


Member


Member

31.10.2019

Junior to counsel for the appellant present. Mr. Riaz Paindakheil learned Assistant Advocate General present. Some points need further consideration. Adjourn. To come up for order on 12.11.2019 before S.B


Member


Member

04.10.2019

Application for interim relief received through office. None present on behalf of appellant. Adjourned to 09.10.2019 before D.B.

Member


Member

09.10.2019

Learned counsel for the appellant and Mr. Riaz Khan Paindakheil learned Assistant Advocate General present. Heard. Besides application for interim relief, the appellant has also submitted application for fixation of early date of hearing. In view of the reason mentioned in the application for early date of hearing, the same is allowed and the next date in the present service appeal is fixed as 16.10.2019 subject to notice to the respondents. Adjourn. To come up for further proceedings/arguments on the date fixed before D.B.


Member


Member

16.10.2019

Learned Counsel for the appellant present. Mr. Riaz Khan Paindakheil learned Assistant Advocate General present. Learned ASAC requested for time to produce recommendations by ASAC. Adjourned to 16.10.2019 for further proceedings before D.B.

Member

Member

04.10.2019

Application for interim relief received through office. None present on behalf of appellant. Adjourned to 09.10.2019 before D.B.

Member



Member

09.10.2019

Learned counsel for the appellant and Mr. Riaz Khan Paindakheil learned Assistant Advocate General present. Heard. Besides application for interim relief, the appellant has also submitted application for fixation of early date of hearing. In view of the reason mentioned in the application for early date of hearing, the same is allowed and the next date in the present service appeal is fixed as 16.10.2019 subject to notice to the respondents. Adjourn. To come up for further proceedings/arguments on the date fixed before D.B.


Member


Member


Learned counsel for the appellant present Mr. Riaz Khan Paindakheil learned Assistant Advocate General present learned AVAG requested for fixing of further recommendations by D.B. Adjourned to 16/10/2019 for further proceedings before D.B.

Member

Member

16-03510

Presently on appeal, present Mr. Riaz

Mr. Pandey, Assistant Attorney General

presently on appeal, present Mr. Riaz

presently on appeal, present Mr. Riaz

presently on appeal, present Mr. Riaz

presently on appeal, present Mr. Riaz

Member

Member

Member

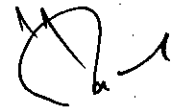
Member

12.04.2019

Learned counsel for the appellant and Mr. Riaz Paindakhel learned Assistant Advocate General for the respondents present. Learned counsel for the appellant submitted rejoinder and seeks adjournment. Adjourn. To come up for arguments on 28.06.2019 before D.B.



Member



Member

28.06.2019

Counsel for the appellant and Addl: AG for respondents present. Learned counsel for the appellant seeks adjournment. Adjourned. Case to come up for arguments on 12.09.2019 for arguments before D.B.



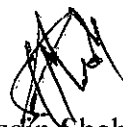
Member



Member

12.09.2019

Junior to counsel for the appellant present. Mr. Riaz Khan Paindakhel learned Assistant Advocate General alongwith Mr. Kaleem Statistical Officer for the respondents present. Junior to counsel for the appellant seeks adjournment as senior counsel for the appellant is busy before August Supreme Court of Pakistan in many cases. Adjourn. To come up for arguments on 26.11.2019 before D.B.




(Hussain Shah)
Member



(M Hamid Mughal)
Member

17.12.2018

Junior to counsel for the appellant and Mr. Kabir Ullah Khattak learned AAG present. Written reply not received. Mr. Narish Kumar Assistant representative of the respondents absent. Adjourn. To come up for written reply/comments on 23.01.2019 before S.B. Notice to be issued to the respts.


Member


23.01.2019

Clerk to counsel for the appellant present. Written reply not submitted. Abbas Senior Clerk representative of the respondent department present and seeks adjournment to furnish written reply/comments. Granted. To come up for written reply/comments on 13.02.2019 before S.B.


Member

13.02.2019

Learned counsel for the appellant and Mr. Kabir Ullah Khattak learned Additional Advocate General alongwith Abbas S.C present. Representative of the respondents submitted written reply/comments. Adjourn. To come up for rejoinder/arguments on 12.04.2019 before D.B.

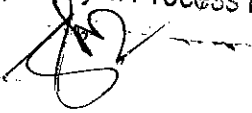

Member

30.08.2018

Learned counsel for the appellant argued that he was appointed as Sub-Engineer in C&W Department on 14.01.2015, having degree of B.Tech (Hons) (Civil). Service Rules notified on 14.10.2014 had earmarked quota for promotion of B.Tech Sub-Engineers to the post of SDO. That vide impugned notification dated 26.03.2018 10 % quota for promotion has been reserved for the above category but those Sub-Engineers who acquired the degree of B.Tech before joining service have been discriminated by merging their seniority/promotion quota with those who acquired the same qualification during service. Amendments through notification referred to above is against the spirit of Section-8 of Civil Servants Act, 1973 and Rule-17 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989. It is also discriminatory and violative of Article-25 of the Constitution of Islamic Republic of Pakistan.

Points urged need consideration. The appeal is admitted for regular hearing subject to deposit of security and process fee within 10 days, thereafter, notice be issued to the respondent for written reply/comments for 31.10.2018 before S.B.

Appellant Deposited
Security & Process Fee




(Ahmad Hassan)
Member

31-10-18

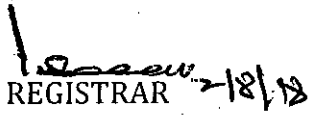

*Due to Retirement of Honorable
Chairman the Tribunal is non functional
therefore the case is adjourned to
come up for the same on 17-12-18*

Reddar

Form- A
FORM OF ORDER SHEET

Court of _____

Case No. 956/2018

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	02/08/2018 3-8-18	<p>The appeal of Mr. Ibad-ur-Rehman presented today by Mr. Khaled Rehman Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR 2/8/18</p> <p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>30-8-18</u>.</p> <p style="text-align: right;"> CHAIRMAN</p>
2-		

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 956 /2018

Ibad-ur-Rehman Appellant

Versus

The Govt. of KPK and others Respondents

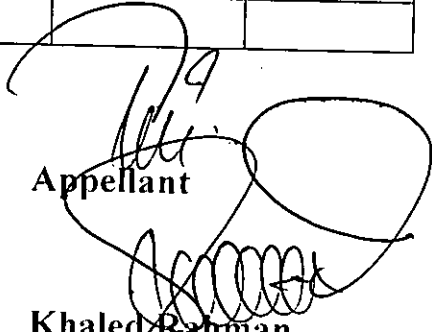
INDEX

S.No.	Description of Documents	Date	Annexure	Pages
1.	Memo of Service Appeal			1-6
2.	Credentials		A	7.
3.	Notification thereby reserved 10% quota for promotion of Sub Engineers to the post of Assistant Engineer	13.01.1980	B	8-10.
4.	Notification thereby for the very first time through amendment 10% separate promotion quota was reserved for Sub-Engineers who had acquired Degree before joining the service	18.10.1986	C	11-
5.	Notification thereby 5% separate quota was reserved for promotion of those Sub Engineers who acquired degrees before joining the service and for those who acquired the requisite qualification during service	12.04.1992	D	12.
6.	Notification thereby 5% promotion quota was reserved for Sub-Engineers who had joined the Service as Engineering Graduates and those who had acquired the same Degree during service	12.01.1999	E	13.
7.	Notification thereby 20%, 8% & 7% quota respectively was reserved for promotion of Sub-Engineers holding Diploma (Civil/Mechanical/Electrical), Degree of B.E/B.Sc. Engineering (Civil/Mechanical/ Electrical) at the time of joining service and for those who had acquired the Degree during service respectively.	16.12.2011	F	14.
8.	Notification thereby for the category of the appellant i.e. B.Tech. (Hons) Degree holders	14.10.2014	G	15.

S.No.	Description of Documents	Date	Annexure	Pages
	(both who acquired the same before service and during service) 3.5% promotion quota was reserved			15.
9.	Impugned Notification whereby no separate quota was reserved for promotion to the post of SDO/Assistant Engineer in respect of Sub-Engineers who acquired B.Tech. (Hons) Degree at the time of appointment or during service.	26.03.2018	H	16.
10.	Departmental Representation	13 16/04.2018	I	17-19
11.	Wakalat Nama			

Through

Appellant


Khaled Rahman
 Advocate,
 Supreme Court of Pakistan
 3-D, Haroon Mansion
 Khyber Bazar, Peshawar
 Off: Tel: 091-2592458
 Cell # 0345-9337312

Dated: 02/07/2018

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 956 /2018

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 1214

Dated 02/08/2018

Mr. Ibad-ur-Rehman

Sub-Engineer

C&W Division, Charsadda.....

Appellant

VERSUS

1. The Govt. of Khyber Pakhtunkhwa
through Chief Secretary,
Khyber Pakhtunkhwa,
Civil Secretariat, Peshawar.
2. The Secretary
Govt. of Khyber Pakhtunkhwa
Communication & Works Department,
Civil Secretariat, Peshawar.
3. The Chief Engineer (Centre)
Communication & Works Department
Khyber Pakhtunkhwa, Peshawar

Respondents

SERVICE APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNALS ACT, 1974 AGAINST THE IMPUGNED NOTIFICATION DATED 26.03.2018 ISSUED BY RESPONDENT NO.2 WHEREBY THE APPELLANT BEING PRE-SERVICE B.TECH (HONS) DEGREE HOLDER ENGINEER WAS NOT ALLOWED SEPARATE QUOTA FROM THE IN-SERVICE B.TECH. DEGREE HOLDERS ENGINEERS AS ALLOWED TO GRADUATE SUB-ENGINEERS HAVING DEGREE OF B.E/B.SC ENGINEERING AGAINST WHICH APPELLANT PREFERRED DEPARTMENTAL APPEAL ON 13/04.2018 BUT THE SAME HAS NOT BEEN DECIDED WITHIN THE STATUTORY PERIOD OF 90 DAYS.

PRAYER:

On acceptance of the instant appeal, the impugned Notification dated 26.03.2018 may graciously be modified to the extent of joint promotion quota for B.Tech (Hons) Degree holder Sub-Engineers by separating the same from those Sub-Engineers who were in possession of B.Tech. (Hons) degree at the time of joining service and for those who had acquired the same qualification during

service on the analogy of B.E/B.Sc. Engineering Degree Holder with all back benefits.

Respectfully Sheweth,

Facts giving rise to the present appeal are as under:-

1. **That** appellant was appointed as Sub-Engineer in the Communication & Works Division on 14.01.2015. He has been performing his duties as Sub-Engineer at C&W Division, Charsadda. He has qualified Degree of B.Tech. (Hons) (Civil) vide Credentials (**Annex:-A**). Throughout his career appellant has rendered unblemished and spotless services for the Department.
2. **That** the Provincial Government vide Notification dated 13.01.1980 (**Annex:-B**) reserved 10% quota for promotion to the post of Assistant Engineer from amongst Sub-Engineers. Likewise vide Notification dated 18.10.1986 (**Annex:-C**) for the very first time through amendment 10% separate promotion quota was reserved for those Sub-Engineers who had acquired Degree before joining the service. This practice remained in field till 1992 when through amendments vide Notification dated 12.04.1992 (**Annex:-D**) 5% separate quota was reserved for promotion of those Sub Engineers who acquired degrees before joining the service and for those who acquired the requisite qualification during service.
3. **That** vide Notification dated 12.01.1999 (**Annex:-E**) 5% promotion quota was also reserved for Sub-Engineers who had joined the Service as Engineering Graduates and those who had acquired the same Degree during service. It is pertinent to mention here that vide Notification dated 16.12.2011 (**Annex:-F**) 20% promotion quota was reserved for promotion of Sub-Engineers holding Diploma (Civil/Mechanical/Electrical) and 8% promotion quota was reserved for those holding Degree of B.E/B.Sc. Engineering (Civil/Mechanical/ Electrical) at the time of joining service and 07% quota for those who had acquired the Degree during service.
4. **That** through an amendment vide Notification dated 14.10.2014 (**Annex:-G**) for the category of the appellant i.e. B.Tech. (Hons) Degree holders 3.5% promotion quota was reserved for both who acquired the same before

service and during service, thus a different yardstick was applied/used against the appellant.

5. **That** considering the genuine demand of B.Tech. (Hons) degree holder Sub Engineers, in light of the judgment of the Hon'ble Peshawar High Court and after observing all the codal formalities, a meeting of Standing Service Rules Committee was held under the chairmanship of Respondent No.2 wherein recommendation was made for reservation of 10% quota for promotion to the post of SDO/Assistant Engineer (BS-17) in respect of B.Tech. (Hons) degree holder Sub-Engineers but did not separate the quota of both the categories of B.Tech. Degree holders.
6. **That** in the C&W Department, there are two categories of B.Tech (Hons) Degree Holder Sub-Engineers i.e. one those who have acquired B.Tech (Hons) Degree before joining service and the other is that who have obtained the said degree during service.
7. **That** vide impugned Notification dated 26.03.2018 (*Annex:-H*), a separate quotas has been notified for promotion of other cadre of Graduate Sub-Engineers holding Degrees B.E/B.Sc. Engineering to the post of SDO/Assistant Engineer as under:-
 - (c) five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who possess *Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) at the time of their joining service* and have passed Departmental Promotion Examination with 05 (five) years service as such;
 - (d) three and half percent (3.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers *who acquired Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) during service* and have passed Departmental Promotion Examination with 05 (five) years service as such.
8. **That** on the other hand, vide the same impugned Notification *ibid*, a different yardstick has been used for promotion quota in respect of Sub Engineers who acquired B.Tech. (Hons) Degree during service or before joining their service and reserved 10% joint quota for their promotion to the post of SDO/Assistant Engineer as under:-

- (e) ten percent (10%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers having Degree of **B-Tech (Hons)** and having passed Departmental Promotion Examination with 05 (five) years service as such;

Thus the Sub-Engineers who acquired Degree of B-Tech (Hons) before their joining service have been discriminated by merging their seniority/promotion quota with those who acquired the same qualification during service.

9. **That** the appellant being aggrieved of the impugned Notification 26.03.2018. *ibid*, preferred Departmental Representation (**Annex:-I**) dated 19.04.2018 before the competent authority but the same was not responded within the statutory period of 90 days, hence the instant appeal inter-alia on the following grounds:-

GROUND:-

- A. **That** the impugned Notification dated 26.03.2018 is in violation of Section-8 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 read with Rule-17 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and unlawfully issued the impugned Notification dated 26.03.2018 which is illegal, unlawful, unjust, and hence not sustainable in the eye of law.
- B. **That** the department discriminated appellant as on one hand in the same department similarly placed and his other colleagues were awarded double chance of the career progression in the shape of separate promotion quota while on the other the same benefit was not extended to the appellant by maintaining combined promotion quota/seniority of B-Tech (Hons) degree holders (before joining or during service), which is not sustainable in the eye of law.
- C. **That** appellant was highly discriminated because as per Article 4 & 25 of the Constitution of Islamic Republic of Pakistan 1973, every citizen of the mother land should be treated in accordance with law and policy hence the acts and omissions of the Department of not treating B-Tech (Hons) Degree holders at par with pre and in-service B.E/B.Sc. Engineering Degree holders, is illegal and not tenable.

- D. **That** the impugned Notification *ibid*, is not only against the valuable rights of the appellant but also department imposed upon him major penalty in shape of joint seniority list because appellant will be thrown at the bottom of the seniority list of B-Tech (Hons) Degree holder Sub-Engineers, hence the same is against the norms of justice and not sustainable under the law.
- E. **That** the even otherwise it is the settled principle that while formulating/designing policies for different categories of civil servants, it is incumbent upon the authority concerned to avoid discriminatory treatment/provisions but in the case of appellant he has been meted out discriminatory treatment, which severely affected his career progression.
- F. **That** it is settled practice of the Respondent Department that they had reserved separate promotion quota amongst the Sub-Engineers who had acquired their degrees before joining the service and for those who had acquired the same during service. It is evident from the Notification of the same Department that this practice remained in filed and the Department had allocated separate promotion quota for the categories of Sub-Engineers and now since the creation of the post i.e. B.Tech. (Hons) Degree holders in the same Department, they have maintained different methods for promotion and reserved 10% quota amongst the B.Tech (Hons) holder inspite of the fact that it was practice of the Department that in similar circumstances they have allocated separate promotion quota for the two categories but in case of the appellant clear discrimination has been made which is against the principle of natural justice and fair-play.
- G. **That** it is vested right of every civil servant for further promotion subject to condition of his eligibility and fitness. It is an admitted fact that appellant being eligible was to be promoted against the next higher post but due to discriminatory treatment of the Department in the shape of merging promotion quota two categories of B.Tech degree holders. The appellant has been illegally deprived of his rights.
- H. **That** the appellate authority also failed to decide the departmental appeal of appellant without any lawful justification and as per Section-24A of the General Clauses Act, 1897 the appellate authority was bound to decide the

departmental appeal fairly, justly and within reasonable time.

- I. **That** appellant would like to offer some other grounds during the course of arguments.

It is, therefore, respectfully requested that the impugned Notification dated 26.03.2018 may graciously be modified to the extent of joint promotion quota for B-Tech (Hons) Degree holder Sub Engineers by separating the same for those Sub Engineers who acquired B-Tech (Hons) Degree at the time of joining service and for those who had acquired the same qualification during service on the analogy of B.E/B.Sc. Engineering Degree holders.

It is, therefore, humbly prayed that the instant appeal may graciously be accepted as prayed for above.

Any other relief as deemed appropriate in the circumstances of case not specifically asked for, may also be granted to appellant.

Through


Appellant

Khaled Rahman,
Advocate,
Supreme Court of Pakistan

Dated: 07/08/2018

7-
ANNEX A

Herston University

Kohat - Pakistan

This is to Certify That

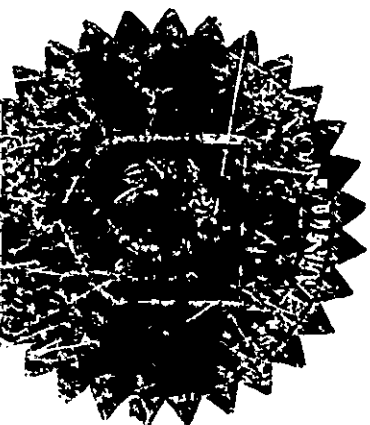
Mhd-ur-Rehman

has satisfactorily and completely fulfilled all requirements for the prescribed studies and the examinations of the University, and has, therefore, been admitted to the Degree of

Bachelor of Technology (Baz)
in **Civil Technology**

In testimony whereof, this Degree has been issued under authorized signatures and official seal of the University, on this fifteenth day of July 2009.


Chancellor




Registrar

1990
1000.



08 NOV 2013

Government of Pakistan
Higher Education Commission
Assistant Director Attestation
Islamabad

RIAZ AHMED QURESH

REGISTERED

HIGHER EDUCATION
COMMISSION OF
PAKISTAN
755957



Rs 800

Annex-1/13

60

GOVERNMENT OF N.W.F.P.
SERVICES, GENERAL ADMN: TOURISM & SPORTS
DEPARTMENT.

N O T I F I C A T I O N

ANNEX B
-8-

Dated Peshawar, the 13th January 1980

No. SURI(S&GAD)1-12/74- In exercise of the powers conferred by section 26 of the North-West Frontier Province Civil Servants Act, 1973 (N.W.F.P Act XVIII of 1973), and in suppression of all previous rules on the subject in this behalf, the Governor of the North West Frontier Province is pleased to make the following rules, namely:

~~THE GOVERNMENT OF NORTH WEST FRONTIER PROVINCE
(RECRUITMENT & APPOINTMENT) RULES 1979~~

1. (1) These rules may be called the Communication & Works Department (Recruitment and Appointment) Rules, 1979.
(2) They shall come into force at once.
2. The method of recruitment, minimum qualifications, age limit and other matters related thereto for the posts specified in column 2 of the Schedules annexed shall be such as given in column 3 to 7 of the said Schedules.

SECRETARY TO GOVERNMENT OF N.W.F.P.
SERVICES AND GENERAL ADMN:
DEPARTMENT.

ENDST.No, SURI(S&GAD)1-12/74. Dated Peshawar, the 13th Jan-1980

Copy forwarded to :-

1. All Administrative Secretaries to Government of NWFP.
2. All Divisional Commissioners in N.W.F.P.
3. Secretary to Governor, NWFP.
4. Secretary, NWFP, Public Service Commission, Peshawar.
5. All Heads of Attached Departments in NWFP.
6. All District and Sessions Judges in NWFP.
7. All Deputy Commissioners/Political Agents in NWFP.
8. Registrar, High Court, Peshawar.
9. All Section Officers in the S&GAD.
10. Manager, Govt Printing Press Peshawar for publication in the Government Gazette. He is requested to supply 50 copies of the printed.

sd/-
Syed Noor Badshah
Section Officer (Regulation-1)

11/11/80

COMMUNICATION AND WORKS DEPARTMENT

SCHEDULE-I

62

1	2	3	4	5		7
				Minimum	Maximum	
Designation of post.	Minimum qualifications for appointment by initial recruitment or by transfer.	Promotion.	Age for initial Recruitment.	Method of recruitment.		

Chief Engineer.

B

By selection on merit from amongst four senior-most officers of the Department, with at least seventeen years experience as Government servant, seniority being considered only in the case of officers of practically the same standard of merit.

Superintending Engineer.

Degree in Engineering from a recognized University.

By selection on merit from amongst the Executive Engineers or holder of equivalent posts in the Communication and Works Department, with at least twelve years service in Grades-17 and 18, seniority being considered only in the case of officers of practically the same standard of merit.

Executive Engineer

By selection on merit with due regard to seniority from amongst Assistant Engineers of the Communication and Works Department with at least six years service as such.

next page...

P

2014
Batch

63

2

3

4

21

30

Asstt. Engineer.

Degree in Civil Electrical or Mechanical Engineering from a recognised University, as may be specified by Government for the respective post.

Degree or Diploma in Engineering from a recognized University or Institution, as specified in column.

years years.

(a) Seventy per cent by initial recruitment.

(b) ten per cent by selection on merit with due regard to seniority from amongst Sub Engineers of the Deptt. who hold a degree and

(c) twenty per cent by selection on merit with due regard to seniority from amongst Senior Scale Sub Engineers of the Deptt. who hold a Diploma and have passed Departmental Professional Examination.

Twenty five per cent of the total number of posts of the diploma holder Sub Engineers shall from the cadre of Senior Scale Sub Engineers and shall be filled by selection on merit with due regard to seniority from amongst Sub Engineers of the Department, who have passed the Departmental Examination and have at least ten years service as such.

By selection on merit with due regard to seniority from amongst holders of the posts of Senior Superintendents/Superintendents, in the Department.

10

5. Senior Scale Sub Engineer.

Diploma in Engineering from a recognised Institute.

5. Administrative Officer/Budget and Accounts Officer.

Annex-III

60

Annex "C"

-11-

GOVERNMENT OF N. W. F. PROVINCE
COMMUNICATIONS & WORKS DEPARTMENT.

Dated Peshawar, the October 18, 1988

NOTIFICATION.

ND.SO(E)C&W/4-5/78 In exercise of the powers conferred by sub-rule (2) of rule 3 of the North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, and in consultation with the Services and General Administration Department and Finance Department, the Communication and Works Department is pleased to direct that in the Services and General Administration Department's Notification No.SOR-I(S&GAD)1-12/74, dated the 28th January, 1980, the following amendment shall be made, namely:

AMENDMENT:

In Schedule I, for the existing entry at clause (b) in column 7 against serial No.4, the following entry shall be substituted, namely:

(b) 10% by promotion, on the basis of seniority cum fitness, from amongst the sub-engineers holding a degree in Engineering. Seniority to be determined from the date of acquiring degree or initial appointment whichever is later.

ABDUL MAJID MOHAMMAD
SECRETARY TO GOVERNMENT N.W.F.P
COMMUNICATION & WORKS DEPARTMENT

Endst.No.SG(E)C&W/4-5/78 Dated Peshawar, the October 18, 1988.

A copy is forwarded to :-

1. All Administrative Secretaries to Govt of NWFP.
2. All Divisional Commissioners in NWFP.
3. Secretary to Governor, NWFP.
4. Secretary to Chief Minister, NWFP.
5. All Heads of Attached Departments in NWFP.
6. All District & Sessions Judges in NWFP.
7. All Deputy Commissioners/Political Agents in NWFP.
8. Secretary NWFP Public Service Commission/Registrar, S/Tribunal.
9. All Section Officers in S&GAD, NWFP, Peshawar.
10. Registrar, Peshawar High Court, Peshawar.
11. Deputy Secretary (Works) C&W Department.
12. All Section Officers in C&W Department/P.S. to Secy C&W Deptt.
13. The Manager, Govt: Printing & Stationery Department Peshawar. He is requested to supply 50 copies of the printed gazette.
14. O/O File/Main file.

Mirza Bashir Ahmad
(MIRZA BASHIR AHMAD)
SECTION OFFICER (E)
C & W DEPARTMENT.

ASHIQ

Annex-II

GOVERNMENT OF N. W. F. P.
COMMUNICATION & WORKS DEPARTMENT.

Dated Peshawar, the 12th April, 1992.

~~NOT TO BE REPRODUCED~~

ANNEX "D"
-12-

NO. SO(E)C&W/4-5/78. In exercise of the powers conferred by sub-rule (2) of rule 3 of the North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Communication and Works Department, in consultation with the Services and General Administration Department and the Finance Department, hereby directs that in the Communication and Works Department (Recruitment and Appointment) Rules, 1979, the following amendment shall be made, namely:-

~~AMENDMENT~~

In Schedule I, in column 7, for the existing entry at clause (b) against serial No.4, the following shall be substituted, namely:

- (1) 5% by promotion on seniority-cum-fitness from amongst the Sub-Engineers who have acquired degree in Engineering during service.
- (2) 5% by promotion on seniority-cum-fitness from amongst the Sub-Engineers who have joined service as such, as Engineering Graduate.

Provided that if no Sub-Engineer in a category is available for promotion, the vacancy shall be deemed to have fallen to the quota of other category and shall be filled in accordingly.

(ADAM KHAN)
SECRETARY TO GOVERNMENT OF NWFP,
COMMUNICATION & WORKS DEPARTMENT.

ENDST.NO.SO(E)C&W/4-5/78. Dated Pesh: the 12th/April, 1992.

A copy is forwarded to:-

- 1) All Administrative Secretaries to Govt of NWFP.
- 2) Secretary to Governor, N.W.F. Province.
- 3) Secretary to Chief Minister, N.W.F. Province.
- 4) P.S to Chief Secretary, N.W.F. Province.
- 5) Secretary, NWFP Public Service Commission.
- 6) Manager, Govt Printing & Stationery Deptt: NWFP. He is requested to supply 50 copies of the printed gazette.
- 7) The S.O(R-II) Govt of NWFP, S&GAD w/r to his U.O.NO.SORI (S&GAD)2(1)/86(B), dated 09.04.1992.
- 8) Dy:Secretary/All Section Officers/P.S to Secretary C&W Deptt.
- 9) O/O file.

HABIB

ADAM KHAN
SECTION OFFICER(E)

12/4/1992

Annex 1

SS

ANNEX "E"

GOVERNMENT OF NWFP
COMMUNICATION & WORKS DEPARTMENT

Dated Peshawar, the January 12, 1999.

73 -

NOTIFICATION

No. SO(B)C&W/4-5/78: In exercise of the powers conferred by sub rule (2) of rule 3 of the North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Communication & Works Department, in consultation with the Finance, and General Administration Department and Works Department hereby directs that in the Communication and Works Department (Recruitment and Appointment) Rules, 1979, the following amendments shall be made, namely:-

AMENDMENTS

In Schedule I, in column 7, for the existing entry at clause (b) against serial No. 4, the following shall be substituted, namely:

- (1) Five per cent by promotion from Sub Engineer in C&W Department from amongst the Sub Engineers who have served service as Engineering Graduates.
- (2) Five per cent by promotion from communication engineering degree and Engineering diploma holders who have served service as Engineering Graduates.

Provided that if no Sub Engineer in one category is available for promotion, the vacancy shall be deemed to have fallen to the quota of other category and shall be filled in accordingly.

SECRETARY TO GOVT. OF NWFP,
COMMUNICATION & WORKS DEPARTMENT

Dated Peshawar, January 12, 1999.

No. SO(B)C&W/4-5/78.

A copy is forwarded to the:-

- 1) All Administrative secretaries to Govt. of NWFP.
- 2) Secretary to Governor, NWFP.
- 3) Secretary to Chief Minister, NWFP.
- 4) P.S. to Chief Secretary, Govt. of NWFP.
- 5) P.S. to Secretary C&W Department, NWFP.
- 6) P.S. to Minister for C&W Department, Peshawar.
- 7) Addl Secretary, C&W Department, Peshawar.
- 8) Accountant General, NWFP Peshawar.



GOVT OF KHYBER PAKHTUNKHWA
COMMUNICATION & WORKS DEPARTMENT

Dated Peshawar, the Dec 16, 2011

Ansley F
- 14 -

NOTIFICATION:

No. SOE/C&WD/8-12/2011: In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Communication & Works Department in consultation with Establishment Department and the Finance Department, hereby directs that in this Department Notification No. SOE/C&WD/8-12/2009, dated 25th March, 2010, the following amendment shall be made, namely:

AMENDMENTS

In Schedule-I, against serial number 4, in column number 5, for the existing entries, the following shall be substituted, namely:

- (a) Twenty percent (20%) by promotion on the basis of seniority cum fitness from amongst the Sub Engineers who hold a Diploma of (Civil/Mechanical/Electrical) and have passed Departmental Professional Examination with 10 (ten) years service as such.
- (b) Eight percent (8%) by promotion on the basis of seniority cum fitness from amongst the Sub Engineers who possessed Degree of B.E/B.Sc. Engineering (Civil/Mechanical/Electrical) at the time of their joining service.
- (c) Seven percent (7%) by promotion on the basis of seniority cum fitness from amongst the Sub Engineers who acquired Degree of B.E/B.Sc. Engineering (Civil/Mechanical/Electrical) during service and
- (d) Sixty five percent (65%) by initial recruitment.

Note: As regard clause (c) the seniority to be determined from the date of acquiring the Degree.

Secretary to
Govt of Khyber Pakhtunkhwa
Communication & Works Department

Ends of even number and date

Copy is forwarded to the:-

1. All Administrative Secretaries, Govt of Khyber Pakhtunkhwa
2. Secretary to Governor Khyber Pakhtunkhwa, Peshawar
3. Principal Secretary to Chief Minister Khyber Pakhtunkhwa, Peshawar
4. All Chief Engineers C&W Peshawar
5. Chief Engineer (FATA) W&S Peshawar
6. Chief Engineer EQAA Mansehra at Abbottabad
7. Secretary Khyber Pakhtunkhwa Public Service Commission Peshawar
8. All Superintending Engineers C&W Circles
9. All Executive Engineers C&W/Highway Divisions
10. Section Officer (R-VI) Establishment Deptt, Peshawar
11. Assistant Legal Drafter-I, Law Department, Peshawar
12. Managing Printing Press for publication in the issue of next Govt gazette
13. PS to Chief Secretary Khyber Pakhtunkhwa, Peshawar
14. PS to Secretary, C&W Deptt, Peshawar
15. PA to Adst. Secretary, C&W Deptt, Peshawar
16. PA to Deputy Secretary (Admn), C&W Deptt, Peshawar
17. Office File

(RAHIM BADSHAH)
SECTION OFFICER (ESTT)



GOVERNMENT OF KHYBER PAKHTUNKHWA
COMMUNICATION & WORKS DEPARTMENT

Date of Peshawar, the October 14, 2014

NOTIFICATION:

No. SOE/C&WD/8-12/2014: In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Communication & Works Department, in consultation with the Establishment Department and the Finance Department, hereby directs that in this Department Notification No. SOE/C&WD/8-12/2009, dated 25th March, 2010, the following amendment shall be made, namely:

ANNEX "G"
15-

AMENDMENTS

In the Appendix, against serial No.4, in column No.5, for the existing entries, the following shall be substituted, namely:

- (a) Sixty five percent (65%) by initial recruitment
- (b) twenty percent (20%) by promotion on the basis of seniority cum fitness from amongst the Sub-Engineers who hold a Diploma of (Civil/Mechanical or Electrical) and have passed Departmental Professional Examination with 10 (ten) years service as such.
- (c) eight percent (8%) by promotion on the basis of seniority cum fitness from amongst the Sub-Engineers who possess Degree of B.E. or B.Sc. Engineering (Civil/Mechanical or Electrical) at the time of their joining service and have passed Departmental Professional Examination with 05 (five) years service as such.
- (d) three and half percent (3.5%) by promotion on the basis of seniority cum fitness from amongst the Sub-Engineers who acquired Degree of B.E. or B.Sc. Engineering (Civil/Mechanical or Electrical) during service and have passed Departmental Professional Examination with 05 (five) years service as such; and
- (e) three and half percent (3.5%) by promotion on the basis of seniority cum fitness from amongst the Sub-Engineers having Degree of B.Tech. (Hons) and have passed Departmental Professional Examination with 05 (five) years service as such.

Note: The seniority in all cases shall be determined from the date of initial appointment

SECRETARY TO
Government of Khyber Pakhtunkhwa
Communication & Works Department

Endst. of even number and date

Copy is forwarded to the:-

1. Administrative Secretaries, Govt of Khyber Pakhtunkhwa
2. Secretary to Government Khyber Pakhtunkhwa, Peshawar
3. Principal Secretary to Chief Minister Khyber Pakhtunkhwa, Peshawar
4. All Chief Engineers C&W Peshawar
5. Chief Engineer (FATA) W&S Peshawar
6. Chief Engineer EQAA Abbottabad
7. Secretary Khyber Pakhtunkhwa Public Service Commission Peshawar
8. All Superintending Engineers C&W Circles
9. All Executive Engineers C&W/Highway Divisions
10. Section Officer (R-VI) Establishment Department Peshawar
11. Assistant Legal Draftsman, Law Department Peshawar
12. Managing Printing Press for publication in the issue of next Govt gazette
13. PS to Chief Secretary Khyber Pakhtunkhwa Peshawar
14. PS to Secretary C&W Department Peshawar
15. PA to Addl. Secretary C&W Department Peshawar
16. PA to Deputy Secretary (Admn) C&W Department Peshawar
17. Office File

(U: MAN JAN)
SECTION OFFICER (Esib)



GOVERNMENT OF KHYBER PAKHTUNKHWA
COMMUNICATION & WORKS DEPARTMENT

Dated Peshawar, the 26th March 2018

AKIASEG H

76-

NOTIFICATION:

No. SOE/C&WD/8-12/2014: In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Communication & Works Department, in consultation with the Establishment Department and the Finance Department hereby directs that in this Department Notification No. SOE/C&WD/8-12/2009, dated 25th March, 2010, the following further amendments shall be made, namely:

AMENDMENTS

In the Appendix:-

- i. against serial No.4, in column No.5, for the existing entries, the following shall be substituted, namely:
 - (a) Sixty five percent (65%) by initial recruitment,
 - (b) sixteen and half percent (16.50%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who hold a Diploma of (Civil, Mechanical or Electrical) and have passed Departmental Professional Examination with 10 (ten) years service as such;
 - (c) five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who possess Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) at the time of their joining service and have passed Departmental Professional Examination with 05 (five) years service as such;
 - (d) three and half percent (3.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who acquired Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) during service and have passed Departmental Professional Examination with 05 (five) years service as such; and
 - (e) ten percent (10%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers having Degree of B.Tech. (Hons) and have passed Departmental Professional Examination with 05 (five) years service as such;
- ii. against serial No.26, in column No.5, for the existing entries, the following shall be substituted, namely:

"By promotion on the basis of seniority-cum-fitness, from amongst the Naib Qasids, Chowkidars and Barkandaz having qualification of Secondary School Certificate with at least three years service as such.

Note:- A joint seniority list of Naib Qasids, Chowkidars and Barkandaz shall be maintained for the purpose of promotion"
- iii. after serial No.28, the following new serial shall be inserted, namely:


29.	Barkandaz	Preferably literate	18 to 45 years	By initial recruitment
-----	-----------	---------------------	----------------	------------------------

SECRETARY TO
Government of Khyber Pakhtunkhwa
Communication & Works Department

Ends of even number and date

Copy is forwarded to the:-

1. All Administrative Secretaries, Govt of Khyber Pakhtunkhwa
2. Secretary to Governor Khyber Pakhtunkhwa, Peshawar
3. Principal Secretary to Chief Minister Khyber Pakhtunkhwa, Peshawar
4. All Chief Engineers C&W Peshawar
5. Chief Engineer (FATA) W&S Peshawar
6. Chief Engineer (East) C&W Abbottabad
7. Secretary Khyber Pakhtunkhwa Public Service Commission Peshawar
8. All Superintending Engineers C&W Circles
9. All Executive Engineers C&W/Highway Divisions
10. Section Officer (R-VI) Establishment Department Peshawar
11. Assistant Legal Drafter-I, Law Department Peshawar
12. Manager Printing Press for publication in the issue of next Govt gazette. He is requested to provide 25 printed copies of the Notification, preferably gazetteed copies, when published to this Department along-with the details of the gazettee in which they are published.
13. PS to Chief Secretary Khyber Pakhtunkhwa Peshawar
14. PS to Secretary C&W Department Peshawar
15. PA to Addl. Secretary C&W Department Peshawar
16. PA to Deputy Secretary (Admin) C&W Department Peshawar
17. Office File


(ABDUR RASHID KHAN)
SECTION OFFICER (L&D)

ANNEX I - 17

19

To

PS/C.S Khyber Pakhtunkhwa
Diary No. 3296
Date 17/4/18

The worthy Chief Secretary
Govt. of Khyber Pakhtunkhwa,
Civil Secretariat, Peshawar.

DBA 19/4/18
AS/PSA

Subject: Departmental appeal against the Notification dated 26.03.2018, issued by the Secretary to Government of Khyber Pakhtunkhwa Communication & Works Department whereby the appellant being pre-service B.Tech (Hons) degree holder Engineer was not allowed separate quota from the in-service B-Tech. Degree holders Engineer as allowed to Graduate Sub-Engineers having degree of B.E/B.Sc. Engineering, thus the same is discriminatory and illegal.

Respected Sir,

With due respect I have the honour to submit this departmental appeal/representation for your kind consideration and favourable action on the following facts and grounds:

1. That the appellant was appointed as Sub-Engineer in the Communication & Works Division on 14.01.2015. He has been performing his duties as Sub-Engineer at C&W Division, Charsadda. He has qualified Degree of B.Tech (Hons) (Civil).
2. That considering the genuine demand of B.Tech. (Hons) degree holder Sub Engineers, in the light of Peshawar High Court judgment and after observing all the codal formalities, a meeting of Standing Service Rules Committee was held under the chairmanship of Secretary C&W Department wherein recommendation was made for reservation of 10% quota for promotion to the post of SDO/Assistant Engineer (BS-17) in respect of B.Tech. (Hons) degree holder Sub-Engineers.
3. That in the C&W Department, there are two categories of B.Tech (Hons) Degree Holder Sub-Engineers i.e. one those who have acquired B.Tech (Hons) Degree before joining service and the other is that who have obtained the said degree during service.
4. That vide impugned Notification dated 26.03.2018, separate quotas has been notified for promotion of other cadre of Graduate Sub-Engineers holding Degrees B.E/B.Sc. Engineering to the post of SDO/Assistant Engineer as under:-
 - (c) five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who possess Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) at the time of their joining service and have

SOE 19/4

Sury C&W

P.S to Chief Secretary
Govt. of Khyber Pakhtunkhwa

passed Departmental Promotion Examination with 05 (five) years service as such;

- (d) three and half percent (3.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers *who acquired Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) during service* and have passed Departmental Promotion Examination with 05 (five) years service as such.

5. That on the other hand, vide the same impugned Notification ibid, a different yardstick has been used for promotion quota in respect of Sub Engineers who acquired B.Tech. (Hons) Degree during service or before joining their service and reserved 10% joint quota for their promotion to the post of SDO/Assistant Engineer as under:-

- (c) ten percent (10%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers having Degree of B-Tech (Hons) and having passed Departmental Promotion Examination with 05 (five) years service as such;

Thus the Sub-Engineers who acquired Degree of B-Tech (Hons) before their joining service have been discriminated by merging their seniority/promotion quota with those who acquired the same qualification during service.

6. That the impugned Notification 26.03.2018 ibid, is illegal, discriminatory, against the principle of natural justice, hence this departmental appeal inter-alia on the following grounds:-

GROUNDS:-

- A. That the impugned Notification dated 26.03.2018 is in violation of Section-8 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 read with Rule-17 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, hence the same is liable to be struck down.
- B. That the department discriminated appellant as on one hand in the same department similarly placed and his other colleagues employees awarded double chance of the career progression in the shape of separate promotion quota while on the other the same benefit was not extended to the appellant by maintaining combined promotion quota/seniority of B-Tech (Hons) degree holders (before joining or during service), which is not sustainable in the eye of law.
- C. That appellant was highly exploited/discriminated because as per Article 4 of the Constitution of Islamic Republic of Pakistan 1973, every citizen of the mother land should be treated in accordance with law and policy hence the acts and omissions of the Department of not treating B-Tech (Hons) Degree holders at par with pre and in-

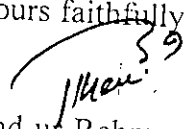
service B.E/B.Sc. Engineering Degree holders, is illegal and not tenable.

D. That the impugned Notification *ibid*, is not only against the valuable rights of the appellant but also department imposed upon him major penalty in shape of joint seniority list because appellant will be thrown at the bottom of the seniority list of B-Tech (Hons) Degree holder Sub-Engineers, hence the same is against the norms of justice and not sustainable under the law.

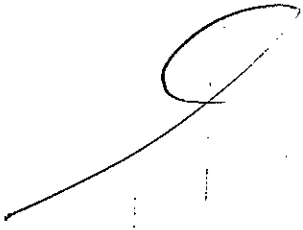
E. That the even otherwise it is the settled principle that while formulating/designing policies for different categories of civil servants, it is incumbent upon the authority concerned to avoid discriminatory treatment/provisions but in the case of appellant he has been meted out discriminatory treatment, which severely affected his career progression.

It is, therefore, respectfully requested that the impugned Notification dated 26.03.2018 may graciously be modified to the extent of joint promotion quota for B-Tech (Hons) Degree holder Sub Engineers by separating the same for those Sub Engineers who acquired B-Tech (Hons) Degree at the time of joining service and for those who had acquired the same qualification during service on the analogy of B.E/B.Sc. Engineering Degree holders.

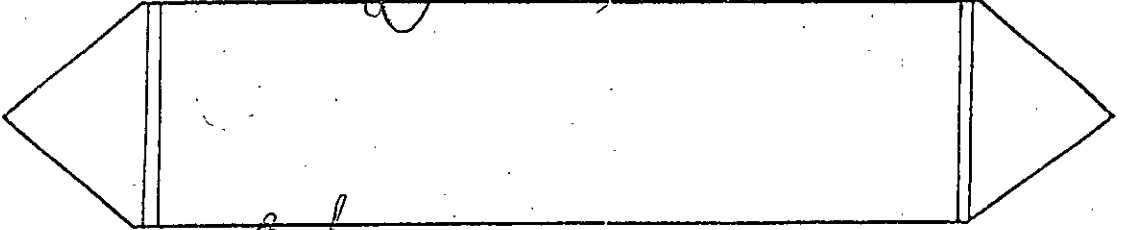
Yours faithfully


Ibad-ur-Rehman
Sub-Engineer
C&W Division,
Charsadda

Dated: 13/04/2018



بعدالت سرحدی ٹریبونل



2018ء منجانب الیٹریٹ
عباد الرحمن بنام حکومت

SN 956/18

موزخہ
مقدمہ
دعویٰ
جرم

باعث تحریر آنکے

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی و کل کارروائی متعلقہ حکومت سرحدی کے آج کے مقام کیلئے کا مقام کیلئے کا مقام کیلئے

مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا۔ نیز وکیل صاحب کو راضی نامہ کرنے و تقرر ثالثہ فیصلہ برحلف دیئے جواب دہی اور اقبال دعویٰ اور بصورت ڈگری کرنے اجراء اور وصولی چیک و روپیہ ارضی دعویٰ اور درخواست ہر قسم کی تصدیق و فراہمی پر دستخط کرانے کا اختیار ہوگا۔ نیز صورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ مذکور کے کل یا جزوی کارروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا۔ اور صاحب مقرر شدہ کو کسی وہی جملہ مذکورہ یا اختیارات حاصل ہوں گے اور اس کا ساختہ پر واختہ منظور قبول ہوگا۔ دوران مقدمہ میں جو خرچہ ہر جانبہ التوائے مقدمہ کے سبب سے ہوگا۔ کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیروی مذکور کریں۔ لہذا عدالت نامہ لکھ دیا کہ سند ہے۔

20 _____ ماہ _____ _____

_____ کے لئے منظور ہے۔
M. Ghasseer Ali
Adv - Muhammad Ameen
Advocati, Peshawar

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 956 /2018

Ibad-ur-Rehman.....Appellant

Versus

The Govt. of KPK and othersRespondents

**REJOINDER ON BEHALF OF APPELLANT IN RESPONSE
TO REPLY FILED BY RESPONDENTS.**

Respectfully Sheweth,

Preliminary Objections:

Preliminary objections raised by answering respondents are erroneous and frivolous. The appeal is maintainable. All the proper and necessary parties have been arrayed as Respondents in the instant appeal. Appellant has got a strong cause of action and for that matter locus standi, the appeal is not time barred. Any civil servant who is aggrieved to any original or appellate order may avail the remedy under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974.

Facts:

- 1&2. Need no rejoinder.
3. It is narrated that vide Notification dated 12.02.1999 separate promotion quota was reserved for Sub-Engineers who had joined the service as Engineers Graduates and those who had acquired the same Degree during service.
4. Misconceived. It is averred that different yardstick has been used towards the appellant rather the same treatment should have been extended in case of appellant vide amendment Notification dated

14.10.2014 for the category of the appellant only 3.5% promotion was reserved for both who acquired the same before service and during service.

5. It is also misconceived. In light of the direction of August Peshawar High Court, Peshawar promotion quota was enhanced to 10% to the post of SDO/Assistant Engineer (BPS-17) in respect of B.Tech (Hons). Moreover, Respondents were required to treat the appellant at par with those petitioners.

6&7. No plausible replies have been submitted by the Answering Respondents which amounts to admission. It is significant to add here that Respondent/Department has made discriminatory treatment towards the appellant and did not treat him at par with that of B.Sc Engineers by way of allocating (5%) promotion quota who possess Degree of B.E or B.Sc Engineering (Civil, Mechanical or Electrical) at the time of joining service and (3.5%) for those who acquired same during service.

8. Assertions of the Answering Respondents are totally delusional. The domain of making rules is the right of the department but subject to some limitations which have been imposed upon them under the Article 25 of the Constitution of Islamic Republic of Pakistan, 1973. Therefore, appellant was highly discriminated by allocating separate promotion quota for one category while the same was not allocated in the category of the appellant in the same department.

9. Incorrect hence denied. The departmental appeal of the appellant was not responded hence, clear violation of Section 24-A of General Clauses Act, 1897 has been committed.

Grounds:

A. Incorrect. The appellant was not treated according to law and Respondents unlawfully issued impugned Notification dated 26.03.2018, which is not sustainable in the eye of law.

B&C. It is mythical. Appellant had to be treated at par with B.Sc Engineers by separating promotion quota for both categories, while combined quota was reserved in the category of the appellant which is a clear case of discrimination.

D. No plausible reply has been submitted which amounts to admission.

E&F. Incorrect hence denied. As already explained in the preceding paras that though framing of rules is the domain to the department but under the subject to limitations there should not be malafide or discrimination against any civil servant.

G&H. Incorrect. Detailed replies have already been submitted in the above paras.

I. Needs no reply.

It is, therefore, humbly prayed that the reply of answering Respondents may graciously be rejected and the appeal as prayed for may graciously be accepted with costs.

Through

Appellant


Khaled Rahman
Advocate, Peshawar

Dated: ____/02/2019

Verification

Verified that the contents of this rejoinder are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.


Appellant

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No.956 OF 2018

Ibad Ur Rehman,
Sub Engineer

(Appellant)....

V/S


Secretary Communication & Works Department
Peshawar & others

(Respondents)....

INDEX

S.NO.	DESCRIPTION OF DOCUMENTS	ANNEXURE	PAGE
1	Parawise Comments on behalf of Respondent No.1 to 3	-	1-3
2	Affidavit	-	4
3	Notification No.SOE/C&WD/8-12/2014 dated 14-10-2018	I	5
4	Order dated 04-05-2017 in W.P.No.1320-P/2017 passed by the Peshawar High Court Peshawar	II	6-7

Deponent


Noor Wazir,
Section Officer,
C&W Department Peshawar

In view of above, a note submitted to Chief Secretary with the proposal that the Notification regarding amendments for the post of Assistant Engineers/ SDOs/ Assistant Research Officers (BS-17) in the existing service rules may be approved. However, the Chief Secretary returned the case with direction to submit a revised working paper highlighting the observations of Law Department for placement before the SSRC for consideration/concurrence. Accordingly, a revised working paper was placed before SSRC for consideration on 16.04.2014, the SSRC decided that the seniority in all cadres shall be determine from the date of initial appointment, therefore, the Department again submitted a note to Chief Secretary for proper approval of the notification. The Chief Secretary approved the note and after completion of all codal formalities, notification with necessary amendments duly recommended by SSRC and approved by Chief Secretary has been issued on 14.10.2014 (**Annex-I**).


5. Although the writ petition No.1320 of 2017 was relating to the provision to enhance the share for promotion as Assistant Engineers/SDOs in BS-17 but this Hon'able court beside to put the Government/Respondents on notice for filing para-wise comments in the main writ, the Additional Advocate General (Mujahid Ali Khan) was present in court in others / different matter on 04.05.2017 (**order sheet Annex-II**) was put to notice who accepted but no consultation was made with the authority in Department. However the direction of this Hon'able court "**to consider the grievances of the petitioners**", the quota fixed as earlier i.e. 3.5% was enhanced to 10% vide Notification No.SOE/C&WD/8-12/2014 dated 26.03.2018.
6. Pertains to record
7. Pertains to record
8. Incorrect. The Government is empowered to frame or amend the service rules of the Departments, while in the instant case, the Department placed the requests of B-Tech (Hons) Sub Engineers before SSRC for consideration, who recommended the amendments and accordingly a proper note placed before Chief Secretary for approval. While the plea of the appellant that circulation or option before issuance of amendment notification is totally against the policy and procedures of the Government. Besides this, the SSRC recommendations for amendments in the service rules are not circulated amongst the officers/officials for objection/omission. If this trend once adopted the cases of necessary amendments in any rules/policy will not get finality.
9. As per record, the departmental appeal of the appellant processed and found that there is no weight-age in his appeal on the basis that amendment notification dated 14.10.2014 and 26.03.2018 in the existing service rules for the post of Assistant Engineer/SDO/Assistant Research Officer (BS-17) has been issued after fulfillment of all codal formalities as well explained in para-4 of the facts.

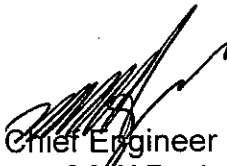
3

GROUND

- A. Incorrect, that no legal rights vests in the appellants which could possibly be enforced through the process of court and that too in its constitutional jurisdiction.
- B. Incorrect, neither discrimination to any individual, including the appellant was done nor any rule or principle of law infringed, the apprehension of the appellant is mis-leading.
- C. Incorrect as explained in para-B of the grounds
- D. Incorrect as explained in para-8 of the facts
- E. Incorrect, there is no mala-fide, no discrimination and violation of rights of appellant. Seniority/promotion and framing of rules are strictly accordance to law under relevant rules and regulation.
- F. Incorrect and misconstrued, hence denied. Petitioners cannot claim any vested right on policy decisions of the govt. The latter had formulated and framed its Rules correctly and in public good. There is thus no scope / need of amending them in order to appease and accommodate few and that too at the expense of over-all functioning of the entire department.
- G. Incorrect and misconceived, hence denied. The policy decisions of other provinces (if any) are not binding on the answering respondents as they to make their own policies, rules and laws in good faith and that too for the public benefit.
- H. As per para-4 of the facts. Moreover no fundamental rights of the appellant have been violated, as he was treated purely in accordance with law and rules.
- I. The respondents would like to seek permission of this Hon'able Tribunal to adhere more grounds during the time of arguments.

In view of the above, it is humbly prayed that the instant appeal may kindly be dismissed with cost.


Secretary to Govt of
Khyber Pakhtunkhwa
C&W Department
(Respondents No.1 & 2)


Chief Engineer (Centre)
C&W Peshawar
(Respondent No. 3)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No.956 OF 2018

Ibad Ur Rehman,
Sub Engineer

(Appellant)....

V/S

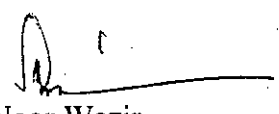
Secretary Communication & Works Department
Peshawar & others

(Respondents)....

AFFIDAVIT

I, Mr. Noor Wazir Section Officer, C&W Department Peshawar hereby affirm and declare that all the contents of the reply / comments are correct to the best of my knowledge and belief and nothing has been concealed.

Deponent



Noor Wazir,
Section Officer,
C&W Department Peshawar



GOVERNMENT OF KHYBER PAKHTUNKHWA
COMMUNICATION & WORKS DEPARTMENT

Dated Peshawar, the October 14, 2014

NOTIFICATION:

No. SOE/C&WD/8-12/2014: In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Communication & Works Department, in consultation with the Establishment Department and the Finance Department, hereby directs that in this Department Notification No. SOE/C&WD/8-12/2009, dated 25th March, 2010, the following amendment shall be made, namely:

AMENDMENTS

In the Appendix, against serial No.4, in column No.5, for the existing entries, the following shall be substituted, namely:

- (a) Sixty five percent (65%) by initial recruitment;
- (b) twenty percent (20%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who hold a Diploma of (Civil, Mechanical or Electrical) and have passed Departmental Professional Examination with 10 (ten) years service as such;
- (c) eight percent (8%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who possess Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) at the time of their joining service and have passed Departmental Professional Examination with 05 (five) years service as such;
- (d) three and half percent (3.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who acquired Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) during service and have passed Departmental Professional Examination with 05 (five) years service as such; and
- (e) three and half percent (3.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers having Degree of B-Tech (Hons) and have passed Departmental Professional Examination with 05 (five) years service as such"

Note: The seniority in all cases shall be determined from the date of initial appointment

SECRETARY TO
Government of Khyber Pakhtunkhwa
Communication & Works Department

End of even number and date

Copy is forwarded to the:-

1. All Administrative Secretaries, Govt of Khyber Pakhtunkhwa
2. Secretary to Governor Khyber Pakhtunkhwa, Peshawar
3. Principal Secretary to Chief Minister Khyber Pakhtunkhwa, Peshawar
4. All Chief Engineers C&W Peshawar
5. Chief Engineer (FATA) W&S Peshawar
6. Chief Engineer EQAA Abbottabad
7. Secretary Khyber Pakhtunkhwa Public Service Commission Peshawar
8. All Superintending Engineers C&W Circles
9. All Executive Engineers C&W/Highway Divisions
10. Section Officer (R-VI) Establishment Department Peshawar
11. Assistant Legal Drafter-I, Law Department Peshawar
12. Managing Printing Press for publication in the issue of next Govt gazette
13. PS to Chief Secretary Khyber Pakhtunkhwa Peshawar
14. PS to Secretary C&W Department Peshawar
15. PA to Addl: Secretary C&W Department Peshawar
16. PA to Deputy Secretary (Admn) C&W Department Peshawar
17. Office File


(USMAN JAN)
SECTION OFFICER (Estb)

6

PESHAWAR HIGH COURT, PESHAWAR

ORDER SHEET

Date of Order of Proceedings	Order or other Proceedings with Signature of Judge.
1	2
04.05.2017	<p><u>W.P.No.1320-P/2017:</u></p> <p>Present: Mr.Ghulam Mohy-ud-Din Malik, Advocate for the petitioners.</p> <p style="text-align: center;">***</p> <p><u>YAHYA AFRIDI, C.J.-</u> Muhammad Humayun and others, petitioners seek the constitutional jurisdiction of this Court praying that:-</p> <p style="text-align: center;"><i>“It is, therefore, prayed that on acceptance of this writ petition, respondents may graciously be directed to amend the Rules dated 14.10.2014 regarding enhancement of B-Tech Degree holders quota from 03.50% to 10% (at least) keeping in view number and size of petitioners.</i></p> <p style="text-align: center;"><i>OR any other remedy which deemed proper, equitable, fair, just and in accordance with principles of justice may graciously be granted.”</i></p> <p>2. Mr.Mujahid Ali Khan, AAG present in Court in different matters is put to notice and he accepted.</p> <p>3. The petitioners are seeking directions of this Court to the Provincial Government for appropriate amendments in the <u>Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989</u> (“Rules”) regarding enhancement of B-Tech Degree.</p>

35
2-0

2. *J. C. Swain*

7

Holders Quota from 03.50% to 10%. In support thereof, the worthy counsel for the petitioners has placed reliance on Muhammad Javed's case (2015 SCMR 269).

3. In view of the above, this Court directs the respondent-Government to consider the grievance of the petitioners in light of the judgment of the apex Court cited above and decide the same, accordingly.

4. This writ petition is disposed of, in the above terms.

Q. Q.
CHIEF JUSTICE

Nodun Sami
JUDGE

(1)

BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL PESHAWAR
SERVICE APPEAL NO. 956 OF 2018

Mr. Ibad-ur-Rehman
Sub Engineer
C&W Division Charsadda

--- Appellant

Versus

1. Chief Secretary --- Respondents
Govt of Khyber Pakhtunkhwa
2. Secretary to Govt of Khyber Pakhtunkhwa
C&W Department, Peshawar
3. Chief Engineer (Centre)
C&W Peshawar

JOINT PARA-WISE COMMENTS ON BEHALF OF RESPONDENTS NO. 1 TO 3

Respectfully Sheweth

PRELIMINARY OBJECTIONS

- i. That the appeal is not maintainable in its present form.
- ii. That the appeal is bad for non-joinder and misjoinder of unnecessary parties
- iii. That the Hon'able Tribunal has no jurisdiction to adjudicate the matters.
- iv. That the appellant has no cause of action and locus standi to file appeal.
- v. That the appeal is time barred
- vi. That there is no final order. Hence the appeal is not maintainable under Section-4 of the KP Service Tribunal Act, 1974.

FACTS

1. Pertains to record
2. Pertains to record
3. Pertains to record
4. As per record, the Sub Engineers having B-Tech (Hons) submitted a joint application for reservation of quota for their promotion to the post of SDO BS-17. In this connection a committee was constituted under Chief Engineer (CDO) C&W Peshawar to submit recommendations. The Committee proposed 3.5% share for Sub Engineers having B-Tech (Hons) on the basis of seniority-cum-fitness by curtailing 07% share quota reserved for Sub Engineer who acquired Degree of B.Sc Engineering (Civil/ Electrical/Mechanical) during service. The Establishment Department placed the case before SSRC for consideration on 19.06.2013. As per Law Department advice the case was referred to Public Service Commission for requisite NOC, who agreed with the proposed amendments for the post of Assistant Engineer/SDO/Junior Engineer/Assistant Research Officer BS-17. In view of SSRC recommendations, draft Notification forwarded to Law Department for vetting before circulation. Law Department vetted the notification with the observations and advised to examine minutely and ensure that it is in order.

In view of above, a note submitted to Chief Secretary with the proposal that the Notification regarding amendments for the post of Assistant Engineers/ SDOs/ Assistant Research Officers (BS-17) in the existing service rules may be approved. However, the Chief Secretary returned the case with direction to submit a revised working paper highlighting the observations of Law Department for placement before the SSRC for consideration/concurrence. Accordingly, a revised working paper was placed before SSRC for consideration on 16.04.2014, the SSRC decided that the seniority in all cadres shall be determine from the date of initial appointment, therefore, the Department again submitted a note to Chief Secretary for proper approval of the notification. The Chief Secretary approved the note and after completion of all codal formalities, notification with necessary amendments duly recommended by SSRC and approved by Chief Secretary has been issued on 14.10.2014 (**Annex-I**).

5. Although the writ petition No.1320 of 2017 was relating to the provision to enhance the share for promotion as Assistant Engineers/SDOs in BS-17 but this Hon'able court beside to put the Government/Respondents on notice for filing para-wise comments in the main writ, the Additional Advocate General (Mujahid Ali Khan) was present in court in others / different matter on 04.05.2017 (**order sheet Annex-II**) was put to notice who accepted but no consultation was made with the authority in Department. However the direction of this Hon'able court "**to consider the grievances of the petitioners**", the quota fixed as earlier i.e. 3.5% was enhanced to 10% vide Notification No.SOE/C&WD/8-12/2014 dated 26.03.2018.
6. Pertains to record
7. Pertains to record
8. Incorrect. The Government is empowered to frame or amend the service rules of the Departments, while in the instant case, the Department placed the requests of B-Tech (Hons) Sub Engineers before SSRC for consideration, who recommended the amendments and accordingly a proper note placed before Chief Secretary for approval. While the plea of the appellant that circulation or option before issuance of amendment notification is totally against the policy and procedures of the Government. Besides this, the SSRC recommendations for amendments in the service rules are not circulated amongst the officers/officials for objection/omission. If this trend once adopted the cases of necessary amendments in any rules/policy will not get finality.
9. As per record, the departmental appeal of the appellant processed and found that there is no weight-age in his appeal on the basis that amendment notification dated 14.10.2014 and 26.03.2018 in the existing service rules for the post Assistant Engineer/SDO/Assistant Research Officer (BS-17) has been issued after fulfillment of all codal formalities as well explained in para-4 of the facts.