

GOVERNMENT OF THE NORTH-WEST FRONTIER PROVINCE  
ESTABLISHMENT AND ADMINISTRATION DEPARTMENT  
(ESTABLISHMENT WING)

NOTIFICATION

*Peshawar, dated the 04-08-2007.*

No. SOE-III(E&AD)1-9/2004/SSRC:- In exercise of the powers conferred by clause (b) of sub-section (2) of section 3 of the North-West Frontier Province Public Service Commission Ordinance, 1978 (N.-W.F.P. Ord. No. XI of 1978), the Governor of the North-West Frontier Province is pleased to direct that in the North-West Frontier Province Public Service Commission:Officers and Servants (Terms and Conditions of Service) Regulations, 1985, the following further amendment shall be made, namely:

AMENDMENTS

In the Appendix,-

(i) after serial No. 1, the following new entries shall be inserted in the respective columns, namely:

1.	2.	3.	4.	5.	6.	7.
1(A)	Senior Psychologist.	Governor in consultation with the Chairman.	---	---	Seven years experience as Psychologist.	By promotion, on the basis of seniority-cum-fitness, from amongst Psychologists.

6

80

(vii) after serial No. 5, as so amended, the following new entries shall be inserted in the respective columns, namely:

1.	2.	3.	4.	5.	6.	7.
5(A)	Private Secretary to Chairman Member.	Chairman in consultation with Departmental Promotion Committee.	---	---	Five years service as Senior Scale Stenographers.	By promotion, on the basis of seniority-cum-fitness: from amongst Senior Scale Stenographers.

(viii) after serial No. 6, the following new entries shall be inserted in the respective columns, namely:

1.	2.	3.	4.	5.	6.	7.
6(A)	Web Manager/ Developer and Networking Administrator.	Chairman in consultation with Departmental Promotion Committee.	22 to 35 years.	---	Second class Master Degree or equivalent qualification in Computer Science from a recognized University.	(a) Fifty per cent by initial recruitment: and (b) fifty per cent by promotion, on the basis of seniority-cum-fitness from amongst Key Punch Operators/Data Entry Operators. If no suitable person is available, then by initial recruitment.  Note: A common seniority list of Key Punch Operators/ Data Entry Operators shall be maintained for the purpose of promotion.

(ix) for the existing entries against serial No. 9(A), the following shall be substituted in the respective columns, namely:

1.	2.	3.	4.	5.	6.	7.
9(A)	Librarian.	Governor in consultation with Chairman.	21 to 32 years.	Master Degree in Library Science from a recognized University.	---	By initial recruitment.



7

22

NWFP PUBLIC SERVICE COMMISSION, PESHAWAR

Dated Peshawar the 22<sup>nd</sup> September 2007

ORDER

10016 Admn (2) 2006/45695 In terms of Finance Department letter No: SO(FR)ED/72/2005/KC dated 05-12-2006, the competent authority, in consultation with Departmental Promotion Committee, meeting (date) 15/09/2007, is pleased to allow the following Senior Scale Stenographers (BPS-15) NWFP Public Service Commission, the up-graded posts of Private Secretaries to Chairman/Members (BPS-16) with immediate effect.

S. NO.	NAME OF THE OFFICIAL/DESIGNATION/SCALE	UP GRADED/RE DESIGNATED AS
1.	Mr. Muhammad Raza Senior Scale Stenographer (BPS-15)	PS to Chairman/Members (BPS-16)
2.	Mr. Muqtadullah Senior Scale Stenographer (BPS-15)	PS to Chairman/Members (BPS-16)
3.	Mr. Allah Dad Senior Scale Stenographer (BPS-15)	PS to Chairman/Members (BPS-16)
4.	Mr. Sajjad Raza Senior Scale Stenographer (BPS-15)	PS to Chairman/Members (BPS-16)
5.	Mr. Umar Naveed Senior Scale Stenographer (BPS-15)	PS to Chairman/Members (BPS-16)
6.	Mr. Sourat Khan Senior Scale Stenographer (BPS-15)	PS to Chairman/Members (BPS-16)
7.	Mr. Saeed Khan Senior Scale Stenographer (BPS-15)	PS to Chairman/Members (BPS-16)

SD/  
CHAIRMAN  
NWFP PSC

Ends: No. & Date 10016 Admn (2) 2006/45695-702

Copy to

1. The Accountant General, NWFP, Peshawar
2. The Director, Recruitment, NWFP PSC
3. The Director, Examination, NWFP PSC
4. The Psychologist, NWFP PSC
5. PS to Chairman, NWFP PSC
6. Officials concerned
7. Cashier, NWFP PSC
8. Personal file of the Officials
9. Office Order File



Total sanctioned posts: 24+8=32

Permanent = Asstt=10+Sr. Sc. Steno=5 As stood on 30.04.2006

Basic Pay Scale-11.15

Temporary = Asstt=14+Sr. Sc. Steno=3

8

S. No.	Name	Designation	Qualification	Domicile	Date of Birth	Date of entry into Govt. Service	Date of Regular Appointment to the present post	BPS	Method of recruitment
1	2	3	4	5	6	7	8	9	10
1	Rustam Khan	Asstt.	FA	Pesh.	02.02.1959	20.2.1980	02.12.1993	11	Promotion
2	Muhammad Ashraf	Asstt.	M.A	Charsada	21.11.1969	1.2.1994	01.02.1994	11	Direct
3	Muhammad Fayaz	Asstt.	M.A	Pesh.	11.5.1965	1.10.1986	01.02.1994	11	Direct
4	Munawar Khan	Asstt.	M.A	Eluky Manwal	14.03.1969	7.2.1994	07.02.1994	11	Direct
5	Sher Ahmad	Asstt.	M.A	Khy. Agy.	12.12.1968	8.2.1994	08.02.1994	11	Direct
6	Muhammad Raza	Sr. Sc. Steno	BA	Pesh.	08.02.1966	4.12.1988	18.07.1994	15	Promotion
7	Fazal Qayyum	Asstt.	M.A	Bannu	13.04.1970	18.1.1996	18.01.1996	11	Direct
8	Muhammad Sajjad Qureshi	Asstt.	BA	Abbott	13.05.1972	24.1.1996	24.01.1996	11	Direct
9	Masroof Gul	Asstt.	Matric	Charsada	11.08.1959	29.10.1978	30.11.1996	11	Promotion
10	Momin Ali	Asstt.	Matric	Kohat	01.06.1953	23.8.1980	30.11.1996	11	Promotion
11	Abdul Latif	Asstt.	Matric	Dir Khan	30.08.1962	12.11.1980	29.05.2000	11	Promotion
12	M. Zamanullah	Asstt.	FA	Pesh.	06.01.1961	1.6.1981	09.10.2000	11	Promotion
13	Amirul Hasnain	Asstt.	Matric	Charsada	10.12.1960	5.4.1981	29.05.2002	11	Promotion
14	Rizwanullah	Asstt.	Matric	Charsada	01.06.1960	6.6.1981	29.05.2002	11	Promotion
15	Kausar Ali	Asstt.	Matric	Bannu	12.01.1961	18.10.1981	23.05.2002	11	Promotion
16	M. Iqbal Ahmed	Asstt.	BA	Pesh.	10.01.1963	11.1.1983	28.12.2002	11	Promotion
17	Muqaddir Ali	Sr. Sc. Steno	BA	Charsada	15.10.1963	19.1.1993	28.12.2002	15	Promotion
18	Allah Dad	Sr. Sc. Steno	MA	Pesh.	16.04.1973	13.1.1993	28.12.2002	15	Promotion
19	Sajjad Raza	Sr. Sc. Steno	MA	Mardan	12.10.1968	16.1.1993	28.12.2002	15	Promotion
20	Umar Naveed	Sr. Sc. Steno	MA	Pesh.	10.03.1973	11.4.1996	28.12.2002	15	Promotion
21	Mussarat Shah	Asstt.	Matric	Pesh.	18.03.1963	16.8.1985	27.01.2004	11	Promotion
22	Waqar Jousaf	Asstt.	MA	Swabi	15.04.1978	23.05.2003	08.10.2004	11	Direct
23	Akhtar Zaman	Asstt.	MA	Dir Bannu	2.03.1977	8.10.2004	08.10.2004	11	Direct
24	Sourat Khan	Sr. Sc. Steno	MA	Mohd Agy.	07.02.1971	15.4.1996	19.01.2005	15	Promotion
25	Alan Zolib	Asstt.	Matric	Nowsh.	15.07.1965	6.4.1986	30.05.2005	11	Promotion
26	Sadiq Ahmad	Asstt.	MA	Charsada	18.03.1966	16.8.1989	30.05.2005	11	Promotion
27	Shujaat Ali	Asstt.	M.Sc.	Swat	10.01.1974	07.10.2005	07.10.2005	11	Direct
28	Muhammad Aslam	Asstt.	M.A	Lark.	09.07.1969	07.10.2005	07.10.2005	11	Direct
29	Ajan Baz Wal	Asstt.	MA	Dir Bannu	18.03.1977	26.10.2005	26.10.2005	11	Direct
30	Ajan Veer Musharaf	Asstt.	MA	Dir	01.06.1981	26.10.2005	26.10.2005	11	Direct
31	Vacant	S.S. Steno							
32	Vacant	S.S. Steno							

PREPARED BY  
Munawar Khan  
Estt. Assistant

CHECKED BY  
Hayat Hussain  
Supdt. Admn.

SIGNED BY  
Bismillah Shah  
Secy. PSC

COMBINED SENIORITY LIST OF SUPERINTENDENTS/REGISTRAR/PSs  
NWFP PUBLIC SERVICE COMMISSION, PESHAWAR.

Total sanctioned posts- 25

Permanent - 3 Suptd + 1 RE + 1 PS to Chairman = 05 As stood on 31.12.2007 Basic Pay Scale- 16

Temporary 11 Suptds + 09 PSs:

S. No.	Name	Designation	Qualification	Domicile	Date of Birth	Date of 1 <sup>st</sup> entry into Govt. Service	Date of Regular Appointment to the present post	BPS	Method of recruitment
1	Mr Rzwanaullah	Suptd	BA	Swabi	12.02.1961	01.07.1981	17.12.2002	16	promotion
2	Mr Masood zaman	Suptd	D com	Marda	17.06.1959	10.11.1984	17.12.2002	16	promotion
3	Mr Fida Muhammad	Suptd	MA	Marda	30.03.1964	20.01.1993	17.12.2002	16	promotion
4	Mr Hayat Hussam	Suptd	MA	Nows h-era	19.04.1973	12.01.1993	26.01.2005	16	promotion
5	Mr Gul Sher Khan	Suptd	Matric	Pesh:	16.09.1950	03.02.1973	26.01.2005	16	promotion
6	Mr Muhammad Saeed	Suptd	M Com	Pesh:	10.01.1965	19.02.1991	26.01.2005	16	promotion
7	Mr Rustam Khan	Suptd	FA	Pesh:	02.02.1959	20.2.1980	22.09.2007	16	Promotion
8	Mr Muhammad Arshad	Suptd	MA	Charsa da	1.1.1969	1.2.1994	22.09.2007	16	Promotion
9	Mr Manawar Khan	Suptd	MA	Lakki	14.03.1969	7.2.1994	22.09.2007	16	Promotion
10	Mr Sher Ajmal	Suptd	MA	Khy Agy.	12.12.1968	8.2.1994	22.09.2007	16	Promotion
11	Mr Fazal Qayam	Suptd	MA	Bannu	13.04.1970	18.1.1996	22.09.2007	16	Promotion
12	Mr Masroof Gul	Suptd	Matric	Charsa da	11.08.1959	29.10.1978	13.11.2007	16	Promotion
13	Mr Momin Ali	Suptd	Matric	Kohat	01.06.1953	23.8.1980	13.11.2007	16	Promotion
14	Mr Abdul Latif	Suptd	Matric	D.I.Khan	01.08.1962	12.11.1980	13.11.2007	16	Promotion
15	Mr Farman Ullah	Suptd	FA	Pesh:	06.01.1961	1.6.1981	13.11.2007	16	Promotion
16	Mr Muhammad Raza	PS	BA	Pesh:	08.02.1966	4.12.1988	22.09.2007	16	Promotion
17	Mr Muqtadullah	PS	BA	Charsa da	15.10.1963	19.1.1993	22.09.2007	16	Promotion
18	Mr. Aliah Dad	PS	MA	Pesh:	16.04.1973	13.1.1993	22.09.2007	16	Promotion
19	Mr. Sajjad Raza	PS	MA	Marda	12.10.1968	16.1.1993	22.09.2007	16	Promotion
20	Mr Umer Naveed	PS	MA	Pesh:	10.03.1973	11.4.1996	22.09.2007	16	Promotion
22	Mr Sourat Khan	PS	MA	Mohd Agy	07.02.1971	15.4.1996	22.09.2007	16	Promotion
23	Mr. Saeed Khan	PS	FA	Pesh:	01-03-1962	09.06.1981	22.09.2007	16	Promotion
24	Vacant	PS	---	---	---	---	---	---	---
25	Vacant	PS	---	---	---	---	---	---	---

Appellant  
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Appellant  
Appellant  
Appellant

*[Handwritten signature]*

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NWFP P.S.C.  
Peshawar



(Regulation Wing)  
Dated Peshawar the 19<sup>th</sup> June 2012

# NOTIFICATION

No. FD/SO(FR)10-22/2012.

The competent authority has been pleased to accord sanction to the enhancement of pay scales of the following posts which exists in all the Departments / Offices (except Secretariat Departments) Government of Khyber Pakhtunkhwa, with effect from **23.12.2011**

S#	Nomenclature of the Post	Existing Pay Scale	Enhanced Pay Scale
1.	Stenographers	BPS-12	BPS-14
2.	Senior Scale Stenographer	BPS-15	BPS-17
3.	Personal Assistants	BPS-15	BPS-16
4.	Private Secretaries	BPS-16	BPS-17

- The pay of the existing incumbents of the posts shall be moved to the higher scale at a stage next above the pay in the lower pay scale.
- With effect from 23.12.2011, the academic qualification for initial recruits against the posts of Stenographers (BPS-14) will be Intermediate or equivalent and against the posts of Senior Scale Stenographers / PAs (BPS-16) will be Graduation or equivalent.
- All the concerned Departments, will amend their service rules accordingly.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

Endst: No. & Date Even.

Copy is forwarded to:

- All Administrative Secretaries, Khyber Pakhtunkhwa.
- Senior Member Board of Revenue, Khyber Pakhtunkhwa.
- Accountant General, Khyber Pakhtunkhwa.
- Secretary to Governor, Khyber Pakhtunkhwa Peshawar.
- Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
- Secretary Provincial Assembly, Khyber Pakhtunkhwa.
- All Heads of Attached Departments in Khyber Pakhtunkhwa.
- Registrar, Peshawar High Court, Peshawar.
- All District Coordination Officers/Political Agents/District & Session Judges/Executive Magistrate Khyber Pakhtunkhwa.
- Registrar Khyber Pakhtunkhwa Public Service Commission Peshawar.
- Registrar Service Tribunal, Khyber Pakhtunkhwa.
- All the Autonomous and Semi Autonomous Bodies, Khyber Pakhtunkhwa.
- Secretary to Government of Punjab, Sindh and Balochistan, Finance Department, Lahore, Karachi and Islamabad.
- The District Comptroller of Accounts, Peshawar, Mardan, Kohat, Bannu, Abbottabad, Swat and Dir.
- The Treasury Officer, Peshawar.
- All District/Agency Accounts Officer in Khyber Pakhtunkhwa/FATA.
- PS to Minister for Finance Khyber Pakhtunkhwa.
- PS to Chief Secretary, Khyber Pakhtunkhwa.
- PS to Additional Chief Secretary, Khyber Pakhtunkhwa.
- Director, Treasuries and Accounts, Khyber Pakhtunkhwa.
- Director Local Fund Audit, Khyber Pakhtunkhwa, Peshawar.
- Director FMU, Finance Department for placing the same on the Web of the Government of Khyber Pakhtunkhwa.
- PS to Secretary Finance Department, Khyber Pakhtunkhwa.
- All District Coordination Officers/District Secretaries in Finance Department, Khyber Pakhtunkhwa.

Telephone No: 091-9212962



11  
KHYBER PAKHTUNKHWA PUBLIC SERVICE  
COMMISSION  
2-FORT ROAD PESHAWAR CANTT.

No. KPK/PSC/Admn/GF-354/ 89082

Date: 17/02/2013

From:  
Secretary,  
Public Service Commission,  
Peshawar.

To

The Secretary to Govt: of Khyber Pakhtunkhwa,  
Establishment Department, Peshawar.

Subject: REQUEST FOR UPGRADATION OF POSTS OF  
PRIVATE SECRETARIES WORKING IN KHYBER  
PAKHTUNKHWA PUBLIC SERVICE COMMISSION

Dear Sir,

Please refer to your letter No.SOE-V(E&AD)/11-7/2011 dated  
30.01.2013 on the subject noted above.

As desired photo copy of existing notified Service Rules  
showing service structure of employees and upward mobility of each post in  
PSC is enclosed for perusal and necessary action. According to these rules  
the Private Secretaries having combined seniority with Superintendent and  
Registrar Examination are promoted to the post of Deputy  
Secretary/Controller Examination and Accounts Officer (BPS-17) and  
onward to the post of Director Examination/Recruitment (BPS-18).

Yours faithfully,

  
SECRETARY  
PSC

Enclo: As Above

12

GOVT. OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

(REGULATION WING)

NO. SO(FR)/FD/7-2/2008

Dated Peshawar, the 11<sup>th</sup> October, 2010

- 1 All the Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
- 2 The Senior Member, Board of Revenue, Khyber Pakhtunkhwa, Peshawar.
- 3 The Secretary to Governor, Khyber Pakhtunkhwa, Peshawar
- 4 The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
- 5 The Secretary Provincial Assembly, Khyber Pakhtunkhwa.
- 6 The Registrar, Peshawar High Court, Peshawar.
- 7 The Registrar, Khyber Pakhtunkhwa, Public Service Commission, Peshawar.
- 8 The Registrar, Service Tribunal Khyber Pakhtunkhwa.
- 9 All the Divisional Commissioners, Khyber Pakhtunkhwa.

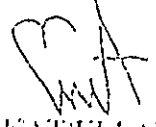
Subject: POLICY AND CRITERIA FOR UPGRADATION OF POSTS.

Dear Sir,

I am directed to refer to the subject noted above and to enclose herewith a copy of revised Policy/ Criteria for Up-gradation of Posts duly approved by the Provincial Council in its meeting held on 23<sup>rd</sup> August, 2010 in supersession of the policy and criteria for up-gradation circulated vide Finance Department letter No. SO(FR)/FD/7-2/2008 dated 11.10.2008.

I am accordingly directed to request that the enclosed policy/ criteria for up-gradation of posts may please be brought into the notice of all concerned and in future proposals for up-gradation may be scrutinized strictly in accordance with the approved policy before submission to the up-gradation committee for consideration.


Yours faithfully,

  
(SHAUKATULLAH)  
SECTION OFFICER (FR)

END. NO & DATE EVEN

Copy is forwarded for information to

1. The Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. The Secretary Budget Office - Finance Department.

  
SECTION OFFICER (FR)



REVISED POLICY AND CRITERIA FOR  
UPGRADATION OF POSTS

13

All proposals regarding upgradation of any post in any Provincial Department or office shall be placed before the following committee for scrutiny and recommendations: -

- |      |   |                      |
|------|---|----------------------|
| i.   | Secretary to Govt. of Khyber Pakhtunkhwa,<br>Finance Department       | Chairman             |
| ii.  | Secretary to Govt. of Khyber Pakhtunkhwa,<br>Establishment Department | Member               |
| iii. | Additional Finance Secretary (Regulation)<br>Finance Department.      | Member-cum-Secretary |
| iv.  | Additional Secretary of the concerned<br>Department                   | Member               |

Note - In case the post of Additional Secretary is not sanctioned in concerned department, the Deputy Secretary of the concerned department will represent as member of the up-gradation committee for scrutiny and recommendations of the upgraded posts

2. No proposal/ request for up-gradation of post(s) to higher pay scale shall be entertained except in following cases: -

1. UPGRADATION OF POSTS PROPOSED AS PART OF  
RE-ORGANIZATION/ RE-STRUCTURING OF  
DEPARTMENTS:-

Proposals for upgradation of certain posts as a sequel to the re-organization/ re-structuring of the department/ organization will be considered/ scrutinized by the committee on following parameters: -

- (i). Objectives set forth for Re-organization.
- (ii). Reasons, factors and impediments in the existing structure which led to Re-organization process.
- (iii). Why upgradation of some posts are essential for re-organization.
- (iv). Proposed changes in method of recruitment as part of re-organization proposed; Provided that before submitting proposals of upgradation of posts to the Finance Department in such cases, the Administrative Department will do proper consultation with Establishment Department for developing a practical and modest Re-organization proposal.

14

II. UPGRADATION OF POSTS PROPOSED DUE TO INDIVIDUAL HARDSHIP CASES:

(a) Proposals for upgradation of certain posts due to the reasons that some civil servants do not have further promotion chances and have stayed on one position for reasonably long time, will be placed before the committee for consideration only if the proponent departments provides following information:-

- (i). *Reasons due to which concerned Government servant is unable to be promoted in normal procedure.*
- (ii). *All requisite details about creation of such posts and formulation of service rules with particular reference to the reasons as to why the service rules can not give career progression to the holders of these posts.*
- (iii). *Whether organizational structure as well as service rules need revision to avoid recurring of the hardship to the future entrants.*
- (iv). *The steps taken by the department concerned to resolve such hardships on permanent basis.*

(b) The committee after proper scrutiny of case in terms of above parameter and if satisfied that the upgradation of certain post(s) is the only solution, may make its recommendations to the competent authority for upgradation on personal basis provided that:-

- (i). *There shall be no upgradation of post beyond BPS-19 in such cases.*
- (ii). *Such recommendations will only be made in case where there are absolutely no promotion prospects in the service structure for incumbent of said post(s).*
- (iii). *No such recommendations will be made in a case where the incumbent has less than 10 years of stay on one and the same position;*
- (iv). *The incumbent has not been earlier elevated in the existing pay scale by personal upgradation.*
- (v). *The proposed upgradation will be personal to the incumbent and the post shall stand downgraded as and when vacated by such incumbent.*

III. UPGRADATION OF POSTS PROPOSED ON GROUNDS OF PRINCIPLE OF PARITY.

While processing the cases where the proponent department seeks upgradation of certain posts to a higher pay scale on the analogy of similar posts in some other department in this province created with same nomenclature, the committee shall take into account following parameters:

(15)  
vi. Ascertainment of full details about all such posts created with same nomenclature by any other department in addition to those departments whose analogy has been quoted by proposed department.

vii. Nomenclature shall not be the sole criterion for determining parity/ comparability of post(s). Other details i.e. the job description and prescribed qualification would necessarily be examined.

viii. In case of difference of prescribed qualification or the job description (or both) as the case may be, the committee may direct change of nomenclature of post(s) in any department to avoid confusion on this ground.

The committee may associate with all such departments having same nomenclature of certain post(s) with same responsibilities and same qualifications to ascertain as to what were reasons for creation of same posts in different departments with different pay scales, and thus make recommendations in respect of all such posts in all concerned departments, whether they took up the case or otherwise, to bring uniformity in pay scales in all departments to avoid future references.

Provided that the committee shall not recommend such proposals for uniformity where prescribed qualifications as well as the qualifications possessed by existing incumbents is not at par with the post(s)/ incumbents cited as precedence.

Provided further that in such cases the committee may recommend change of nomenclature of either those post(s) having higher prescribed qualifications or those having lesser prescribed qualifications as may be deemed appropriate by the committee.

#### IV. UPGRADATION PROPOSED FOR RETENTION OF AN OFFICER ON SAME POST AFTER HIS PROMOTION TO HIGHER PAY SCALE.

Retention of an officer on the same post after he has been promoted to next higher position by the competent authority, is against the spirit of the promotion policy hence shall not be ordinarily allowed. However, in case due to peculiar exigencies of services if it becomes unavoidable to retain a promoted officer on the same position than the concerned department shall move a memorandum for the Chief Minister, mentioning therein the detailed reasons and justifications in support of their such proposal and route it through the Establishment Department and the Finance Department for obtaining orders of the Chief Minister, Khyber Pakhtunkhwa.

Provided that in such cases the post will be up-graded personally for the officer and shall not stand downgraded automatically.

V. UPGRADATION OF A POST PROPOSED ON THE ANALOGY OF SOME OTHER PROVINCE.

16

Any order made by any other Province regarding creation of a post with certain nomenclature in certain pay scale does not have any binding effect on any other Province to follow the same. Therefore, in such cases the committee shall examine the proposals totally on its own merit keeping in view the above mentioned guidelines, in general, and shall furnish its recommendations independently.

3. The committee may, however, take any other point into consideration while examining proposed upgradation to ensure effective running of a department/ organization in public interest.

4. The recommendations of the above committee shall be submitted for approval of the competent authority as per table given below: -

Sr. No.	Scale	Competent authority	
1.	BPS-1 to BPS-15	Competent Authority (Finance Department)  (In case of Finance Department employees the competent authority shall be Admn: Establishment Department)	In consultation with the above inter departmental committee.
2.	BPS-16 to BPS-17	Chief Secretary, Khyber Pakhtunkhwa	In consultation with the above inter departmental committee
3.	BPS-18 & above	Chief Minister, Khyber Pakhtunkhwa	In consultation with the above inter departmental committee

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL**  
**PESHAWAR**

**APPEAL NO. 762/2013**

**MUQTADULLAH**

**VS**

**GOVT: OF KPK**

**REJOINDER ON BEHALF OF APPELLANT IN**  
**RESPONSE TO THE REPLY SUBMITTED BY**  
**THE RESPONDENTS**

**R/ SHEWETH:**

**PRELIMINARY OBJECTIONS:**

(1 TO 10):

All the preliminary objections raised by the respondents are incorrect and baseless and not in accordance with law and rules rather the respondents are estopped due to their own conduct to raise any objection at this stage of the appeal.

**ON FACTS:**

- 1- Admitted correct, hence need no comments.
- 2- Admitted correct, hence need no comments.
- 3- Incorrect and not replied accordingly. That vide Notification dated 03-10-2008 the Private Secretaries of the Punjab Public Service Commission were allowed BPS-17 from the date when they joined the post of Private Secretaries. The appellant also requested for up gradation to (BPS-17). That the same was allowed after quite considerable time w.e.f.23-12-2011 instead of joining duty as Private Secretary.
- 4- Incorrect and not replied accordingly. That vide Federal Government Establishment Division Notification dated 06-08-2011 has declared that the post of Private Secretary (BPS-17) may continue to remain in (BPS-17) may be granted (BPS-18) after putting 5 years satisfactory service in (BPS-17) and similarly Private Secretary in (BPS-18) may further be granted BPS-19 after putting in 12 years service in (BPS-17) in above. It was also added that on grant of (BPS-19) the nomenclature of the post can be Senior Private Secretary.
- 5- Incorrect and not replied accordingly. That in the light of Notification dated 06-08-2011 and Federal Service Tribunal Judgment the private secretaries of federal public commission were allowed up gradation from BPS-18 to (BPS-19) as senior private secretary vide order dated 09-02-2012.

- 6- Incorrect and not replied accordingly. That the appellant filed his Departmental Appeal for the grant of up gradation to (BPS-18) and (BPS-19) from the date when the same were allowed to Punjab Public Service Commission and Federal Public Service Commission. The same was rejected on no good grounds vide order dated 04-04-2013.
- 7- In correct and not replied accordingly hence denied.

**GROUND:**  
**(A TO F):**

All the grounds of main appeal are correct and in accordance with law and prevailing rules and that of the respondents are incorrect and baseless hence denied. That the respondent Department not granting /allowing up gradation with retrospective effective and further up gradation to (BPS-18) in the light of above mentioned Notifications is against the law, facts and norms of natural justice. That as the employees of the Punjab Public Service Commission and Federal Public Service Commission has been awarded (BPS-18) and subsequently (BPS-19), therefore under the principal of consistency reported in 2009 SCMR page-1 the appellant is also entitled for the same relief as given to the employees of the Punjab Public Service Commission and Federal Public Service Commission.

It is therefore most humbly prayed that on acceptance of this rejoinder the appeal of the appellant may be accepted as prayed for.

**APPELLANT**

  
**MUQTADULLAH**

**THROUGH:**

  
**NOOR MUHAMMAD KHATTAK**  
**ADVOCATE**

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL**  
**PESHAWAR**

**APPEAL NO. 762/2013**

**MUQTADULLAH**

**VS**

**GOVT: OF KPK**

**REJOINDER ON BEHALF OF APPELLANT IN**  
**RESPONSE TO THE REPLY SUBMITTED BY**  
**THE RESPONDENTS**

**R/ SHEWETH:**

**PRELIMINARY OBJECTIONS:**

(1 TO 10):

All the preliminary objections raised by the respondents are incorrect and baseless and not in accordance with law and rules rather the respondents are estopped due to their own conduct to raise any objection at this stage of the appeal.

**ON FACTS:**

- 1- Admitted correct, hence need no comments.
- 2- Admitted correct, hence need no comments.
- 3- Incorrect and not replied accordingly. That vide Notification dated 03-10-2008 the Private Secretaries of the Punjab Public Service Commission were allowed BPS-17 from the date when they joined the post of Private Secretaries. The appellant also requested for up gradation to (BPS-17). That the same was allowed after quite considerable time w.e.f.23-12-2011 instead of joining duty as Private Secretary.
- 4- Incorrect and not replied accordingly. That vide Federal Government Establishment Division Notification dated 06-08-2011 has declared that the post of Private Secretary (BPS-17) may continue to remain in (BPS-17) may be granted (BPS-18) after putting 5 years satisfactory service in (BPS-17) and similarly Private Secretary in (BPS-18) may further be granted BPS-19 after putting in 12 years service in (BPS-17) in above. It was also added that on grant of (BPS-19) the nomenclature of the post can be Senior Private Secretary.
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**GROUND:**  
**(A TO F):**

All the grounds of main appeal are correct and in accordance with law and prevailing rules and that of the respondents are incorrect and baseless hence denied. That the respondent Department not granting /allowing up gradation with retrospective effective and further up gradation to (BPS-18) in the light of above mentioned Notifications is against the law, facts and norms of natural justice. That as the employees of the Punjab Public Service Commission and Federal Public Service Commission has been awarded (BPS-18) and subsequently (BPS-19), therefore under the principal of consistency reported in 2009 SCMR page-1 the appellant is also entitled for the same relief as given to the employees of the Punjab Public Service Commission and Federal Public Service Commission.

It is therefore most humbly prayed that on acceptance of this rejoinder the appeal of the appellant may be accepted as prayed for.

**APPELLANT**

  
**MUQTADULLAH**

**THROUGH:**

  
**NOOR MUHAMMAD KHATTAK**  
**ADVOCATE**