

24.08.2022

Learned counsel for the appellant present. Mr. Ali Rehman, Inspector (Legal) alongwith Mr. Naseer-ud-Din Shah, Assistant Advocate General for official respondents No. 1 to 3 present. Syed Noman Ali Bukhari, Advocate, for private respondent No. 4 to 6 present.

Learned Assistant Advocate General as well as learned counsel for private respondents No. 4 to 6 sought time for submission of reply/comments. Last opportunity is granted to the respondents with the direction to submit reply/comments on or before the next date positively, failing which their right for submission of reply/comments shall be deemed as struck off. Adjourned. To come up for arguments on 31.10.2022 before the D.B.



(Rozina Rehman)
Member (Judicial)



(Salah-Ud-Din)
Member (Judicial)

31st Oct., 2022

Counsel for the appellant present. Mr. Muhammad Adeel Butt, Addl. AG for the respondents present.

There is no body present on behalf of the respondents. On the previous date, the official as well as private respondents were given last opportunity with the direction to submit reply/comments on or before the next date positively failing which their right for submission of reply/comments was to be deemed as struck off. Respondents have not submitted reply/comments, therefore, their right to submit reply/comments stands struck off by virtue of the previous order. To come up for arguments on 28.11.2022 before the D.B.



(Fareeha Paul)
Member (E)



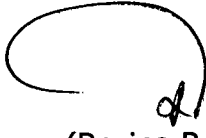
(Kalim Arshad Khan)
Chairman

10.11.2021

Learned counsel for the appellant present. Mr. Kabirullah Khattak, Addl: AG for respondents present.


Syed Noman Ali Bukhari, Advocate present and submitted Wakalatnama on behalf of private respondents 4,5 and 6 which is placed on file and seeks adjournment as he is freshly engaged. Adjourned. To come up for arguments on 03.03.2022 before D.B.


(Mian Muhammad)
Member(E)


(Rozina Rehman)
Member(J)

03.03.2022

Due to retirement of the Worthy Chairman, the Tribunal is defunct, therefore, case is adjourned to 07.06.2022 for the same as before.


Reader.

07.06.2022

Proper D.B is on tour to Camp Court, Swat, therefore, case is adjourned to 24.08.2022 for the same as before.


Reader

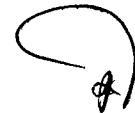
10.02.2021

Appellant present through counsel. Preliminary arguments heard. File perused.

Points raised need consideration. Admitted to regular hearing subject to all legal objections. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to respondents for written reply/comments. To come up for written reply/comments on 07.05.2021 before S.B.

Appellant Deposited
Security & Process Fee

76/3/21



(Rozina Rehman)
Member (J)

07.05.2021

Due to demise of the Worthy Chairman the Tribunal is defunct, therefore, case is adjourned to 23.06.2021 for the same as before.



Reader

23.06.2021

Junior to counsel for the appellant and Mr. Kabirullah Khattak, Addl. AG for the respondents present.

Respondents have not submitted reply/comments. Learned AAG requests for time to contact the respondents submit reply/comments. Learned AAG is required to contact the respondents for submission of reply/comments in office within 10 days, positively. If the written reply/comments are not submitted within the stipulated time, the office shall submit the file with a report of non-compliance. File to come up for arguments on 10.11.2021 before the D.B.

Stipulated period has passed in this and other connected appeals and reply has not been submitted.





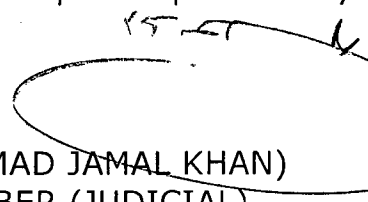
Chairman

Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- 12077 /2020


S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	15/10/2020	<p>The appeal of Mr. Nisar Ahmad resubmitted today by Mr. Maqsood Ali Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p> REGISTRAR</p>
2-		<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>23/11/2020</u></p> <p> CHAIRMAN</p>
	23.11.2020	<p>Neither appellant nor anyone else representing him has appeared despite having been called time and again, therefore, appellant as well as his respective counsel be noticed for 10.02.2021. File to come up for preliminary hearing before S.B.</p> <p> (MUHAMMAD JAMAL KHAN) MEMBER (JUDICIAL)</p>

The present appeal was returned to the counsel for the appellant for completion and resubmission within 15 days. Today i.e. on 22.9.2020 he has resubmitted the same without removing the objection which is returned again to the counsel for the appellant for removing the following deficiencies and resubmit the same within 15 days.

- 1- Page Nos. 111, 112 and 113 of the appeal are illegible which may be replaced by legible/better one.
- 2- In the memo of appeal places have been left blank which may be filled up.
- 3- Departmental appeal having no date be dated.

No 2795 /S.T,

DT. 25/9 /2020


Registrar
Service Tribunal
Khyber Pakhtunkhwa
Peshawar.

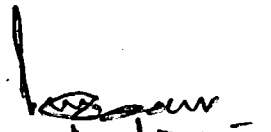
Mr. Maqsood Ali Adv. Pesh.

Above mentioned objections have been removed and re submitted before the service tribunal.

M. Ali
9-10-2020

The objections No. 2 & 3 are still stand, the appeal is again returned to the counsel for appellant for completion and resubmission within 10 days.

No 2879 /ST
Date 09/10/2020



9/10/2020

Appellant has impugned two separate orders against different cause of action. Therefore, the appeal is returned to the counsel for the appellant with the observations that the appellant is required to file two separate service appeals against each order under the law and also to remove the following deficiencies.

- 1- Memorandum of appeal may be got signed by the appellant.
- 2- Copies of departmental appeal against the impugned revised seniority list dated 30.04.2020 and its rejection order are not attached with the appeal which may be placed on it.
- 3- Copies of departmental appeal against the impugned promotion order dated 22/05/2020 and its rejection order are not attached with the appeal which may be placed on it.
- 4- Annexures of the appeal may be attested.
- 5- Annexures of the appeal may be flagged.
- 6- Eight more copies/sets of the appeal along with annexures i.e. complete in all respect may also be submitted with the appeal.

No. 1166 /S.T,

Dt. 02-06 /2020.


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Mr. Maqsood Ali Adv. Peshawar.

**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR**

In Re: Service Appeal No. 12077 /2020

Nisar Ahmad Khan s/o Nasrunminallah Khan

Versus

..... *Appellant*

Inspector General of Police / Provincial Police Officer & Others

..... *Respondents*

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Isaac Ali Qazi

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**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR**

In Re: Service Appeal No. _____/2020

Nisar Ahmad Khan s/o Nasrunminallah Khan
DSP (Acting DPO), District Orakzai

..... *Appellant*

Versus

1. **Inspector General of Police / Provincial Police Officer**
Khyber Pakhtunkhwa, Central Police Office, Peshawar
2. **Additional Inspector General of Police (HQs)**
Khyber Pakhtunkhwa, Central Police Office, Peshawar
3. **Regional Police Officer / DIG**
Malakand Region, Malakand
4. **Riaz Ahmad**
DSP (C.M Secretariat), Peshawar
5. **Bakht Zada**
DSP (Acting SP Operation), Swat, Malakand Region, Malakand
6. **Ajmad Ali**
DSP (Acting SP / CSO to C.M), Peshawar

..... *Respondents*

Service Appeal under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 against Rejection of Departmental Appeal/Representation filed against Provisional Seniority List No. 60/E-2/Notification PPO Peshawar vide Impugned Orders No. 97 & 98 both dated 15.04.2020 read with Impugned Committee Report No. 4844/EP dated 04.04.2020 resulted into Impugned Revised Seniority List notified vide Notification No. 840/SE-I dated 30.04.2020. Seniority List "F" vide Notification No. 347/SE-1 dated 19.03.2019 May Kindly Be Restored In Its Original Form And Any Other Order (Promotions) Which Is Done Under The Grab Of Notification No. 840/SE-I Dated 30.04.2020 May Kindly Be Declared As Null And Void.

Respectfully Sheweth,

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The Appellant humbly submits as under:

1. That Appellant is a Police Officer of the rank of Deputy Superintendent of Police, PBS-17, performing his duties in the Province of Khyber Pakhtunkhwa. The Appellant is inducted in Police Service through Khyber Pakhtunkhwa Public Service Commission after due process as Assistant Sub-Inspector in the Year 1995.

Chronological Index of Appointment of the Aggrieved Officers at Annexure-I

2. That throughout his service, the Appellant has performed his duties with all due diligence and dedication. Appellant besides serving the nation with gallantry and sacrifices have also continuously been harnessing his skills and knowledge by rigorous training and refreshing courses to keep themselves abreast with modern techniques of policing, thus, have been earning his promotion on the basis of principle of “seniority-cum-fitness” as laid down in the Police Rules 1934.

3. That Appellant is constrained to file the instant Appeal for being aggrieved of Rejection of Departmental Appeal/Representation *vide* Impugned Orders No. 97 & 98 both dated 15.04.2020 read with Impugned Committee Report No. 4844/EP dated 04.04.2020 resulted into Impugned Revised Seniority List notified *vide* Notification No. 840/SE-I dated 30.04.2020 of the Respondents-4 to 7 whereby in violation of the principle of seniority-cum-fitness his seniority / promotion are being disturbed affected with retrospective effect that is too most humbly submitted were prompted for some ulterior reasons, including nepotism, favouritism and political

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interference which have if have gone unchecked may have disastrous impact over the entire Police Service of the Province of KP, hence, this Appeal.

3.1. That Respondents-4, 5 & 6 have been arrayed as Respondents who are beneficiary of the impugned orders as now by No.SOE-I (E&AD) 2-4/2020 dated 22.05.2020, Respondents-5 & 6 given the benefit of the aforesaid maneuvering promoted to Grade-17 as Superintendent of Police.

4. That before laying down the specific facts, it would be pertinent to take an **OVER VIEW** of the law relevant to the structure of the Police Service which in the subcontinent was rooted out from "The Police Act 1861". Later on it was supplemented with "The Police Rules 1934" wherein almost all aspects of the Police service were delineated. For its time tested comprehensivity, these Rules have now been perceived as Bible of the Police Service. The Police Act 1861 was superseded by Police Order 2002, however, Section 185 of it granted saving to the Police Rules 1934. The Police Order 2002 has now been repealed to the extent of the Province of Khyber Pakhtunkhwa by enactment, namely: "Khyber Pakhtunkhwa Police Act, 2017", however, its section 141(2) *ibid*, specifically provided that **"Police rules made under the Police Act 1861 shall continue to remain in force until altered, repealed or amended by the appropriate Authority"**.

Note: Police Act 1861 still in force in Islamabad Capital Territory by virtue of section 1(3) of Police Order 2002. Whereas by virtue section 141(2) of KP Police Act 2017 "all provisions of Police Order 2002 relating to Federal Legislative Field shall continue to remain in force".

5. That Police Rules 1934 covers almost all aspect of the Police Service. Relevant to the issue, it is submitted that Chapter 12 of the Police Rules pertains to the appointment / seniority of police officers, whereas Chapter 13 *ibid* deals with his promotion and preparation and maintenance of promotions

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lists etc. According to police rules as well as some rulings of Supreme Courts, [i] **Seniority** and [ii] **Promotion Lists** are two different things. It is important to mention that seniority lists are maintained according to the principles laid down in Rule 12.2 of the Police Rules, while promotion lists are maintained in accordance with the provision of Chapter 13 *ibid*. In the context of this case entry and seniority of officers in both the lists is needed to be further elaborated:

5.1. **Seniority Lists**: That Police Rules 12.1(2) provides that all direct appointments to non-gazetted ranks above that of constable shall be made by appointing authority on consideration of the recommendation of the selection board, provided that direct appointment of Assistant Sub-Inspector and above shall be made by the appointing authority on the recommendation of Public Service Commission.

5.1.1. That according Rule 12.1(3) *ibid* the power to confirm the appointment to the officers appointed on probation vests in the prescribed appointing authority. Appointing authorities have been defined in Police Rules 12.1 *ibid*.

5.1.2. That sub-rule 4 of Police Rules 12.1 *ibid* further provides the inspector shall be borne on a provincial roll and shall receive provincial constabulary numbers. Sub Inspector (SI) and Assistant Sub Inspector (ASI) shall be borne on range rolls and shall receive

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range constabulary numbers. Rule 12.8 *ibid* provides that inspectors, Sub inspectors and ASIs who are directly appointed will be considered to be on probation for three years.

5.2. **Fixation of Seniority of Officers:** Police Rules 12.2(3) *ibid* provides that all appointments of the enrolled Police Officers are on the probation according to the rules in Chapter 12 applicable to each rank.

5.2.1. That seniority in the case of upper subordinates, will be reckoned in the first instance from the date of first appointment, officers promoted from the lower rank will be considered senior to the persons appointed direct on the same date, and the seniority of the officers appointed direct on the same date will be reckoned according to the age. Seniority shall, however, be finally settled by the dates of confirmation. **The seniority inter-se of several officers confirmed on the same date being that allotted to them on first appointment.** Provided that any officers whose promotion or confirmation is delayed for his being on deputation outside his range or district shall, on being promoted or confirmed regular the seniority which he originally held vis-à-vis any officers promoted or confirmed before him during his deputation.

5.2.2. That rules governing probation and seniority of Deputy Superintendent of Police are contained in Appendix 12.1 all directly appointed officer shall be on probation for a period of two years.

5.3. **Promotion Lists:** that promotion from one rank to another and maintenance of promotion lists are governed by Chapter 13 of the Police Rules.

5.3.1. That under Police Rules, promotion lists are separately maintained from the seniority list such as A, A1, B1, C, D, E and F. The confirmed officers from the seniority list are picked up for the promotion at district, divisional and provincial level to the next higher rank making a pyramid to filter officers for promotion to the next rank on the basis of seniority-cum-fitness. The leftover are constrained to improve his performance and compete for promotion to achieve the goal of "seniority cum fitness", as a pre-requisite for promotion as envisaged by Rules 13.1 *ibid*.

5.3.2. That according to the Rules 13.1 *ibid* promotion from one rank to another shall be made by selection tempered by seniority. Efficiency and honesty be the main factors governing selection, specific qualification, whether in the nature of training, courses passed or practical experience shall be carefully considered in each case. When qualification of two officers or otherwise

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equal, the senior shall be promoted under sub-rule 3 of the Rule 13.1 *ibid*, for the purposes of regulation promotion amongst enrolled Police Officers, six promotion lists A, B, C, D, E and F are maintained.

5.3.3. That A, B, C and D lists pertains to the officers from the rank of constable up to the rank of Head Constables, which shall be maintained in each District, whereas list "E" pertains to the rank of ASI which shall be maintained in the office of Deputy Inspector General of Police and will regulate promotions of the officers to the rank of Sub Inspector. Similarly list "F" shall be maintained in the office of Inspector General of Police and will regulate promotion to the rank of Inspector.

5.3.4. That promotions lists shall be maintained according to the Proforma provided *vide* Form No. 13.15(2).

5.3.5. That Rule 13.15 *ibid* relates to the promotion list "F" which provides that recommendation in respect of Sub Inspector considered fit for promotion to the DIG by SP in Form 13.15(1) and the DIG shall finally submit recommendation to the Inspector General of Police as soon as they are satisfied as to the fitness of officers recommended, but not later than October every year.

5.3.6. That Sub-Rule (2) *ibid* provides that such of the officers recommended, as the IGP may consider suitable shall be admitted to promotion list "F" which will, however, not be published. All instructions/procedure for recommendation and admission to list "F" is contained in Rule 13.15 which is self-explanatory.

5.3.7. That it is also pertinent to mention here that as per Rule 13.15(4) *ibid* seniority in list "F" will be in accordance with the date of entry in that list.

6. That Rule 13.18 *ibid* regulates **PROBATIONARY PERIOD** of promotion which provides that all Police officers promoted in rank shall be on probation for two years and on conclusion of the probationary (officiating) period a report shall be rendered to the authority empowered to confirm the promotion who shall either confirm the officer or revert him. In no case shall the period of probation be extended beyond two years and the confirming authority must arrive at a definite decision within that period whether the officer should be confirmed or reverted.

6.1. That from the rules quoted above, it is very much clear that seniority lists and promotion lists are two separate things which cannot be amalgamated with each as is presently done in the CPO because at present Promotion List "F" is considered as a seniority list which is wrong and against the rules. The Supreme Court has also held so in its various Judgments like Azmat Ghafoor case etc.

6.2. That for all directly appointed officer three years probationary period is provided (Police Rule 12.8) while for all other officers promoted from one rank to another, two years' probation period is provided in Rule 13.18 *ibid*. After completion of probation period the officers have to be confirmed, which means that confirmation for officer promotion has to be made in each rank and confirmation dates of the officer shall vary from rank to rank. As envisage in Rule 12.2(3) *ibid* that seniority in case of upper subordinate will be reckoned in the first instance from the date of first appointment, officer promoted from lower rank will be considered senior to the persons appointed directly on the same date, while seniority shall finally be settled by dates of confirmation.

Copies of the Chapters-12 & 13 of the Police Rules 1934 at Annexure-II

Copy of the Khyber Pakhtunkhwa Sub-Inspectors and Inspectors Service Rules, 2015 at Annexure-III

7. That in consideration of all the prevalent provisions Seniority List "F" was prepared and published by the competent authority *vide* Notification No. 347/SE-1 dated 19.03.2019 fixing seniority amongst all Inspectors, DSPs (BPS-17) of the Province of Khyber Pakhtunkhwa for promotion to the next rank to SP (BPS-18).

Copy of the Seniority List "F" dated 19.03.2019 at Annexure-IV

Cause of Action of the Instant Appeal:

8. That grievance of the Appellant is that for some extrinsic reasons and intervention, the Regional Police Officer, Malakand (Respondent-3) through Notification No. 11644-68/E dated 30.10.2019 revised promotion list "E" of the officer of Malakand Range that is too with retrospective effect confirming his promotion as sub-inspector as back as to 01.04.1986 has the effect of disturbing decades old seniority positions in the promotion List "F" for inspectors and Promotion List of DSPs maintained at Provincial Level.

Copy of the Notification No. 11644-68/E dated 30.10.2019 of Revised List "E" of Malakand Range at Annexure-V

9. That as a consequence Respondent-3 (RPO Malakand) Notification dated 30.10.2019, Respondent-1 *vide* impugned Notification No. CPO/E-II/Revised Seniority/61 dated 12.02.2020 also correspondingly revised the promotion "List F" of DSP maintained at Provincial level without any due process.

Copy of the Respondent-1 Impugned Notification dated 12.02.2020 Revising Seniority List "F" at Annexure-VI

10. That aforesaid development has obviously affected the spirit of many senior officers, like Appellant, as by one stroke of pen, he have been deprived them from his decades old seniority which they, humbly submitted, have earned not as favour but through dint of his hard work and merit, hence, through proper channel, the Appellant has filed his departmental appeal / representations to the Respondent-1 wherein attention was invited to pertinent provisions of Police Rules 1934 and ruling of the supreme court wherein promotion

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in police service only and only was provided and directed to be taken on the basis of "Seniority-cum-Fitness" which with all mandate of were altogether ignored altogether.

Copy of the Specimen Representation / Appeal at Annexure-VII

11. That to attend the grievance of the Appellant, the Respondent-1 constituted a Committee *vide* Order dated 10.03.2020 under the Chairmanship of Commandant Elite Force KP having other three members Commandant FRP, AIG Establishment and AIG Legal CPO. The Committee invited the Respondents-4, 5 & 6 in person as beneficiary officers of the aforesaid pick and choose policy and few of the Appellant was also asked to attend the Committee. Through covering letter No. 4844 dated 04.04.2020, the Committee submitted his Report and Recommendation to Respondents-1 & 2 whereby not only against the law and facts approved that impugned revision of seniority of Respondents-4, 5 & 6 but also made recommendation to consider his cases specially for promotion expeditiously on the basis of impugned revised Lists E & F. For the sake of ready reference the recommendations of the Committee are reproduced as under:

- I. The instant petitioners to the extent of seeking seniority against the officers at serial no. 1, 2 7 3 be filed requiring no further action.*
- II. The case of S.O 11/87 beneficiaries needs to be sent back to the RPO MKD for assigning them their rightful place in seniority list alongside their respective batches.*
- III. The plea of the petitioners vis a vis the remaining affectees needs to be reviewed and looked into the relevant provisions of law broadly incorporated in this report.*

- IV. *Immediate, substantial and cogent measures may be taken for convening meeting of the Departmental Selection Board to consider the promotion cases particularly of those officers who were given relief by the competent legal forums as well as by the Department as some are on the verge of retirement.*
- V. *The cases of all those officers may also be looked into by Range DIGs who were ignored or omitted from confirmation at the right and appropriate timing on account of red tape, technicalities and bureaucratic checks leading to deprivation of their lawful right. The broad principles set out in the report may be considered for deciding all such cases.*
- VI. *Notices to all the officers who may likely to be affected by this report should be notified and sufficient opportunities given to represent themselves in accordance with law."*

Copy of the Impugned Committee Report No. 4844/EP dated 04.04.2020 at Annexure-VIII

12. That Respondents-1 & 2 directed Respondent-3 and other Ranges through impugned letter/orders No. 97 & 98 both dated 15.04.2020 to implement the recommendation of the Committee, so as the Seniority Lists E & F be accordingly revised.

Copy of the Impugned Order No. 97 dated 15.04.2020 at Annexure-IX

Copy of the Impugned Order No. 98 dated 15.04.2020 at Annexure-X

13. That finally cat came out of the bag as Respondent-3 in light of the impugned recommendation of the Committee, its earlier Notification No. 11644-68/E dated 30.10.2019 was withdrawn by another Notification No. _____ dated _____, however, Respondents-4, 5 & 6 positions were

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retained as “untouchable”. For the above, it was beyond shadow of doubt that entire exercise was meant to promote Respondents-4, 5 & 6 by hook and crook to the next senior level even alter of the entire police service structure in the Province. Now Respondent-1 *vide* impugned Notification No. 840/SE-I dated 30.04.2020 has revised the seniority list. Thereafter through impugned Notification No.SOE-I (E&AD) 2-4/2020 dated 22.05.2020, Respondents-5 & 6 have been promoted illegally.

Copy of the Respondent-3 Withdrawal Notification at Annexure-XI

Copy of the Impugned Revised Seniority List Notification No. 840/SE-I dated 30.04.2020 at Annexure-XII

Copy of Representation / Departmental Appeal against Order dated 30.04.2020 at Annexure-XIIA

14. That it is humbly submitted that whole edifice of the Police, a discipline force, is erected on the principle of seniority-cum-fitness which provide drive to the officers to perform his duties throughout his career with great zeal and gallantry, competing with each other showing his proficiency and efficiency earned his promotions, thus, the best of the lot getting higher on the pyramid. Following motto of the Police, the Appellant has timely promoted solely on the basis of his seniority-cum-fitness which now they are happened to be losing at the hand of selfish nepotism and favouritism.

15. That impugned order(s) dated 15.04.2020 of the Respondents though not directly served or notified to the Appellant, however, came in the knowledge of the Appellant on 25.05.2020, whereafter the impugned order(s) dated 15.04.2020 culminated into illegal promotion of Respondents-5 & 6 through impugned revised seniority list notified *vide* Notification No. 840/SE-I dated 30.04.2020, while about the mentioned notification the Appellant has got knowledge on 25.05.2020 when he visited the CPO Peshawar in some other

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official matter, therefore, limitation for Appeal u/s 4 *ibid* commenced from date of knowledge rather issuance of Notification dated 25.05.2020, hence, the instant Appeal may please be treated within time.

16. That being aggrieved of the aforesaid impugned orders, Appellant prefers this Appeal, *inter alia*, on the following:

Grounds:

- I. That impugned orders are erred both in law and facts, hence, not sustainable in the eyes of law.
- II. That the impugned Orders / Committee Report / Revised Seniority List are highly misconceived not only against the law and facts but also for some compelling reasons not get promoted because of his own short coming designed to extend the benefit to few individuals that is too at the alter of suppressing efficiency and competency in the Police Service.
- III. That impugned Orders / Notification / Recommendation are not only against law and justice but also attracts principle of estoppel and hit limitation, hence, not sustainable.
- IV. That entire exercise of re-fixing the seniority was **discriminatory** as through pick and choose, Respondents-4, 5 & 6 who have missed the bus through his share inefficiency and competency lagged behind the Appellant, hence, the entire exercise come within mischief of Articles 14 & 25 of the Constitution.

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- V. That impugned exercise altering the seniority is also hit by Article 27 of the Constitution as officers belonged to Malakand range have been given preference over the others area such as Appellant.
- VI. That **WIHTOUT PREJUDICE** to the merit, impugned recommendation of promotion of Respondents-4, 5 & 6 *per se* and specially directly acting thereupon without the constitution and proceedings of Departmental Promotion Committee (DPC) is illegal, thus, such recommendations are liable to be set aside.
- VII. That now disturbing seniority which established decades ago at this belated stage definitely should have adverse effect the morale of the Appellant which situation is a very dangerous intrigue for the disciplined force like Police, hence, under the circumstances interference of this Honourable Court is the requirement of law and justice.
- VIII. That the impugned Committee Report humbly submitted for some compelling reasons is *mala fide* as for attribution of late confirmation and promotion of the three Respondents (beneficiary officers) merely to red-tapism etc. is absolutely against the fact as on record, it was not red-tapism rather it was their laxity and for their failure to complete the pre-requisites for confirmation of their promotions within the probation period of two years.

IX. That it is humbly submitted that the probation period of two years is based on the requisite optimum ability, competency and capacity to fulfill the prerequisite within the specified period of two years of probation otherwise it has been seen that some of the officers, like the Respondents-4, 5 & 6 took years after year to qualify and complete the requisite courses and training in various fields and discipline to improve the cognitive skills, testing and posting in various branches. Overall performance evaluation, records is mandatory for confirmation under the Police Rules 1934 unlike of the other provisional departments of the civil administration where mainly the length of the service is counted.

X. That to demonstrate, how the impugned exercise affected the seniority and spirits of the Appellant (DSPs of the Khyber Pakhtunkhwa Police) can best be illustrated by the following table:

S#	Name	RANK	RECOMMENDATION OF COMMITTEE	PREVIOUS POSITION	NEW POSITION
1	Mr. Riaz Ahmed	DSP	Above the name of Mr. Arif Javed	29	1
2	Mr. Bakht Zada	DSP	Below the name of Mr. Riaz Ahmed & Above the name of Mr. Arif Ahmed	30	2
3	Mr. Amjad Ali	DSP	Below the name of Mr. Bakht zada and above Mr. Arif Javed	62	3

XI. That under the rules, seniority of the officer shall be finally settled by dates of confirmation in each rank and to assign seniority in the rank of DSP from the date of first appointment as ASI is totally against the rules. In each rank date of promotion and confirmation shall be considered for assigning seniority to them. By giving seniority to a DSP from the date of appointment as ASI would

amount to bypass all the above mentioned rules which regulate promotion/appointment. Police Officer cannot be treated as like any other civil servant, as Special Rules other than General Service Rules applicable to the Civil Servants has been framed, under which Police Officers cannot be treated at par with the Civil Servant. General Rules of Civil servant can only be applied on Police Officer when there is no such provision in Police Rules in respect of any issue/point. The Supreme Court of Pakistan in its Judgment reported in PLD 1985 SC 159, has elaborated in detail this aspect of Police Service as well as normal Civil Service.

- XII. That here it is worth to mention that previously in 2013 similar attempt was made to fix the seniority for promotion on the basis date of appointment rather than on the basis of seniority-cum-fitness. Such attempt was thwarted by presentation of the relevant police officer and finally committee was constituted wherein it was held that "The house unanimously decided that all the DSsP shall be given seniority as per their date of confirmation in light of Police Rule 12.2.(3) in the rank of SI and not from the date of appointment/promotion as ASI."

Copy of the 2013 Seniority Issue at Annexure-XIII

- XIII. That it is a trite law that "Seniority is reckoned from the date of confirmation in the substantive rank". But the column showing date of confirmation after the date of appointment/entry

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into service has been deleted from the impugned seniority list, which is against the law, rules, policy and the canon of justice.

XIV. That it is worth mentioning here that since independence of Pakistan recruitments/promotions are being made as per Police Rules 1934. Furthermore, Police Rules 1934 has been protected under Article 185 of Police Order 2002 because no fresh rules have been framed for Police Service even in all other Provinces including the Province of Punjab, Police Rules 1934 are still in practice for the reason that no Province has yet framed fresh Police Rules under Police Order 2002 or Act of 2017.

XV. That it will not be out of context to refer Rule 17 of KP Civil Servants (Appointment, Promotion and Transfer) Rules 1989 wherein it has been expressly stated that "if a junior person is promoted to the higher post by superseding the senior person and subsequently that senior person is also promoted, the person already promoted shall stand senior to hi provided that junior person shall not be deemed to have superseded a senior person if the case of senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributing to his fault or demerit."

Copy of the KP Civil Servants (Appointment, Promotion and Transfer) Rules 1989 at Annexure-XIV

19

Prayer: Considering the above submissions, it is, therefore, most respectfully prayed that by way of acceptance of this Appeal, this Honourable Court may please vacate / set aside the impugned orders / Committee Report / Revised Seniority List Notification and promotion through Notification dated 22.05.2020 and direct the Respondents to restore the Seniority List No. 347/SE-I dated 19.03.2019 in its letter and spirit.

Or any other relief deemed appropriate by this Honourable Tribunal under the circumstances may please also be granted.

Appellant / Executant
Through

Isaac Ali Qazi
Advocate Supreme Court

Maqsood Ali
Advocate High Court

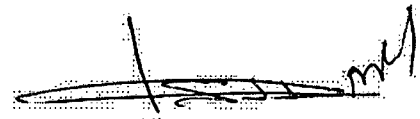
Isaac Law Associates
Advocates & Consultants
12. K-3, Phase-III, Hayatabad, Peshawar
Phone 5817132. 5818446. Mobile: 0300 8594555
Email: isaac.ali.qazi@gmail.com
www.isaaclaw.org

26

Prayer: Considering the above submissions, it is, therefore, most respectfully prayed that by way of acceptance of this Appeal, this Honourable Court may please vacate / set aside the impugned orders / Committee Report / Revised Seniority List Notification and promotion through Notification dated 22.05.2020 and direct the Respondents to restore the Seniority List No. 347/SE-I dated 19.03.2019 in its letter and spirit.

Or any other relief deemed appropriate by this Honourable Tribunal under the circumstances may please also be granted.

Appellant
Through


Isaac Ali Qazi
Advocate Supreme Court


Maqsood Ali
Advocate High Court

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(2)

**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR**

In Re: Writ Petition No. _____/2020
With Interim Relief

Nisar Ahmad Khan s/o Nasrunminallah Khan
DSP (Acting DPO), District Orakzai

..... *Appellant*

Versus

Inspector General of Police / Provincial Police Officer & Others

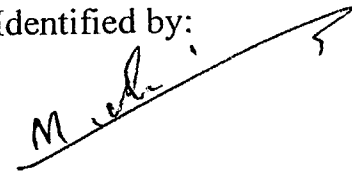
..... *Respondents*

AFFIDAVIT

I, Nisar Ahmad Khan s/o Nasrunminallah Khan, Appellant, solemnly affirm and declare on oath that contents of this Appeal are true and correct to the best of my knowledge and belief and nothing has been concealed intentionally from this Honourable Court.


Deponent

Identified by:



Maqsood Ali
Advocate High Court

**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR**

(22)

In Re: C.M. No. _____/2020

In Service Appeal No. _____/2020

Nisar Ahmad Khan s/o Nasrunminallah Khan

DSP (Acting DPO), District Orakzai

..... *Appellant*

Versus

Inspector General of Police / Provincial Police Officer & Others

..... *Respondents*

URGENT Application for Interim Relief

Respectfully Sheweth,

The Applicant humbly submits as under:-

1. That Applicant is filing the instant Petition before this august Court in which no date has been fixed.
2. That the facts and grounds mentioned in the Petition may kindly be considered as an integral part of this Application.
3. That Applicant has an excellent *prima facie* case in his favor and there is genuine hope of its success.
4. That balance of convenience is also in favor of the Applicant and if the interim relief sought was not granted the Applicant would suffer irreparable loss.

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5. That impugned orders are erred both in law and facts, hence, not sustainable in the eyes of law. That the impugned Orders / Committee Report / Revised Seniority List are highly misconceived not only against the law and facts but also for some compelling reasons not get promoted because of his own short coming designed to extend the benefit to few individuals that is too at the alter of suppressing efficiency and competency in the Police Service. That impugned Orders / Notification / Recommendation are not only against law and justice but also attracts principle of estopple and hit limitation, hence, not sustainable.

6. It is, therefore, humbly prayed that on acceptance this Application, impugned Orders and specifically Notification dated 22.05.2020 to the extent of Respondents-5 & 6 may please be suspended till final decision of main Appeal.

Any other relief deems appropriate in the circumstances may please also be granted.

Applicant
through



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**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR**

(24)

In Re: C.M. No. _____/2020

In Service Appeal No. _____/2020

Nisar Ahmad Khan s/o Nasrunminallah Khan
DSP (Acting DPO), District Orakzai

..... *Appellant*

Versus

Inspector General of Police / Provincial Police Officer & Others

..... *Respondents*


Affidavit

I, Nisar Ahmad Khan s/o Nasrunminallah Khan, Applicant, do hereby solemnly affirm that contents of this Application are true and correct to the best of knowledge and belief and nothing has been concealed intentionally from this honourable Tribunal.



Deponent

Identified By:


Maqsood Ali
Advocate High Court

224-A

**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR**

In Re: C.M. No. _____/2020
In Service Appeal No. _____/2020

Nisar Ahmad Khan s/o Nasrunminallah Khan

..... *Appellant*

Versus

Inspector General of Police / Provincial Police Officer & Others

..... *Respondents*

Application for Condonation of Time Bar, IF ANY

Respectfully Sheweth,

The Applicant-Appellant humbly submits as under:

1. That the Applicant has been performing his services in the KP Police Department and have been assigned different tasks to ensure peace and tranquility in the society.
2. That the Applicant has been performing his duties in his designated post as Superintendent of Police and the said area is known for terrorist activities and for the very reason the Applicant has been keenly with his force to ensure peace in the region.
3. That the Applicant having been occupied with the task to control the administration of the region as well as to ensure the safety and security of the region assigned to him.

24-B
4. That the Applicant has meetings with the District Administration as well as meeting with SSP and CCPO, Peshawar on daily basis, due to the mentioned reason it is quite impossible to the Applicant to look-after his departmental proceedings regarding his service.

5. That the Applicant was also assigned special duty from 18th of March, 2020 to 30th of June, 2020 during the Covid 19 Pandemic and during that interval the Applicant was not able to focus on his departmental litigation about their service matters, furthermore, the administrative block and the high-up's offices were also closed due to the above mentioned reason.

Prayer: It is, respectfully prayed that the instant Application may graciously be accepted and the delay in filing of the Appeal, IF ANY, may please be condoned in the interest of justice and the Appeal may please be decided on merits and mere technicalities be avoided.

Any other relief deems appropriate in the circumstances may please also be granted to the Applicant.

Applicant
through

Maqsood Ali
Advocate High Court

24-C

**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR**

In Re: C.M. No. _____/2020
In Service Appeal No. _____/2020

Nisar Ahmad Khan s/o Nasrunminallah Khan

..... *Appellant*

Versus

Inspector General of Police / Provincial Police Officer & Others

..... *Respondents*

Affidavit

I, Nisar Ahmad Khan s/o Nasrunminallah Khan, Applicant, do hereby solemnly affirm and declare on oath that contents of this Application are true and correct to the best of knowledge and belief and nothing has been concealed intentionally from this Honourable Tribunal.

Deponent

Identified By:

Maqsood Ali
Advocate High Court

**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR**

In Re: Service Appeal No. _____/2020

Nisar Ahmad Khan s/o Nasrunminallah Khan

..... *Appellant*

Versus

Inspector General of Police / Provincial Police Officer & Others

..... *Respondents*

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Isaac Ali Qazi

Advocate Supreme Court

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S. No.	Name	Date of Joining as ASI	Date of Promotion as Sub-Inspector		Date of Promotion as Inspector		Date of Promotion as DSP	
			Officiating	Confirmation	Officiating	Confirmation	Officiating	Confirmation
1.	Abdus Salam Khalid	01.07.1998		15.09.2007	11.01.2008	23.12.2011	02.01.2014	02.01.2015
2.	Arbab Shafi Ullah Jan	01.03.2000		15.09.2007	11.01.2008	23.12.2012	02.01.2014	02.01.2015
3.	Aslam Nawaz Khan	11.01.1995	14.07.2001	04.02.2004	16.12.2005	03.05.2008	31.03.2012	31.03.2013
4.	Arif Khan	16.04.1991		04.05.2003	14.10.2004	03.05.2008	19.03.2012	19.03.2013
5.	Darwesh Khan	08.04.1984	30.12.1993	24.10.2002	30.01.2006	24.02.2009	19.03.2012	26.07.2017
6.	Fazli Wahid	16.12.1998		19.12.2009	30.07.2010	2013	30.09.2016	30.09.2017
7.	Khan Khel	01.03.2000		26.09.2007	05.04.2008	23.12.2011	24.01.2014	24.01.2015
8.	Muhammad Atiq Shah	26.12.2000		26.01.2008	05.04.2008	23.12.2011	06.02.2014	06.02.2015
9.	Muhammad Ayaz Khan	29.07.1998	17.11.2001	15.05.2004	05.06.2006	30.07.2008	07.12.2012	03.07.2018
10.	Muhammad Ishtiaq	29.07.1998	17.11.2001	15.05.2004	05.06.2006	30.07.2008	07.12.2012	03.07.2018
11.	Muhammad Jamil Akhtar	29.07.1998	17.11.2001	15.05.2004	05.06.2006	30.07.2008	07.12.2012	03.07.2017
12.	Mujeeb-ur-Rehman	11.01.1995	17.04.2004	18.08.2008	05.03.2009	2012	02.04.2015	02.04.2016
13.	Mushtaq Ahmad	23.01.1995		30.03.2004	27.03.2007	28.01.2010	25.03.2013	25.03.2014
14.	Nisar Ahmad Khan	22.11.1995		16.11.2005	27.03.2007	28.01.2010	07.11.2012	07.11.2013
15.	Nazir Ahmad	22.11.1995		16.11.2005	27.03.2007	28.01.2010	07.11.2012	07.11.2013
16.	Qamar Hayat Khan	31.12.1994		11.05.2004	16.12.2005	31.05.2008	07.11.2012	07.11.2013
17.	Saeed Akhtar	29.07.1998	17.11.2001	11.05.2004	05.06.2006	16.06.2008	07.11.2012	08.11.2013
18.	Salah-Ud-Din Kundi	01.02.1995	28.11.2011	11.05.2003	28.04.2007	28.01.2010	07-11-2012	19.03.2013
19.	Salim Aman Ullah	13.02.1996		06.09.2006	05.04.2008	28.01.2010	19.07.2013	19.07.2014
20.	Tauheed Khan	17.05.1983		07.04.2003	16.12.2005	03.05.2008	19.03.2012	19.03.2014
21.	Shafi Ullah Khan	01.02.1995		01.05.2004	16.12.2005	03.05.2008	07.11.2012	07.11.2013
22.	Shaukat Ali	23.01.1995		11.04.2003	27.03.2007	28.01.2010	16.10.2012	16.10.2013
23.	Syed Mukhtiar Shah	29.07.1998	17.11.2001	11.05.2004	05.06.2006	16.06.2008	24.01.2014	24.01.2015
24.	Tahir Iqbal	31.12.1995	11.05.2004	20.12.2006	27.03.2007	28.01.2010	25.03.2013	25.03.2014
25.	Tariq Iqbal	21.12.1995	19.11.2001	06.02.2004	16.12.2005	03.05.2008	31.03.2012	31.03.2013
26.	Tariq Habib	21.12.1995	19.11.2001	01.01.2004	16.12.2005	03.05.2008	31.03.2012	31.03.2013
27.	Waqar Ahmed	02.10.1988	01.04.1999	17.12.2003	17.12.2005	03.05.2008	19.03.2012	19.03.2014

Part I



Aug - II

26

POLICE RULES

1934

(Vols. I, II & III)

With

POLICE ORDER, 2002

By

SHAHID HUSSAIN QADRI

Advocate Supreme Court-High Court

Mansoor Book House

2-Mozang Road, Near Chowk A.G. Office Lahore

Ph: 042-37351740-50

CHAPTER XII

Appointments and Enrolments

(27)

12.1. Authorities empowered to make appointments : (1) Assistant Superintendents of Police are appointed by the Secretary of State for India, either in England or in India, according to the rules framed by him from time to time.

Deputy Superintendents of Police are appointed by the Provincial Government according to rules contained in Appendix 12.1.

The following table summaries the directions given by the Provincial Government under, clause (b) of sub-section (1) of Section 241 of the Government of India Act, 1935, in regard to the authorities competent to make appointment to the non-gazetted ranks:--

Class of Government servant	Authority to whom the power of appointment is delegated	The extent of the delegation
Inspectors	Deputy Inspectors-General of Police, Assistant Inspector-General, Government Railway Police and the Assistant Inspector-General Provincial Additional Police (designated as Commandant, Provincial Additional Police).	Full powers object to rules governing the conditions of service as defined in Police Rules.
Sergeants, Sub-Inspectors and Assistant Sub-Inspectors.	Superintendents of Police and Assistant Superintendent, Government Railway Police.	
Head Constables and Constables.	Superintendent of Police, Assistant Superintendent, Government Railway Police, Deputy Superintendents in charge of Railway Police Sub-Divisions; Senior Assistant Superintendent of Police, Lahore and Officers in charge, Recruits Training Centres.	

[(2) All direct appointments to non-Gazetted ranks above that of constables and all first appointments of civilian clerks shall be made by the appointing authority on consideration of the recommendations of a Selection Board. Such Boards shall be constituted in accordance with the orders of the Inspector-General.

Provided that direct appointment of Assistant Sub-Inspectors and above shall be made by the appointing authority on the recommendations of the Punjab Public Service Commission.]

(3) The power to confirm the appointment of officers appointed on probation vests in the prescribed appointing authority.

(4) Inspectors shall be borne on a provincial roll and shall receive provincial constabulary numbers. Sergeants shall be borne on a separate provincial roll and shall receive separate provincial constabulary numbers.

Sub-Inspectors and assistant sub-inspectors shall be borne on range rolls and shall receive range constabulary numbers.

Head constables and constables in each district shall be borne on district rolls and shall receive constabulary numbers.

²Balochistan Amendment: [(5) All serving Police Officers as well as those who shall be recruited in future shall be administered oath in the following form:-

Men	Walad
Sakna	Zat
Mazhab	Umar

Khuda Ko Hazir Nazir Jan Ker Iqar Karta Hoon Keh Men Apne Jumla Faraz Mansibi Ko Nehajat Janfishani Wa Dianat Dari Se Saranjam Doonga Aur is Silsafe Men Hameshah Hakumat Aur Qome Ki Poori Mustaadi Aur Wafadari Se Khidmat Baja Laoonga. Neez Men Apne Afsan Bala Ke Tamam Jaiz Eham Ki Dilo Jun Se Tamil Karoongu. Allah Taala Mujh Ai Aisa Karne Ki Taufeeq De.

Aamin Summa Aamin]

12.2 Seniority and probation: (1) The seniority of Assistant Superintendent of Police is regulated by the orders passed from time to time by the Secretary of State and the Central Government.

No Probationary Assistant Superintendent of Police shall be permanently appointed as an Assistant Superintendent of Police until he has passed the prescribed departmental examination.

1. Subs. vide Notifi. No. PH-II/ASI/PPSC/93, dated 20.3.97. [PLD 1997 Pb. St. 33].
2. Subs. Vide Notifi. No. P H-II A S I PPSC 93, dated 20.3.97. [PLD 1997 Pb. St. 33].
3. Sub-rule (5) added by Gaz. of Pakistan, Ext'd., Notifi. No. SO (H) (i) /71, dated 27th Oct. 1979.

A Probationary Assistant Superintendent of Police who does not qualify in passing these examinations within two years, or at the first examination after two years from the date of his joining the service, will be removed from Government service. Provided that the Provincial Government shall have power to relax this rule in special cases, when the Probationary Assistant Superintendent of Police is likely to make a good police officer.

(2) The rules governing the probation and seniority of Deputy Superintendents of Police are contained in Appendix 12.1.

(3) All appointments of enrolled police officers are on probation according to the rules in this Chapter applicable to each rank.

Seniority, in the case of upper subordinates, will be reckoned in the first instance from date of first appointment, officers promoted from a lower rank being considered senior to persons appointed direct on the same date, and the seniority of officers appointed direct on the same date being reckoned according to age. Seniority shall, however, be finally settled by dates of confirmation, the seniority *inter se* of several officers confirmed on the same date being that allotted to them on first appointment. Provided that any officer whose promotion or confirmation is delayed by reason of his being on deputation outside his range or district shall, on being promoted or confirmed, regular the seniority which he originally held *vis-a-vis* any officers promoted or confirmed before him during his deputation.

The seniority of lower subordinate shall be reckoned from dates of appointment, subject to the conditions of rule 12.24 and provided that a promoted officer shall rank senior to an officer appointed direct to the same rank on the same date.

12.3. Direct appointment of Inspectors, Sub-Inspectors and Assistant Sub-Inspector : Except as provided in rules 12.1 and 12.4, direct appointments shall not be made except in the rank of Inspector, Prosecuting Sub-Inspector, Sub-Inspector and Assistant Sub-Inspector. Such appointments in the rank of Inspector, Sub-Inspector and Assistant Sub-Inspector may be made up to a maximum of ten per cent, forty per cent and twenty-five per cent, of vacancies, respectively].

12.3-A. Appointment of Urdu Stenographers : Appointment to the special posts of Urdu Stenographers is made in the rank of Assistant Sub-Inspector by the Deputy Inspector-General of Police, Criminal Investigation Department, Punjab. These appointments are governed by the rules contained in Appendix 12.3-A.

12.3-B. Recruitment to the Technical District : (1) Direct appointment to the rank of Assistant Sub-Inspector in the Technical District shall be made on the recommendation of Selection Boards constituted under rule 12.1(2), of which Superintendent of Police (Technical) shall compulsorily be a member. In addition to fulfilling all the other qualifications for direct recruitment to the rank of Assistant

1 Subs: *Vide* Notifi. No. PH-II/ASI/PPSC/93, dated 20-3-1997 [PLD 1997 Pb. St. 33].

Sub-Inspector, candidates for the Technical District must also have the additional qualification of the requisite technical knowledge either of wireless telegraphy or mechanism or motor transport.

(2) Candidates thus enlisted shall be deputed to the Police Training School to undergo the full course prescribed for directly appointed Assistant Sub-Inspectors, and shall be liable to discharge if they fail to pass the prescribed examination, or are badly reported on. The Principal, Police Training School will ensure that arrangements are made for those candidates to maintain full proficiency in their technical knowledge of wireless or motor transport, as the case may be during the period of their training. They shall further be governed by all the other provisions of the Police Rules:

(3) Enlistment in the rank of Foot Constable shall be made by the Superintendent of Police (Technical), like any other District Superintendent of Police.

12.4. Sergeants—Appointment of : Sergeants shall be appointed by the Superintendents of Police or the Assistant Inspector-General, Government Railway Police on consideration of the recommendations of the Selection Board to fill vacancies occurring in the districts of the Punjab or the Railway Police, Punjab.

12.5. Applications for direct appointment as Sergeant and Assistant sub-inspector : Applications for direct appointments in the rank of Sergeant and assistant sub-inspector will be received and acknowledged as submitted, but no correspondence will be undertaken with applicants, nor will they be told whether they have been accepted as candidates or not. When appointments are to be made, pending applications will be considered and those applicants whom it is desired to call before a Selection Board will be informed at least a month before assembling of the Board.

12.6. Qualifications for direct appointment as Inspector or assistant sub-inspector : (1) Application for direct appointment in the rank of Assistant Sub-Inspector shall, at the direction of the range Deputy Inspector-General, be referred to the Superintendent of the Applicant's home district for report in Form 12.6(1).

(2) Direct appointment in the rank of Inspector shall be made on the recommendation of the Punjab and N.-W.F.P. Joint Public Service Commission. The Commission will hold an examination of degree standard for them in the following subject plus *viva voce*:-

Subjects	Marks
1. English Essay	100
2. Urdu Essay	100
3. General Knowledge	100
4. <i>Viva voce</i>	150

Applications will be invited by the Public Service Commission from time to time.

(3) A candidate who has not been certified as physically fit for service by a District Health Officer and who does not possess the following qualifications shall not be accepted for direct appointment as Inspector or Assistant Sub-Inspector:--

- 31
- (a) Good moral character.
- (b) Good physical and active habits.
- ¹[(c) A candidate for the post of Assistant Sub-Inspector or Sub-Inspector must be between 18 and 25 years of age and in the case of Inspector (Legal) between 18 and 32 years of age. The upper age limit in respect of in-service candidates from the Police Department for the post of Inspector (Legal) shall be 35 years.]
- (d) He must, if a candidate for an inspectorship, ordinarily be a graduate of a university, or if a candidate for assistant sub-inspectorship have passed the first examination in Arts, or its equivalent in other faculties or he must hold the Diploma of the Aitchison Chiefs College; provided that the Inspector-General has power, in special cases to dispense with these educational qualifications.
- ²[e) After recruitment no Inspector (Legal) shall be allowed change of cadre from Inspector (Legal) to the Executive or any other Branch in the Police Department.]

Note : Legal practitioners selected for appointment as Prosecuting Sub-Inspector may be enrolled up to the age of 30 years.

12.7. Assistant sub-inspectors' list of accepted candidates : (1) A list of accepted candidates for direct appointment to the rank of assistant sub-inspector shall be maintained in the office of each Deputy Inspector-General in form 17.7(1) and appointments shall be made by selection from this list. Candidates must be limited to residents of the range. No person who is already serving in or has resigned from the police force of another province shall be accepted as candidate without the approval of the Inspector-General of Police of that Province.

(2) The Assistant Inspector-General, Government Railway Police, shall maintain a similar list, but may accept candidates residing anywhere in the province.

12.8. Probationary nature of appointments : Inspectors, sergeants, sub-inspectors and assistant sub-inspectors who are directly appointed will be considered to be on probation for three years and are liable to be discharged at any time within the period of their probation if they fail to pass the prescribed examinations including the riding test, or are guilty of grave misconduct or are

1 Subs. for clause (c) by Notification No. HP-II/8-14/87(P-IV), dated 5.6.1999. Pub. Gazette of Punjab, Part I, 20th October, 1999. [PLD 2000 Pb. St. 131.]

2 New clause (e) added by Notification No. HP-II 8-14 87 (P-IV), dated 5.6.1999. Pub. Gazette of Punjab, Part I, 20th October, 1999. [PLD 2000 Pb. St. 131].

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deemed for sufficient reasons, to be unsuitable for service in the Police. A probationary inspector shall be discharged by the Inspector-General, and all other Upper Subordinates by Range Deputy Inspector-General, Assistant Inspector-General, Government (Railway Police, and Assistant and Assistant Inspector-General, Provincial Additional Police (designated as Commandant, Provincial Additional Police). No appeal lies against an order of discharge.

(2) The pay admissible to a probationary inspector, sergeant, sub-inspector or assistant sub-inspector is shown in Appendix 10.64 Table-A.

12.9. Appointment as range auditors : Appointment to the three posts of range auditor is made by the Inspector-General. These appointments are governed by the Punjab Police Clerical Service Rules. Men appointed shall receive the special rates of pay specified in Appendix 10.64, Table A.

12.10. Appointment of head constables : Head constables shall be appointed by promotion from selection grade constables in accordance with rules 13.7 and 13.8.

12.10.A Direct appointment of selection grade constables : Matriculates of goods, social status and strong family claims may be enlisted in the selection grade of constables up to a maximum of 10 per cent of the posts in this grade, and should be given a promise of accelerated promotion if they pass the recruits course with credit. No officer directly appointed under this rule should be confirmed or admitted to promotion list B-1 maintained under Police Rule 13.7 without the sanction of the Deputy Inspector-General. If such officers work well, they will be sent to the Lower School course at India directly they are confirmed and if they continue to receive good reports they will be deputed to take the Intermediate course when they have six years service. Any such officers who fail to pass the recruits course with credit should be reverted to the time-scale, and would not be entitled to accelerated promotion. Deputy Inspector-General during their formal and informal inspections of districts should satisfy themselves that these officers are making satisfactory progress and have justified their appointment. Cards for these officers shall be maintained in form 13.8 (1) from the date on which they are enlisted.

12.11. Restriction on appointment of non-British subject : The appointment to the provincial or subordinate ranks of the police of any person, who is not a British subject, or the subject of any State in India requires the prior sanction of the Government of India. All such cases shall be reported by the appointing authority through the ordinary channel of correspondence in the prescribed form (obtainable from the Central Police Officer), and no such appointment shall be made substantive, until the required sanction has been communicated.

12.12. Supervision of recruitment : The standard of performance and the reputation of the whole police force depend above all upon the quality of its constables. Standards for recruits are laid down in the rules which follow, but, over and above these, constant attention and effort to raise the general standard of

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recruitment are essential. Gazetted officers shall at all times devote special attention to discovery and encouraging men of a thoroughly good stamp to enrol themselves. Efforts shall be made to enrol a proportion of men belonging to communities or classes, whose representation in the force is desirable, but who appear reluctant to offer themselves. The examination and measuring of candidates for enrollment shall invariably be carried out by a gazetted officer, who shall concern himself specially to prevent the victimisation of or the taking of illegal gratification from candidates by subordinate Government servants concerned in the conduct of their examination. Superintendents shall personally satisfy themselves that the arrangements for the reception of new recruits in the Lines, and for providing them with bedding and warm clothing, whether as a sanctioned Government issue or under a system whereby the cost is recovered later in instalments from pay, are adequate, and that recruitment is not discouraged by initial and avoidable hardships. Deputy Inspectors-General, in addition to exercising a careful control over recruitment generally, and preventing the enrollment of undesirable types, shall, at their inspections, formal and informal, pay special attention to the observance of this rule.

12.13. **Recruits—Register of :** The name of every recruit, together with other details required by the form, shall be entered in English in the Recruit Register in Form 12.13 and the form shall be completed as to age and physical fitness by the Civil Surgeon before the recruit is enrolled. No recruit shall be accepted, who, unless he had already had small-pox and shows obvious scars thereof, is not certified by the Civil Surgeon to have been successfully vaccinated or re-vaccinated with the previous twelve months. The Recruit Register shall be examined and countersigned by the Deputy Inspector-General when visiting the district for purposes of inspection.

12.14. **Recruits—Status of :** (1) Recruits shall be of good character and great care shall be taken in selecting men of type suitable for police service from candidates presenting themselves for enrollment.

(2) The enlistment in the police of Gurkhas of Nepalese nationality is absolutely forbidden. The enlistment of Gurkhas, who can prove British nationality or continuous domicile, is permitted, but only with the formal sanction of the Deputy Inspector-General. Before giving sanction the Deputy Inspector-General should verify the nationality of the proposed recruit by a reference to the recruiting Officer for Gurkhas.

(3) Sons and near relatives of persons who have done good service in the Punjab Police or in the Army shall, subject to the considerations imposed by rule 1.2, have preference over other candidates for police employment.

12.15. **Recruits—Age and physical standards of :** (1) Recruits shall be not more than 25, or less than 18 years age, at the time of enrollment, and shall have a minimum height of 5-7" and normal chest measurement of 33", with expansion of 1-1½ inches. These physical standards shall not be relaxed without the general or special sanction of the Deputy Inspector-General. A general reduction of the standard may be allowed by Deputy Inspectors-General in the case of special casts

or classes, which provide desirable recruits, but whose general height does not come up to that prescribed. In such cases a standard of chest measurement and general physique shall be fixed, which will permit the enlistment of strong and well proportioned youths of the class in question.

[Provided that the physical standard for the enrollment of Inspectors (Legal) shall be as under: -

(a) Height 5 x 5"

(b) Chest 32" x 33" - 1/2.]

(2) The greatest care shall be taken to ensure that the age of every police officer is correctly recorded at the time of his enrollment and appointment. The record then made becomes of the utmost importance when the question rises of an officer's right to pension, and is accepted as decisive in the absence of full proof both that the original entry was wrong and that the date of birth originally given was due to a *bona fide* mistake.

A copy of this rule shall be pasted inside the cover of the recruit register (Form 12.13) and the attention of the Civil Surgeons shall be drawn to it.

12.16. Recruits — Medical examination of: (1) Every recruit shall, before enrolment, be medically examined and certified physically fit for service by the Civil Surgeon. A certificate, in the prescribed form (10-64), signed by the Civil Surgeon personally, is an essential qualification for enrolment— (*vide* Fundamental Rule 10).

The examination by the Civil Surgeon will be conducted in accordance with the instructions issued by the medical department and will test the eye sight, speech and hearing of the candidate, his freedom from physical defects, organic contagious disease, or any other defect or tendency likely to render him unfit, and his age. The candidate must strip for examination, a loin covering being allowed except when the examination is being completed, and any candidate who refuses to do so must be rejected. The conditions of police service make it necessary that the medical examination of candidates should be strict. Candidates shall be rejected for any disease or defect which is likely to render them unfit for the full duties of a police officer.

(2) Superintendents are themselves responsible for rejecting candidates whose general standard of physique and intelligence is unsatisfactory; only those candidates should be sent for medical examination whom the Superintendent has accepted as being up to the required standards in these respects. (*See* Appendix 12-16).

2.17. Recruits—Enrolment of.—When a candidate has been passed by the Superintendent and the Civil Surgeon under rules 12-12 to 12-16, orders for his

1 Proviso added by the Notification No. HP-II/8-14/87(P-IV), dated 5.6.1999. Pub. in Gazette of Punjab, Part I, 20th October, 1999. [PLD 2000 Pb. St. 131.]

enrolment shall be entered in column 14 of form 12.13 and in the order book. The recruit shall be sent to the Lines Officer, who shall personally place him in the charge of the chief drill instructor. The latter shall be responsible for explaining to the recruit the disciplinary order immediately, applicable to him, for arranging for the issue to him of recruits uniform and equipment, and for allotting him to a squad and showing him his place in barracks.

12.18. Recruits—Verification of character of. (1) The character and lambaradar of the village or ward member of the town of which the recruit is a resident. A search slip shall also be sent to the Finger Print Bureau in order to establish his freedom or otherwise from conviction. Such lambaradar or ward members shall, if the recruit is of good character, furnish a certificate to that effect which shall be verified and attested by the sub-inspector in charge of the local police station. The Sub-Inspector shall also complete the information required by form 12-18 (1).

(2) If the recruit is not a resident of British territory, the Superintendent shall take steps to verify his character through other serving police officers, whose homes are in the same neighbourhood, or by such means as may be most suitable under the circumstances.

(3) Recruits shall be provisionally enrolled pending the result of the reference.

12-19. Recruiting arrangements : (1) When sufficient recruits to fill vacancies in the rank of constable do not present themselves voluntarily at the headquarters of a district, or when other reasons justify such action, police officers proceeding on leave shall be encouraged to enlist recruits at their homes, and selected men may be deputed singly or in parties on recruiting duty.

(2) When police officers are required under the provisions of the above sub-rule to bring recruits from another district, they shall be provided with a letter to the Superintendent of such district, requesting him to examine candidates brought before him and to have those who are considered suitable for enrolment medically examined. A roll of all candidates passed as fit shall be prepared in Form 12.13 by the Superintendent who examines them, and they shall be enlisted on the establishment of the district in which they are to serve with effect the date of their being so passed, and shall be entitled to pay and travelling allowance from the date provided that they report for duty without delay and by the most direct route. The appointment of candidates enrolled otherwise than under this provision shall in no case be ante-date.

(3) In cases where a police officer has been put to expense on account of the feeding and travelling expenses of a candidate brought by him, and provided such candidate is accepted and enrolled, the actual expenses so incurred, up to a maximum of Rs. 3, for each recruit, may be paid by the Superintendent from his grant for rewards.

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12.20. Recruits--Dates of Enrolment of : Superintendents of Police shall fill up vacancies in the rank of constable as and when suitable men are available; Recruiting parties may be despatched, if necessary, and any Police Officer who produces really good recruits should be given some reward in addition to travelling allowance. The dates of enlistment of recruits shall however, as far as possible, be regulated to ensure that a sufficient number of men are enrolled on the same date to form a training squad to proceed from start to finish of their recruits training according to the prescribed syllabus.

12.21. Discharge of inefficients : A constable who is found unlikely to prove an efficient police officer may be discharged by the Superintendent at any time within three years of enrolment. There shall be no appeal against an order of discharge under this rule.

[Sindh Amendments : In rule 12.21, between the word "Constable" and the word "who" the words "or a Head Constable in the Telecommunication of Sindh Reserve Police recruited by initial appointment"].

²[12.21-A. Retirement from service : Notwithstanding anything contained in these rules, a subordinate Police Officer shall retire from service.

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

(ii) Where no direction is given under clause (i), on the completion of the sixty years of his age."]

12.22. Certificate of appointments : (1) Every enrolled officer shall be given a certificate of appointment in the form prescribed by the Police Act (Form 12.22(1)) and shall sign a receipt therefor in his character roll. Such certificate shall be signed by the Gazetted Officer empowered to make the appointment.

(2) Such certificates shall be in abeyance during periods of suspension and shall be surrendered on leaving the service.

12.23. Trackers : (1) In districts where tracking by indigenous methods is an established custom, professional trackers may be appointed to the police by Superintendents either as constables or head constables according to their qualifications and up to the age of 35 years.

(2) The physical standards prescribed in rule 12.15 shall not be obligatory in the case of trackers, but rules 12.16 and 12.18 shall apply to them. Trackers, who prove unsatisfactory in respect of character and skill, may be discharged at any

1 Inst. vide Notifi. No. S. O. (T.II) 8-45/85/1760, dated 25.10.1989. [P L D 1990 Sindh St.31].

2 2. After rule 12.21, new rule "12.21-A inst. by No. POL-HD/2-134/84, dated 26th October, 1986. [P L D 1987 Sindh St. 5].

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time. Men-enlisted as trackers shall not be promoted or transferred for general-police duties, unless they are thoroughly by qualified for such duties.

(3) The number of professional trackers to be enrolled in any district, and the number of such appointments which may be made in the rank of head constable, shall be fixed by the Deputy Inspector-General from time to time, in accordance with the requirements of the criminal situation and the interests of the service. Professional trackers should ordinarily be employed entirely as such and should not be trained in drill musketry or the general duties of a police officer. Men so enrolled and employed shall be issued with an appointment certificate (rule 12.22), but shall receive only a partial issue of uniform and equipment, comprising warm clothing and such articles of the full kit as are necessary for their duties.

(4) When considered advisable one or more trackers may be enlisted in sanctioned additional police appointments.

(5) The indigenous system of tracking is based on hereditary lore and custom; the utility of a tracker skilled in that system is therefor limited in the main to the area in the neighbourhood of his home, or to areas of similar physical characteristics inhabited by people of similar habits and customs. For these reasons it is useless to import to an area where local trackers are unobtainable a tracker from a distant and dissimilar area. In cases where a professional tracker is both willing to serve away from his home, and is proved by practical tests to be capable of exercising his skill successfully under the conditions in which it is desired to employ him, the sanction of the Deputy Inspector-General, be enrolled.

12.24. Enlistment of ex-soldiers, reservists ex-police officers : (1) Re-enrolment in the rank of constable is permitted and past service will count for pension under the following conditions, and subject to the further conditions as to pensions contained in rules 9.2 and 9.29.

(a) Ex-soldiers of the Indian Army and ex-members of police forces (including Military police), paid for from the general revenues of India, may be enlisted as constables on production of a discharge certificate showing their previous service to have been 'good' or of higher classification, and if they fulfil the physical and other standards required by these rules for first appointments. They must also be passed medically fit by the same standards are applied to recruits.

(b) Age on the date of re-enrolment in the police must be below 30, but ex-Punjab police officers, and, with the special sanction of the Inspector-General in each, ex-soldiers and ex-members of other police forces may re-enrolment and are found medically fit within two years of voluntarily taking their discharge.

(c) The break of service between the date of enrolment in the police and the date of discharge from previous army employ shall not exceed two years, and there must not have been more than two breaks of service in all.

- (d) No claim to count previous service for pension shall be allowed unless the previous service claimed was declared and verified at the time of enrolment in the police.
- (e) Service in a body of additional police shall be counted for increments in the case of a constable transferred to the regular force immediately on such transfer.

(2) No class 'A' Army reservist or member of the Indian Territorial Force may be enrolled in the police until he has resigned his appointment in such force.

Cavalry and infantry reservists of the Indian Army below the age of 30 years may be enrolled, provided that their military service records show good conduct. Such reservists shall not be required to undergo annual military training provided that it is certified that they are trained in drill and fire a musketry course each year. The certificate will be signed by the Assistant Inspector-General, Government Railway Police, Punjab, or by the Superintendent of Police of the district in which the reservist is serving.

The ordinary police musketry course is sufficient for this purpose. — vide Government of India, Home Department letter No. F.28/11/31-Police, dated the 22nd September, 1931.

Reservists of other branches of the Indian Army may also be enlisted in the police, provided that the conditions of their reserve service and periodical training as laid down in paragraph 170 of the Regulations for the Army in India do not interfere with their police duties.

The total number of all classes of reservists should not exceed five per cent of the sanctioned strength of constables in each district. They should be released from employment immediately mobilization is ordered to enable them to rejoin the colours.

(3) Claims to count service for pension shall, when the above conditions are fulfilled, be dealt with as required by rules 9.2, 9.3 and 9.29. In the case of previous military service, the condonation of breaks and admission to count for police pension require the sanction of the Provincial Government. Such claims must therefore be forwarded through Deputy Inspector-General to the Inspector-General for obtaining such sanction.

(4) Original discharge certificates, character rolls and service books, or such of those documents as may be available, shall be submitted in support of claims under this rule.

NOTE

A case in which it is desired to appoint a person, with previous military or police service, to a rank of and above that of head constable, shall be decided in the light of so much as is applicable of this rule read with other rules in this chapter.

12.25. (1) Re-enrolment of police pensioners : Under the orders contained in Articles 51.1 to 51.9, Civil Service Regulations, a police officer who has

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Now discharged with a compensation or invalid gratuity or pension may be re-employed in the police up to the age of 55 subject to the following conditions:-

- (a) He may either refund the gratuity or cease to draw pension in which case he may count his former service for future pension, or he may retain his gratuity or pension in which case he cannot count his former service toward future pension.
- (b) He shall be re-examined by the Civil Surgeon of the district in which he has been re-employed and certified as medically fit for service, and shall produce a discharge certificate showing that his previous service was classed as not lower than "good."

(2) The order re-enrolling such officer shall specifically state the amount of any gratuity, bonus or pension received by him on discharge, and a copy of such order shall be communicated to the Accountant-General. Directions also be given, if necessary, for the proper deductions to be made from his pay.

12.26. Inter-district transfers : Exchange of appointment between lower subordinates in districts of the same range, or between such police officers in the railway and district police, may be effected subject to the approval of the Superintendents concerned (or of the Assistant Inspector-General in cases affecting the railway police). A lower subordinate may be transferred to fill a vacancy in a district other than that in which he is serving only with the sanction of the Deputy Inspector-General of the range. In cases of transfer from and to districts in different ranges, or from and to the railway police, the sanction of both Deputy Inspector-General concerned, or of the Deputy Inspector-General concerned and the Assistant Inspector-General, Government Railway Police, is required.

12.27. Dismissed persons not to be enlisted.—No person who has been dismissed from any Government employ shall be enrolled in the police without the special sanction of the Inspector-General.

12.28. Character rolls.—A character roll in Form 12.28 shall be prepared and maintained for each enrolled police officer. Each roll shall be paged and extra pages or papers added shall be given a page number and attached in chronological order.

12.29. Attestation of recruits and preparation of character rolls.—When the formalities required by rule 12.18 have been completed, and the recruit has served for one month and received the instruction prescribed in rule 19.18, his character roll shall be prepared in his presence. When the roll is otherwise complete the recruit shall be taken before a gazetted officer and required to sign the agreement printed as item 4 in the roll and the rolled impressions of the thumb and fingers of his left hand shall be taken in the space provided for the purpose. The gazetted officer before signing the roll shall satisfy himself that the recruit understands the purport of his agreement, and shall explain to him the purport of rule 9.7 and given him the opportunity of claiming alteration in his recorded age.

12.30. Matters to be entered in character rolls.—All routine entries in character rolls shall be attested by a gazetted officer. Important entries shall ordinarily be made by the Superintendent or a gazetted officer under the orders of the Superintendent.

12.31. Points to be attended to in maintaining character rolls.—In compiling and maintaining character rolls the following points shall receive attention :—

- (i) The authority for transfer beyond the district shall be entered.
- (ii) A note shall be made of the result of verification of character with a reference to the original report in the Urdu personal file.
- (iii) Every entry under items 13, 14 and 15 respectively shall be given a serial number and shall be signed and dated by a gazetted officer.
- (iv) Major punishments shall be entered in red ink and minor punishments in black ink.
- (v) Particular care shall be taken to ensure the accuracy of entries under items 6 and 21. Inspecting officers, when checking character rolls, should verify a proportion of such entries by reference to the order book and acquittance rolls.

12.32. Records to be attached to character rolls.—The following records shall be attached to character rolls:—

- (a) Health certificate (form 10.64);
- (b) Medical history sheet [form 12.32 (b)];
- (c) Leave account (F.R. form No. 9-A O.S. 113-A);
- (d) Statement of land held in case of Head Constable [form 14.23 (1) (a)];
- (e) Record of postings (form 12.32 (e));
- (f) Progress report on probationary inspectors, sub-inspectors and assistant sub-inspectors (form, 19.25).
- (g) Sheet showing marking system in connection with promotion to the selection grade of constable [form 13.5 (7)].

12.33. Transcribing of character rolls and extracts therefrom.—Whenever it is found necessary to transcribe character and service rolls each separate page shall be attested by the full signature of the Superintendent who causes the copy to be made, or of a gazetted officer acting under his orders.

Below the last entry in a character and service roll thus copied a certificate shall be appended by the Superintendent to the effect that he has carefully compared the copy with the original and that it is correct.

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Extracts shall be attested by the full signature of the gazetted officer who orders them to be made.

12.34. Nature of entries to be made in character rolls.—(1) Entries of a commendatory nature in character rolls shall ordinarily be restricted to copies of commendation certificates awarded. Remarks of a general nature, favourable or adverse, regarding an officer's character or services may appropriately find a place in confidential annual reports, recommendations for promotion and the like, and in such form will be recorded in the personal files of upper subordinates. When a District Magistrate, Superintendent of Police or other gazetted police officer wishes formally to record his favourable opinion of an officer apart from the record of any specific act, such remarks should be made and presented to the officer concerned in the form of a commendation certificate Class III (rule 15.3). Copies shall not ordinarily be entered in the character roll. When a judicial officer other than a District Magistrate desires to bring to notice good work on the part of an enrolled police officer, he shall do so by means of a letter to the Superintendent of Police, who may, if he sees fit, cause a commendatory entry to be made in the character roll of the police officer concerned, giving him a copy of such entry. Such entries shall not ordinarily be made. Rule 16.8 regulates the record of censures in character rolls.

(2) The procedure specified in sub-rule (1) above is the only one authorized for the record of commendations, other than specific rewards granted under the provisions of Chapter XV. Police officers are strictly forbidden either themselves to give to their subordinates or to accord any recognition to private and unauthorized testimonials from others.

12.35. Custody of character rolls: Character and service rolls shall be kept in a locked cabinet containing a sufficient number of drawers for the purpose. The rolls of upper subordinates shall be kept in the upper drawers, and those of lower subordinates in the other drawers, according to their district constabulary numbers.

The rolls of men who have quitted the service or died shall be kept in a separate drawer for three years, after which they and the Urdu personal files (rule 12.39) relating to them shall be destroyed.

12.36. Service books : (1) Service books in form F.R. 10 as required by Articles 73 and 74, Civil Account Code, shall be maintained for all upper subordinates and establishment appointed otherwise than under the Police Act to whole time pensionable employment.

(2) Service books shall be kept in the office in which the pay of the person concerned is drawn. Entries in service books shall be in English and shall be properly attested by the Superintendent. When non-gazetted officers are officiating in gazetted appointments their service books shall be kept by the head of the office to which they are posted, and when they are confirmed in such appointments the books shall be sent to the Accountant-General, Punjab for record.

(3) The service books in each office should be taken up for verification of pensionable service at a fixed time each year, say in January, by the head of the

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office who, after satisfying himself that the services of the Government servant concerned are correctly recorded in his service book, should record in it a certificate in the following form over his signature:—

"Service verified up to..... (date) from..... (the record from which the verification is made)."

The head of the office in recording the annual certificate of verification should, in the case of any portion of service that he verified record, distinctly state that for the excepted periods (naming them) a statement in writing by the Government servant, as well as a record of the evidence of his contemporaries, is attached to the book.

(4) When a non-gazetted officer is transferred from one office to another the head of the office under whom he was last employed, should record in the service book over his signature the result of the verification of service, with reference to pay bills and acquittance rolls, in respect of the whole period during which the officer was employed under him before forwarding the service book to the office where the services are transferred.

The above-mentioned instructions apply to clerks on the police clerical cadre and to all upper subordinates.

(5) In this connection the character rolls of lower subordinates may be considered to be service books, and before a lower subordinate is transferred his services up to the date of transfer should be verified from records and the necessary certificate given in the character roll.

12.37. Personal files of gazetted officers:—A personal file shall be maintained by the Inspector-General for each gazetted officer. This shall contain—

- (a) Articles of agreement.
- (b) Names and addresses of nearest relatives.
- (c) Statements of land held, with particulars of locality.
- (d) Distinctions granted.
- (e) Annual confidential reports.
- (f) Such other papers as the Provincial Government may order; or the Inspector-General may consider desirable, to have placed on the personal file.

Officers shall inform the Inspector-General of all changes in respect of land held by them.

Other Sub-Inspectors and for Assistant Sub-Inspectors, Duplicate personal files of Inspectors of the General Line of Sub-Inspectors on list 'F' and of all Sergeants shall be kept in the offices of the Deputy Inspectors-General and the Assistant Inspector-General of the Government Railway Police. These duplicate personal files will be transferred from office to office as necessitated by transfers of the officers concerned, and will continue to be maintained until the offices are

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confirmed, Inspectors and 'F' list Sub-Inspectors (as Superintendent of Police) and Sergeants in the rank of Inspector. On such confirmation duplicate personal files will be destroyed by the officer in whose custody they are at the time.

(2) In such personal files shall be recorded:—

- (a) the original confidential annual reports submitted by Superintendents;
- (b) any remarks regarding the working and character of officers which the Inspector-General or Deputy Inspector-General may deem fit to enter.

(3) Part I of the Personal File should be prepared by Superintendents of Police personally before submission to higher officers for signature and should not merely be a copy of the officer's original application for employment. Only such details should be entered as have been fully verified. Care should be taken that only near relations should be given under serial No.9 and the exact degree of relationship should always be shown.

(4) English personal files of upper subordinates shall be confidential records, and shall not be destroyed during the life time of the officers concerned.

(5) Personal files are confidential documents maintained by Government for its own purposes. Reporting officers are entitled to assume that their remarks will be treated as confidential, i.e., they will be divulged only to Government through the correct channels and by Government at the discretion of Government, only to the officer concerned. The giving of copies of personal files or extracts therefrom is therefore prohibited. It is, however, permissible for the Inspector-General or higher authority to give to officers, who have retired or are on the point of retirement, a letter in which their official record is summoned up.

12.39. Urdu personal file.—(1) An Urdu personal file (*fauji misal*) shall be maintained in each district office for every upper and lower subordinate serving in the district. These files are intended for the record of original orders and papers concerning an officer's service and conduct, and are supplementary to the character roll.

(2) Each officer's personal file shall contain:—

- (a) the lambardar's certificate as to his character, given on enrolment;
- (b) all punishment files or attested copies of orders of punishment (rule 16.24 (iv));
- (c) Orders and other records of minor punishments not entered in the character roll;
- (d) other papers which it is desirable to keep on record.

(3) Personal files shall be arranged according to provincial, range and district constabulary numbers and each file shall be pagged and an index thereof kept in Form 12.39(3).

12.40. List of vacancies. — The orderly head constables shall maintain a list of vacancies in form 10.86, omitting columns 14 and 16.

12.41. Long Roll.—(1) An Urdu long roll in Form 12.41 (1) containing the name of every enrolled police officer subordinate to the Superintendent shall be maintained in each district by the orderly head constable as a permanent record. The entries shall be made by provincial, range and constabulary numbers, and space shall be left under each number for six fresh entries.

(2) When a constable or head constable is struck off the establishment for any cause or promoted to a rank bearing a provincial or range number his constabulary number shall be given to his successor in office, whose name shall be entered immediately below the former entry.

(3) Constabulary numbers, except on occasions of promotion to a rank bearing a provincial or range number or transfer to another district, shall not be changed.

(4) In the column of remarks a note shall be made of each punishment awarded, giving the serial number and year of the entry in the punishment register.

(5) The long roll is a most important record and should be checked by a gazetted officer at least twice a year. It is the basis for the preparation of discharge certificates (rule 14.12) is frequently required for reference in pension cases and is the only record of the service of a man who has left the force, after his character roll has been destroyed under rule 12.35.

12.42. Zaildars or honorary police officers.—(1) With a view to enlist the assistance of persons of character and influence in rural districts, a certain number of this class shall, subject to budget provision, be appointed zaildars or honorary police officers with an annual honorarium of not less than Rs. 150. Such honoraria shall be drawn by Superintendents in special establishment bills in which the names of the zaildars shall be given and the sanction to appointment quoted.

(2) On a vacancy occurring in the office of a police zaildar, the District Magistrate, with the concurrence of the Superintendent, may appoint a police zaildar, subject to confirmation by the Commissioner.

(3) Each police zaildar shall be responsible for the prevention and detection of crime in the group of villages which may be assigned to him as his *zail* or sphere of duty. He shall report verbally, or in writing, at his option, to the officer in charge of the police station in which his *zail* is situated, all cognizable cases which occur within such *zail*. Such zaildar shall be subordinate to the officer in charge of the police station in which his *zail* is situated, and they shall mutually aid one another to the best of their ability.

(4) Police zaildars shall not be liable to any departmental punishment except dismissal. The District Magistrate may, with the concurrence of the Superintendent, dismiss a police zaildar; or, in the event of a difference of opinion, the matter shall be referred to the Commissioner, whose decision shall be final.

(5) When the District Magistrate considers it necessary to create a new *zail* he should prepare a sketch map showing the villages to be included in such *zail* and the position of the nearest police stations, and submit it with a report, after consultation and in communication with the Superintendent, through the Commissioner, for the orders of Government, giving his reasons for considering such measure desirable, and stating the name, position and character of the person he recommends for such appointment, and the amount of the annual honorarium to be given to him. Proposals for such *zail* shall be confined to sparsely populated tracts.

[12.43. Any of the rules contained in this Chapter may, for reasons to be recorded in writing be relaxed in individual cases if the competent authority is satisfied that a strict application of the rule would cause hardship to the individual concerned.]

Appendix No. 12.1

For the appointment and training of Deputy Superintendents of Police in the Punjab the following rules shall have effect:—

I.—Deputy Superintendents shall be appointed (a) by direct recruitment from among persons not already in Government service, (b) by the promotion of Inspectors.

II.—The qualifications for direct appointment shall be:—

- (a) The candidate shall be, at the time of appointment, between the ages of 21 and 25.
- (b) He must produce a certificate of physical fitness as prescribed in rule 10 of the Fundamental Rules read with Police Rule 12.15 (1).
- (c) He must produce evidence of social status qualifying him for the position of a gazetted officer.
- (d) He must have educational qualifications ordinarily not less than the degree of Bachelor of Arts of the University of the Punjab or Delhi or the Aligarh Muslim University and must produce evidence of his ability to speak and read Urdu fluently and to write the Persian character with facility.
- (e) He must be statutory native of India domiciled in the Punjab, North-West Frontier Province, Baluchistan or Delhi, or in an Indian State under the political control of His Excellency the Governor of the Punjab or the Agent to the Governor-General, Punjab States, in respect of which the Governor-General in Council has made a declaration under Section 96-C of the Government of India Act.

¹ Added by the W. P. Govt. Notification No. 16 (4) H.P 576 (6848), dated 8th November, 1957.

(46)

2. Training of Urdu stenographers.—(1) On enlistment, Urdu stenographers, will be deputed to the Police Training School to undergo the course of training laid down for directly appointed assistant sub-inspectors in the Police Training School Manual and are liable to discharge if they fail to pass the prescribed examinations or are badly reported on. The Principal, Police Training School, will, however, ensure that arrangements are made for them to maintain full proficiency in stenography during the period of training.

(2) During vacations at the Police Training School, they will be attached to rural Police Stations to do as much practical Training as possible on the lines of Course 'C' prescribed in Police Rule 19.25.

NOTE

Urdu stenographers, in service on the 1st December, 1944, who are likely to make good executive officers will be admitted to the intermediate class if they are below the age of 40 years at the time of their admission. Their further promotion, or if officiating in a higher rank their retention in that rank, will depend on their passing the course.

3. Promotion to the rank of sub-inspector.—They will be eligible for promotion to the rank of Sub-Inspector (Urdu stenographer) after 3 years' service.

4. Transfer to the executive line.—(1) Urdu stenographers who pass the intermediate course and who show promise of making outstandingly good executive officers may be selected, with the approval of the Inspector-General for the upper school course at Phillaur, 5 years (or, in exceptional cases 3 years) after passing the intermediate course.

After passing the course they may be considered for absorption in the permanent executive cadre of the special branch.

(2) They shall, however, be attached to a district for six months' practical training in a police station before admission to the upper school course.

5. Control.—The Deputy-Inspector-General of Police, Criminal Investigation Department, Punjab, will exercise disciplinary control over Urdu stenographers.

6. General.—(1) All Urdu stenographers will be before on the strength of the Criminal Investigation Department, Punjab and will draw Criminal Investigation Department allowances admissible to officers of their rank. In all matters they will be governed by the general provisions of the Police Rules unless otherwise provided in the above rules.

(2) The Deputy Inspector-General of Police, Criminal Investigation Department, Punjab, will institute measures to ensure that Urdu stenographers maintain full proficiency.

APPENDIX No.12.16.

Points to be observed by Medical Officers in examining Police recruits.—
Medical Officers will satisfy themselves regarding each candidate on the following

points in the order given. If a disqualifying defect is noticed, the recruit register (form No. 12.13) will be completed and the recruit rejected without further examination:—

(a) that the vision is up to the following standard:—

The recruit must be able to read the Test Dot Card at a distance of ten feet without any mistake, with each eye without spectacles. Failure to do this renders him unfit. Each eye must have a full field of vision as tested by hand movements. Squint or any other morbid condition of the eyes or eye-lids liable to the risk of aggravation or recurrence will render him unfit.

For those who can read English the test should be the Snellen's type and the standard:—

Right eye	V=6/6 JI	} without glasses.
Left eye	V=6/6 JI	

For illiterates the split ring test as used in the North-Western Railway should be employed. This corresponds to the Snellen's type.

NOTE

In examining the recruit by means of the "Test Dot Card" the following directions should be observed:—

- (i) Place the recruit with his back to the light and hold the test card perfectly upright in front of him at a measured distance of exactly ten feet. The light should fall fully on the card;
- (ii) Examine each eye separately. The eye not under trial should be shaded by the hand of an Assistant, who will take care not to press on the eye ball;
- (iii) expose some of the "dots", not more than 5 or 6 at a time and desire the recruit to name their number and positions, vary the group frequently to provide against deception;
- (iv) the "Test Dot Card" must be kept perfectly clean;
- (b) that the height and chest measurements are up to the standard prescribed in rule 12.15(1);
- (c) that neither speech nor hearing is defective. As regards hearing no recruit will be enlisted who suffers from deafness, aural discharge, earache, tinnitus or vertigo or who is found on examination to have dermatitis, atresia or exostosis of the meatus, perforation of the tympanic membrane or who has had a radical mastoid operation;
- (d) that the recruit appears healthy, strong and active;
- (e) that he is sufficiently intelligent;

- (f) that there is no malformation, deficiency or defect of any essential part;
- (g) that there is perfect motion in every joint and good physical development and power;
- (h) that the recruit is free from diseases of the nervous, circulatory, respiratory, digestive, cutaneous, lymphatic, generative or excretory system. Special care should be given to tracing the presence of contagious or infectious disorders, rupture, strictures, dysentery, hepatic or severe malarial disease;
- (i) that there is no evidence of fits, old injuries to the head, or of a personal or family medical history which would be likely to render him unfit;
- (j) that the recruit's declared age, as compared with appearance, physical equivalents or other evidence is correct. In case of doubt the Medical Officer will record the apparent age which will be accepted for official purposes.

NOTE

The points noted in (b), (d), (e) and (j) will be decided by the Superintendent when recruits are selected by him.

The recruit must strip for examination, due regard being paid to privacy and decency. A loincloth covering may be permitted. Every part of the body must be examined, and if a recruit will not submit to this after persuasion by caste friends, he must be rejected.

- (k) the Medical Officer will reject a recruit for any disease or defect which would be likely to render him unfit for the duties of the particular branch of the service in which he is desirous of being enrolled.

NOTE

The following points should not be overlooked:--

- (1) Glandular swellings and enlarged thyroid.
- (2) Prominence of eyes, squint, long-standing trachoma, nebulae or leucomata, pannus.
- (3) Polypus of nose, perforated palate, tonsils, adenoids.
- (4) Insufficient sound teeth for efficient mastication, severe pyorrhoea.
- (5) Loss or deformity of fingers, flat feet, hammer toes with painful corns or bursae on the dorsum of toes, Hallux Valgus, Hallux rigidus, knock-knee, deformity of chest and joints, abnormal curvature of the spine.

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- (6) Inveterate cutaneous disease, fistulae, condylomata, haemorrhoids, prolapsus ani, barix or varicocele, undescended testicle, tachycarids.
- (7) Recent marks of vaccination, and two identification marks should be noted.

With discharged soldiers for enlistment in the Police Force---

- (1) The urine of recruits over 30 years of age should be examined.
- (2) The head should be examined for blows or cuts, and the recruit questioned if he is subject to fits of any kind.
- (3) The body should be examined for scars of war wounds.

FORM NO. 12-6(1)

ROLL OF A CANDIDATE FOR THE POST OF ----- OF POLICE.

Items 1 to 4, 7 and or to 13 to be filled up in the candidate's own handwriting. Items 5, 6, 8, 14 and 15 to be filled up by a gazetted Police officer after such enquiry as may be practicable. Item 16 to be filled up by the Superintendent of Police personally after interviewing the applicant.

- 1. Name of Applicant _____
- 2. Religion and Cast or Tribe _____
Village _____
- 3. Residence Police Station _____
District _____
- 4. Present Address _____
- 5. Date of birth _____
- 6. Height and chest measurement _____
- 7. Where educated, with name of School or Schools and statement of educational qualifications, mentioning any examinations passed. (Attested copies of any certificates obtained should be attached in candidate's own handwriting.) _____
- 8. Does the candidate possess any athletic qualifications? Did he belong to his School Cricket Eleven or Football or Hockey Team? Is he of active Habits? Can he ride? _____
- 9. Any other qualifications? _____
- 10. To whom does the candidate desire that reference should be made regarding his character, habits, knowledge of riding, etc.? _____

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11. Names and degree of relationship of, and appointments held by relatives in Government or other employ

12. Father's and profession

13. Home of Family

14. Full Particulars of family, including a brief statement of claim, if any

15. Whether at any time application has been pronounced unfit for Government employment by the Medical Board at the India Office or any other duly constituted medical authority.

Signature

Date

16. Remarks and opinion of Superintendent of Police

Dated

The

Superintendent

(To be drawn by hand)

1	Serial No.	
2	Name	
3	Father's name	
4	Agent and date of birth	
5	Height	
	Chest	
6	Residence	
7	Educational qualifications	
8	Remarks	

REGISTER OF ACCEPTED CANDIDATES FOR DISTRICT
APPOINTMENT AS ASSISTANT SUB-INSPECTOR
RANGE

FORM NO. 12.7 (1)

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POLICE DEPARTMENT.

FORM No.12.13.
RECRUIT REGISTER

POLICE DEPARTMENT.

DISTRICT.

1	2	3	4	5	6	7	8	9	10		11	12	13	14		15	
Serial No.	Date of measurement	Name of recruit	Percentage	Residence			Religion or caste.	Age.	Height.		Chest measurement in inches.	Initials of Gazetted Police Officer.	Opinion of Medical Officer.	Final Order (i.e., enrolled or not), and reference to Order Book if any.	If enrolled.	Date	Constabulary No.
				Village	Police Station	District			Feet.	Inches.							

(Standard Form)

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FORM NO. 12.18 (1)

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Verification of the character of recruit named _____

No. _____, who has been enlisted as _____

on _____, Father name _____, Caste _____

Race _____, Religion _____, Profession _____

Resident of _____ Street, _____

Village _____ Police Station _____

District _____ Description _____

Age _____ Years, _____ months, _____

days.

Height measurement _____ feet _____ inches

Height measurement _____ feet _____ inches

Marks of identification _____

Educational qualifications.	Rank and pay.	Previous Service				Members of the family		
		Date of appointment.		Period of service			Name	Residence
		From	To	Y	M	D		
							Wife	
							Son	
							Daughter	
							Father	
							Mother	

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Names and degree of relationship or, and appointments held, by relative who are were Government employees:-

Name and relation	Rank	Department	Place.	Remarks.

I do hereby declare the following as my assignees or nominees:-

(Name and full address of assignees)

I hereby declare that the entries made above are true to the best of my knowledge.

Signature or Thumb-impression

FROM

The Superintendent of Police.

District

To

The Superintendent of Police.

District

The form may please be sent to the Sub-Inspector of Police Station for favour of necessary entries being made therein:-

-Superintendent of Police.

1	2	3
Full Signature and statement of persons verifying the character.	Report of Lambardars in connection with the person's conviction (if any) and verification of nationality.	Report of officer incharge Police Station regarding previous conviction, character and punishment (if any), verification of nationality, etc.

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FORM No. 12.22(1)

CERTIFICATE OF APPOINTMENT.

POLICE DEPARTMENT. _____

DISTRICT OR RANGE. _____

CONSTABULARY NO. _____

_____ has been appointed a member of the Police Force, under Act V. of 1861, and is vested with the powers, functions and privileges of a Police Officer.

Appointed on the _____

19____

Superintendent of Police.

Or Deputy Inspector-General of Police.

(Standard Form.)

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POLICE DEPARTMENT.

CHARACTER AND SERVICE ROLL.

DISTRICT

No. _____
Character and Service Roll of

CONTENTS

- 1---5. General Particulars.
6. Appointments, promotions, reductions, discharges, & c.
7. Transfers beyond the district.
8. Relatives in Government employe.
9. Particulars of heirs
10. Educational qualifications.
11. Professional attainments.
12. Medals and decorations.
13. Miscellaneous particulars
14. Commendatory entries.
15. Censures and punishments.
16. Health certificate.
17. Record of postings of inspectors, sub-inspectors and assistant sub-inspectors.
18. Statement of band held by Head Constable (Rule 14.23(1)).
19. Progress report of probationary inspectors, sub-inspectors and assistant sub-inspectors.
20. Medical history sheet.
21. Leave account of constables and head constables.
22. Marking sheet in connection with promotion to the selection grade of constables.

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FORM No. 12.28--continued.
 CHARACTER AND SERVICE ROLL OF
 CONSTABULARY NUMBER _____ IN _____ DISTRICT
 CONSTABULARY NUMBER _____ IN _____ DISTRICT
 CONSTABULARY NUMBER _____ IN _____ DISTRICT

Name.	Father's name	Tribe or caste.	Village or town.	Post and Telegraph office.	Police Station.	District.	Province.	Date of birth.	Height.	Chest measurement.	Date of enrolment.	Age on enrolment	Distinctive marks.

2. Verification roll No. _____ dated _____ received back and attached to the Fauji Misal.

3. Government service prior to present employment, which is approved, for pension.

Service or department.	Rank or grade.	Pay of last appointment.	From	To	Period.		
					Y.	M.	D.

Cause of and character discharge from above service.	Reference to order approving above service for pension in Police Department.
--	--

4. Agreement : I understand that I have been appointed under Section 7 of the Police Act (V of 1861), and the purport of that section and the provisions of the Act and of the rules issued under it and now in force, by which my discipline and conduct are governed, have been explained to me. I agree to serve faithfully under the provisions of the said Police Act and to obey all lawful orders issued to me by my superior officers, and I undertake not to resign my appointment within three years from the date of my enrolment. I have received a certificate of appointment issued under Section 8 of the Police Act (V of 1861).

Dated _____

Signature.

5. Rolled impressions of fingers and thumb of left hand.

Left little.	Left ring.	Left middle.	Left Index.	Left thumb.

(58)

CHARACTER ROLL OF

1	2	3	4	5
6. Appointed, promoted, suspended, reduced, discharged, dismissed, resigned or died.	To what grade and pay appointed, or promoted or reduced.	Date.	Number of district order.	Full signature of Superintendent of Police.

7. Transfers beyond the district.

1	2	3	4
Date.	From	To	Authority for transfer.

8. Names of relatives in Government Service.

1	2	3	4
Name.	Relationship.	Nature of employ.	District.

9. Name, residence and other particulars of heirs.

- Wife.
- Father.
- Mother.
- Brother.
- Sister.

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13. Miscellaneous particulars, including awards other than those accompanied by commendation certificates, admission to or removal from promotion lists, etc.

14. Commendatory entries.

15. Censures and Punishments.

16. Medical Certificate of appointment and health, (See Form No. 10.64).

17. Record of postings.

18. Statement of land held by Head Constable only (Rule No. 14.23 (1)).

19. Progress report on probationary assistant sub-inspector, sub-inspector or inspector of Police. (See Form No. 19.25 (5)).

20. Medical History sheet. (See Form No. 12.32(b)).

21. Leave Account. (See F.R. Form No. 9-A. O.S. 113-A in appendix B to Fundamental Rules).

22. Marking sheet in connection with promotion to the selection grade of constables. (See Form No. 13.5(6)).

FORM No. 12.32 (b).

POLICE DEPARTMENT.

DISTRICT.

Medical History Sheet

of

No

in

District

No

in

District

No

in

District

Nature and dates of inoculation, vaccination and re-vaccination

Signature of Medical Officer.

1.

2.

3.

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1		2		3
Date of				
Disease.	Admission	Discharge 1st and subsequent admissions.	Remarks of Medical Officer (Recommendation for leave on medical certificate; report of malingering and the like).	

FORM No. 12.32(e).

POLICE DEPARTMENT.

DISTRICT.

RECORD OF POSTINGS

HISTORY OF SERVICES OF INSPECTORS,
SUB-INSPECTORS AND ASSISTANT
SUB-INSPECTORS.

Serial No.	Rank and grade.	Date.	Order Book No.	Nature of duty on which employed.	Place.	Remarks.

FORM No. 12.38(1)

Personal File.

of _____ of Police.

PART I

- Name and Provincial No. _____
- Father's name and profession _____
- Religion and Caste _____
Village _____
- Residence _____
Police Station _____
District _____

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5. Date of birth. _____

6. Height and chest measurement _____

7. Where educated, with name of school or schools; statement of educational qualifications and examinations passed.

8. Any other qualifications? Did the officer belong to his School Cricket Eleven of Football or Hockey Team?

9. Names and degree of relationship of, and appointment held by, relatives in Government or other employ

10. Home of family _____

11. Full particulars of family, including a brief statement of special services rendered to Government, if any _____

Deputy Inspector-General of Police,

Dated the _____ 19 _____ Range.

FORM No. 12:38(1)—concluded

POLICE DEPARTMENT.

_____ RANGE

Roll of

1	2	3	4
Appointed, promoted, re-joined, discharged, or dismissed	To what grade and rate of pay	Date.	Signature of Deputy Inspector-General

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TRANSFERS.

1	2	3	4
Date.	From	To	Authority for transfer.

FORM No. 12.39(3).

POLICE DEPARTMENT.

DISTRICT.

INDEX TO FAUJI MISALS.

INDEX TO FAUJI MISAL OF

RANK

No.

1	2	4
Abstract of papers attached.	Date of order.	Remarks.

(In Urdu)

FORM No. 12:41 (1).

POLICE DEPARTMENT.

DISTRICT.

LONG ROLL OF THE POLICE FORCE OF THE ABOVE DISTRICT. (HALF SHEET OF INDIAN PAPER).

1	2	3	4	5	6		7			8	9	10	11	12
Constabulary Number.	Name and Parentage	Date of enlistment	Caste.	Age on enlistment	Height		Residence			Particular marks.	Detail of past service prior to entering constabulary.	Promotions and reductions.	Date and cause of leaving Police.	Remarks giving reference to the Serial No. in the Punishment Register of any punishment awarded.
					(a) Feet.	(b) Inches	(a) Village	(b) Police Station.	(c) District.					

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(65)

CHARTER XIII

Promotions

13.1. Promotion from one rank to another : (1) Promotion from one rank to another, and from one grade to another in the same rank, shall be made by selection tempered by seniority. Efficiency and honesty shall be the main factors governing selection. Specific qualifications, whether in the nature of training courses passed or practical experience, shall be carefully considered in each case. When the qualifications of two officers are otherwise equal, the senior shall be promoted. This rule does not affect increments within a time scale.

(2) Under the present constitution of the police force no lower subordinate will be entrusted with the independent conduct of investigations or the independent charge of a police station or similar unit. It is necessary therefore that well-educated constables, having the attributes necessary for bearing the responsibilities of upper subordinate rank, should receive accelerated promotion so as to reach that rank as soon as they have passed the courses prescribed for, and been tested and given practical in the ranks of constable and head constable.

(3) For the purposes of regulating promotion amongst enrolled police officer six promotion lists— A, B, C, D, E and F will be maintained.

Lists A, B, C and D, shall be maintained in each district as prescribed in rules 13.6, 13.7, 13.8 and 13.9 and will regulate promotion to the selection grade of constables and to the ranks of head constables and assistant sub-inspector. List E shall be maintained in the office of Deputy Inspectors-General as prescribed in sub-rule 13.10 (1) and will regulate promotion to the rank of sub-inspector. List F shall be maintained in the office of the Inspector-General as prescribed in sub-rule 13.15 (1) and will regulate promotion to the rank of inspector.

Entry in or removal from A, B, C, D or E lists shall be recorded in the order book and in the character roll of the police officer concerned. These lists are nominal rolls of those officers whose admission to them has been authorized. No actual selection shall be made without careful examination of character rolls.

13.2. Power to grant increments : Increments of pay to all upper and lower subordinates shall be granted, when due, by Superintendents provided that an increment may be withheld as a formal punishment in accordance with the rules contained in Chapter XVI. The withholding of increments shall be entered in the order book in the case of constables and head constables, and in the case of inspectors, sergeant, sub-inspectors and assistant sub-inspectors published in the Police Gazette. In the case of members of the clerical cadre, increments shall be granted or withheld, by a formal order in each case, by the head of the office concerned. When an efficiency bar is placed at any stages in a time-scale, it shall be passed only on the authority of a specific order by an officer competent to withhold an increment in the time-scale concerned. In the case of sergeants and sub-inspectors the sanction of the Inspector-General and Deputy Inspector-General, respectively is required.

13.3. Power to make promotions among gazetted and enrolled police officers : (1) The power to make promotions among gazetted officers and from non-gazetted to gazetted rank, vests in the Provincial Government with His Excellency the Governor.

(2) Deputy Inspectors-General and the Assistant Inspector-General, Government Railway Police, shall make promotions to the rank of Inspector. The Inspector-General, who maintains promotion list "F" vide Police Rule 13.15, of Sub-Inspectors and Sergeants, will notify the Deputy Inspector-General of a Range or the Assistant Inspector-General, Government Railway Police when a substantive in the rank of Inspector is to be filled by an Officer under his control.

Substantive promotions to the rank of sub-inspector and assistant sub-inspector shall be made by Superintendents of Police and the Assistant Superintendent, Government Railway Police. Deputy Inspectors-General of Ranges, who maintain promotion lists 'D' and 'E', for these two ranks in the case of District Police will notify the Superintendent of Police of a district when a vacancy in either rank is to be filled by an officer in his district.

Promotions to the rank of head constable shall be made by Superintendents of Police and the Assistant Superintendent, Government Railway Police.

(3) The seniority of inspectors, sergeants, sub-inspectors and assistant sub-inspectors is shown in the list printed annually under the orders of the Inspector-General. Seniority of head constables in districts will be recorded in Form 88 (1).

COMMENTS

Reversion—Promotion List C : Reservation from officiating position to substantive post. Does not amount to reduction in rank; petitioner reverted but not awarded any major punishment. Major punishment not having been awarded petitioner's name, held, could not be removed from promotion list 'C'. Constitution of Pakistan (1962), Art. 98.

The reversion from the officiating position to substantive post does not amount to reduction in rank.

Since, the petitioner's rank was not reduced by his reversion to the rank of foot-constable, therefore, he was not awarded any major punishment which could be a bar to admission or retention of his name in list 'C' (P.35)-A.

13.4. Power to make officiating promotions : (1) Officiating promotions to the rank of inspector shall be made by Deputy Inspector-General of ranges and the Assistant Inspector-General, Government Railway Police. If the flow of promotion is unevenly distributed amongst ranges, the Inspector-General of Police shall make suitable transfers of sub-inspectors on the promotion list from one range to another.

(2) Officiating promotion to the rank of sub-inspector and assistant sub-inspector shall be made by Superintendents of Police and Assistant Superintendent, Government Railway Police. If the flow of promotion is unevenly distributed among districts, the Deputy Inspector-General shall make suitable transfers of assistant sub-inspectors and head constables on the promotions list from one district to another.

(3) All promotions concerning upper subordinates made under this rule shall be published in the Police Gazette, and notification by Superintendents shall be sent in through the Deputy Inspector-General, who shall have the power to revise such orders on recording reasons in each case. If any Superintendent has not enough men on lists D and E in his district to fill temporary appointments in either rank, which he is required to make, he shall apply to the Deputy Inspector-General for a man from another district.

13-5. Promotion to the selection grade of constables : (1) No constable shall be promoted to the selection grade of constables unless he is (a) physically up to the required standard (sub-rule 12.16 (1), (b) can read and write simple Urdu sentences and English numerals and (c) has a character toll clear of any entry carrying a moral stigma. Condition (a) can be relaxed by Superintendents of Police for good reasons to be recorded and conditions (b) and (c) can be relaxed by Deputy Inspector-General and the Assistant Inspector-General, Government Railway Police.

(2) Men who possess the essential qualifications prescribed in sub-rule (1) shall be removed as vacancies occur according to their order of making on the following system :—

<i>(a) Education :—</i>	
F.A. or higher	5 marks
Marticulation	3 marks
Non-matriculation but above primary	2 marks
<i>(b) Courses passed--</i>	
(i) Lower School	5 marks
(ii) Drill at Police Training School	3 marks
(iii) Traffic (by an approved standard)	2 marks
(iv) Finger Print	2 marks
(v) 1st or 2nd in recruits' examination	1 mark
(vi) St. John's Ambulance 1st Aid Course	1 mark
(vii) Armourer's Course	2 marks
<i>(c) Professional ability—</i>	
Up to a maximum of 10 marks.	

(d) Character—

Up to a maximum of 10 marks.

(3) Full marks under (c) and (d) in sub-rule (2) shall not be given to a constable with less than ten years service. Marking under (c) shall be estimated by commendation certificates and other proofs of special ability in detective work, disguising intelligence duty and the like.

Illustration : A, who has passed the First Arts Examination; is 1st in his recruits course, has passed traffic and finger print courses, has three years' service and has learnt the work of assistant police station clerk, might have 16 marks. B, a semi-illiterate constable of 24 years service with 18 commendation certificates, a clear roll, and established reliability in shadowing work, might have 22 marks gained under (c) and (d) only.

(4) Notwithstanding the marking system described in sub-rule (2), men posted to onerous and responsible duty, such as instructors, permanent traffic staff, clerical appointments at police stations and head-quarters, secret service and central investigating agency duty, may be given temporary promotion to the selection grade. Men promoted solely on these grounds shall be reverted to the time-scale at any time if they fail to give satisfaction on the duty for which they have been promoted or removed from such duty for a period exceeding three months.

(5) Constables of and above the Matriculation standard of education and having exceptional family claims may be promoted to the selection grade immediately on passing their recruits course with credit, notwithstanding the marking system described in sub-rule (2). Direct appointments to this grade are made in accordance with rule 12.10-A.

(6) A sheet in Form 13.5 (6) shall be attached to the character roll of every constable for maintaining the marking system prescribed in this rule.

(7) Promotion to the selection grade shall be on probation for three years and constables so promoted may be reverted without formal departmental proceedings within three years of their such promotion if they fail to maintain an exemplary standard of conduct and efficiency. Such reversions shall be freely made.

(8) Removal from the selection grade after once being confirmed in it involves formal proceedings. In the case of a selection grade constable who, on being sentenced judicially to a punishment of fine or simple imprisonment, or both, or to rigorous imprisonment not exceeding one month, is not dismissed under Police Rule 16.2(2) the normal minimum departmental punishment shall be reduction to the time scale. Similarly, in the case of a selection grade constable found guilty of inefficiency, whether in general or in respect of the special qualifications for which promotion has been given, the normal minimum punishment shall be reduction to the time scale.

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13.6. List A. Promotion to the selection grade of constables: List A (in Form 13.6) shall be maintained by each Superintendent of Police, under his own personal supervision, of constables eligible under Rule 13.5 for promotion to the selection grade of constables. The number of names in the list shall not exceed 20 per cent of the establishment of the grade in the district.

13.7. List B. Selection of candidates for admission to courses at the Police Training College.- List B (in Form 13.7) shall also be maintained by each Superintendent of Police and shall be divided into two parts:-

- (1) Selection grade constables considered suitable as candidates for the Lower School course at the Police Training College.
- (2) Constables (selection or time scale) considered suitable for drill and other special courses at the Police Training College.

Selection shall be made from this list as vacancies occur for admission to the courses concerned at the Police Training College, provided that no constable shall be considered eligible for any such course until the entry of his name in list 'B' has been approved by the Deputy Inspector-General of the Range. Ordinary seniority in age shall be given prior consideration in making such selections, irrespective of the date of admission to the list, and care must be taken that a constable borne on the list is not allowed to become overage for admission to the college before being selected. The restrictions on admission to the lower school course and Inspectors courses at the Police Training College limit the conditions for admission to List B. No constable shall be admitted to that list whose age is such that he cannot in the normal case be sent to the Training College before he attains the age of 30 years. No constable, who has failed to qualify at the Training College, shall be readmitted to the list unless the Superintendent and the Principal of the College are in agreement that he is deserving of another chance of qualifying in the course; in the event of disagreement as to such a case the Deputy Inspector-General shall decide.

Balochistan Amendment

No. S.O (H) 1(i)-4/ 72 : In exercise of the powers conferred by Section 46 of the Police Act, 1861 (Act of 1861), the Governor of Balochistan is pleased to direct that in the Punjab Police Rules, 1934, in their application to the province of Balochistan, following further amendment shall be made, namely:-

In rule 13.7, for the figure "(30)" appearing between the words "attains the age or and word "years," the figure "33" shall be substituted.

13.8. List C. Promotion to head constables.- (1) In each district a list shall be maintained in card index form [Form 13.8(1)] of all constables who have passed the Lower School Course at Phillaur and are considered eligible for promotion to head constable. A card shall be prepared for each constable admitted to the list and shall contain his marking under sub-rule 13.5(2), and notes by the Superintendent himself, or furnished by gazetted officers under whom the constable has worked, on his qualifications and character. The list shall be kept

confidentially by the Superintendent and shall be scrutinized and approved by the Deputy Inspector-General of Police at his annual inspection.

(2) Promotions to head constable shall be made in accordance with the principle described in sub-rule 13.1(1) and (2). The date of admission to List C shall not be material, but the order of merit in which examinations have been passed shall be taken into consideration in comparing qualifications. In cases where other qualifications are equal, seniority in the police force shall be the deciding factor. Selection grade constables who have not passed the Lower School Course at the Police Training School but are otherwise considered suitable may, with the approval of the Deputy Inspector-General, be promoted to head constable up to a maximum of ten per cent of vacancies.

13.8-A. Disqualification for admission to or retention in Lists A, B or C : (1) The infliction of any major punishment shall be a bar to admission to or retention in lists A, B or C, provided that (a) for special reasons to be recorded by the Superintendent in each case, and subject to confirmation by the Deputy Inspector-General, this disqualification may be waived and (b) after six months' continuous good conduct in the case of censure or confinement to quarters or on expiry of the period of reduction in the case of reduction for a specified period, a constable may be readmitted at the discretion of the Superintendent.

(2) Gazetted officers shall look out for, and encourage their inspectors and sub-inspectors to bring to notice, constables who, by reason of their general character and ability or of special acts, are suited for inclusion in lists A, B or C, and shall, after satisfying themselves by necessary enquiries, make suitable recommendations to the Superintendent.

13.9. List D. Promotion to assistant sub-inspectors : (1) A list shall be maintained in each district in card index Form 13.9(1) of those head constables who have passed the lower schools course and the intermediate school course at the Police Training School and are approved by the Deputy Inspector-General as eligible for officiating or substantive promotion to the rank of assistant sub-inspector. No head constable shall be admitted to this list who is not thoroughly efficient in all branches of the duties of a constable and head constable and of established integrity.

(2) Officiating promotion to the rank of assistant sub-inspector shall be made from the list prescribed in sub-rule (1), as far as possible in rotation so as to give each man a trial in the duties of the higher rank. Substantive promotion shall be made by the Deputy Inspector-General in accordance with the principles described in rule 13.1, and officiating promotion shall be made in accordance with sub-rule 13.4 (2).

(3) Half-yearly reports in Form 13.9 (3) on all head constables in this list shall be furnished on the 15th March and the 15th September to the Deputy Inspector-General.

13.10. List E. Promotion to sub-inspectors : (1) A list of all assistant sub-inspectors, who have been approved by the Deputy Inspector-General as fit

for trial in independent charge of a police station, or for specialist posts on the establishment of sub-inspectors, shall be maintained in card index form by each Deputy Inspector-General. Officiating promotions of short duration shall ordinarily be made within the district concerned (*vide* sub-rule 13.4(2)), but vacancies of long duration may be filled by the promotion of any eligible man in the range at the discretion of the Deputy Inspector-General. Half-yearly reports on all men entered in the list maintained under this rule shall be furnished in form No. 13.9 (3) by the 15th October, in addition to the annual report to be submitted by the 15th January in accordance with Police Rule 13.17 (1).

(2) No assistant sub-inspector shall be confirmed in a substantive vacancy in the rank of sub-inspector unless he has been tested for at least a year as an officiating sub-inspector in independent charge of a police station in a district other than that in which his home is situated.

13.11. Publication of List E in the Police Gazette: List E of each range shall be published annually in Police Gazette. Additions to the list may be made at any time by Deputy Inspector-General but all such additions and the removal of all names under sub-rule 13.12 (2) shall be published in the Gazette by special notification. Names shall be entered in the list in order according to the date of admission, length of police service deciding the relative position of assistant sub-inspectors admitted on the same date.

13.12. Method of filling temporary vacancies in the rank of sub-inspector. —(1) In filling temporary vacancies in the rank of sub-inspector the object shall be to test all men on list E as fully as possible in independent charges. The order in which names occur in the list should be disregarded, the opportunities of officiating in the higher rank being distributed as evenly as possible. An assistant sub-inspector officiating as a sub-inspector should ordinarily continue so to officiate for the duration of the vacancy, and should not be reverted merely because another assistant sub-inspector senior to him is not officiating. This principle may, however, be modified if in any case its observance would result in a thoroughly competent man being deprived by a man markedly his junior of an officiating appointment of more than 8 months' duration.

(2) The conduct and efficiency of men on lists D and E shall be at all times watched with special care. Any officer, who, whether in his substantive rank or while officiating as an assistant sub-inspector or sub-inspector, is guilty of grave misconduct of a nature reflecting upon his character or fitness for responsibility, or who shows either by specific acts or by his record as a whole, that he is unfit for promotion to higher rank shall be reported to the Deputy Inspector-General for removal from list D or list E, as the case may be. In interpreting this rule discrimination shall be shown between faults which are capable of elimination by experience and further training, and those which indicate definite incompetence and defects of character. Officers whose names have been removed from either list D, list E may be restored by order of the Deputy Inspector-General in recognition of subsequent work or conduct of outstanding merit.

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13.13. Control by Deputy Inspector-General: Apart from the special requirements of the foregoing rules regarding the confirmation or revision of orders, Deputy Inspector-General are required to pay special attention at their inspections to the working of lists A, B, C and D by Superintendents; they have authority to remove any name which they consider has been improperly admitted, and to give such orders as may be expedient in respect of the methods of selection and the tests applied.

13.14. Promotions to and in the selection grades of sub-inspector: (1) Promotion to the various selection grades of sub-inspectors shall be made by Superintendents of Police and the Assistant Superintendent, Government Railway Police, as vacancies in the sanctioned establishment of such appointments occur in accordance with the principle laid down in Rule 13.1.

(2) No sub-inspector shall be considered eligible for promotion to a selection grade unless he has at least eight years' approved service as an upper subordinate, of which at least five shall have been in the rank of sub-inspector, and unless he is thoroughly efficient and competent to hold charge of a police station of first class importance. No sub-inspector who has been punished by reduction, stoppage of increment, or forfeiture of approved service for increment, shall be eligible for promotion to a selection grade. Exceptions to this rule may be made only with the sanction of the Inspector-General in recognition of distinguished service and exemplary conduct.

(3) Sub-Inspectors promoted to the selection grade shall be on probation for one year and may be reverted without formal departmental proceedings within the period of their probation if they fail to maintain an exemplary standard of conduct and efficiency.

13-15. List F. Promotion to Inspectors — (1) Recommendations on behalf of Sergeants and Sub-Inspectors considered fit for promotion to the rank of Inspector shall be submitted with their annual confidential reports on the 15th January each year to Deputy Inspectors-General by Superintendents of Police in Form 13-15. (1). Recommendations on behalf of Sergeants and Sub-Inspectors employed in the Government Railway Police will be sent direct to the Inspector-General of Police by the Assistant Inspector-General, Government Railway Police, in the same form and not later than October each year. The Deputy Inspector-General shall decide, after seeing the officers recommended, and in consideration of their records, and his own knowledge of them, whether to endorse the recommendations of Superintendents of Police and forward them to the Inspector-General. He will keep a copy of any recommendation so forwarded in the personal file of the officer; if he decides not to endorse a recommendation, he shall retain the original in the officer's personal file and send a copy of his own order on it to the Superintendent concerned. Deputy Inspector-General shall finally submit recommendations to the Inspector-General as soon as they are satisfied as to the fitness of officers recommended, but in no case later than October each year.



(2) Such of the officers recommended as the Inspector-General may consider suitable shall be admitted to promotion list 'F' [Form 13.15(2)] which will however, not be published. Deputy Inspector-General shall be informed, and shall in turn inform the Superintendents concerned, of the names of those who have been admitted to the List; similar information will be sent to the Assistant Inspector-General, Government Railway Police.

The original personal files of Sub-Inspectors admitted to the list shall be transferred to the Inspector-General after duplicates have been prepared for retention in the office of the Deputy Inspector-General by the Assistant Inspector-General, Government Railway Police, as required by Rule 12.38(1). Copies of all subsequent annual confidential reports prepared in form 13.17 in respect both of Sergeants and Sub-Inspectors admitted to the list will on return by the Inspector-General in accordance with rule 13.17(1), be recorded by Deputy Inspector-General or the Assistant Inspector-General or the Assistant Inspector-General, Government Railway Police, with the duplicate personal files of the officers concerned. Copies of all entries ordered to be made in personal files other than annual confidential reports will be forwarded to the Inspector-General as soon as made for record with the original personal files; all such copies shall be attested by the Deputy Inspector-General or the Assistant Inspector-General, Government Railway Police, personally.

(3) When submitting recommendations for the entry of fresh names in List F Deputy Inspectors-General and the Assistant Inspector-General, Government Railway Police, will at the same time submit specific recommendations (which need not be accompanied by detailed confidential reports) as to the retention or removal of offers already admitted to the list. On receipt of these recommendations, the Inspector-General will review the Provincial List, and pass orders regarding the retention or exclusion of names, at the same time communicating his decision to the Deputy Inspectors-General and the Assistant Inspector-General, Government Railway Police.

(4) Seniority in list 'F' will be in accordance with the date of entry in that list. Sub-Inspectors admitted to list 'F' on the same date will be placed in that list in order according to their date of permanent promotion to selection grade and if the date of permanent promotion to selection grade is the case of two or more Sub-Inspectors admitted to list 'F' on one and the same date then according to date of permanent promotion to time-scale. Sergeants will be shown in list 'F' according to the date of entry in the list. When, however, two or more Sergeants are admitted to list 'F' on the same date, their names will be shown in order of seniority among themselves.

13.16. Promotion to the rank of Inspector : (1) Substantive vacancies in the rank of Inspector, save those which are specially designated for the appointment of probationers, shall be filled by promotion of officers from list 'F' selected according to the principles laid down in rule 13.1 Sergeants are eligible for promotion in the appointments reserved for European Inspectors.

(2) Temporary vacancies in the rank of inspector shall be filled by the officiating promotion of officers of 'F' list by the authorities empowered by rule 13.4 to make the appointment. Such officiating promotions shall be made in accordance with the principles laid down in sub-rule 13.12(1) in the case of E list, and the second part of that rule shall, *mutatis mutandis*, govern the scrutiny of the work of F list officers and the removal from that list of the names of those who are found unfit for the rank of inspector.

(3) No officer whose name is not on F list shall be appointed to officiate as inspector without the special sanction of the Inspector General. When no officer on F list available in the range for a vacancy which the Deputy Inspector-General is required to fill, application shall be made to the Inspector-General to appoint a man from another range.

13-17. Annual Confidential Reports: (1) Superintendents shall prepare and submit annually to the Deputy Inspector-General, after obtaining the District Magistrate's remarks thereon, reports in form 13.17 on the working of all Upper Subordinates serving under them. These reports shall be submitted to reach the Deputy Inspector-General on or before 18th January.

Deputy Inspector-General and the Assistant Inspector-General, Government Railway Police, will add their own remarks and retain reports on Assistant Sub-Inspectors and Sub-Inspectors who are not on List 'F' in their own offices. Reports on all Inspectors, Sub-Inspectors on List 'F' and Sergeants will be forwarded by Deputy Inspectors-General and Assistant Inspector-General, Government Railway Police, so as to reach the Inspector-General on or before the 15th February. In the cases of Indian Inspectors of the General Line, Sub-Inspectors on list 'F' and all Sergeants, Deputy Inspector-General and Assistant Inspector-General, Government Railway Police, will attach with each report so submitted a duplicate copy thereof. Any remarks recorded by the Inspector-General on the original report will be copied in his office on to the duplicate prior to the latter for record with the duplicate personal file maintained in accordance with rule 12.38 (1).

(2) Reports shall be of three kinds, A, B and C, and shall be marked as such:-

A reports:—Reports in which for special reasons it is recommended that promotion be given irrespective of seniority.

B reports:—Reports in which it is recommended that promotion be given in the ordinary course of seniority.

C reports:—Reports in which it is recommended that the officer be passed over for promotion or that the taking of departmental action on general grounds of inefficiency or unsatisfactory conduct be considered.

In 'A' and 'C' reports detailed reasons must be given for the recommendations made.

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The purport of 'All 'C' reports shall be communicated to the officers concerned at a personal interview or, if this is not possible, in writing. Written acknowledgments shall be taken and attached to their personal files. In communicating such reports, the instructions contained in paragraph 7 of Punjab Government Consolidated Circular No. 1 shall be followed. Ordinarily, the submission of two successive 'C' reports regarding an officer will result automatically in the institution of departmental proceedings against him on such charge as the contents of the reports may justify.

(3) Superintendents shall submit annually to the Deputy Inspector-General by the 15th January confidential reports in form 13.17-A on the Working of all gazetted officers serving under them. Deputy Inspectors-General will add their own remarks and forward the reports to reach the Inspector-General on or before the 15th February.

The gist or adverse reports shall be communicated in writing to the officers concerned subject to the conditions specified in paragraph 7 of Punjab Government Consolidated Circular No. 1 and their acknowledgment shall be taken and attached to their personal files.

(4) The names and designation of the officers writing reports shall invariably be typed or written in block letters below their signatures.

(5) Reporting Officers shall comment generally on the way in which the officer has carried out his various duties during the year and shall give an estimate of his personality, character and abilities, including detective powers and ability to conduct prosecutions. The report shall contain an opinion on any point specially required at any particular time, e.g., fitness to pass an efficiency bar. Particular mention shall be made of the officer's relations with his fellow officers and the general public and of his honesty.

13.18. Probationary period of promotion.—All, Police Officers promoted in rank shall be on probation for two years, provided that the appointing authority may, by a special order in each case, permit periods of officiating service to count towards the period of probation. On the conclusion of the probationary period a report shall be rendered to the authority empowered to confirm the promotion who shall either confirm the officer or revert him. In no case shall the period of probation be extended beyond two years and the confirming authority must arrive at a definite decision within that period whether the officer should be confirmed or reverted. While on probation officers may be reverted without departmental proceedings. Such reversion shall not be considered reduction for the purpose of rule 16.4.

This rule shall not apply to constables and Sub-Inspectors promoted to the selection grade, whose case is governed by rules 13.14.

13.19. Special promotion to recipients of the King's Police and Fire Service Medal and the Indian Police Medal : (1) A constable receiving the award of the King's Police and Fire Service Medal shall be promoted in the first

constitutive vacancy of head constable within occurs in the district in which he is serving subsequent to the award of the medal being gazetted.

(2) A constable awarded the Indian Police Medal shall, if not already in the selection grade, be promoted to that grade on probation as prescribed in rule 14.5(7).

FORM NO. 13.5 (6).

Sheet for maintenance of marking system.

POLICE DEPARTMENT.

DISTRICT.

Constable No. Name.....

Date of enrolment

A. EDUCATION:-

B. COURSES PASSED:-

(1).....

(2).....

(3).....

(4).....

(5).....

(6).....

C. PROFESSIONAL ABILITY:-

(1).....

(2).....

(3).....

(4).....

D. CHARACTER:-

Total

Initials of gazetted officer and date.....

Onerous and responsible duties }
to which posted (vide sub-rule 13.5(4)). }

(1).....

(2).....

(3).....

(4).....

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(5).....

(6).....

Note : Marks allotted under heads C and D according to the principles described in sub-rule 13.5(3) shall be added to or reduced as occasion arises, each change being initialled and dated by a gazetted officer.

FORM NO. 13.6.

POLICE DEPARTMENT.

DISTRICT.

PROMOTION LIST A.

LIST OF CONSTABLES ELIGIBLE FOR PROMOTION TO THE SELECTION GRADE.

1	2	3	4	5	6
Serial No.	Name.	Constabulary No.	Date of enrolment.	Date of entry.	Order reference signature of Superintendent of Police ordering entry or removal of name.

In order for the titles to be visible, they must be typed within 1/4" above perforation—as close to the perforation as possible.

FORM No. 13.7

POLICE DEPARTMENT.

DISTRICT.

PROMOTION LIST B.

PART I (YELLOW):

LIST OF SELECTION GRADE CONSTABLES FIT TO UNDERGO THE LOWER SCHOOL COURSE AT THE POLICE TRAINING SCHOOL.

PART II (BLUE):

LIST OF CONSTABLES FIT TO UNDERGO SPECIAL COURSE AT THE POLICE TRAINING SCHOOL.

Date of enrolment _____

Order Book reference ordering entry _____

REMARKS:

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Name No.

In order for the titles to be visible, they must be typed within 1/4" above perforation---as close to the perforation as possible.

FORM No. 13.8(1)

List C. Marks according to Rule 13.5:-

Date.	A.	B.	C.	D.	Total

Notes by _____ Superintendent of Police
 Deputy Inspector-General

Name No.

FORM No. 13.9 (1)

List D. Promotion to Assistant Sub-Inspectors.

Date of enrolment Date of passing Lower School.
 Date of passing "D" class. Date of promotion to Head Constable
 Notes by Superintendent of Police and Deputy Inspector-General of
 Police.
 Name No. Date of entry

FORM No. 13.9 (3)

HALF-YEARLY REPORTS ON THE WORKING OF HEAD CONSTABLES ON LIST D AND ASSISTANT SUB-INSPECTORS ON LIST F.

1	2	3	4	5	6	7	8	9	10	11
Name and Rank.	Range or Constabulary No.	District where employed.	District in which home is situated.	Date of enrolment.	Date of last substantive promotion.	Present age.	Date of passing-- (a) Lower School Examination (b) Upper School Examination (c) Exemption.	Duty on which employed since last report.	Report by Superintendent (give name and date).	Remarks by the Deputy Inspector-General.

PROMOTIONS

FORM No. 13.14 (1).

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POLICE DEPARTMENT.

DISTRICT.

RECOMMENDATION ROLL OF SUB-INSPECTORS
OF POLICE ON TIME SCALE RECOMMENDED
FOR PROMOTION TO SELECTION GRADE.

1	2	3	4	5	6	7	8
Serial No.	Name.	Range	Date of appointment as "Sub-Inspector.	Total service as Sub-Inspector (including officiating and probation service).	Present pay under time-scale.	Remarks by Superintendent giving full reasons in support of the recommendation.	Order of Deputy Inspector-General.

CONFIDENTIAL RECOMMENDATION ROLL OF SERGEANT OR SUB-
INSPECTOR: _____ GRADE NO. _____SERVING IN THE _____ DISTRICT
CONSIDERED FIR FOR PROMOTION
TO INSPECTOR

1. Does he possess a good knowledge of English, and, if not, is he well educated in Urdu? Does he know either Persian or Pashtu?
2. Is he physically fit and of active habits? Can he ride well?
3. Is he well set up and generally a "smart" officer? Is he good at drill?
4. Has he a good knowledge of the Police Rules, especially Chapters XXI to XXVIII and of law and Police procedure generally?
5. Is he capable of inspecting a Police Station thoroughly?
6. Is he a man of good and strong character who can enforce discipline?
7. Is he to your knowledge addicted to any bad habits such as drugs, gambling, women, etc.?
8. Does he possess the confidence and respect of his subordinates and the public?
9. Does he possess good common sense and tact?
10. Is he intelligent and capable of conducting or supervising an investigation efficiently?
11. Does he possess a reputation for honesty and fair dealing?
12. Is he a keen officer generally who takes an interest in his work?
13. Does he possess your confidence generally?
14. Has he any experience as an Officer in charge of a police station or as an Inspector?
15. What do you consider him fit for _____ District, City, Cantonment Reserve or Prosecuting Inspector?

GENERAL REMARKS.

Superintendent of Police.

PROMOTIONS

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Remarks and opinion of Deputy Inspector-General.

Deputy Inspector-General.

(Confidential).

FORM No. 13.15(2).

PROMOTION LIST F.

LIST SHOWING THE NAMES OF SERGEANTS AND SUB-INSPECTORS, WHO ARE CONSIDERED FIT FOR PROMOTION TO THE RANK OF INSPECTOR.

1	2	3	4	5	6	7	8
Serial No.	Name.	Grade.	Range No.	Date of entry into service.	District in which serving.	District of which resident.	Notes by Inspector-General.

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POLICE DEPARTMENT.

DISTRICT.

Annual Confidential Report on the working of Assistant Sub-Inspectors, Sub-Inspectors, Sergeants and Inspectors for the year ending 31st December, 19

1.	Name, Provincial or Range No, Rank and Grade.	
2.	Where and on what duties employed (during the past 12 months).	
3.	Is this officer in your opinion honest?	
4.	Class of Superintendent of Police's Report, i.e. 'A' or 'B,	
5.	Remarks by-- (1) Superintendent, (2) Deputy Commissioner, and (3) Deputy Inspector-General.	

NOTE : The report should comment generally on the way in which the officer has carried out his various duties during the year and should give an estimate of his personality, character and abilities, including detective powers and ability to conduct prosecutions. It should contain an opinion on any point specially required at any particular time, e.g. fitness to pass an efficiency bar. Particular mention should be made of the officer's relations with his fellow officers and the general public, and of his honesty.

FORM No. 13.17-A.

Annual Confidential Report.

Report on the work and character of--

(Name) _____

(Rank) _____

for the year ending 31st December, 19

How employed during the year under report with dates--

Remarks _____

NOTE : The report should comment generally on the way in which the officer has carried out his various duties during the year and should give an estimate of his personality, character and abilities, including detective powers and ability to conduct prosecutions. It should contain an opinion on any point specially required at any particular time, e.g. fitness to pass an efficiency bar. Particular mention should be made of the officer's relations with his fellow officers and the general public, and of his honesty.

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OFFICE OF THE PROVINCIAL POLICE OFFICER
GOVERNMENT OF THE KHYBER PAKHTUNKHWA

NOTIFICATION

Peshawar, dated the .2015.

No. _____ -In exercise of the powers conferred by Article 112 of the Police Order 2002 (Chief Executive's Order No. 22 of 2002), the Provincial Police Officer, with the approval of the Provincial Government, is pleased to make the following rules, namely:

**THE KHYBER PAKHTUNKHWA SUB INSPECTORS AND
INSPECTORS SERVICE RULES, 2015.**

1. Short title and commencement.—(1) These rules may be called the Khyber Pakhtunkhwa Sub-Inspectors and Inspectors Service Rules, 2015.

(2) These rules shall come into force at once.

2. Definitions.—In these rules unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say,-

- (a) "Appointing Authority" means the District Police Officer in terms of Article 23 of the Order;
- (b) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;
- (c) "List 'F'" means the list of Sub-Inspectors, prepared and maintained by the Provincial Police Officer, for promotion to the rank of Inspector in terms of rule 13.15 of the Police Rules, 1934;
- (d) "Order" means the Police Order, 2002 (Chief Executive's Order No. 22 of 2002);
- (e) "Provincial Police Officer" means the Police Officer posted as Provincial Police Officer under Article 11 of the Order; and
- (f) "Regional Police Officer" means the Police Officer posted as Regional Police Officer in any police region under clause (3) of Article 21 of the Order.

3. Promotion to the rank of Sub-Inspectors.—(1) The post of the Sub-Inspector shall be filled in by the Appointing Authority from amongst Assistant Sub-Inspectors in the following manner:

- (a) twenty-five percent (25%) by initial recruitment, on the basis of selection on merit, from amongst the Assistant

(1)

Sub-Inspectors, on the recommendation of the Commission in the manner as provided in rule 9; and

- (b) seventy-five percent (75%) by promotion on the recommendation of Departmental Promotion Committee as laid down in the Police Rules, 1934.

(2) For the purpose of clause (a) of sub-rule (1), the Provincial Police Officer shall separately make a reference to the Commission to fill up the twenty-five percent (25%) of posts of Sub-Inspectors available for selection.

(3) An Assistant Sub-Inspector shall be eligible for appointment as Sub-Inspector, through the Commission, if he has-

- (a) at least second class Bachelor's Degree or equivalent qualification from a recognized University;
- (b) satisfactorily completed the probation period and has confirmed in the rank of Assistant Sub-Inspector;
- (c) served in the rank of Assistant Sub-Inspector for at least three years, excluding the period in training;
- (d) not been awarded any major and five minor penalties during the last three years as Assistant Sub-Inspector; and
- (e) spent a period not less than one year in Operations in a police station and one year in Investigation, Counter Terrorism or Police Training Institution as Instructor.

4. **Probation of Sub-Inspectors.**—A Sub-Inspector, appointed under sub-rule (1) of rule 3, shall be on probation for a period of two years.

5. **Seniority of Sub-Inspectors.**—(1) The Competent Authority shall maintain a seniority list of the Sub-Inspectors on regional basis as per their respective dates of confirmation.

(2) The inter se seniority of the Sub-Inspectors, appointed by initial recruitment or by promotion, shall be determined in accordance with the method as provided in rule 17 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

(3) If two or more Sub-Inspectors are appointed on the same date through either of the two or more modes of appointment, the Sub-Inspectors, promoted on seniority-cum-fitness basis, shall rank senior to the Sub-Inspectors, appointed by otherwise.

6. **Appointment of Inspectors.**—(1) The posts of the Inspectors shall be filled by the Appointing Authority from amongst Sub-Inspectors in the following manner:

- (a) twenty-five percent (25%) by initial recruitment, on the basis selection on merit, from amongst the Sub-Inspector, on the recommendations of the Commission in the manner as provided in rule 9; and

- (85)
- (b) seventy-five percent (75%) by promotion on the recommendations of Departmental Promotion Committee as provided in the Police Rules, 1934.

(2) For the purpose of clause (a) of sub-rule (1), the Provincial Police Officer shall separately make a reference to the Commission to fill up the twenty-five percent (25%) of posts of Inspectors.

(3) A Sub-Inspector shall be eligible for appointment as Inspector through the Commission if he has-

- (a) at least second class Bachelor's Degree or equivalent qualifications from a recognized university;
- (b) satisfactorily completed the probation period, and has confirmed in the rank of Sub-Inspector;
- (c) served in the rank of Sub-Inspector for at least three years;
- (d) not been awarded any major or five minor penalties during the last three years as Sub-Inspector; and
- (e) spent a period not less than one year in a police station as Station House Officer, Additional Station House Officer or Officer In charge of a notified Police Post and one year in Investigation, Counter Terrorism Department or in Police Training Institutions as Instructor.

7. Probation of the Inspectors.—An Inspector, appointed under sub-rule (1) of rule 6, shall be on probation for a period of two years.

8. Seniority of the Inspectors.—(1) The inter se seniority amongst the Inspectors, promoted through Departmental Promotion Committee, shall be determined on the basis of their respective seniority in List 'F'.

(2) The inter se seniority of the Inspectors, appointed by initial recruitment, shall be determined in accordance with the method as provided in rule 17 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

(3) If two or more Inspectors are appointed on the same date through either of the two or more modes of appointment, the Inspector, promoted on seniority-cum-fitness basis, shall rank senior to the Inspector, appointed otherwise.

9. Procedure for appointment.—(1) The Provincial Police Officer shall annually send the posts of Inspectors and Sub-Inspectors to the Commission for recommending suitable candidates.

(2) An eligible Sub-Inspector or Assistant Sub-Inspector may apply to the Commission for examination conducted for the posts of Sub-Inspector and Inspector respectively.

(3) A Sub-Inspector and Assistant Sub-Inspector, who apply for appearance in the examination of the Commission to be held for initial

(8)

recruitment to the rank of Inspector and Sub-Inspector and fail to qualify the examination in three attempts, shall not be eligible for any next examination of the Commission held for that purpose.

(4) The Syllabus of the examinations for both the ranks shall be based on the following subjects:

S. No.	Subjects.	Total Marks.	Qualifying Marks.
1.	Selected parts of Major Acts.	100.	40%.
2.	Selected parts of local and special laws.	100.	40%.
3.	Selected parts of police laws and rules	100.	40%.
4.	Police Practical Work (PPW) (i) Case Files Preparation; and (ii) Crime Scene.	100.	40%.
5.	Forensics and Medical Jurisprudence.	50.	40%.
6.	Intelligence and Surveillance.	50.	40%.
7.	Human Rights and Fundamental Rights as given in the Constitution of Pakistan.	50.	40%.
8.	Modern policing concepts (only for promotion to the rank of Inspector).	50.	40%.
9.	English essay writing and comprehension.	50.	40%.
10.	Pakistan Affair/ General Knowledge/ Islamic Studies.	100.	40%.
11.	Computer literacy.	50.	40%.
12.	Viva Voce.	150.	50%.
Total.		950.	-

(5) Additional 25 marks shall be given to the eligible candidates as per following detail:

- (a) Quaid-e-Azam Police Medal(QPM)/ Pakistan Police Medal (PPM) 10 marks
- (b) Commendation Certificate - I(CC-1) 01 mark for each Commendation Certificate-1 (Maximum 10 marks)

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(iii) Good Conduct

05 marks for clean service record with no minor punishment during the last three years. One mark shall be deducted for each minor punishment.

(6) The Provincial Police Officer shall separately send the relevant articles or chapters of the selected parts of the subjects in the table as specified in sub-rule (4) above to the Commission for preparation of question papers. The candidates shall be given an option of attempting the papers either in Urdu or English as the case may be.

10. Interpretation of these rules.—These rules shall be in addition to the Police Rules, 1934 and in case of any inconsistency, these rules shall have an overriding effect.

(NASIR KHAN DURRANI)
INSPECTOR GENERAL OF POLICE
PROVINCIAL POLICE OFFICER,
KHYBER PAKHTUNKHWA,
PESHAWAR.

S.No.	Name of Officers	Date of Birth	Date of Superannuation	Domicile	Qual	D.O Promotion as DSP	Promotion of No. Location	Remarks
1.	Mr. Arif Javed	08.02.1964	07-02-2024	Haripur	BA	20.01.2011	Notification No S/432/2011 dt: 20.01.2011	Appointed as (SP BS-18) on Acting Charge Basis vide Govt. of Khyber Pakhtunkhwa Establishment Department Notification No. SO (E-1) E&AD/2-4/2019, dated 28 th January 2019.
2.	Mr. Aman Ullah	09.07.1964	08-07-2024	Bannu	BA	20.01.2011	Notification No S/432/2011 dt: 20.01.2011	
3.	Mr. Tariq Mehmood	28.04.1965	27-04-2025	Abbottabad	BA	30.06.2011	Notification No S/3887/2011 dt: 30.06.2011	Appointed as (SP BS-18) on Acting Charge Basis vide Govt. of Khyber Pakhtunkhwa Establishment Department Notification No. SO (E-1) E&AD/2-4/2019, dated 28 th January 2019.
4.	Mr. Ijaz Ahmed	15.06.1966	14-06-2026	Abbottabad	BA	20.01.2011	Notification No S/432/2011 dt: 20.01.2011	
5.	Mr. Jafar Khan	10.02.1965	09-02-2025	Haripur	BA	20.01.2011	Notification No S/432/2011 dt: 20.01.2011	
6.	Mr. Mukhtar Ahmad	04.02.1969	03-02-2029	Abbottabad	FA	30.06.2011	Notification No S/3887/2011 dt: 30.06.2011	
7.	Mr. Muhammad Suleman	28.07.1970	27-07-2030	Abbottabad	MA	30.06.2011	Notification No S/3887/2011 dt: 30.06.2011	
8.	Mr. Asif Gohar	07.08.1964	06-08-2024	Mansehra	10 th	20.01.2011	Notification No S/432/2011 dt: 20.01.2011	
9.	Mr. Amir Shahzad	09.08.1968	08-08-2028	Peshawar	MA	30.06.2011	Notification No S/3887/2011 dt: 30.06.2011	
10.	Mr. Amir Muhammad	07.01.1970	01-01-2030	Buner	BA	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
11.	Mr. Nisar Ahmad	25.03.1960	24-03-2020	Mardan	BA/LLB	30.06.2011	Notification No S/3887/2011 dt: 30.06.2011	
12.	Mr. Gul Naseeb	09.11.1968	08-11-2028	Bannu	FSc	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
13.	Mr. Waqar Ahmad	03.01.1968	02-01-2028	Nowshera	BA	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
14.	Mr. Muhammad Shafiq	13.01.1963	12-01-2023	Bannu	BA	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
15.	Mr. Muhammad Arif	10.03.1969	09-03-2029	Peshawar	MA/LLB	19.03.2012	Notification No S/6949/2012 dt: 25.09.2012	
16.	Mr. Rafiqullah	19.04.1960	18-04-2020	Kohat	10 th	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
17.	Mr. Tahir ur Rahman	28.02.1969	27-02-2029	Haripur	BA	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
18.	Mr. Darvesh Khan	14.06.1962	13-06-2022	Mardan	MA/LLB	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
19.	Mr. Fauheed Khan	20.10.1963	19-10-2023	DKhan	BA	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
20.	Mr. Salah-ud-Din	15.01.1970	14-01-2030	Tank	MA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
21.	Mr. Gul Nawaz	02.12.1959	01-12-2019	Swabi	MA	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	
22.	Mr. Noor Jamal	10.01.1966	09-01-2026	Mardan	MA	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	
23.	Mr. Muhammad Arif	22.04.1964	21-04-2024	Bannu	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
24.	Mr. Tariq Habib	05.09.1968	04-09-2028	Peshawar	MA	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	
25.	Mr. Nisar Ahinad	02.11.1973	01-11-2033	Charsadda	BA	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	
26.	Mr. Aslam Nawaz	01.03.1972	28-02-2032	Bannu	MA/LLB	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	
27.	Mr. Tariq Iqbal	13.04.1974	12-04-2034	Peshawar	MSc/LLB	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	
28.	Mr. Sanoullah	10.01.1969	09-01-2029	Lakki	BA	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	
29.	Mr. Riaz Ahmad	10.01.1960	31-12-2019	MKD	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
30.	Mr. Bakht Zada	15.02.1962	14-02-2022	Buner	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	

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		Birth	Superannuation	Location	Qualification	Promotion	Notification of Promotion	
31.	Mr. Qasim Kamal	01.01.1963	31-12-2023	Charsadda	BA	as DSP		
32.	Mr. Sadiq Khan	05.01.1952	04.01.2024	Charsadda	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
33.	Mr. Nadeem	11.04.1971	31-03-2031	Charsadda	MA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
34.	Mr. Moin Hussain	30.05.1966	29-05-2026	Mansobra	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
35.	Mr. Tahir Iqbal	20.01.1969	19-01-2029	Haripur	B.Sc	25.03.2013	Notification No. S/8083/2012 dt: 07.11.2012 Notification No. S/1791/13 dt: 25.03.2013	Revised seniority was granted vide Order No. 909/E-II dated 12.12.2018
36.	Mr. Qamar Hayat	08.04.1971	07-04-2031	Haripur	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
37.	Mr. Zulfiqar Khan Jadoon	15.06.1963	14-06-2023	Abbottabad	BA	25.03.2013	Notification No. S/1791/2013 dt: 25.03.2013	
38.	Mr. Nazir Ahmad	02.02.1970	01-02-2030	Abbottabad	MA/B.Ed	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
39.	Mr. Saeed Akhtar	02.02.1971	01-02-2031	Abbottabad	BA	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
40.	Mr. Muhammad Ayaz	03.03.1973	02-03-2035	Abbottabad	BSc	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
41.	Muhammad Jamil Akhtar	22.02.1977	21-02-2037	Haripur	B.Sc	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
42.	Mr. Falak Niaz	01.04.1965	31-03-2025	Swabi	MA	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
43.	Mr. Ishtiaq Ahmad	01.11.1971	30-10-2031	Lakki	BA	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
44.	Mr. Ifikhar Shah	30.04.1966	29.04.2026	Mardan	M.A	25.03.2016	Notification No. S/8083/12 dt: 07.11.2012 Notification No. S/12/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No. S/75/CPB dated 19.05.2017
45.	Mr. Shaukat Ali	05.03.1971	04-03-2031	Swabi	BSc	30.11.2012	Notification No. S/8772/2012 dt: 30.11.2012	
46.	Mr. Abdul Samad	14.04.1969	13.04.2029	Swabi	MA	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
47.	Mr. Mushtaq Ahmad	15.03.1970	14-03-2030	Swabi	MA	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
48.	Mr. Sajjad Ahmad	01.04.1968	31-03-2028	Swabi	MA	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
49.	Mr. Abdur Rashid Marwat	30.03.1963	29-03-2023	Lakki	10 th	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
50.	Mr. Muzamil Shah	08.03.1972	07-03-2032	Swabi	M.A/LLB	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
51.	Mr. Niaz Muhammad	11.02.1971	10-02-2031	Swabi	MA/LLB	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
52.	Mr. Shah Hassan	01.05.1968	30-04-2028	Mardan	MA	08.04.2013	Notification No. S/2119/13 dt: 08.04.2013	
53.	Sajjad Ahmad Suhbizada	02.02.1971	01-02-2031	Swabi	BA	08.04.2013	Notification No. S/2119/13 dt: 08.04.2013	
54.	Mr. Nazir Khan	18.10.1970	17-10-2030	Mardan	MA	19.07.2013	Notification No. S/2119/13 dt: 19.07.2013	
55.	Mr. Abdul Hai	01.08.1972	31-07-2032	D.I.Khan	MA	19.07.2013	Notification No. S/2119/13 dt: 19.07.2013	
56.	Mr. Saleem Aman Ullah	23.03.1970	22-03-2030	Peshawar	FA	19.07.2013	Notification No. S/2119/13 dt: 19.07.2013	
57.	Mr. Zia Hassan	01.11.1974	31-10-2034	D.I.Khan	M.A/Pol	02.01.2014	Notification No. S/20/14 dt: 02.01.2014	
58.	Mr. Muhammad Ashraf	20.04.1960	19-04-2020	Bannu	10 th	02.01.2014	Notification No. S/20/14 dt: 02.01.2014	
59.	Mr. Abdus Salam Khalid	24.06.1976	23.06.2036	Lakki	M.A	25.03.2016	Notification No. S/12/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No. S/261/SE-I dated 07.03.2018
60.	Arbab Shafiqullah	09.10.1966	08-10-2026	Peshawar	FA	02.01.2014	Notification No. S/20/14 dt: 02.01.2014	
61.	Mr. Rafiqullah	12.03.1968	11-03-2028	Peshawar	FA	02.01.2014	Notification No. S/20/14 dt: 02.01.2014	
62.	Mr. Anjid Ali	18.03.1963	17-03-2023	Swat	MA	24.01.2014	Notification No. S/418/14 dt: 24.01.2014	
63.	Mr. Muhammad Naem	10.10.1960	09-10-2020	MKD	10 th	24.01.2014	Notification No. S/418/14 dt: 24.01.2014	
64.	Mr. Muhammad Khalid	01.01.1970	31-12-2029	Chitral	MA	24.01.2014	Notification No. S/418/14 dt: 24.01.2014	
65.	Mr. Fazal Mulla	03.02.1960	02-02-2020	Peshawar	FA	24.01.2014	Notification No. S/418/14 dt: 24.01.2014	
66.	Syed Inayat Ali Shah	10.01.1972	09-01-2032	D.I.Khan	MA	24.01.2014	Notification No. S/418/14 dt: 24.01.2014	

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	Birth	Superannuation	Domestic	Cur.	Promotion	Promotion of Notification	
67.	Mr. Ijaz Gul	07.03.1971	25.03.2031	Abbottabad	BSc	24.01.2014	
68.	Mr. Manshura	04.05.1973	03-05-2033	Manshura	BSc	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
69.	Mr. Zama-ur-Rehman	25.03.1970	24.03.2030	Haripur	MSc	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
70.	Syed Mukhtiar Shah	18.10.1967	17-10-2027	Haripur	MA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
71.	Muhammad Tahir Shah	01.03.1972	28-03-2032	Bannu	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
72.	Mr. Nisar Muhammad	20.01.1973	19-01-2033	Lakki	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
73.	Mr. Noor Zamin Shah	30.01.1962	29-01-2022	Mardan	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
74.	Mr. Khan Khel	10.04.1969	09-04-2029	Mardan	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
75.	Muhammad Aleem Jan	11.04.1967	10-04-2027	Charsadda	BSc	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
76.	Mr. Tajaniul Khan	30.09.1965	29.09.2025	Swabi	MA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
77.	Mr. Hameedullah	25.04.1974	24-04-2034	Mardan	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
78.	Mr. Taj Malook	10.04.1961	09-04-2021	Swabi	FA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014
79.	Muhammad Atiq Shah	01.09.1978	30-08-2038	Charsadda	FA	06.02.2014	Notification No. S/677/14 dt: 06.02.2014
80.	Mr. Zar Wali	20.01.1961	19-01-2021	Peshawar	FA	06.02.2014	Notification No. S/677/14 dt: 06.02.2014
81.	Muhammad Faved	03.06.1963	14.03.2025	Manshura	10 th	27.10.2015	Notification No. 4029/SE-I dt: 27.10.2015
82.	Mr. Ijaz Ahmad	05.04.1963	04.04.2023	Manshura	FA	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
83.	Mr. Arshad Mehmood	15.08.1964	14.08.2024	Manshura	FA	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
84.	Mr. Hussain Badshah	11.05.1959	10.05.2019	Karak	FA	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
85.	Mr. Shakeel Ahmad	14.04.1969	13.04.2029	Charsadda	BSc	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
86.	Mr. Muhammad Saeed	04.05.1969	03.05.2029	Mardan	BA	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
87.	Mr. Khabir Muhammad	01.01.1972	31.12.2031	Abbottabad	MA/LLB	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
88.	Ms. Nazia Naureen	01.12.1970	30.11.2030	Abbottabad	FA	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
89.	Mrs. Shahzadi Noshad	10.04.1972	09.04.2032	Hangu	BA	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
90.	Mr. Jehanzeb	03.03.1960	02.03.2020	Manshura	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
91.	Mr. Rahim Hussain	11.05.1970	10.05.2030	Shangla	BA	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
92.	Mr. Amjad Hussain	24.03.1971	23.03.2031	Manshura	FA	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
93.	Mr. Rizvan Habib	19.04.1974	18.04.2034	Manshura	BA	12.09.2014	Notification No. 1092/E-II dt: 12.09.2014
94.	Mr. Jehangir Khan	10.11.1965	09.11.2025	Abbottabad	10 th	24.10.2014	Notification No. S/3528/14 dt: 24.10.2014
95.	Mr. Shamraiz Khan	10.02.1960	09.02.2020	Abbottabad	10 th	24.10.2014	Notification No. S/3528/14 dt: 24.10.2014
96.	Mr. Muhammad Riaz	01.04.1959	31.03.2019	Abbottabad	10 th	24.10.2014	Notification No. S/3528/14 dt: 24.10.2014
97.	Mr. Rahmat Ullah	05.03.1971	04.03.2031	Nowshera	FA	24.10.2014	Notification No. S/3528/14 dt: 24.10.2014
98.	Mr. Rashid Iqbal	15.1.1974	14.01.2034	Mardan	MSc	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016
							Assigned revised seniority vide Notification No. 261/SE-I dated 07.03.2018
							Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2018
							Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2018
							Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2018

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		Birth	Superannuation	Location	Qual	Promotion as DSP	Promotion or Notification	
99.	Mr. Alamzeb	12.02.1980	11.02.2040	Mardan	F.Sc	24.10.2014		
100.	Mr. Zahir Shah	01.04.1962	31.03.2022	Buner	FA	24.10.2014	Notification No. S/3528/14 dt: 24.10.2014	03.01.2018
101.	Mr. Zafar Khan	10.01.1963	09.01.2023	Buner	10 th	24.10.2014	Notification No. S/3528/14 dt: 24.10.2014	
102.	Mr. Asad Mehmood	08.03.1968	07.03.2028	Loralai	BA	24.10.2014	Notification No. S/3528/14 dt: 24.10.2014	
103.	Mr. Muzakir Shah	01.06.1961	31.03.2021	Charsadda	10 th	02.04.2015	Notification No. S/3528/14 dt: 24.10.2014	
104.	Mr. Muhammad Aslam	08.04.1962	07.04.2022	Karak	F.A.	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
105.	Mr. Safdar Khan	30.04.1971	29.04.2031	Kohat	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
106.	Mr. Murad Ali	09.01.1973	08.01.2033	Bannu	F.A.	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
107.	Mr. Mujeeb-Ur Rehman	02.04.1969	01.04.2029	Bannu	BSc/LLB	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
108.	Ms. Anela Naz	09.10.1971	08.10.2031	Peshawar	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
109.	Ms. Asmat Ara	15.04.1975	14.04.2035	Swabi	MA/B.Ed	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
110.	Mrs. Shahzia Shahid	30.04.1976	29.04.2036	Charsadda	MA/LLB	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
111.	Mrs. Rozia Altaf	30.07.1969	29.07.2029	Peshawar	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
112.	Ms. Hamida Bano	04.12.1970	03.12.2030	Peshawar	BA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
113.	Mr. Mustafa Kamal Pasha	01.09.1979	31.08.2039	Bannu	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
114.	Mr. Azmat Ali Khan	06.01.1970	05.01.2030	Bannu	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
115.	Mr. Waqar Ahmad	12.04.1974	11.04.2034	Charsadda	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
116.	Mr. Sajjad Hussain	23.03.1976	22.03.2036	Nowshera	B.Sc/Hon	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
117.	Mr. Yasir Aman	11.08.1970	10.08.2030	Peshawar	D.Com	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
118.	Mr. Muhammad Maroof	05.10.1974	04.10.2034	Abbottabad	B.Sc	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
119.	Mr. Abdul Hameed	22.03.1959	21.03.2019	Abbottabad	10 th	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
120.	Mr. Usman Ghani	09.07.1960	08.07.2020	Peshawar	10 th	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
121.	Mr. Ali Gohar	23.03.1968	22.03.2028	K. Agency	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
122.	Pir Mohsin Shah	01.01.1960	31.12.2020	DIK	F.A.	25.03.2016	Notification No. 2573/SE-I dt: 02.04.2015	
123.	Muhammad Ilyas	25.12.1973	24.11.2033	Mardan	B.A	18.08.2015	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No. 261/SE-I dated 07.03.2018
124.	Mr. Rokhan Zeb	07.04.1965	06.04.2025	Swabi	B.A	25.03.2016	Notification No. 3806/SE-I dt: 18.08.2015	
125.	Mr. Jehanzada	01.04.1963	31.03.2023	Charsadda	M.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No. 261/SE-I dated 07.03.2018
126.	Mr. Naseer Ali	03.10.1975	02.10.2035	Charsadda	BA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	Assigned revised seniority vide Notification No. 261/SE-I dated 07.03.2018
127.	Mr. Muhammad Rauf	04.04.1963	03.04.2023	Mardan	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2018
128.	Mr. Hidayat Ullah Shah	20.04.1965	19.04.2025	Swabi	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No. 261/SE-I dated 07.03.2018
								Assigned revised seniority vide Notification No. 261/SE-I dated 07.03.2018

		Birth	Superannuation	Domestic	Qual	Promotion as DSP	Promotion of Notification	
129.	Mr. Muhammad Ismail	12.06.1966	11.06.2026	Lakki	F.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
130.	Mr. Shabir Hussain Shah	15.06.1972	14.06.2032	Lakki	MA	18.08.2015	Notification No. 3806/SE-I dt: 18.08.2015	
131.	Mr. Aqib Hussain	01.04.1965	30.04.2025	Kohat	BA/LLB	18.08.2015	Notification No. 3806/SE-I dt: 18.08.2015	
132.	Mr. Falak Nawaz	03.02.1969	02.02.2029	Kohat	F.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2018
133.	Mr. Shoukat Ali Shah	09.10.1960	08.10.2020	Kohat	10th	18.08.2015	Notification No. 3806/SE-I dt: 18.08.2015	
134.	Mr. Afsar Khan	30.01.1961	29.01.2021	Karak	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
135.	Mr. Khalid Usmani	06.01.1967	05.01.2027	Karak	FA	18.08.2015	Notification No. 3806/SE-I dt: 18.08.2015	
136.	Mr. Nasir Khan	20.12.1972	19.12.2032	Peshawar	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2018
137.	Mr. Ghazib Nawaz	06.09.1961	05.09.2021	Karak	F.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	
138.	Mr. Riaz Ali	01.12.1959	30.11.2019	Mardan	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	
139.	Mr. Muhammad Sattar Khan	04.04.1964	03.04.2024	Chitral	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	
140.	Mr. Muhammad Zaman	01.01.1965	31.12.2025	Buner	B.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	
141.	Mr. Hayat Ullah	04.08.1965	03.08.2025	Mardan	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	
142.	Mr. Amir Hussain	25.05.1965	24.05.2025	Swabi	FA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
143.	Mr. Gran Ullah	15.06.1963	14.06.2023	Charsadda	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
144.	Mr. Fazal Wahid	12.01.1971	11.01.2031	Mafakand	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
145.	Mr. Gohar Ali	15.11.1974	14.11.2034	Peshawar	BSc	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
146.	Mr. Riaz Khan	03.02.1975	02.02.2035	Peshawar	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
147.	Mr. Izhac Shah	06.03.1966	05.03.2026	Mardan	BA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
148.	Mr. Habib Ur Rehman	04.03.1966	03.03.2026	Mansehra	FA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
149.	Mr. Aurang Zeb	05.01.1970	04.01.2030	Mansehra	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
150.	Mr. Shali Nawaz	08.08.1965	07.08.2025	Mansehra	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
151.	Mr. Ghulam Mustafa	02.01.1960	01.01.2020	Abbottabad	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
152.	Mr. Hazrat Nabi	17.09.1959	16.09.2019	Swabi	9th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
153.	Mr. Muhammad Altaf	12.03.1969	11.03.2029	Haripur	FA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
154.	Mr. Amjid Ali	24.04.1969	23.04.2029	Swabi	BA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
155.	Mr. Sher Rehman	05.04.1964	04.04.2024	Mardan	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
156.	Mr. Khalid Mehmood	21.05.1961	20.05.2021	Abbottabad	B.A	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
157.	Mr. Riaz Muhammad	10.12.1962	09.12.2022	Swabi	FA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
158.	Mr. Ifkhar Ali Shah	11.05.1976	10.05.2036	Bannu	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
159.	Mr. Murad Ali	13.04.1965	12.04.2025	Charsadda	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
160.	Mr. Zarat Gul	05.10.1960	04.10.2020	Charsadda	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	

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Sl. No.	Name of Officers	Birth	Superannuation	Domicile	Qual.	Promotion as DSP	Promotion or Notification	
161.	Mr. Naseer Khan	01.04.1962	31.03.2022	Charsadda	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
162.	Mr. Arab Nawaz	11.02.1969	10.02.2029	Charsadda	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
163.	Mr. Inayatullah	11.04.1962	10.04.2022	Peshawar	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
164.	Mr. Muhammad Yaseen	30.03.1975	29.03.2035	Charsadda	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
165.	Mr. Muhammad Zaman	18.02.1960	17.02.2020	Mardan	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
166.	Mr. Zahoor-Ud-Din Khan	05.05.1963	04.05.2023	D.I.Khan	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
167.	Mr. Raza Khan	01.01.1960	31.12.2019	D.I.Khan	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
168.	Mr. Sawab Gul	12.04.1961	11.04.2021	Mardan	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
169.	Mr. Muhammad Ijaz Khan	01.09.1977	31.08.2037	Charsadda	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
170.	Mr. Shaheen Shah Gohar	03.03.1971	02.03.2031	Charsadda	BA	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2018
171.	Mr. Sajjad Haider	20.04.1970	19.04.2030	Abbottabad	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
172.	Mr. Ibrar Khan	20.05.1970	19.05.2030	Abbottabad	FA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
173.	Mr. Arshad Khan	30.05.1974	29.05.2034	Peshawar	F.Sc	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
174.	Mr. Muhammad Khurshid	12.01.1963	11.01.2023	Mansehra	10th	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
175.	Mr. Muhammad Yaseen	28.12.1973	27.12.2033	Haripur	BA	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
176.	Mr. Ifikhar Ahmad	10.05.1968	09.05.2028	Mansehra	BA	14.03.2017	Notification No. 231/SE-I dt: 14.03.2017	
177.	Mr. Zakir Hussain	09.03.1966	08.03.2026	Abbottabad	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2018
178.	Mr. Muhammad Riaz	01.05.1960	30.04.2020	Mardan	10th	10.03.2017	Notification No. 221/SE-I dt: 10.03.2017	
179.	Mr. Muhammad Amjid	26.03.1960	25.03.2020	Mansehra	8th	08.03.2017	Notification No. 211/SE-I dt: 08.03.2017	
180.	Mrs. Samina Zafar	25.12.1975	24.12.2035	Haripur	10th	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
181.	Mr. Bashir Ahmad	11.05.1962	10.05.2022	Haripur	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2018
182.	Mr. Mehboob	16.12.1965	11.12.2025	Abbottabad	10 th	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
183.	Mr. Jamil-ur-Rehman	16.04.1974	15.04.2034	Abbottabad	BA	12.03.2018	Notification No. 274/SE-I dt: 12.03.2018	
184.	Mr. Shahid Adnan	27.03.1973	26.03.2033	D.I.Khan	MA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
185.	Mr. Matloob Shah	07.01.1968	06.01.2028	Mansehra	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
186.	Mr. Muhammad Hamayun	01.04.1963	31.03.2023	Abbottabad	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
187.	Mr. Ashiq Hussain	06.12.1960	05.12.2020	Mansehra	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
188.	Mr. Mukhtar Ahmad	06.04.1962	05.04.2022	Mansehra	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
189.	Mr. Adahi Khan	04.08.1960	03.08.2020	Abbottabad	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
190.	Mr. Ghulam Muhammad	01.11.1963	31.11.2023	Mansehra	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
191.	Mr. Muhammad Nabi	09.10.1966	08.10.2026	Charsadda	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
192.	Mr. Ayaz Mehmood	20.02.1971	19.02.2031	Mardan	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
193.	Mr. Shah Mumtaz	20.02.1965	19.02.2025	Dir Lower	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	

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S.No.	Name of Officers	Birth	Superannuation	Domicile	Qual	Promotion as DSP	Promotion or Notification
194.	Mr. Zafar Ahmad	10.01.1979	09.01.2039	Chitral	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
195.	Mr. Farmanullah	27.10.1978	26.10.2038	Dir Lower	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
196.	Mr. Muslim Khan	16.02.1970	15.02.2030	Mardan	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
197.	Mr. Said Rahim	08.02.1962	07.02.2022	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
198.	Mr. Hukam Khan	14.03.1969	13.03.2029	Charsadda	MA, LLB	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
199.	Mr. Wilayat Khan	20.12.1960	19.12.2020	Peshawar	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
200.	Mr. Mehar Ali	01.01.1969	31.12.2028	Nowshera	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
201.	Mr. Yar Nayab	05.11.1963	04.11.2023	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
202.	Mr. Iftikhar Ali	10.02.1968	09.02.2028	Charsadda	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
203.	Mr. Nasir Khan	22.11.1968	21.11.2028	Charsadda	MA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
204.	Mr. Noor Zaman	21.08.1961	20.08.2021	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
205.	Mr. Hazrat Ullah	05.01.1964	04.01.2024	Charsadda	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
206.	Mr. Liaqat Ali	08.04.1964	07.04.2024	Charsadda	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
207.	Mr. Mehmood Navaz	07.03.1974	06.03.2034	Lakki	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
208.	Mr. Muhammad Yousaf	10.02.1961	09.02.2021	DI Khan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
209.	Mr. Umar Daraz Khan	11.08.1961	10.08.2021	DI Khan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
210.	Mr. Bashir Dad	14.04.1972	13.04.2032	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
211.	Mr. Roshan Zeb	16.02.1964	15.02.2024	Mardan	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
212.	Mr. Gul Sheed	01.06.1980	31.05.2040	Charsadda	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
213.	Mr. Taj Malook	10.02.1961	09.02.2021	Charsadda	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
214.	Mr. Muhammad Saddique	16.11.1968	15.11.2028	Abbotabad	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
215.	Mr. Abdur Rehman	17.11.1960	16.11.2020	Peshawar	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
216.	Mr. Samin Jan	06.03.1961	05.03.2021	Peshawar	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
217.	Mr. Tayyab Jan	01.05.1970	30.04.2030	Charsadda	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
218.	Mr. Fazal Subhan	02.05.1968	01.05.2028	Nowshera	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
219.	Mr. Alam Zeb	10.11.1963	09.11.2023	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
220.	Mr. Saeed Khan	15.04.1964	14.04.2024	Peshawar	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
221.	Mr. Noor Ullah	10.05.1964	09.05.2024	Peshawar	D. Com	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
222.	Mr. Pasham Gul	29.04.1963	28.04.2023	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
223.	Mr. Mukhtiar Ahmad	03.12.1964	02.12.2024	Charsadda	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018
224.	Mr. Zahir ur Rehman	10.01.1962	09.01.2022	Shangla	10th	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
225.	Mr. Sher Afsar	09.02.1963	08.02.2023	Swabi	10th	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
226.	Mr. Asad Zubair	15.01.1980	14.01.2040	Kohat	E.Sc	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
227.	Mr. Muhammad Saleem Tariq	01.03.1969	28.02.2029	DI Khan	FA	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
228.	Mr. Muhammad Javed	03.02.1964	02.02.2024	Manshera	10th	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
229.	Mr. Fazal Wahid	01.12.1968	30.11.2028	Mardan	10th	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
230.	Mr. Amir Nawaz	20.03.1970	19.03.2030	Charsadda	FA	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
231.	Mr. Liaqat Khan	10.06.1962	09.06.2022	Peshawar	10th	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
232.	Mr. Muhammad Siroaib	29.03.1962	28.03.2022	Mardan	FA	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
233.	Mr. Afsar Zaman	01.09.1969	31.08.2029	Mardan	FA	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018
234.	Mr. Abdur Rashid	03.05.1968	02.05.2028	Charsadda	BA	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018

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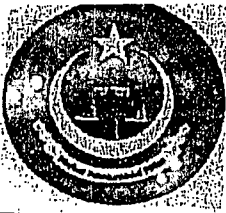
	IS/MS/HS/STAFF/IC/	Birth	Superannuation	Domestic	Qual	Promotion as DSP	Promotion or Notification
235.	Mr. Khalid Khan	02.01.1969	01.01.2029	Nowshera	MA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018
236.	Mr. Niaz Muhammad	14.09.1973	13.09.2033	Charsadda	BA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018
237.	Mr. Allama Iqbal	05.03.1979	04.03.2039	Charsadda	BA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018
238.	Mr. Tuhheed Ullah	08.04.1982	07.04.2042	Charsadda	MA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018
239.	Mr. Faqir Hussain	02.02.1967	01.02.2027	Peshawar	10th	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018
240.	Mr. Zahid Khan	08.04.1967	07.04.2027	Mkd Agency	FA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018
241.	Mr. Badshah Hazrat	15.02.1969	14.02.2029	Dir Lower	BA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018
242.	Mr. Naveed Iqbal	13.03.1981	12.03.2041	Swat	FA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018

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(DR. MUHAMMAD ABID KHAN) PSP
Deputy Inspector General of Police, HQrs.,
For Inspector General of Police,
Khyber Pakhtunkhwa,
Peshawar

Endst: No. & date even.
Copy to all concerned

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OFFICE OF THE
REGIONAL POLICE OFFICER, MALAKAND
REGION SWAT.

Email: digmalakand@yahoo.com

Aux-V

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NOTIFICATION

No. 11644-68/E, Dated 30/10/2019, Revised Confirmation/Admission to List "E": In the light of Regional Departmental Committee recommendation minutes of the meeting held on 11/07/2019 under the chairmanship of the then RPO, Malakand and co-members DPO, Swat, D. O, Buner, DPO, Dir Lower and DSP, Legal Swat, the revised seniority /confirmation in the rank of ASI/SI List-E of Malakand Region was considered by the constituted committee for evaluation of petitions of those who suffered due to late confirmation in the rank of ASI/SI. Provisional revised confirmation in the rank of ASI/SI and Admission to List "E" was circulated to all concerned for objection if any one be submitted within stipulated period of three month: vide this office Memo: No. 8202-49/E, dated 29/07/2019.

As per direction of CPO Peshawar vide Memo: No. 451-62/PPO, dated 23/07/2019 and Police Rules 13.11, 13.12 and 13.13, the revised confirmation as ASI & admission to List "E" and confirmation as SI of the following Police Officers are hereby issued /notified against each their names:-

S #	Name & No.	Category	D.O.B	D.O Joining service	D.O Promotion as ASI Direct Appointe	Revised D.O confirm: as ASI	Revised D.O of Admission to List "E" ASI	D.O Promotdn as offg: SI	Revised D.O Confirm: as SI
1.	PASI Riaz Ahmad No. M/26	PASI	01/01/1960	01/04/1983	01/04/1983	01/04/1983	01/04/1986	05/03/1998	According to the revised seniority, he is brought on list-E w.e.f 01/04/1986 and consequently confirmed as SI w.e.f 01/04/1986.
2.	PASI Bakht Zada No. M/33	PASI	15/02/1962	01/04/1983	01/04/1983	01/04/1983	01/04/1986	27/08/1998	According to the revised seniority, he is brought on list-E w.e.f 01/04/1986 and consequently confirmed as SI w.e.f 01/04/1986.
3.	PASI Amjad Ali No. M/147	PASI	18/03/1963	10/11/1987	10/11/1987	10/11/1987	10/11/1990	16/05/2000	According to the revised seniority, he is brought on list-E w.e.f 10/11/1990 and consequently confirmed as SI w.e.f 10/11/1992.
4.	ASI Muzakir Shah No. 185/M	SO No. II	01/09/1961	01/09/1980	09/12/1991	09/12/1994	09/12/1994	16/04/2005	17/04/2007
5.	ASI Mohammad Noem No. 2/M	SO No. II	10/10/1960	01/11/1978	10/02/1992	10/02/1995	10/02/1995	16/04/2005	16/04/2007
6.	ASI Sher Ali No. M/110	SO No. II	01/04/1960	06/10/1977	11-05-1994	11/05/1997	11/05/1997	16-04-2005	16/04/2007
7.	PASI Muhammad Khalid No. 128	PASI	01/01/1970	25/01/1995	25-01-1995	25/01/1995	25/01/1998	01-12-2001	01/12/2003
8.	ASI Zahir Shah No. M/196	SO No. II	01/04/1962	05/03/1982	03/06/1995	03/06/1998	03/06/1998	16/04/2005	On acceptance of his application, his late of promotion in the light of record / confirmation in the rank of SI has been corrected and consequently confirmed as SI w.e.f 16/04/2007
9.	ASI Zafar Khan No. M/197	SO No. II	10/01/1963	01/04/1982	03/01/1996	03/01/1999	03/01/1999	16/04/2005	16/04/2007
10.	ASI Muhammad	SO	19/09/1964	29/09/1983	12/02/1996	12/02/1999	12/02/1999	13/07/2005	13/07/2007

11-2007

(97)

New seniority serial number in preview of revised seniority list order No. 60/E-II
Notification dated 12-02-2020.

S #	NAME	RANK	RECOMMENDATION OF COMMITTEE	OLD POSITION	NEW POSITION
1.	Mr. Riaz Ahmed	DSP	Above the name of Mr. Arif Javed	29	1
2.	Mr. Bakht Zada	DSP	Below the name of Mr. Riaz Ahmed & Above the name of Mr. Arif Javed	30	2
3.	Mr. Amjad Ali	DSP	Below the name of Mr. Bakht zada and above Mr. Arif Javed	62	3
4.	Mr. Muhammad Khalid	DSP	Below the name of Mr. Muhammad Arif and above the name of Mr. Tariq Habib	64	16
5.	Mr. Muhammad Naeem	DSP	Below the name of Mr. Zia Hassan and above the name of Mr. Muhammad Ashraf	63	58
6.	Mr. Zahir Shah	DSP	Below the name of Mr. Muhammad Naeem and above the name of Mr. Zia Hassan	100	59
7.	Mr. Zafar Khan	DSP	Below the name of Mr. Zahir Shah and above the name of Mr. Zia Hassan	101	60
8.	Mr. Muzakir Shah	DSP	Below the name of Mr. Zahir Shah and above the name of Mr. Zia Hassan	103	61
9.	Mr. Muhammad Sattar	DSP	Below the name of Mr. Zia Hassan and above the name of Mr. Abdus Salam Khalid	139	62
10.	Mr. Muhammad Zaman	DSP	Below the name of Mr. Muhammad Sattar and above the name of Mr. Abdus Salam Khalid	140	63
11.	Mr. Riaz Muhammad	DSP	Below the name of Mr. Muhammad Zaman and above the name of Mr. Abdus Salam Khalid	157	64

12.	Mr. Hayat Ullah	DSP	Below the name of Mr. Riaz Muhammad and above the name of Mr. Abdus Salam Khalid	141	65
13.	Mr. Shah Mumtaz	DSP	Below the name of Mr. Rehmat Ullah and above the name of Mr. _____	193	98
14.	Mr. Zafar Ahmad	DSP	Below the name of Mr. Shah Mumtaz and above the name of Mr. Alam Zeb	194	99
15.	Mr. Farman Ullah	DSP	Below the name of Mr. Zafar Ahmed and above the name of Mr. Alamzeb	195	100
16.	Mr. Muhammad Saeed	DSP	Below the name of Mr. Amir Hussain and above the name of Mr. Gran Ullah	Name NOT mentioned in DSPs seniority list	143
17.	Mr. Naveed Iqbal	DSP	Below the name of Mr. Muhammad Saeed and above the name of Mr. Gran Ullah	242	144
18.	Mr. Ajmal Khan	DSP	Below the name of Mr. Navid Iqbal and above the name of Mr. Gran Ullah	Name NOT mentioned in DSPs seniority list	145
19.	Mr. Zahid Khan	DSP	Below the name of Mr. Ajmal Khan and above the name of Mr. Gran Ullah	240	146
20.	Mr. Badshah Hazrat	DSP	Below the name of Mr. Zahid Khan and above the name of Mr. Gran Ullah	241	147
21.	Mr. Ghulam Sadq	DSP	Below the name of Mr. Muhammad Altaf and above the name of Mr. Amjad Ali	Name NOT mentioned in DSPs seniority list	154



OFFICE OF THE
INSPECTOR GENERAL OF POLICE
KHYBERPAKHTUNKHWA
CENTRAL POLICE OFFICE
PESHAWAR
PH: 091-9210239 Fax: 091-9210227

No. 62 / 12-11/Notification

Dated: 22.02.2020

NOTIFICATION

No. CP/016-11/Revision, Seniority/ 62. In the light of Notification of Regional Police Officer, Miankand, Rawan, issued vide the office No. 11699-68/13, dated 30.10.2019 and recommendation of Departmental Promotion Committee, meeting held on 31.03.2020, in Central Police Office, Peshawar, duly approved by the Competent Authority, the following DSPs are hereby assigned revised seniority in the light of Rule 12(2) of Police Rules, 1934, with their colleagues in list "A" in the rank of Inspector and Deputy Superintendent of Police in the Seniority List of DSPs issued vide CP/0 No.347/SF-1, dated 19.03.2019:

S.No.	Name, Rank & No.	Present Rank	Recommendation of Committee
1.	Mr. Kinz Ahmad	DSP	Above the name of Mr. Arif Javed
2.	Mr. Bakht Zaid	DSP	Below the name of Mr. Kinz Ahmad and above the name of Mr. Arif Javed.
3.	Mr. Amjad Ali	DSP	Below the name of Mr. Bakht Zaid and above the name of Mr. Arif Javed.
4.	Mr. Muhammad Khalid	DSP	Below the name of Mr. Muhammad Arif and above the name of Mr. Tariq Habib.
5.	Mr. Muhammad Naeem	DSP	Below the name of Mr. Muhammad Ashraf and above the name of Mr. Zia Hassan.
6.	Mr. Zahir Shah	DSP	Below the name of Mr. Muhammad Naeem and above the name of Mr. Zia Hassan.
7.	Mr. Zafar Khan	DSP	Below the name of Mr. Zahir Shah and above the name of Mr. Zia Hassan.
8.	Mr. Muzakir Shah	DSP	Below the name of Mr. Zafar Khan and above the name of Mr. Zia Hassan.
9.	Mr. Muhammad Sattar	DSP	Below the name of Mr. Zia Hassan and above the name of Mr. Abdus Salam Khalid.
10.	Mr. Muhammad Zaman	DSP	Below the name of Mr. Muhammad Sattar and above the name of Mr. Abdus Salam Khalid.
11.	Mr. Riaz Muhammad	DSP	Below the name of Mr. Muhammad Zaman and above the name of Mr. Abdus Salam Khalid.
12.	Mr. Rahmatullah	DSP	Below the name of Mr. Riaz Muhammad and above the name of Mr. Abdus Salam Khalid.
13.	Mr. Saad Muneer	DSP	Below the name of Mr. Rahmatullah and above the name of Mr.

24-12-2001 = 19-11-2003

**OFFICE OF THE
INSPECTOR CENTRAL OF POLICE
KHYBER PAKHTUNKHWA
CENTRAL POLICE OFFICE
PESHAWAR**

PH: 091-9210239 Fax: 091-9210927

No.60/E-H/Notification

dated. 12.02.2020

NOTIFICATION.

No. CPO/E-H/Revised Seniority/ 61. In the light of Notification of Regional Police Officer, Malakand Region issued vide his office No. 11644-68/E, dated 30.10.2019 and recommendations of Department Promotion Committee meeting held on 31.01.2020, in central Police office. Peshawar duly approved by the Competent Authority, the following DSsp are hereby assigned revised seniority in the light of Rules 12.2 (3) of Police Rules 1934 with their colleagues in list "F" in the ranks of the inspectors and Deputy Superintendent of Police in the Seniority List of DSsP issued vide CPO No. 347/SE-I, dated 19.03.2019

S. No	Name, Rank & no.	Present Rank	Recommendation of Committee
1.	Mr. Riāz Ahmed	DSP	Above of Mr. Arif Javed
2.	Mr. Bakht Zada	DSP	Below the name of Mr. Riāz Ahmed and Above the name of Mr. Arif Javed
3.	Mr. Amjad Ali	DSP	Below the name of Mr. Bakht Zada and above of the name of Mr. Arif Javed
4.	Mr. Muhammad Khalid	DSP	Below the name of Mr. Muhamamd Arif and above the name of MR. Tariq Habib
5.	Mr. Muhaamd Naeem	DSP	Below the name of the Mr. Muhammad Ashraf and above the name of Mr. Zia Hassan
6.	Mr. Zahir Shah	DSP	Below the name of Mg. Muhammad Naeem and above the name of the Mr. Zia Hassan
7..	Mr. Zafar Shah	DSP	Below the name of Mr. Zahir Shah and above the name of the Mr. Zia Hassan
8.	Mr. Muzakir Shah	DSP	Below the name of Mr. Zahir Shah and above the name of Mr. Zia Hassan
9.	Mr. Muhammad Sattar	DSP	Below the name of Mr. Zia Hassan and above the name of Mr. Salam Khalid
10.	Mr. Muhammad Zaman	DSP	Below the name of Mr. Muhammad Sattar and above the name of Mr. Abdus Salam Khalid
11.	Mr. Riaz Muhammad	DSP	Below the name of Mr. Muhammad Zaman and above the name of Mr. Abdus Salam Khalid
12.	Mr. Hayat Ullah	DSP	Below the name of Mr. Riaz Muhammad and above the name of Mr. Abdus Salam Khalid
13.	Mr. Shah Mumtaz	DSP	Below the name of Mr. Rehmat Ullah and above the name of Mr.

100



OFFICE OF THE
INSPECTOR GENERAL OF POLICE
KHYBER PAKHTUNKHWA
CENTRAL OFFICE
PESHAWAR
PH: 091-9210239 FAX: 091-9210927

No. /E-11/Notification dated 02/2020

14.	Mr. Zafar Ahmad	DSP	Below the name of Mr. Shah Munir and above the name of Mr. Amanullah
15.	Mr. Farman Ullah	DSP	Below the name of Mr. Zafar Ahmad and above the name of Mr. Amanullah
16.	Mr. Muhammad Saad	DSP	Below the name of Mr. Amir Hussain and above the name of Mr. Gran Ullah
17.	Mr. Navid Iqbal	DSP	Below the name of Mr. Muhammad Saad and above the name of Mr. Gran Ullah
18.	Mr. Ajmal Khan	DSP	Below the name of Mr. Navid Iqbal and above the name of Mr. Gran Ullah
19.	Mr. Zahid Khan	DSP	Below the name of Mr. Ajmal Khan and above the name of Mr. Gran Ullah
20.	Mr. Badshah Fazrat	DSP	Below the name of Mr. Zahid Khan and above the name of Mr. Gran Ullah
21.	Mr. Ghulam Sadiq	DSP	Below the name of Mr. Muhammad Atif and above the name of Mr. Amjad Ali

Sd/-
(DR. ISHTIAQ AHMAD) PSP/PPM
Addl. Inspector General of Police HQrs
For Inspector General of Police
Khyber Pakhtunkhwa, Peshawar.

Ends: No. & date even.

Copy forwarded to the:-

1. Addl. Inspector General of Police HQrs Khyber Pakhtunkhwa.
2. Deputy Inspector General of Police HQrs Khyber Pakhtunkhwa.
3. All Heads of Police in Khyber Pakhtunkhwa.
4. The COS to WIGP, Khyber Pakhtunkhwa Peshawar.
5. Assistant Inspector General of Police, Legal CPO Peshawar.
6. The Register, CPO Peshawar.
7. Office of the Superintendent, Career Planning Branch & Secret Branch, CPO Peshawar.
8. CPO Peshawar.

(ZAMEER ULLAH KHAN) PSP
ATG/Establishment
For Inspector General of Police
Khyber Pakhtunkhwa, Peshawar.

**OFFICE OF THE
INSPECTOR CENTRAL OF POLICE
KHYBER PAKHTUNKHWA
CENTRAL POLICE OFFICE
PESHAWAR**

PH: 091-9210239 Fax: 091-9210927

No.60/E-H/Notification

dated. 12.02.2020

14.	Mr. Zafar Muhammad	DSP	Below the name of Shah Muhammad and above the name of Mr. Alamzeb
15.	Mr. Farman Ullah	DSP	Below the name of MR. Zafar Ahmed and above the name Mr. Alamzeb
16.	Mr. Muhammad Saeed	DSP	Below the name of Mr. Muhammad Saeed and above the name of Mr. Gran Ullah
17.	Mr. Navid Iqbal	DSP	Below the name of Mr. Ajmal Khan and above the name of Mr. Gran Ullah
18.	Mr. Ajmal Khan	DSP	Below the name of Mr. Navid Iqbal and above the name of Mr. Gran Ullah
19.	Mr. Zahid Khan	DSP	Below the name of Mr. Ajmal Khan and above the name of Mr. Gran Ullah
20.	Mr. Badshah Hazrat	DSP	Below the name of Mr. Zahid Khan and above the name of Mr. Gran Ullah
21.	Mr. Ghulam Sadiq	DSP	Below the name of Mr. Muhammad Altaf and above the name of Mr. Gran Ullah

Sd/-

(DR. ISHTIAQ AHMED) PSP/PPM

Addl: Inspector General of Police HQrs

For Inspector General of Police
Khyber PakhtunkhwaEndst: No. & date even

Copy forwarded to the :-

1. Addl: Inspector General of Police HQrs Khyber Pakhtunkhwa
2. Deputy Inspector General of Police HQrs Khyber Pakhtunkhwa
3. All Heads Police In Khyber Pakhtunkhwa
4. The COS to W/IGP Khyber Pakhtunkhwa
5. Assistant Inspector General of Police legal CPO Peshawar
6. The Registrar CPO Peshawar
7. Office Supdts: Establishment-I, Career Planning Branch & Secret Branch, CPO Peshawar
8. U.O.P File.

Sd/-

(ZAIB ULLAH KHAN) PSP

AIG/ Establishment

For Inspector General of Police
Khyber Pakhtunkhwa, Peshawar

Aut-VII

101

To:

The Worthy Provincial Police Officer,
Khyber Pakhtunkhwa Peshawar

Through: Proper Channel

SUBJECT: REPRESENTATION AGAINST PROVISIONAL SENIORITY LIST OF DSsP AS IT STANDS ON 12-02-2020, ISSUED VIDE ORDER NO 60/E-II/Notification BY PPJ PESHAWAR.

Respected Sir,

The subject order issued affected the seniority list. We are being senior were placed below some officials that could affect our spirit of working in police department. A request is being submitted so it is an important matter of justice in police department and therefore, the subject matter may be observed keenly so that correction in seniority list be made please.

I approach your honour with the following request for your consideration that;

1. I have joined the department as Assistant Sub Inspector on 21-12-1994 after qualifying the Public Service Commission examination.
2. After qualifying all the Pre-requisites laid down in Police Rules for the next promotion to the higher rank, I was regularly promoted as Inspector in 16-12-2005 and thereafter confirmed in the rank in 03-05-2008.
3. I was given shoulder promotion as Deputy Superintendent of Police in 2010 and later on regularly promoted in the rank w.e.f. 31-03-2012.
4. At the very outset I quote the golden principle of seniority i.e. "Seniority is reckoned from the date of confirmation in the substantive rank".
5. The journey from date of appointment to the date of confirmation encompasses years & years. The qualification in the proposed courses (regular & refresher), training in various fields and discipline to improve cognitive skills, test posting in various branches & overall performance, evaluation, record are mandatory for confirmation under the Police Rules unlike of other Provincial departments of Civil administration where mainly the length of service matters.
6. Police being the law enforcing agency cannot afford the vacuum and the officiating promotions are offered to fulfill the gap in case of retirement, gallantry, shahadat, promotion etc. The substantive posts are lesser than the actual occupants hence; an officiating officer cannot supersede the confirmed officer, may be the earlier is senior in his batch or otherwise.
7. Needless to point out that under the Police Rules, promotion lists are separately maintained from the seniority lists such as A, A1, B1, C, D, E and F. The confirmed officers from the seniority list are picked up for the promotion at district, divisional and provincial level to the next higher rank making a pyramid to filter good & bad. The leftover is constrained to improve their performance and compete for promotion to achieve the goal of "seniority cum fitness" another golden principle for promotion as envisaged in Police Rules 13.1.
8. It will not be out of mention to refer Rule 17 of the N.W.F.P Civil Servants (Appointment, Promotion and Transfer) Rules 1989 wherein it has been expressly stated that "if a junior person is promoted to the higher post by superseding the senior person and subsequently that senior person is also promoted, the person already promoted shall stand senior to him provided that junior person shall not be deemed to have superseded a senior person if the case

of senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributing to his fault or demerit."

9. Finding a chance, I sum up my courage to point out that while making promotions at divisional levels, the requirements of Police Rules for qualifying promotions to the rank of Sub Inspector are ignored and at times time-barred retrospective seniorities are granted carelessly without knowing the fact whether the person had observed all the qualification criterion and pre-requisite for the said promotion, causing disturbance in the seniority list.

10. In view of above narrations it is submitted that the impugned seniority list may be set aside and revised, keeping in view, the seniority in confirmation as Assistant Sub Inspector, Sub Inspector, Inspector and entry to the promotion lists D,E & F as provided and maintained in the law, rules and norms of justice.

11. At the very outset I quote the golden principle of seniority i.e. "Seniority is reckoned from the date of confirmation in the substantive rank". But the column showing date of confirmation after the date of appointment/entry into service has been deleted from the impugned seniority list, which is against the law, rules, policy and the canon of justice.

12. It is to worth mentioning here that since independence of Pakistan (since 1934) recruitments/promotions are being made as per Police Rules 1934. Furthermore, Police Rules 1934 has been protected under Article 185 of Police Order 2002 become fresh no rules have been framed for Police Department even in all other Provinces including the Province of Punjab, Police Rules 1934 is still in practice for the reason that no Province has yet framed fresh Police Rules under Police Order 2002.

13. Reference to the subject order number, the officers, Mr. Riaz Ahamad, Mr. Bakht Zada, Mr Amjad Ali, and Mr. Muhammad Khalid, have been placed senior to me which is against the constitution, police rule, police act, and direction of worthy supreme court of Pakistan.

S#	Name	Rank	Recommendation of Committee	Previous Position	New Position
01	Mr. Riaz Ahmed	DSP	Above the name of Mr. Arif Javed	29	01
02	Mr. Bakht Zada	DSP	Below the name of Mr. Riaz Ahmed & Above the name of Mr. Arif Javed	30	02
03	Mr. Amjad Ali	DSP	Mr. Amjad Ali DSP Below the name of Mr. Bakht zada and above Mr. Arif Javed	62	03
04	Mr. Muhammad Khalid	DSP	Mr. Muhammad Khalid DSP Below the name of Mr. Muhammad Arif and above the name of Mr. Tariq Habib	64	16

14. Police Rules 12.2(3) provides that all appointments of the enrolled Police Officers are on the probation according to the rules in chapter 12 applicable to each rank. Seniority in the case of upper subordinates, will be reckoned in the first instance from the date of first appointment, officers promoted from the lower rank will be considered senior to the persons appointed direct on the same date, and the seniority of the officers appointed direct on the same date will be reckoned according to the age. Seniority shall, however be finally settled by the dates of confirmation. The seniority inter-se of several officers confirmed on the same date being that

allotted to them on first appointment. Provided that any officers whose promotion or confirmation is delayed being reasons to his being on deputation outside his range or district shall, on being promoted or confirmed, regular the seniority which he originally held vis-à-vis any officers promoted or confirmed before him during his deputation.

15. Police Rule 13.18 regulate probationary period of promotion which provides that all Police officers promoted in rank shall be on probation for two years, and on conclusion of the probationary period a report shall be rendered to the authority empowered to confirm the promotion who shall either confirm the officer or revert him. In no case shall the period of probation be extended beyond two years and the confirming authority must arrive at a definite decision within that period whether the officer should be confirmed or reverted.

16. From the rules quoted above, it is very much clear that seniority lists and promotion lists are two separate things which cannot be amalgamated with each as is presently done in the CPO because at present promotion list "F" is considered as a seniority list which is wrong and against the rules. The Supreme Court has also held so in its various Judgments like Azmat Ghafoor, case.

17. For all directly appointed officer three years probationary period is provided (Police Rule 12.8) while for all other officers promoted from one rank to another, two years' probation period is provided in Rule 13.18. After completion of probation period the officers have to be confirmed, which means that confirmation for officer promotion has to be made in each rank and confirmation dates of the officer shall vary from rank to rank. As envisage in Rule 12.2(3) that seniority in case of upper subordinate will be reckoned in the first instance from the date of first appointment, officer promoted from lower rank will be considered senior to the persons appointed directly on the same date, while seniority shall finally be settled by dates of confirmation.

18. There is no ambiguity in the rules. Under the rules discussed above, seniority of the officer shall be finally settled by dates of confirmation in each rank and to assign seniority in the rank of DSP from the date of first appointment as ASI is totally against the rules. In each rank date of promotion and confirmation shall be considered for assigning seniority to them. By giving seniority to a DSP from the date of appointment as ASI would amount to bypass all the above mentioned rules which regulate promotion/appointment. Police Officer cannot be treated as civil servant, as Special Rules other than General Service Rules applicable to the Civil Servants has been framed, under which Police Officers cannot be treated at par with the Civil Servant. General Rules of Civil servant can only be applied on Police Officer when there is no such provision in Police Rules in respect of any issue/point. The Supreme Court of Pakistan in its Judgment reported in PLD 1985-Supreme Court Page 159, has elaborated in detail this aspect of Police as well as Civil Servant.

19. Under rule 12.2 (3) the prescribed criteria mention for the confirmation in upper grade; "who had a good record of service, well qualified had earned commendation certificate and cash awards and never earned any adverse report in his/her carrier and also had qualified requisite condition of passing prescribed training course which was prerequisite for confirmation as sub inspector of police was entitled to be confirmed"

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20. In the light of rules and principles laid down by the Supreme Court of Pakistan in its judgment (2018 SCMR 1218), the out of turn promotion is declared as unconstitutional and cannot be extended to apply to retrospectively on the cases and also the supreme court has sort the complete report from the police of all provinces and further directed that those officers who got out of turn promotion, shall be revert to their previous position. Moreover, the honorable supreme court has directed to the DPC/board as the case may be, shall be immediately held in compliance report be submitted to the registrar of this court for our perusal and chamber within a period of one month and in case of non-compliance of the august supreme court is amount to contempt of court.

21. It is paramount in the interests of justice, that the legal rights and privileges of the applicants are protected by granting them a full and fair opportunity to present their cases in order to allow to establish a flawless opinion and reach a consummate decision based on germane facts and law. Pursuing the alternative will be a flagrant contravention of the applicants' intrinsic right to fair trial and put the Applicants in a grimly unfair position, by illegally divesting them of their vested and indelible rights and privileges without even affording them a single opportunity of being heard, and instead endowing them on the recommendies.

Prayer, in view of above paras and grounds it is submitted that the impugned seniority notification vide No. 60/E-II/Notification; Dated: 12-02-2020, may kindly be set aside and revised, keeping in view, the seniority in confirmation as Assistant Sub Inspector, Sub Inspector, Inspector and entry to the promotion lists D,E & F as provided and maintained in the law, rules and norms of justice.


(NISAR AHMED KHAN)

DISTRICT POLICE OFFICER, ORAKZAI.

Act - VIII

1105



OFFICE OF THE COMMANDANT, ELITE FORCE
KHYBER PAKHTUNKHWA, PESHAWAR.



No 4844 /13

Dated 23/04/20

To : The Additional Inspector General of Police,
Headquarters, Khyber Pakhtunkhwa, Peshawar.

Subject: MINUTES OF THE MEETING OF COMMITTEE HELD ON 18/03/2020
IN CONFERENCE ROOM S-11 UNDER THE CHAIRMANSHIP OF
COMMANDANT ELITE FORCE KHYBER PAKHTUNKHWA
PESHAWAR.

Memo:
Please refer to your office letter: No. CPD/C/PR/Committee/80, dated 10.03.2020,
on the subject cited above.

It is submitted that minutes of the meeting is enclosed herewith as desired please.

[Signature]
(S/O) (COMMANDANT ELITE FORCE)
Commandant Elite Force,
Khyber Pakhtunkhwa, Peshawar.

AIG Peshawar
for the meeting are list of 150 in
the light of report of
the committee constituted
for the purpose of
pl. pick up 16
of the committee
to the district
15/06/20

Better copy
page - 109

OFFICE OF THE COMMANDED ELITE FORCE

KHYBER PAKHTUNKHWA, PESHAWAR

No. 484/EP/

Dated 04/04/2020

To

The additional inspector General of Police

Headquarters, Khyber Pakhtunkhwa

Subject: MINUTES OF THE MEETING OF COMMITTEE HELD ON
18/03/2019 IN CONFERENCE ROOM NOJI UNDER THE
CHIRMANSHIP OF COMMANDANT ELITE FORCE
KHYBER PAKHTUNKHWA

Memo:

Please refer to your office letter No. CPO/CPB/Committee/80, dated 10.03.2020 on the subject cited above

It is submitted of the meeting is enclosed herewith its desired please.

Sd/-

(Muhammad Seed)

Commandant Elite force

Khyber Pakhtunkhwa

MINUTES OF COMMITTEE MEETING

1. Consequent to CPO Notification No. CPO/E-II/Revised Seniority/61, dated 12.02.2020 wherein a revised seniority list of 21 officers of Malakand Region (hereinafter referred to as the Affectees) was issued whereof some were placed senior and ahead of the Petitioners in List 'F', the later feeling aggrieved impugned the said notification severally through their written representations and prayed for setting aside the same. In order to settle the issue in accordance with law and to look into the said petitions a Committee headed by the Commandant Elite Force KP was constituted vide Addl: Inspector General of Police, HQrs: order No. CPO/CPB/Committee/80 dated 10.03.2020 with three additional members comprising of Commandant FRP, AIG Establishment & AIG Legal CPO.

The Committee accordingly under its Chairman held a few meetings, summoned both the Affectees, represented by DSP Amjad Ali, CSO to the CM, KP and DSP Bakht Zada Khan and Petitioners, represented through DSP Aslam Nawuz, Acting SP/Traffic Peshawar and DSP Nisar Ahmad Khan, Acting DPO/Orakzai in person and opportunity furnished to them to plead their case in detail.

2. Brief facts leading to the instant petitions are as follow:

That the "Affectees" in Malakand Region were enlisted in the rank of assistant sub inspectors through initial recruitment and on promotion but were not confirmed after completion of mandatory period of probation as per statutory requirement. On the contrary the petitioners mostly appointed through initial recruitment later to some of these "Affectees" were confirmed upon successful completion of their probationary period as per law. Resultantly, the affectees stood junior to them when they were considered for inclusion in the "F" List. Pertinent to mention that the affectees feeling aggrieved agitated what they called an ex-facie injustice at various forums- both departmental and judicial- and after a long struggle their case was revisited afresh by the Department. The Regional Police Officer Malakand Region finally accepted their request and notified the revise seniority in list 'E' vide no. 11644-68/E, dated 30/10/2019 which later on was also endorsed by the Central Police Office with a revised seniority in List "F" vide order stated as above.

The revised seniority in 'F' List shows three different category of officers who were given the benefit; the first being the probationary ASIs enlisted in 80s prominently figured at serial no. 1, 2 & 3 however some were recruited later in the 90s, the second category was found to be that of promotee officers and yet the third one is that who were given the benefit under Standing Order # 11/1987 which are thirteen (13) in number.

3. Before embarking upon the merit of the case it is pertinent to dilute upon the main points the petitioners have made the basis of their plea. The petitioner's ground that seniority is reckoned from the date of confirmation in the substantive rank is absolutely correct and in accordance with the civil services laws in vogue in this country. Whereas the Petitioners after completion of probation period was confirmed in accordance with law, some of the affectees e.g. at serial no. 1, 2, & 3 of the revised list F were not treated in like manner and after the expiry of the said probationary period were neither discharged nor confirmed as per the mandatory dictates of law on the subject. Confirmation is always made against substantive rank and there is no room for confirmation against a temporary or adhoc position. In the instant case these affectees were appointed on regular basis thereby meaning that the appointment was in prescribed manner and a permanent vacancy existed as such. Again, the petitioner's relied on Rule 17 of the APT Rules 1989 which states that if a senior officer is superseded and a junior officer is promoted than the officer so promoted shall stand senior to the former but this shall not include a case where the senior officer is deferred for want of record etc. Here the learned petitioners faltered by misreading the true meaning of the provision as these affectees haven't been superseded in the first place and secondly the proviso to the Rule clearly stipulates that it shall not include the case where an officer is being deferred on account of incomplete record or it is occasioned on account of red tape, bureaucratic checks or departmental luxury.

It is also pertinent to reproduce the fundamental rules on the subjects of probation, confirmation and seniority which exist in Police Rules, The KP, Civil Servant Act 1973 and the KP, Appointment, Promotion and Transfer Rules, 1989. Police Rules 128 says that inspectors, serjeants, sub-inspectors and assistant sub-inspectors who are directly appointed shall be considered to be on probation for three years and are liable to be discharged at any time within the period of their probation if they fail to pass the prescribed examinations including the riding test, or are guilty of grave misconduct or are deemed for sufficient reasons, to be unsuitable for service in the Police. Similarly P.R. 3.18 provides that all, Police Officers promoted in rank shall be on probation for two years, provided that the appointing authority may, by a special order in each case, permit periods of officiating service to count towards the period of probation. P.R. 19.23 further says that Inspectors, sub-inspectors and assistant sub-inspectors, who are directly appointed, shall be deputed to the Police Training School to undergo the course of training laid down for such officers in the police training school manual and are liable to discharge if fail to pass the prescribed examinations or are badly reported on provided that on the termination of the probationary period the superintendent of police is required to submit a report to the deputy inspector general under a clause of the same rule stating therein the conduct and working of the officer and with recommendation whether the officer should or should not be confirmed.

5. From the foregoing it is evident that officers appointed through initial recruitment or promotion shall be on probation for a period of three (03) years and two (2) years respectively. The contents of these provisions also reveals that the competent authority has got the powers to dispense with the services of the probationary during the probation period and even after its completion if the probationary officer fell short of the required and set standards. However, the special law e.g. the police rules 1934 do not guide us as to what will happen if neither probationary period is terminated nor the services of the officer are being confirmed after the completion of mandatory probationary period. It is an established proposition of jurisprudence that when a subject is being left over by special law than recourse must be had to the general law. In view of this "The KP, Civil Servant Act, 1973 and The "KP Appointment, Promotion and Transfer Rules 1989" which is the general law on the subject may be resorted to, in order to clarify the mist and guide us to the right place.

6. Section-6 (1) of the KP, Civil servant Act 1973 says that all initial appointment shall be on probation as may be prescribed and vide sub-section 2 all appointment made through promotion or transfer shall also be on probation as may be prescribed. According to Rule 15 (3), of the Khyber Pakhtunkhwa Appointment, Promotion and Transfer (APT) Rule 1989, that upon successful completion of the probationary period the appointing authority shall by specific orders terminate the probationary period of the officer or official concerned with in two months after the expiry of the probationary period provided further if no specific order regarding the termination of the probation period of the official concerned is issued within two months, the period of probation shall be deemed to have been extended.

Section 7 of the Civil Servant Act further provides that a person appointed on probation shall on satisfactory completion of his probation shall be eligible for confirmation in his service or as the case may be a post as may be prescribed. Rule 16 of KP, Appointment, Promotion and Transfer (APT) Rules 1989 says that after satisfactory completion of the probation period a civil servant shall be confirmed provided he holds a substantive post.

7. Section 8(2) of the KP, Civil Servant Act, 1973 provides that subject to the provisions of sub section (1) the seniority of a civil servant shall be reckoned in relation to other civil servants belonging to the same service or cadre whether serving the same department or office or not as may be prescribed. Rule 17 (1) of the APT Rules 1989, prescribed that the seniority inter se of civil servants (appointed to a service, cadre or post) shall be determined:-

(a) In the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission (or as the case may be, the Departmental Selection Committee) provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a latter selection

The Police Rules 12.2(3) also says that seniority in case of upper subordinates shall be reckoned in the first instance from the date of first appointment, officer from lower rank will be considered senior to the persons appointed directly on the same date, while seniority shall finally be settled by dates of confirmation.

8. The cumulative effects of the foregoing provisions of Police Rule 1934 read with Khyber Pakhtunkhwa Civil Servant Act 1973 and Khyber Pakhtunkhwa Appointment, Promotion and Transfer (APT) Rule 1989 manifestly indicate that officers appointed either through initial recruitment or by promotion or transfer shall be on a mandatory period of probation and the competent authority shall not be barred from dispensing with their services if in his opinion the probationary fell short of the required standards. However, if no adverse action is being taken during the probationary period or afterwards the officers is deemed to have successfully completed the said probationary period which shall entitle him for confirmation in accordance with law.

9. In the instant case the affectees especially who were recruited ASI in the 80's through initial recruitment and whose names reflected on the CPO revised "F" list at serial no. 1, 2, & 3 were not confirmed upon successful completion of probationary period in utter disregards to the law mentioned in great length on the subject as above. Since, those officers were appointed in prescribed manner and against substantive posts as such omitting their names from confirmation in accordance with law was a priori unjust with snowball effects depriving them of their right of inclusion in the "F" List at the appropriate time. Due to this anomaly which can hardly be imputed to the affectees, their junior including the present petitioners were able to be senior to them in spite of the fact that they were appointed many years after these affectees'.

The case of those who were given the benefit under the S.O 11/87 is different and needs to be isolated from the first three officers. No standing order had overriding authority over any rule or act of the parliament to say the least and to begin with. The said Standing Order is already being declared null and void by the Apex Court and any benefit accrued there under is equally devoid of legal norms and contrary to existing law on the subject. The matter had been dealt with in great detail in a number of judgments of the higher judiciary given that the same Standing Order was in conflict with the fundamental human rights of equality before law and equal protection of law besides violating the main provisions of Police Rules 1934 enshrined in Chapter 13 therein.

The seniority of the promotee officers vis a vis the direct recruited officers to be settled in accordance with Police Rules 12.2(3) which say that seniority in case of upper subordinates shall be reckoned in the first instance from the date of first appointment, officers from lower rank will be considered senior to the persons appointed directly on the same date, while seniority shall finally be settled by dates of confirmation.

10. Upon putting the two cases in juxtaposition it transpires that the relevant laws and established principles on probation, confirmation and seniority were not adhered to in case of the affectees in Malakand Range whereas their counterparts and the present petitioners elsewhere had relatively got better and fair chance of career progression. Further P.R 13.15 cast a duty on the district superintendent of police to forward the names of suitable sub inspectors to the office of the deputy inspector general of police not later than 15th of January each year who are eligible to be promoted to the rank of inspectors and the later shall if agrees to the recommendations send it to the CPO with his own recommendations not later than October the same year. Such of the officers recommended as the Inspector General may consider suitable shall be admitted to promotion list "F". It is surprisingly shocking that no recommendations emanated from Malakand Range for a considerable amount of time which grossly affected the career progression of the first few affectees vis-a-vis the petitioners. The non compliance of this statutory duty proved catalyst in depriving the affectees from getting their seniority from the day it was due to them on the one hand and that they were penalized for something which could not be of their making on the other.

11. The jurisprudence developed in this country finding expression in tons of higher courts judgments point to the fact that a civil servant could not be penalized in terms of depriving of lawful seniority should the same otherwise accrued to him but being delayed

due to bureaucratic checks, red tape or departmental laxity. Amidst clear provisions stipulated in Rule 17 (1) of the APT Rules 1989, that the seniority inter se of civil servants (appointed to a service, cadre or post) shall be determined in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission (or as the case may be, the Departmental Selection Committee) provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a latter selection; very little or no room exist whereby the petitioners could lay a valid claim of being senior to the first three affectees given that they were appointed many years after them. The underlying principle of seniority leading to promotion is seniority cum fitness which is guaranteed by P.R 13.11 and had consistently being ignored at all level.

12. It is also not out of place to mention that affectees of the 80s batch challenged the apparent injustice meted out to them before the Khyber Pakhtunkhwa Civil Services Tribunal Camp Court Swat wherein their plea of counting the probationary period towards regular service was accepted, hence they can rightfully claim seniority from the day they were inducted in that service. Similarly, 19 affectees of Malakund Region subsequently also agitated the same issue before the Peshawar High Court, Mingora office Darul Quzza, Swat, wherein the Honourable High Court without going into the merit of the case disposed off the said petition in terms of converting it into a departmental appeal and sent it to the worthy Provincial Police Officer, Khyber Pakhtunkhwa with direction to consider the application of the petitioners in respect of placement of their names at the appropriate place in the seniority list reckoned it to be from the date of their promotion to the cadre of ASI.

CONCLUSION

In view of what had been discussed in great length in the foregoing paragraphs, this Committee concludes that the petitioner pleads to the extent of seeking to set aside the impugned notification against the three officers highlighted at serial no. 1, 2, & 3 are devoid of any cogent, material substance and denuded of legal mainstay. The only prerequisite for confirmation in the rank of the sub inspector according to Police rules 12.10 is that the officer be tested for one year in an independent charge of a police station or any specialist assignment in a district other than his domicile and that the DIG is fully competent under P.R 13.11 to add or remove any name from the E list at any time. In view of this the DIG MKD was in his lawful province to review the case of the affectees afresh and decide in accordance with law. The RPO Malakund and the subsequent notification of the CPO correcting a long standing ex facie wrong by conferring the rightful seniority on the first three affectees of Malakund Region is found to be in accordance with law and established principles of fair play, good conscious and justice.

The cases of those who got the benefit under S.O 11/87 does not stand on the same footing as it had been declared ultra vires of constitution and law and also de-notified by the CPO just recently as such any benefit accruing under an illegal S.O is equally illegal, unlawful and denuded of lawful consequences.

Given the nature of discussion made in great length in the preceding paragraphs the following situation emerges:

- (a) The first three affectees are senior than petitioners given the existing rules, already dilated upon in the opening part of this report. Looking into true perspective of the case it is discerned that they have been the victim of departmental inertia which was further aggravated by the supine attitude meted out to them at different levels in response to their quest of making amend the wrong occasioned at the early stage of their career for no fault of theirs.
- (b) The beneficiary under Standing Order No. 11/87 having got no right to be placed senior to their batch mates rather their correct place is with the former therefore any undue favour resulting in putting them senior either to their batch mates or the petitioners is violative of law and of no legal effects.
- (c) The promotees case needs to be dealt with in accordance with clear provisions on probation, confirmation and subsequent seniority leading to promotion. Their case be

juxtaposed with that of the petitioners and the date of confirmation by the guiding principle in determining their seniority vis a vis the petitioners

- (d) The remainder of the directly recruited ASAs if appointed later in point of time stands junior to the petitioners.

RECOMMENDATIONS

- I. The instant petitions to the extent of seeking seniority against the officers at serial no. 1, 2, & 3 be held requiring no further action.
- II. The case of S.O 11/87 beneficiaries needs to be sent back to the RPO MKD for assigning them their rightful place in seniority list alongside their respective batches.
- III. The plea of the petitioners vis a vis the remaining officers needs to be reviewed and looked into the relevant provisions of law broadly incorporated in this report.
- IV. Immediate, substantial and expeditious measures may be taken for convening meeting of the Departmental Selection Board to consider the promotion cases particularly of those officers who were given relief by the competent legal forums as well as by the Department as some are on the verge of retirement.
- V. The cases of all those officers may also be looked into by the Range DCOs who were ignored or omitted from confirmation at the right and appropriate timing on account of red tape, technicalities and bureaucratic checks leading to deprivation of their lawful right. The broad principles set out in this report may be considered for deciding all such cases.
- VI. Notices to all the officers who may likely to be affected by this report should be notified and sufficient opportunities given to represent themselves in accordance with law.

Commandant,
FRP, Khyber Pakhtunkhwa
(Member)

AIG/Establishment,
Khyber Pakhtunkhwa
(Member)

AIG/Legal,
Khyber Pakhtunkhwa
(Member)

CPD Peshawar
(Member)

Commandant
Elite Force, Khyber Pakhtunkhwa
(Chairman)



OFFICE OF THE
INSPECTOR GENERAL OF POLICE,
KHYBER PAKHTUNKHWA
CENTRAL POLICE OFFICE,
PESHAWAR.

No. CPO/CPU/ 97

Dated Peshawar 15 April 2020

To

The Capital City Police Officer,
Peshawar.

All Regional Police Officers in Khyber Pakhtunkhwa.

Subject: REVISED CONFIRMATION/ADMISSION TO LIST "E"

Memo:-

Kindly refer to the subject cited above and to state that Regional Police Officer, Malakand issued revised seniority of SIs vide his office Notification vide No. 11644-48/E dated 30.10.2019. Consequently, a meeting of DPC was held on 31.01.2020 at CPO and the Competent Authority fixed seniority of the officers in the light of Rule 12.2(3) of Police Rules 1934 with their colleagues in List "E" in the ranks of Inspectors and Deputy Superintendent of Police as per revised confirmation of Malakand Region.

In the meanwhile, twenty three (23) Police Officers of other Regions/Units have submitted representations against the above notification.

In this regard, the Competent Authority constituted a committee to deliberate upon the representations of affected officers, scrutinize the cases and submit its report. The Committee submitted its minutes of the committee report to the competent authority vide memo No 4844/EI dated 7-04-2020 (copy attached).

Upon perusal of the minutes of the meeting, the Competent Authority has directed that the following tasks may please be completed within seven (7) days and report be sent to this office at the earliest:-

- A. "The cases of all those officers may also be looked into by the Range DIGs who were ignored or omitted from confirmation at the right and appropriate timing on account of red tape, technicalities and bureaucratic checks leading to deprivation of their lawful right. The broad principles set out in this report may be considered for deciding all such cases".
- B. "Notices to all the officers who may likely to be affected by this report should be notified and sufficient opportunities given to represent themselves in accordance with law".
- Matter may please be assigned top priority.

(DR. ZAFAR ULLAH) PSP
Establishment
For Inspector General of Police,
Khyber Pakhtunkhwa,
Peshawar.

Encl: No. and dated even
Copy forwarded to:-

1. Addl; Inspector General of Police, Khyber Pakhtunkhwa Peshawar.
2. Deputy Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.
3. COS to Worthy Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.



OFFICE OF THE
INSPECTOR GENERAL OF POLICE
KHYBER PAKHTUNKHWA
CENTRAL POLICE OFFICE
PESHAWAR

No. CPO/CPB__97_

Dated Peshawar __15__April 2020

To:

The Capital City Police Office
Peshawar.

All Regional Police Officers in Khyber Pakhtunkhwa

Subject: **REVISED CONFIRMATION/ADMISSION TO LIST "E"**

Memo:-

Kindly refer in the subject cited above and to state that Regional Police officer Malakand issued revised seniority of SIs vide his police Notification vide No.11644-48/1; dated 30.10.2019. Consequently meeting of DPO was held on 31.01.2020 at CPO and the Competent Authority fixed seniority of officers in the light of Rule 12.2(3) Police Rules 1934 with their colleagues in List "I" in the rank of Inspectors and Deputy superintendent of Police as per revised confirmation of Malakand region.

In the meanwhile, twenty three (23) Police Officers of other region/units have submitted representation against the above notification.

In this regard, the Competent Authorities constituted committee to deliberate upon the representations of affected officers, scrutinize the cases and submit its report. The committee submitted its minutes of the committee report to competent authority vide memo No4844/1;1' dated 07.04.2020 (copy attached).

Upon perusal of the minutes of the meeting, the Competent Authority has directed that the following tasks may please be completed within seven (7) days and report be sent to this office at the earliest:-

- A. *"the cases of all those officers may also be looked into by the Range DIG's who were ignored or omitted from confirmation at the right and appropriate timing on account of red tape, technicalities and bureaucratic checks leading to deprivation for deciding all such cases"*.
- B. *"Notices to all the officers who may likely to be affected by this report should be malafide and sufficient opportunities given to represent themselves in accordance with law"*.

Matter may please be assigned top priority.

SD/-

(DR.ZAHIDULLAH)PSP

APG/Establishment,

For Inspector General of Police,

Khyber Pakhtunkhwa

Peshawar.

Endst: No. and dated even

Copy forwarded to the:-

1. Addl: Inspector General of Police HQrs: Khyber Pakhtunkhwa Peshawar.
2. Deputy Inspector General of Police Khyber Pakhtunkhwa Peshawar.
3. COS to worthy Inspector General of Police Khyber Pakhtunkhwa Peshawar.



FAX

OFFICE OF THE
INSPECTOR GENERAL OF POLICE,
KHYBER PAKHTUNKHWA
CENTRAL POLICE OFFICE,
PESHAWAR.

112x

No. CPO/CPW 98

Dated Peshawar 15 April 2020

To: The Regional Police Officer,
Malakand.

Subject: REVISED CONFIRMATION/ADMISSION TO LIST "E"

Memo:- Please refer to your office Notification No. 11644-48/E dated 30.10.2019 on the subject cited above.

Kindly refer to the subject cited above and to state that Regional Police Officer, Malakand issued revised seniority of SIs vide his office Notification vide No. 11644-48/E dated 30.10.2019. Consequently, a meeting of DPC was held on 31.01.2020 at CPC and the Competent Authority fixed seniority of the officers in the light of Rule 12.2(3) of Police Rules 1934 with their colleagues in List "E" in the ranks of Inspectors and Deputy Superintendent of Police as per revised confirmation of Malakand Region.

In the meanwhile, twenty three (23) Police Officers of other Regions/Units have submitted representations against the above notification.

In this regard, the Competent Authority constituted a committee to deliberate upon the representations of affected officers, scrutinize the cases and submit its report. The Committee submitted its minutes of the committee report to the competent authority vide memo No 4844/E/F dated 7-04-2020 (copy attached).

Upon perusal of the minutes of the meeting, the Competent Authority has directed that the following task may please be completed within seven (7) days and report be sent to this office at the earliest:-

"The case of S.O 11/87 beneficiaries needs to be sent back to the RPO Malakand for assigning them their rightful place in seniority list alongside their respective batches".

Matter may please be assigned top priority.

(DR. ZAFAR ULLAH) PSP
Establishment,
For Inspector General of Police,
Khyber Pakhtunkhwa,
Peshawar.

Endst: No. and dated, even
Copy forwarded to the:-

1. Addl: Inspector General of Police, HQrs: Khyber Pakhtunkhwa Peshawar.
2. Deputy Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.
3. COS to Worthy Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.

UI /
WUG
RPO Malakand
Sajjad 15/4/2020

(12)

OFFICE OF THE
INSPECTOR GENERAL OF POLICE
KHYBER PAKHTUNKHWA
CENTRAL POLICE OFFICE
PESHAWAR

No. CPO/CPB_98__

Dated Peshawar __15__ April 2020

To:

The Regional Police Office
Malakand.

Subject: REVISED CONFIRMATION/ADMISSION TO LIST "E"

Memo:-

Kindly refer in the subject cited above and to state that Regional Police officer Malakand issued revised seniority of SIs vide his police Notification vide No.11644-48/1; dated 30.10.2019. Consequently meeting of DPC was held on 31.01.2020 at CPO and the Competent Authority fixed seniority of officers in the light of Rule 12.2(3) Police Rules 1934 with their colleagues in List "I" in the rank of Inspectors and Deputy superintendent of Police as per revised confirmation of Malakand region.

In the meanwhile, twenty three (23) Police Officers of other region/units have submitted representation against the above notification.

In this regard, the Competent Authorities constituted committee to deliberate upon the representations of affected officers, scrutinize the cases and submit its report. The committee submitted its minutes of the committee report to competent authority vide memo No4844/1;1' dated 07.04.2020 (copy attached).

Upon perusal of the minutes of the meeting, the Competent Authority has directed that the following tasks may please be completed within seven (7) days and report be sent to this office at the earliest:-

"The case of S.O 11/87 beneficiaries need to be sent back to the RPO Malakand for assigning them their rightful place in seniority list alongside their respective batches".

Matter may please be assigned top priority.

SD/-

(DR.ZAHIDULLAH)PSP

APG/Establishment,

For Inspector General of Police,

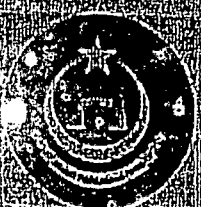
Khyber Pakhtunkhwa

Peshawar.

Endst: No. and dated even

Copy forwarded to the:-

1. Addl: Inspector General of Police HQrs: Khyber Pakhtunkhwa Peshawar.
2. Deputy Inspector General of Police Khyber Pakhtunkhwa Peshawar.
3. COS to worthy Inspector General of Police Khyber Pakhtunkhwa Peshawar.



OFFICE OF THE
 REGIONAL POLICE OFFICER, MALAKAND
 SAID U SHARIF, SWAT
 Pk: 0946-9240381-82 & Fax No: 0946-9240390
 Email: i.gmmlakand@valio.com

No. 7 / E, dated Saidu Sharif (the 7 / 2020)

To: The Inspector General of Police, Khyber Pakhtunkhwa Peshawar.

Subject: REVISED CONFIRMATION / ADMISSION TO LIST 'E'

Memorandum:
 Kindly refer to CPO Peshawar memo No. CPO/CPB/98, dated 15/04/2020 on the subject

Notification No. 11644-68/E, dated 30/10/2019 issued by this office regarding revised Confirmation / Admission to List-E of the officers from Sr. No. 4 to Sr. 26 is hereby withdrawn / cancelled while officers at Sr. No. 01 to Sr. No. 03 (namely Riaz Ahmad, Bakht Zada and Amjad Ali DSSE) be kept intact as their seniority has been approved by the Committee comprising of Commandant, Elite Force, Chairman and others 4 member in its meeting held on 18/03/2020 at CPO level.

Regional Departmental Committee was constituted to probe and collect guidance from CPO Peshawar regarding SO No. 11787 as to whether the same has been declared illegal in the light of judgment dated 13/05/2018 Supreme Court of Pakistan followed by JGP, Khyber Pakhtunkhwa Peshawar notification No. 1001-1100/GB, dated 10/01/2019 and order No. 1101-1200/GB, dated 17/01/2019 and implemented in the whole province or otherwise the committee will also scrutinize and check the seniority of officers from (Sr. No. 04 DSP Muzakir Shah to Sr. 26 DSP Ghulam Sadia) and other confirmed Sub-Inspector of Malakand Region and will submit report within shortest possible period for further course of legal action.

Submitted please.


 Regional Police Officer,
 Malakand Region, Swat

113

OFFICE OF THE
REGIONAL POLICE OFFICER, MALAKAND
SAIDU SHARIF, SWAT.

Ph: 0946-9240381-82 & Fax No. 0946-9240390

Email; digmalakand@yahoo.com

No. _____/E, dated Saidu Sharif the _____/_____/2020

To:

The Inspector General of Police
Khyber Pakhtunkhwa Peshawar

Subject:

REVISED CONFIRMATION/ADMISSION TO LIST "F":

Memorandum:

Kindly refer CPO, Peshawar memo: No. CPO/CPB/98, dated 15/4/2020 on the subject.

Notification No. 11644-68/E, dated 30/10/2019 issued by the office regarding revised Confirmation/Admission to List-E of the officers from Sr. No. 4 to Sr. 26 is hereby withdrawn/ be kept intact as their seniority has been approved by the committee comprising of commandants, Elite force, Chairman and others 4 members in its meeting held on 18/03/2020 at CPO level.

Regional Department Committee was constituted to probe and collect guidance from CPO, Peshawar regarding SO No. 11/87 as to whether the same has been declared illegal in the light of Judgment dated 03/05/2018 Supreme Court of Pakistan followed by IGP Khyber Pakhtunkhwa, Peshawar notification no. 1001-1100/GB dated 10/01/2019 and order No. 1101-1200/GB, dated 17/01/2019 and implemented in the whole province of otherwise the committee will also scrutinize and check the seniority of officers from (Sr. No. DSP Muzakir Shah to Sr. 26 DSP Ghulam Sadiq) and other confirmed Sub Inspector of Malakand Region and will report within shortest possible period for further course of legal action.

Submitted please.

SD/-

Regional Police Officer,
Malakand Region, Swat

SENIORITY LIST OF DSsP BS-17 OF KHYBER PAKHTUNKHWA POLICE

No. 840

/SE-I, The Seniority List of DSsP BS-17 of Khyber Pakhtunkhwa Police is hereby published for information to all concerned.

Dated, 30, 04, 2020

S.No.	Name of Officers	Date of Birth	Domicile	Quf	D.O Promotion as DSP	Promotion of Notification	Remarks
1	Mr. Bakht Zada	15.02.1962	Buner	BA	07.11.2012		
2	Mr. Amjid Ali	18.03.1963	Swat	MA	24.01.2014	Notification No. S/8083/2012 dt: 07.11.2012	Revised seniority was granted vide Notification No.CPO/E-II/Revised Seniority/142/E-II dated 29.04.2020
3	Mr. Arif Javed	08.02.1964	Haripur	BA	20.01.2011	Notification No. S/418/14, dt: 24.01.2014 Notification No S/432/2011 dt: 20.01.2011	Revised seniority was granted vide Notification No.CPO/E-II/Revised Seniority/142/E-II dated 29.04.2020 Appointed as (SP BS -18) on Acting Charge Basis vide Govt: of Khyber Pakhtunkhwa Establishment Department Notification No. SO (E-I) E&AD/2-4/2019, dated 28 th January 2019.
4	Mr. Aman Ullah	09.07.1964	Bannu	BA	20.01.2011	Notification No S/432/2011 dt: 20.01.2011	
5	Mr. Tariq Mehmood	28.04.1965	Abbottabad	BA	30.06.2011	Notification No S/3887/2011 dt: 30.06.2011	Appointed as (SP BS -18) on Acting Charge Basis vide Govt: of Khyber Pakhtunkhwa Establishment Department Notification No. SO (E-I) E&AD/2-4/2019, dated 28 th January 2019.
6	Mr. Ijaz Ahmed	15.06.1966	Abbottabad	BA	20.01.2011	Notification No S/432/2011 dt: 20.01.2011	
7	Mr. Janas Khan	10.02.1965	Abbottabad	BA	20.01.2011	Notification No S/432/2011 dt: 20.01.2011	
8	Mr. Mukhtiar Ahmad	04.02.1969	Abbottabad	FA	30.06.2011	Notification No S/3887/2011 dt: 30.06.2011	
9	Mr. Muhammad Suleman	28.07.1970	Mansehra	MA	30.06.2011	Notification No S/3887/2011 dt: 30.06.2011	
10	Mr. Asif Gohar	07.08.1964	Mansehra	10 th	20.01.2011	Notification No S/3887/2011 dt: 30.06.2011	
11	Mr. Aamir Shahzad	09.08.1968	Peshawar	MA	30.06.2011	Notification No S/432/2011 dt: 20.01.2011	
12	Mr. Amir Muhammad Khan	07.01.1970	Buner	BA	19.03.2012	Notification No S/3887/2011 dt: 30.06.2011 Notification No S /1957/2012 dt: 19.03.2012	
13	Mr. Sanaullah	10.01.1969	Lakki	BA	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	Revised seniority was granted vide Notification No.CPO/E-II/Revised Seniority/ 33, dated 27.01.2020.
14	Mr. Gul Naseeb	09.11.1968	Bannu	F.Sc	19.03.2012	Notification No S /1957/2012 dt: 19.03.2012	
15	Mr. Waqar Ahmad	03.01.1968	Nowshera	BA	19.03.2012	Notification No S /1957/2012 dt: 19.03.2012	
16	Mr. Nasir Khan	20.12.1972	Peshawar	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	Revised seniority was granted vide Notification No.CPO/E-II/Revised Seniority/ 34, dated 27.01.2020.
17	Mr. Muhammad Shafiq	13.01.1963	Bannu	BA	19.03.2012	Notification No S /1957/2012 dt: 19.03.2012	
18	Mr. Muhammad Arif	10.03.1969	Peshawar	MA/LLB	19.03.2012	Notification No S /6949/2012 dt: 25.09.2012	
19	Mr. Tahir ur Rahman	28.02.1969	Haripur	BA	19.03.2012	Notification No S /1957/2012 dt: 19.03.2012	
20	Mr. Darvesh Khan	14.06.1962	Mardan	MA/LLB	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
21	Mr. Tauheed Khan	20.10.1963	DIKhan	BA	19.03.2012	Notification No S/1957/2012 dt: 19.03.2012	
22	Mr. Salah-ud-Din	15.01.1970	Tank	MA	07.11.2012	Notification No S /1957/2012 dt: 19.03.2012	
23	Mr. Noor Jamal	10.01.1966	Mardan	MA	31.03.2012	Notification No. S/8083/2012 dt: 07.11.2012	
24	Mr. Muhammad Arif	22.01.1964	Bannu	BA	07.11.2012	Notification No. S/2383/2012 dt: 31.03.2012	
25	Mr. Tariq Habib	05.09.1968	awar		31.03.2012	Notification No S/8083/2012 dt: 07.11.2012	
26	Mr. Nisar Ahmad	02.11.1973	Charsadda	BA	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	
27	Mr. Aslam Nawaz	01.03.1972	Bannu	MA/LLB	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	

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S.No.	Name of Officers	Date of Birth	Domicile	Quf	D.O Promotion as DSP	Promotion of Notification	Remarks
28.	Mr. Tariq Iqbal	13.04.1974	Peshawar	M.Sc/LLB	31.03.2012	Notification No. S/2383/2012 dt: 31.03.2012	
29.	Mr. Qaid Kamal	01.01.1963	Charsadda	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
30.	Mr. Banaras Khan	05.01.1962	Nowshera	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
31.	Mr. Shafiullah	01.04.1971	DIKhan	MA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
32.	Mr. Munir Hussain	30.05.1966	Mansehra	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
33.	Mr. Tahir Iqbal	20.01.1969	Haripur	B.Sc	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	Revised seniority was granted vide Order No. 909/E-11 dated 12.12.2018
34.	Mr. Qamar Hayat	08.04.1971	Haripur	BA	07.11.2012	Notification No. S/8083/2012 dt: 07.11.2012	
35.	Mr. Zulfiqar Khan Jadoon	15.06.1963	Abbottabad	BA	25.03.2013	Notification No. S/1791/2013 dt: 25.03.2013	
36.	Mr. Nazir Ahmad	02.02.1970	Abbottabad	MA/B.Ed	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
37.	Mr. Saeed Akhtar	02.02.1971	Haripur	M.Sc	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
38.	Mr. Muhammad Ayaz	03.03.1975	Abbottabad	B.Sc	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
39.	Muhammad Jamil Akhtar	22.02.1977	Haripur	B.Sc	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
40.	Mr. Falak Niaz	01.04.1965	Swabi	MA	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
41.	Mr. Ishtiaq Ahmad	01.11.1971	Lakki	BA	07.11.2012	Notification No. S/8083/12 dt: 07.11.2012	
42.	Mr. Iftikhar Shah	30.04.1966	Mardan	M.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.575/CPB dated 19.05.2017
43.	Mr. Shaukat Ali	05.03.1971	Swabi	B.Sc	30.11.2012	Notification No. S/8772/2012 dt: 30.11.2012	
44.	Mr. Abdul Samad	14.04.1969	Swabi	MA	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
45.	Mr. Mushtaq Ahmad	15.03.1970	Swabi	MA	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
46.	Mr. Sajjad Ahmad	01.04.1968	Swabi	MA	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
47.	Mr. Abdur Rashid Marwat	30.03.1963	Lakki	10 th	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
48.	Mr. Muzamil Shah	08.03.1972	Swabi	M.A	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
49.	Mr. Niaz Muhammad	11.02.1971	Swabi	MA/LLB	25.03.2013	Notification No. S/1791/13 dt: 25.03.2013	
50.	Mr. Shah Hassan	01.05.1968	Mardan	MA	08.04.2013	Notification No. S/2119/13 dt: 08.04.2013	
51.	Sajjad Ahmad Sahibzada	02.02.1971	Swabi	BA	08.04.2013	Notification No. S/2119/13 dt: 08.04.2013	
52.	Mr. Nazir Khan	18.10.1970	Mardan	MA	19.07.2013	Notification No. S/2119/13 dt: 19.07.2013	
53.	Mr. Abdul Hai	01.08.1972	D.I.Khan	MA	19.07.2013	Notification No. S/2119/13 dt: 19.07.2013	
54.	Mr. Saleem Aman Ullah	23.03.1970	Peshawar	FA	19.07.2013	Notification No. S/2119/13 dt: 19.07.2013	
55.	Muhammad Javed	03.06.1963	Mansehra	10 th	27.10.2015	Notification No. 4029/SE-I dt: 27.10.2015	Revised seniority was granted vide Notification No. 110/SE-I dated 17.01.2019. Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2019
56.	Mr. Zia Hassan	01.11.1974	DIKhan	M.A/ Pol	02.01.2014	Notification No. S/20/14 dt: 02.01.2014	
57.	Mr. Abdus Salam Khalid	24.06.1976	Lakki	M.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
58.	Arbab Shafiullah Jan	09.10.1966	Peshawar	BA	02.01.2014	Notification No. S/20/14 dt: 02.01.2014	
59.	Mr. Rafiullah	12.03.1968	Peshawar	FA	02.01.2014	Notification No. S/20/14 dt: 02.01.2014	
60.	Mr. Muhammad Naem	10.10.1960	MKD	10 th	24.01.2014	Notification No. S/418/14 dt: 24.01.2014	
61.	Mr. Muhammad Khalid	01.11.1970	Chitral	MA	24.01.2014	Notification No. S/418/14 dt: 24.01.2014	
62.	Syed Inayat Shah	01.11.1972	D.I.Khan	MA	24.01.2014	Notification No. S/418/14 dt: 24.01.2014	
63.	Mr. Niaz Gul	07.03.1971	Abbottabad	B.Sc	24.01.2014	Notification No. S/418/14 dt: 24.01.2014	

S.No.	Name of Officers	Date of Birth	Domicile	Quf	D.O Promotion as DSP	Promotion of Notification	Remarks
64.	Mr. Muhammad Ishtiaq	04.05.1973	Mansehra	B.Sc	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
65.	Mr. Zahid-ur-Rehman	25.03.1970	Haripur	M.Sc	08.04.2016	Notification No. 373/SE-I dt: 08.04.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
66.	Syed Mukhtiar Shah	18.10.1967	Haripur	MA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
67.	Muhammad Tahir Shah	01.03.1972	Bannu	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
68.	Mr. Nisar Muhammad	20.01.1973	Lakki	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
69.	Mr. Noor Zamin Shah	30.01.1962	Mardan	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
70.	Mr. Khan Khel	10.04.1969	Mardan	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
71.	Muhammad Aleem Jan	11.04.1967	Peshawar	B.Sc	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
72.	Mr. Tajamul Khan	30.09.1965	Swabi	MA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
73.	Mr. Hameedullah	25.04.1974	Mardan	BA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
74.	Mr. Taj Malook	10.04.1961	Swabi	FA	24.01.2014	Notification No. S/418/14, dt: 24.01.2014	
75.	Muhammad Atiq Shah	01.09.1978	Charsadda	FA	06.02.2014	Notification No. S/418/14, dt: 24.01.2014	
76.	Mr. Zar Wali	20.01.1961	Peshawar	FA	06.02.2014	Notification No. S/677/14 dt: 06.02.2014.	
77.	Mr. Ijaz Ahmad	05.04.1963	Mansehra	FA	12.09.2014	Notification No. S/677/14 dt: 06.02.2014.	
78.	Mr. Arshad Mehmood	15.08.1964	Mansehra	FA	12.09.2014	Notification No 1092/E-II dt 12.09.2014	
79.	Mr. Shakeel Ahmad	14.04.1969	Charsadda	BSc	12.09.2014	Notification No 1092/E-II dt 12.09.2014	
80.	Mr. Muhammad Saeed	04.05.1969	Mardan	BA	12.09.2014	Notification No 1092/E-II dt 12.09.2014	
81.	Mr. Khabir Muhammad	01.01.1972	Abbottabad	BA	12.09.2014	Notification No 1092/E-II dt 12.09.2014	
82.	Ms. Nazia Naureen	01.12.1970	Abbottabad	FA	12.09.2014	Notification No 1092/E-II dt 12.09.2014	
83.	Mrs. Shahzadi Noshad	10.04.1972	Hangu	BA	12.09.2014	Notification No 1092/E-II dt 12.09.2014	
84.	Mr. Rahim Hussain	11.05.1970	Shangla	BA	12.09.2014	Notification No 1092/E-II dt 12.09.2014	
85.	Mr. Amjad Hussain	24.03.1971	Mansehra	FA	12.09.2014	Notification No 1092/E-II dt 12.09.2014	
86.	Mr. Rizwan Habib	19.04.1974	Mansehra	BA	12.09.2014	Notification No 1092/E-II dt 12.09.2014	
87.	Mr. Jehangir Khan	10.11.1965	Abbottabad	10 th	24.10.2014	Notification No 1092/E-II dt 12.09.2014	
88.	Mr. Rahmat Ullah	05.03.1971	Nowshera	FA	24.10.2014	Notification No S/3528/14 dt:24.10.2014	
89.	Mr. Rashid Iqbal	15.01.1974	Mardan	MSc	25.03.2016	Notification No S/3528/14 dt:24.10.2014	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2019
90.	Mr. Alamzeb	12.02.1980	Mardan	F.Sc	24.10.2014	Notification No S/3528/14 dt:24.10.2014	
91.	Mr. Zahir Shah	01.04.1962	Buner	FA	24.10.2014	Notification No S/3528/14 dt:24.10.2014	
92.	Mr. Zafar Khan	10.01.1963	Buner	10 th	24.10.2014	Notification No S/3528/14 dt:24.10.2014	
93.	Mr. Asad Mehmood	08.03.1968	Swabi	BA	24.10.2014	Notification No S/3528/14 dt:24.10.2014	
94.	Mr. Muzakir Shah	01.06.1961	Dir Lower	10 th	02.04.2015	Notification No S/3528/14 dt:24.10.2014	
95.	Mr. Muhammad Aslam	08.04.1962	Karak	F.A	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
96.	Mr. Safdar Khan	30.04.1971	Kohat	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
97.	Mr. Murad Ali	09.01.1973	Bannu	F.A	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
98.	Mr. Mujeeb Ur Rehman	02.04.1969	Bannu	BA/LLB	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
99.	Ms. Aneela Naz	09.10.1971	Peshawar	M.A	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
100.	Ms. Asmat Ara	15.04.1975	Swabi	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
101.	Mrs. Shazia Shahid	30.04.1976	Charsadda	MA/LLB	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
102.	Mrs. Rozia Aitaf	30.07.1969	Peshawar	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
103.	Ms. Hamida Bano	01.12.1970	Peshawar	BA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
104.	Mr. Mustata Kamal Pasha	01.09.1969	Bannu	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	

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S.No.	Name of Officers	Date of Birth	Domicile	Qual	D.O Promotion as DSP	Promotion of Notification	Remarks
105.	Mr. Azmat Ali Khan	06.01.1970	Bannu	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
106.	Mr. Waqar Ahmad	12.04.1974	Charsadda	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
107.	Mr. Sajjad Hussain	23.03.1976	Nowshera	B.Sc	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
108.	Mr. Yasir Aman	11.08.1970	Peshawar	D.Com	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
109.	Mr. Muhammad Maroof	05.10.1974	Abbottabad	B.Sc	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
110.	Mr. Usman Ghani	09.07.1960	Peshawar	10 th	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
111.	Mr. Ali Gohar	23.03.1968	K. Agency	MA	02.04.2015	Notification No. 2573/SE-I dt: 02.04.2015	
112.	Muhammad Ilyas	25.12.1973	Mardan	B.A	18.08.2015	Notification No. 3806/SE-I dt: 18.08.2015	
113.	Mr. Rokhan Zeb	07.04.1965	Swabi	B.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
114.	Mr. Fazal Dad	16.03.1966	Charsadda	M.A/LLB	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	Revised seniority was granted vide Notification No. 911/E-II dated 12.12.2018
115.	Mr. Janzada	01.04.1963	Charsadda	M.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
116.	Mr. Naseer Ali	03.10.1975	Charsadda	BA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2019
117.	Mr. Muhammad Rauf	04.04.1963	Mardan	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
118.	Mr. Hidayat Ullah shah	20.04.1965	Swabi	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
119.	Mr. Muhammad Ismail	12.06.1966	Lakki	F.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
120.	Mr. Shakeel Ahmed	12.01.1974	Peshawar	FA	30.12.2019	Notification No.1723/SE-I dt: 30.12.2019	Revised seniority was granted in compliance with the judgment of Honorable Khyber Pakhtunkhwa Service Tribunal in Service Appeal No.626/2018, vide order dated 13.02.2019 and Execution Petition No.157/2019, dated 10.05.2019 and DSC minutes held on 01.07.2019
121.	Mr. Shabir Hussain Shah	15.06.1972	Lakki	MA	18.08.2015	Notification No. 3806/SE-I dt: 18.08.2015	
122.	Mr. Aqiq Hussain	01.04.1965	Kohat	BA/LLB	18.08.2015	Notification No. 3806/SE-I dt: 18.08.2015	
123.	Mr. Falak Nawaz	03.02.1969	Kohat	F.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2019
124.	Mr. Shoukat Ali Shah	09.10.1960	Kohat	10th	18.08.2015	Notification No. 3806/SE-I dt: 18.08.2015	
125.	Mr. Afsar Khan	30.01.1961	Karak	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Assigned revised seniority vide Notification No.261/SE-I dated 07.03.2018
126.	Mr. Khalid Usman	06.01.1967	Karak	FA	18.08.2015	Notification No. 3806/SE-I dt: 18.08.2015	
127.	Mr. Gharib Nawaz	06.09.1961	Karak	F.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	
128.	Mr. Muhammad Sattar Khan	04.04.1964	Chitral	10 th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	
129.	Mr. Muhammad Zaman	01.01.1965	Buner	B.A	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	
130.	Mr. Hayat Ullah	04.08.1965	Mardan	10th	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	

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S.No.	Name of Officers	Date of Birth	Domicile	Quf	D.O Promotion as DSP	Promotion of Notification	Remarks
131.	Mr. Muhammad Fayaz	07.03.1974	Mardan	FA	25.03.2016	Notification No. 312/SE-I dt: 25.03.2016	Re-instated in Service with all back benefits. Order No. S/5323/19 dated 28.06.2019
132.	Mr. Amir Hussain	25.05.1965	Swabi	FA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
133.	Mr. Gran Ullah	15.06.1963	Charsadda	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
134.	Mr. Fazal Wahid	12.01.1971	Malakand	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
135.	Mr. Gohar Ali	15.11.1974	Peshawar	BSc	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
136.	Mr. Riaz Khan	03.02.1975	Peshawar	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
137.	Mr. Izhar Shah	06.03.1966	Mardan	BA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
138.	Mr. Habib Ur Rehman	04.03.1966	Mansehra	FA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
139.	Mr. Aurang Zeb	05.01.1970	Mansehra	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
140.	Mr. Shah Nawaz	08.08.1965	Mansehra	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
141.	Mr. Muhammad Altaf	12.03.1969	Haripur	FA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
142.	Mr. Amjid Ali	24.04.1969	Swabi	BA	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
143.	Mr. Sher Rehman	05.04.1964	Mardan	10th	30.09.2016	Notification No. 1033/SE-I dt: 30.09.2016	
144.	Mr. Khalid Mehmood	21.05.1961	Abbottabad	B.A	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
145.	Mr. Riaz Muhammad	10.12.1962	Swabi	FA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
146.	Mr. Iftikhar Ali Shah	11.05.1976	Bannu	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
147.	Mr. Murad Ali	13.04.1965	Charsadda	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
148.	Mr. Ziarat Gul	05.10.1960	Charsadda	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
149.	Mr. Naseer Khan	01.04.1962	Charsadda	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
150.	Mr. Arab Nawaz	11.02.1969	Charsadda	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
151.	Mr. Inayatullah	11.04.1962	Peshawar	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
152.	Mr. Muhammad Yaseen	30.03.1975	Charsadda	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
153.	Mr. Zahoor-Ud- Din Khan	05.05.1963	D.I.Khan	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
154.	Mr. Sawab Gul	12.04.1961	Mardan	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
155.	Mr. Muhammad Ijaz Khan	01.09.1977	Charsadda	BA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
156.	Mr. Shaheen Shah Gohar	03.03.1971	Charsadda	BA	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2019
157.	Mr. Sajjad Haider	20.04.1970	Abbottabad	10th	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
158.	Mr. Ibrar Khan	20.05.1970	Abbottabad	FA	15.11.2016	Notification No. 1198/SE-I dt: 15.11.2016	
159.	Mr. Arshad Khan	30.05.1974	Peshawar	F.Sc	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
160.	Mr. Muhammad Khrushid	12.01.1963	Mansehra	10th	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
161.	Mr. Muhammad Yaseen	28.12.1973	Haripur	BA	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
162.	Mr. Iftikhar Ahmad	10.05.1968	Mansehra	BA	14.03.2017	Notification No. 231/SE-I dt: 14.03.2017	
163.	Mr. Zakir Hussain	09.03.1966	Abbottabad	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2019
164.	Mrs. Samina Zafar	25.12.1975	Haripur	10th	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
165.	Mr. Bashir Ahmad	11.05.1962	Haripur	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	Revised seniority was granted vide Notification No. 20/SE-I dated 03.01.2019
166.	Mr. Mehboob	16.12.1965	Abbottabad	10th	07.03.2017	Notification No. 202/SE-I dt: 07.03.2017	
167.	Mr. Jamil-ur-Rehman	16.04.1974	Abbottabad	BA	12.03.2018	Notification No. 274/SE-I dt: 12.03.2018	
168.	Mr. Shahid Adnan	21.03.1975	D.I.Khan	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
169.	Mr. Matloob Shah	07.01.1968	Mansehra	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	

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M.M.

S.No.	Name of Officers	Date of Birth	Domicile	Quf	D.O Promotion as DSP	Promotion of Notification	Remarks
170.	Mr. Muhammad Hamayan	01.04.1963	Abbottabad	10th	30.01.2018		
171.	Mr. Ashiq Hussain	06.12.1960	Mansehra	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
172.	Mr. Mukhtar Ahmad	06.04.1962	Mansehra	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
173.	Mr. Adalat Khan	04.08.1960	Abbottabad	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
174.	Mr. Ghulam Muhammad	01.11.1963	Mansehra	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
175.	Mr. Muhammad Nabi	09.10.1966	Charsadda	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
176.	Mr. Ayaz Mehmood	20.02.1971	Mardan	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
177.	Mr. Shah Mumtaz	20.02.1965	Dir Lower	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
178.	Mr. Zafar Ahmad	10.01.1979	Chitral	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
179.	Mr. Farmanullah	27.10.1978	Dir Lower	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
180.	Mr. Muslim Khan	16.02.1970	Mardan	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
181.	Mr. Said Rahim	08.02.1962	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
182.	Mr. Hukam Khan	14.03.1969	Charsadda	MA.LLB	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
183.	Mr. Wilayat Khan	20.12.1960	Peshawar	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
184.	Mr. Mehar Ali	01.01.1969	Nowshera	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
185.	Mr. Yar Nawab	05.11.1963	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
186.	Mr. Iftikhar Ali	10.02.1968	Charsadda	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
187.	Mr. Nasir Khan	22.11.1968	Charsadda	MA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
188.	Mr. Noor Zaman	21.08.1961	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
189.	Mr. Hazrat Ullah	05.01.1964	Charsadda	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
190.	Mr. Liaqat Ali	08.04.1964	Charsadda	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
191.	Mr. Mehmood Nawaz	07.03.1974	Lakki	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
192.	Mr. Muhammad Yousaf	10.02.1961	DI Khan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
193.	Mr. Umar Daraz Khan	11.08.1961	D.I.Khan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
194.	Mr. Bashir Dad	14.04.1972	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
195.	Mr. Roshan Zeb	16.02.1964	Mardan	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
196.	Mr. Gul Sheed	01.06.1980	Charsadda	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
197.	Mr. Taj Malook	10.02.1961	Charsadda	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
198.	Mr. Muhammad Saddique	16.11.1968	Abbottabad	BA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
199.	Mr. Abdur Rehman	17.11.1960	Peshawar	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
200.	Mr. Samin Jan	06.03.1961	Peshawar	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
201.	Mr. Tayyab Jan	01.05.1970	Charsadda	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
202.	Mr. Fazal Subhan	02.05.1968	Nowshera	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
203.	Mr. Alam Zeb	10.11.1963	Mardan	10th	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
204.	Mr. Saeed Khan	15.04.1964	Peshawar	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
205.	Mr. Noor Ullah	10.05.1964	Peshawar	D.Com	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
206.	Mr. Muhammad Ishaq	21.12.1968	Nowshera	F.A.	16.05.2019	Notification No. 558/SE-I dt: 16.05.2019	
207.	Mr. Pasham Gul	29.04.1963	Mardan	10th	30.01.2018		Revised seniority was granted vide Notification No. 632/SE-I dated 30.05.2019
208.	Mr. Mukhtiar Ahmad	03.12.1964	Charsadda	FA	30.01.2018	Notification No. 115/SE-I dt: 30.01.2018	
209.	Mr. Zahir ur Rehman	10.01.1962	Shangla	10th	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018	
210.	Mr. Sher Afzar	09.02.1963	Shangla	10th	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018	
211.	Mr. Asad Zubair	15.01.1980	Kohat	F.Sc	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018	
212.	Mr. Muhammad Saleem	01.03.1969	DIKhan	FA	29.11.2018	Notification No. 1078/SE-I dt: 29.11.2018	

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Muhammad
Khan

S.No.	Name of Officers	Date of Birth	Domicile	Quf	D.O Promotion as DSP	Promotion of Notification	Remarks
	Tariq						
213.	Mr. Fazal Wahid	01.12.1968	Mardan	10th	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
214.	Mr. Amir Nawaz	20.03.1970	Charsadda	FA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
215.	Mr. Liaqat Khan	10.06.1962	Peshawar	10th	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
216.	Mr. Muhammad Shoaib	29.03.1962	Mardan	FA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
217.	Mr. Afsar Zaman	01.09.1969	Mardan	FA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
218.	Mr. Abdur Rashid	03.05.1968	Charsadda	BA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
219.	Mr. Khalid Khan	02.01.1969	Nowshera	MA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
220.	Mr. Niaz Muhammad	14.09.1973	Charsadda	BA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
221.	Mr. Allama Iqbal	05.03.1979	Charsadda	BA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
222.	Mr. Tauheed Ullah	08.04.1982	Charsadda	MA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
223.	Mr. Faqir Hussain	02.02.1967	Peshawar	10th	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
224.	Mr. Zahid Khan	08.04.1967	Mkd. Agency	FA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
225.	Mr. Badshah Hazrat	15.02.1969	Dir Lower	BA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
226.	Mr. Naveed Iqbal	13.03.1981	Swat	FA	29.11.2018	Notification No.1078/SE-I dt: 29.11.2018	
227.	Mr. Ajmal Khan	15.05.1982	Mkd: Agency	F.A	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	
228.	Mr. Ghulam Sadiq	01.02.1968	Mkd: Agency	B.A	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	
229.	Mr. Muhammad Irfan	01.08.1970	Karak	B.A	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	
230.	Mr. Saifullah Khan	08.08.1959	Kohat	M.Sc/ LLB	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	
231.	Mr. Hussain Ghulam	10.03.1970	Hangu	F.A	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	
232.	Mr. Muhammad Iqbal	11.02.1963	Mansehra	10th	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	
233.	Mr. Farhad Ali	16.11.1962	Mardan	10th	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	
234.	Mr. Azam Ali Shah	01.01.1963	Abbottabad	10th	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	
235.	Mr. Arshad Hussain	15.05.1967	Shangla	10th	16.05.2019	Notification No.558/SE-I dt: 16.05.2019	

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Spunmy 30/4.
(SALMAN CHOUDHRY) PSP
Deputy Inspector General of Police, HQrs.,
For Inspector General of Police,
Khyber Pakhtunkhwa,
Peshawar

Endst: No. & date even.

Copy to all concerned

Amjad Ali 120 - A

To:

The Provincial Police Officer/IGP
Khyber Pakhtunkhwa,
Peshawar.

Through: Proper Channel

Subject: **REPRESENTATION**

Sir,

**Reference Order/ Notification No.840/SE-1, Dated 30-04-2020 Issued By
CPO Peshawar.**

Nisar Ahmed Khan DSP (BPS-17) Serial No.25

Against:

Bakht Zada DSP (BPS-17) Serial No.01

Amjad Ali DSP (BPS-17) Serial No.02

Janas Khan DSP (BPS-17) Serial No.07

Asif Gohar DSP (BPS-17) Serial No.10

Sana Ullah DSP (BPS-17) Serial No.13

Nasir Khan DSP (BPS-17) Serial No.16

I approach your good self with the following request;

1. I have joined the department as Assistant Sub Inspector on 21-12-1994 after qualifying the Public Service Commission examination and subsequently confirmed from the date of joining as ASI (after successfully completion of probationer period) vide notification No.105/EC dated 05.01.1998.
2. I was promoted as Officiating Sub-Inspector on 24-12-2001 and subsequently confirmed in the rank of Sub-Inspector with effect from 04.02.2004 vide notification No. 716-27/EC-1 dt: 14.01.2006 after successfully completion of SHO period according to Police Rules 13.10(2).
3. After qualifying all the Pre-requisites laid down in Police Rules for the next promotion to the higher rank, I was regularly promoted as Inspector on 16-12-2005 and thereafter confirmed in the rank of Inspector on 03-05-2008.
4. Lastly I was promoted as DSP on 31.03.2012.
5. I am working as Acting Superintendent of Police since 26th Sep, 2012 till date.
6. Currently I am working as Acting DPO district Orakzai.
7. At the very outset I quote the golden principle of seniority i.e. *"Seniority is reckoned from the date of confirmation in the substantive rank"*.
8. The journey from date of appointment to the date of confirmation encompasses years & years. The qualification in the proposed courses (regular & refresher), training in various fields and discipline to improve cognitive skills, test posting in various branches & overall performance, evaluation records are mandatory for confirmation under the Police Rules unlike of other Provincial departments of Civil administration where mainly the length of service matters.

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9. Police being the law enforcing agency cannot afford the vacuum and the officiating promotions are offered to fulfill the gap in case of retirement, gallantry, shahadat, promotion etc. The substantive posts are lesser than the actual occupants hence; an officiating officer cannot supersede the confirmed officer, may be the earlier is senior in his batch or otherwise.
10. Needless to point out that under the Police Rules, promotion lists are separately maintained from the seniority lists such as A, A1, B1, C, D, E and F. *The confirmed officers from the seniority list are picked up for the promotion at district, divisional and provincial level to the next higher rank making a pyramid to filter good and bad. The leftover is constrained to improve their performance and compete for promotion to achieve the goal of "seniority cum fitness" another golden principle for promotion as envisaged in Police Rules 13.1.*
11. It will not be out of mention to refer Rule 17 of the N.W.F.P Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 wherein it has been expressly stated that "if a junior person is promoted to the higher post by superseding the senior person and subsequently that senior person is also promoted, the person already promoted shall stand senior to him provided that junior person shall not be deemed to have superseded a senior person if the case of senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributing to his fault or demerit."
12. Finding a chance, I sum up my courage to point out that while making promotions at *divisional levels, the requirements of Police Rules for qualifying promotions to the rank of Sub Inspector are ignored and at times time-barred retrospective seniorities are granted carelessly without knowing the fact whether the person had observed all the qualification criterion and pre-requisite for the said promotion, causing disturbance in the seniority list.*
13. In view of above narrations it is submitted that the impugned seniority list issued vide No. 840/SE-1, dated 30.04.2020 may be set aside and revised, keeping in view, the seniority in confirmation as Assistant Sub Inspector, Sub Inspector, Inspector and entry to the promotion lists D, E & F as provided and maintained in the law, rules and norms of justice.
14. At the very outset I quote the golden principle of seniority i.e. *"Seniority is reckoned from the date of confirmation in the substantive rank"*. But the column showing date of confirmation after the date of appointment/entry into service has been deleted from the impugned seniority list, which is against the law, rules, policy and the canon of justice.
15. It is worth mentioning here that since independence of Pakistan (since 1934) recruitments/promotions are being made as per Police Rules 1934. Furthermore, Police Rules 1934 has been protected under Article 141 of The Khyber Pakhtunkhwa Police Act, 2017 and Article 185 of Police Order 2002 provides that *"the Police rules made under the Police Act 1861 (V of 1861) shall continue to remain in force until altered, repealed or amended by the appropriate authority"* become fresh no rules have been framed for Police department even in all other Provinces including the Province of Punjab, Police Rules 1934 is still in practice for the reason that no Province has yet framed fresh Police Rules under Police Order 2002.
16. Reference to the subject order number, the officers, Mr. Bakht Zada S.No-1, Mr Amjad Ali S.No-2, Janas Khan DSP (BPS-17) Serial No.07, Asif Gohar DSP (BPS-17) Serial No.10, Mr. Sanaullah S.No-13 and Mr. Nasir Khan S.No-16, have been placed senior to me which is against the constitution, police rule, police Act, and direction of worthy supreme court of Pakistan.

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88-C

S.No	Name	Rank	Original Position	New Position	Remarks
1.	Mr. Bakht Zada	DSP	30	1	<p>a) Mr. Bakht Zada was appointed as TASI (Temporary) were as appointed as PASI through Public Service Commission</p> <p>b) As he was appointed on temporary basis therefore he was truly not confirmed from the dated of appointment</p> <p>c) He was on the strength of Malakand Region and in that time there was no available vacancy while the applicant is on the strength of CCP as Probationer and against the available confirmed vacancy.</p> <p>d) He was abroad many times on leave due to which he could not complete the mandatory pre requisite for confirmation as ASI and SI while the applicant fulfilled all the requirements in-time.</p>
2.	Mr. Amjad Ali	DSP	62	2	<p>a) He has completed his upper school course in September 2005 which is Mandatory for confirmation as SI while the applicant did upper school course in 1998</p> <p>b) He was promoting as officiating SI regularly on 16-05-2000 while the applicant is promoted on 14-07-2001 and there was no confirm available vacancy of SI at that time in Malakand Region.</p>
3.	Mr. Janas Khan	DSP	7	7	<p>a) He was promoted out of term as per Standing Order No. 11/1987, Letter No. 20710-60/1995, Standing Order No. 07/2003, Standing order No. 17/2014, Standing Order No.05/2016.</p> <p>Therefore in compliance the judgment of Supreme Court of Pakistan dated 13.05.2018, and recommendation of the committee constituted for the purpose, the following Standing Order/ Instruction which extend the incentives for the promotion and confirmation to the Cadet Law Instructors and Drill serve in the Police Training College Hangu and order Training Institutions amount to out of turn promotion are hereby withdrawn vide CPO letter No.1001-1100/GB dated 10.01.2019.</p>
4.	Mr. Asif Gohar	DSP	10	10	-do (As above)-
5.	Mr. Sanauallah	DSP	28	13	<p>a. Mr. Sana Ullah was placed junior than me in the seniority list issued since 2005 of Inspectors and DSsP but he was assigned revised seniority by CPO Peshawar vide Notification No. CPOI/E-II/ revised seniority /33 dated 27.01.2020.</p>

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88-D

6.	Mr. Nasir Khan	DSP	136	16	Mr. Nasir Khan remained Junior ever since the recruitment of the applicant as ASI through Public Service Commission against the vacant seat of ASI on 21.12.1994. While the applicant is appointed as PASI on 21.12.1994 and promoted as Officiating SI on 24.12.2001 and subsequently confirmed in the rank of Sub-Inspector after successfully completion of SHO period according to Police Rules 13.10(02), prior to him.
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Detailed service record of Nasir Khan DSP is shown in below comparative table which shows him clearly junior on each and every step of promotions/service record.

DSP Nasir Khan	Date	Applicant
Dated of enrolment as FC	02.05.1991	Applicant got enrolled as ASI through Public Service commission on 21.12.1994.
Lower School Course	20.10.1997	Applicant did lower & Intermediate School Courses as probationer ASI in 1995.
Name brought on List "C" as HC	18.04.1998	Applicant recruited as ASI
Intermediate School Course	10.10.1998	Applicant got confirmed as ASI from the date of enlistment (21.12.1994) after completion of probationer period vide notification number 105/EC dated 05.01.1998. Applicant also qualified Upper School Course in 1998.
Name brought on List "D"	25.05.1999	Applicant already Senior
Selection Grade Officiating ASI (BS.11)	17.02.2000	Applicant already senior
Name brought on List "E" in (FRP)	20.02.2002	Applicant already senior
Transferred to Peshawar from FRP	17.05.2002	Not Concerned
Lien Transferred to Peshawar on (allotted No.167/P)	08.10.2002	Not Concerned
CCPO Peshawar approached Commandant FRP to Seek Guidance/regularization of officer on 26.11.2002 Commandant FRP Issued Revised order and showed his name on list "D" at S.No.4 and list "E" S.No.3	05.11.2002	Not Concerned
DPC placed his name in list "D" of Officiating ASI in merit of year 1998 in which he had passed the Intermediate School Course with his Colleagues.	08.09.2003	Applicant qualified intermediate in 1995.

Mr. DSP Nasir Khan was previously assigned revised seniority vide notification No.115/SE-1 dated 30-01-2018 placing his name at serial number 136 of the seniority list of DSsP however, it never ended here and another revised seniority was granted to him in 2019 which eventually resulted in placing his name on serial no.16 of the seniority list that makes his case a CASE STUDY of carrier progression in the history of Police department.

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~~SS~~-E

17. **Police Rules 12.2(3)** provides that all appointments of the enrolled Police Officers are on the probation according to the rules in chapter 12 applicable to each rank. Seniority in the case of upper subordinates, will be reckoned in the first instance from the date of first appointment, officers promoted from the lower rank will be considered senior to the persons appointed direct on the same date, and the seniority of the officers appointed direct on the same date will be reckoned according to the age. Seniority shall, however be finally settled by the dates of confirmation. The seniority inter-se of several officers confirmed on the same date being that allotted to them on first appointment. Provided that any officers whose promotion or confirmation is delayed being reasons to his being on deputation outside his range or district shall, on being promoted or confirmed, regular the seniority which he originally held vis-à-vis any officers promoted or confirmed before him during his deputation.
18. **Police Rule 13.18** regulate probationary period of promotion which provides that all Police officers promoted in rank shall be on probation for two years, and on conclusion of the probationary period a report shall be rendered to the authority empowered to confirm the promotion who shall either confirm the officer or revert him. In no case shall the period of probation be extended beyond two years and the confirming authority must arrive at a definite decision within that period whether the officer should be confirmed or reverted.
19. From the rules quoted above, it is very much clear that seniority lists and promotion lists are two separate things which cannot be amalgamated with each as is presently done in the CPO because at present promotion list "F" is considered as a seniority list which is wrong and against the rules. The Supreme Court has also held so in its various Judgments like Azmat Ghafoor, case.
20. For all directly appointed officer three years probationary period(except temporary) is provided (Police Rule 12.8) while for all other officers promoted from one rank to another, two years' probation period is provided in Rule 13.18. After completion of probation period the officers have to be confirmed, which means that confirmation for officer promotion has to be made in each rank and confirmation dates of the officer shall vary from rank to rank. As envisage in Rule 12.2(3) that seniority in case of upper subordinate will be reckoned in the first instance from the date of first appointment, officer promoted from lower rank will be considered senior to the persons appointed directly on the same date, while seniority shall finally be settled by dates of confirmation.
21. There is no ambiguity in the rules. Under the rules discussed above, seniority of the officer shall be finally settled by dates of confirmation in each rank and to assign seniority in the rank of DSP from the date of first appointment as ASI is totally against the rules as applied in case of DSP Bakhtzada and DSP Amjad Khan. In each rank date of promotion and confirmation shall be considered for assigning seniority to them. By giving seniority to a DSP from the date of appointment as ASI would amount to bypass all the above mentioned rules which regulate promotion/appointment. Police Officer cannot be treated as civil servant, as Special Rules other than General Service Rules applicable to the Civil Servants has been framed, under which Police Officers cannot be treated at par with the Civil Servant. General Rules of Civil servant can only be applied on Police Officer when there is no such provision in Police Rules in respect of any issue/point. The Supreme Court of Pakistan in its Judgment reported in PLD 1985-Supreme Court Page 159, has elaborated in detail this aspect of Police as well as Civil Servant.

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38-F

22. Under rule 12.2 (3) the prescribed criteria mention for the confirmation in upper grade; *“who had a good record of service, well qualified had earned commendation certificate and cash awards and never earned any adverse report in his/her carrier and also had qualified requisite condition of passing prescribed training course which was prerequisite for confirmation as sub inspector of police was entitled to be confirmed”*
23. In the light of rules and principles laid down by the Supreme Court of Pakistan in its judgment (2018 SCMR 1218), the out of turn promotion is declared as unconstitutional and cannot be extended to apply to retrospectively on the cases and also the supreme court has sort the complete report from the police of all provinces and further directed that those officers who got out of turn promotion, shall be revert to their previous position. Moreover, the honorable supreme court has directed to the DPC/board as the case may be, shall be immediately held in compliance report be submitted to the registrar of this court for our perusal and chamber within a period of one month and in case of non-compliance of the august supreme court is amount to contempt of court.
24. It is paramount in the interests of justice, that the legal rights and privileges of the Applicants are protected by granting them a full and fair opportunity to present their cases in order to allow to establish a flawless opinion and reach a consummate decision based on germane facts and law.
25. The applicant is also requesting for personal hearing to the worthy IGP as per rules.

Prayer, in view of above paras and grounds it is submitted that the impugned seniority list of DSP BS-17 of Khyber Pakhtunkhwa Police Notification vide No. 840/SE-I, Dated: 30-04-2020, may kindly be set aside and revised to the previous Seniority List of DSsP BS-17 issued vide notification No. 347/SE-1, dated 19.03.2019, keeping in view, the seniority in confirmation as Assistant Sub Inspector, Sub Inspector, Inspector and entry to the promotion lists D, E & F as provided and maintained in the law, rules and norms of justice.


(NISAR AHMED KHAN)
Acting DPO Orakzai

~~SECRET~~

12

Ministry of Police Affairs
Kisumu District Office

Chief Regional Police Officer
Mombasa Region

Date: 27/01/2013

Subject: Guidance on Promotion of P.A.S.I.S.

Kindly refer to your letter No. 54/10/12 dated 23/01/2013 on the above subject.
The prevalent rule is that an individual who has been promoted to a post shall be confirmed in that post from the date of the date of the promotion after completion of probation period. Confirmation after completion of probation period will take effect from the date of the appointment or from the date of the promotion to that post. After completion of probation period, an individual will confirm in the post to which he/she is promoted. If the authority failed to refer or dismiss the candidate, then she shall be deemed to have been confirmed from the date of the appointment or date of the promotion. These general rules are to be followed irrespective of the fact whether or not anyone loses or gains seniority.

This is one of the reasons a minority of the P.A.S.I.S who were not confirmed were never revealed as required by law with the result that posts were left unoccupied by those not eligible to occupy such posts.

No. 2278-83

MUHAMMAD IQBAL
AIG Establishment

Copies to all Regional Police Officers for compliance

Muhammad Iqbal
...
...
...
P.T.C. - *...*

MUHAMMAD IQBAL
AIG Establishment

...
...
...

From : The Provincial Police Officer
Khyber Pakhtunkhwa Peshawar

To : The Regional Police Officer
Malakand Region Swat

No. _____ / Dated Peshawar the 28/01/2013.

Subject: Guidelines/Fixation of seniority of PASIs.

Memo:

Kindly to your letter No. 8514/E dated 18.12.2012 on the above, subject.

The prevalent rules are clear regarding confirmation and the basic principle is that anyone appointed or promoted shall be confirmed from the date of his/her appointment or promotion after completion of probation period. Confirmation after termination of probation period will take effect from the date of initial appointment or from the date of regular promotion to that post. After completion of probation period, the authority will confirm, revert or dismiss the civil servant. If the authority failed to revert or dismiss the civil servant, he/she shall be deemed to have been confirmed from the date of his/her appointment or date of his/her regular promotion. These general rules are to be followed irrespective of the fact whether or not anyone loses or gains seniority.

This is one of the reasons that majority of the SIs when not confirmed were never reverted as required by law with the result that posts were kept occupied by those not eligible to occupy such posts.

Sd/-
(MUHAMMAD IQBAL)
AIC / Establishment

No. 2278-83/E

Copies to all Regional Police Officers for compliance.

Sd/-
(MUHAMMAD IQBAL)
AIC / Establishment



Grave impact of the entire

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MINUTES OF IN-HOUSE MEETING

In house meetings were held in two phases, 1st on 27th May, 2013 and the 2nd on 29th May, 2013 at Conference Room CPO Peshawar under the Chairmanship of Mr. Ihs. Ghani Provincial Police Officer Khyber Pakhtunkhwa. Representatives from Executive and Legal branches also participated. The following cases were discussed in detail:-

1. Case regarding Joint Seniority of Executive and Legal Branches in light of judgement of Peshawar High Court dated 24.04.2013.
 2. Determination of Seniority of DSsP in the light of Courts Judgments.
1. Case regarding Joint Seniority of Executive and Legal Branches in light of judgement of Peshawar High Court dated 24.04.2013.

The Honourable High Court Peshawar in its Judgement dated 24.04.2013 in Writ Petition No. 1680-P/2012 filed by Mian Mustafa Gul DSP Legal/Asstt: Director, ACE, Peshawar directed the respondent Department (Police Department) to issue combined Seniority List of two Branches of the Police Department i.e Legal and Executive and thereafter make promotions on the basis of seniority cum fitness in accordance with law in terms of Article 8 (2) (p) of the Police order, 2002.

Abstracts from the Police Rules and Court judgments were put before the house, which are reproduced below:-

Police Rule 12.6 (3) (e)

After recruitment, no Inspector Legal shall be allowed change of cadre from Inspector Legal to the Executive or any other branch in the Police Department.

Article 8 (2) P of Police Order-2002.

Article 8. Police to be organized on functional basis:-

(1) The Police establishment constituted under Article 7 shall, as far as practicable, be organized on functional basis in to branches, divisions, bureaus and sections.

(2) The branches, divisions, bureaus and sections referred to in clause (1) may include- (a) Investigation; (b) Intelligence; (c) Watch and Ward; (d) Reserve Police (e) Police Accountability; (f) Personnel Management; (g) Education and Training; (h) Finance and Internal Audit; (i) Crime Prevention; (j) Crime against women; (k) Traffic Planning and Management; (l) Criminal Identification; (m) Information Technology; (n) Transport; (o) Research and Development; (p) Legal Affairs; (q) Welfare; (r) Estate management.

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**MINUTES OF THE SUB-COMMITTEE MEETING
REGARDING DEPARTMENTAL APPEALS.**

A meeting of the Sub-Committee was held to scrutinize the representations of 82 DSP against the Provisional Seniority list of DSP issued on 11.01.2013 vide No. S/292-328/13.

All the aggrieved DSP were heard patiently and no one put forth any cogent reason based on law regarding the Provisional Seniority List of DSP.

They however were unanimous in requesting that benefit of Seniority may be given to those who had got decision of the Khyber Pakhtunkhwa Service Tribunal in their favour and that across the board benefit will jeopardize their chances of moving up.

CHAIRMAN

[Signature]
(Muhammad Iqbal)
DIG / HQrs:
Khyber Pakhtunkhwa, Peshawar

MEMBER

[Signature]
(Gul Wali Khan)
AIG / Establishment
Khyber Pakhtunkhwa, Peshawar

MEMBER

[Signature]
(Masood Ahmad Khaili)
SSP / Co-ordination
CCP, Peshawar

MEMBER

[Signature]
(Muhammad Fayyaz)
AIG / Legal
Khyber Pakhtunkhwa, Peshawar.
copy detail note already submitted, copy attached as also attached please

PLD 1985 Supreme Court 159

Present: Muhammad Haleem, C.J., Muhammad Afzal Zullah, Shafiqur Rahman and Mian Buranuddin Khan. Inspector General of Police, Punjab, Lahore and others. Appellants.

Criterion for determining seniority of subordinate ranks of Police force, held, would be provided by R. 12.2, Police rules, 1934 as from dates of their confirmation and not from date of continuous appointment in the grade as laid down in Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974, r. 8(1)(6) read with S. 7(2), Punjab Civil Servants Act, 1974—Special Law, viz. Police Act, 1861 and Rules framed there under having no. been repealed expressly or by implication, held further, would prevail over later law of general application i.e Punjab Civil Servants Act, 1974 and Punjab Civil Servants (Appointment and Conditions of Service) Rules, 1974—(Interpretation of statutes—Civil services)

(p.173)J

The Civil Servant Act is an Act of general application and it has no constitutional status. Accordingly, it is as much a law as the Police Act of 1861 with the added distinction that it is of general application while the Police Act is of special application to the officers of the subordinate ranks of the Police force. The same is true with the rules. In this view of the matter, the question as to which would prevail over the other in case of inconsistency is of no difficulty. It should not be forgotten that the Police Act and the rules framed there under are such as would be applicable to a disciplined force only while the Civil Servants Act cannot serve this purpose. (p.173)K.

The house discussed the case threadbare in light of the above rules/orders and decided that:-

The decision of the Honourable High Court dated 24.04.2013 is required to be agitated in the Apex Court and directed the AIG/Legal CPO to move for a CPLA through Law Department Govt. of Khyber Pakhtunkhwa.

- a) A Sub-Committee consisting of Addl. IGP/HQrs., Addl. IGP/Ops, Addl. IGP/S.B, DIG/HQrs, AIG/Estab. and a representative from Legal Branch was constituted to look into the affairs of Legal Branch, prepare Service Structure and submit recommendation to the PPO/KPK by 10/6/13.
- b) A case be prepared immediately for promotion of Legal officers to the next higher ranks on their available vacancies by 10/6/13.

2. SENIORITY DISPUTE OF DSP (Executive)

The house deliberately discussed the seniority case of DSP in light of court decision and Police Rules chapter 12.13.

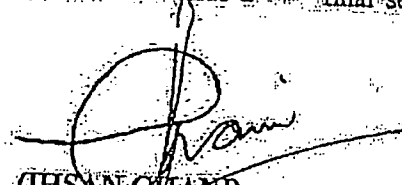
Police Rule 12.2 (3) is reproduced below:-


(3) All appointments of enrolled police officers are on probation according to the rules in this Chapter applicable to each rank.


Seniority, in the case of upper subordinates, will be reckoned in the first instance from date of first appointment, officers promoted from a lower rank being considered senior to persons appointed direct on the same date, and the seniority of officers appointed direct on the same date being reckoned according to age. Seniority shall, however be finally settled by dates of confirmation.


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The house unanimously decided that all the DSsP shall be given seniority as per their date of confirmation in light of Police Rule 12.2 (3) in the rank of SI and not from the date of appointment/promotion as ASI. The Provisional Seniority List of DSsP issued vide No. S/292-328/13, dated 11.01.2013 is set aside and the seniority list of DSsP as stood on 20.03.2012 is restored in its original shape by giving seniority to the DSP/Muhammad Idrees and Younas Javed Mirza as per court decision. Thus a final seniority list of DSP be issued according to Police Rules.


(IHSAN GHANI)
Provincial Police Officer,
Khyber Pakhtunkhwa
(Chairman)


(MIAN MUHAMMAD ASIF)
Addl. IGP/Ops. & Trg. KPK
Member

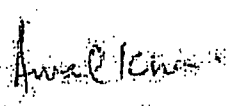

(KHALID MASOOD)
Addl. IGP/HQs. KPK
Member



(SYED AKHTAR ALI SHAH)
PPM/QPM
Addl. IGP/Special Branch, KPK
Member



(LIAQAT ALI KHAN)
CCPO, Peshawar
Member


(AMIR HAMZA MAQSUD)
Addl. IGP/Commandant, IPR, KPK
Member


(MUHAMMAD MASOOD KHAN AFRIDI)
Addl. IGP/Investigation, KPK
Member


(AWAL KHAN)
DIG/HQs.
Member


(SYED FIDA HASSAN SHAH)
AIG/Establishment
Member


(MUHAMMAD FAYYAZ)
AIG/Legal
Member

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**THE ¹KHYBER PAKHTUNKHWA CIVIL SERVANTS
(APPOINTMENT, PROMOTION & TRANSFER) RULES, 1989**

PART-I

GENERAL

1. **Short title and commencement:** - (1) These rules may be called the ²[Khyber Pakhtunkhwa] Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

(2) They shall come into force at once.

2. **Definitions:**-(1) In these rules, unless the context otherwise requires:-

(a) "Appointing Authority" in relation to a post, means the persons authorized under rule 4 to make appointment to that post;

(b) "Basic Pay Scale" means the Basic Pay Scale for the time being sanctioned by Government, in which a post or a group of posts is placed;

(c) "Commission" means the ³[Khyber Pakhtunkhwa] Public Service Commission;

⁴(d) "Departmental Promotion Committee" means a committee constituted for making selection for promotion or transfer to such posts under a Department, or offices of Government, which do not fall within the purview of the Provincial Selection Board;

⁵(dd) "Departmental Selection Board" means a Board constituted for the purpose of making selection for initial recruitment /appointment to posts under a Department or office of Government in Basic Pay Scale 17 not falling within the purview of the Commission:

Provided that more than one such committees may be constituted for civil servants holding different scales of pay".

(e) "Departmental Selection Committee" means a committee constituted for the purpose of making selection for initial appointment to posts under a department, or office of Government [in Basic Pay Scale 17 and below not falling within the purview of the Commission];

(f) "Post" means a post sanctioned in connection with the affairs of the Province, but not allocated to all Pakistan Unified Grades ; and

¹ For the words "NWFP" or "North-West Frontier Province", wherever occurred, the words "Khyber Pakhtunkhwa" substituted by the Khyber Pakhtunkhwa Laws (Amendment) Act, 2011 (Khyber Pakhtunkhwa Act No. IV of 2011) published in the Khyber Pakhtunkhwa Government Gazette Extraordinary dated 2nd April, 2011

² Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

³ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁴ Substituted by Clause (d) of sub-rule (1) of Rule 2 vide Notification No. SOR-I (S&GAD) 4-1/80 (Vol-II) dated 14-01-92.

⁵ Clause (dd) added by Notification No. SOR-III (S&GAD) 2-7/86, dated 8-12-1994

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⁶(g) "Provincial Selection Board" means the Board constituted by Government for the purpose of selection of civil servants for promotion or transfer to posts in respect whereof the appointing authority under rule 4 is the Chief Minister and shall consist of such persons as may be appointed to it by Government from time to time.

(2) Words and expressions used but not defined in these rules shall have the same meanings as are assigned to them in the ⁷[Khyber Pakhtunkhwa] Civil Servants Act, 1973 (⁸[Khyber Pakhtunkhwa] Act XVIII of 1973) or any other statutory order or rules of Government for the time being in force.

3. **Method of Appointment:-** (1) Appointment to posts shall be made by any of the following methods, namely:-

- (a) by promotion or transfer in accordance with the provisions contained in Part-II of these rules; and
- (b) by initial recruitment in accordance with the provisions contained in Part-III of these rules.

(2) The method of appointment, qualifications and other conditions applicable to a post shall be such as laid down by the Department concerned in consultation with the ⁹Establishment and Administration Department and the Finance Department.

4. **Appointing Authority:-** The authorities competent to make appointment to posts in various basic pay scales shall be as follows:-

S.No.!	Posts !	Appointing Authority
¹⁰ 1. (a)	Posts in Basic Pay Scale 18 and above including posts in Basic Pay Scale 17 borne on any of the following services; (i) Former Provincial Civil Service (Executive Branch); (ii) Former Provincial Civil Service (Judicial Branch); and (iii) Provincial Civil Secretariat Service.	Chief Minister
¹¹ (b)	Posts in Basic Pay Scale 17	Chief Secretary

⁶ Clause (g) substituted by Notification No. SOR-I(S&GAD) 4-1/80/II, dated 14-01-1992.

⁷ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁸ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁹ For the words "Services and General Administration" wherever occurred, substituted with the words "Establishment and Administration" by Notification No. SO(O&M) E&AD/8-6/2001 dated 30-05-2001.

¹⁰ Substituted by Notification No. SOR-I(S&GAD)4-1/75/Vol-I, dated 22-08-1991.

¹¹ Substituted by Notification No. SOR-III(E&AD)2(144)03 dated 16-09-2003.

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other than those covered by
(a) above and the post of
Deputy Superintendent of
Police; and.

¹²(c) Posts of Deputy Superintendents of Police. Provincial Police Officer/
Inspector General of Police.

2. Posts in Basic Pay Scale 16. (a) In the case of Secretariat of the
Government of ¹³[Khyber Pakhtunkhwa],
the Chief Secretary.

¹² inserted by Notification No. SOR-III(E&AD)2(144)03 dated 16-09-2003.

¹³ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

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(b) In case of High Court, the Chief Justice; and

(c) In the case of Attached Department:

(i) the Head of Attached Department concerned; and

(ii) In any other case the Secretary of the Department concerned.

3. Posts in Basic Pay Scales 3 to 15.

(a) In the case of civil Servants borne on ministerial establishment of Civil Courts subordinate to High Court, the officer authorized as such by the Chief Justice; and

(b) In other cases

(i) an officer declared under the relevant Delegation of Powers Rules, which shall to this extent be deemed as operative; or

(ii) Where no such appointing authority has been declared, the Secretary to Government or the Head of an Attached Department/ Office, as the case may be.

4. posts in Basic pay Scale 1 and 2.	Deputy Secretary incharge of Administration or office, , as the care may be
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5. ¹⁴Departmental Promotion & Selection Committee/Board- (1) In each Department or office of Government there shall be one or more Departmental Promotion Committee and Departmental Selection Committee ¹⁵(or, as the case may be, Departmental Selection Board), the composition of which shall be determined by the Establishment and Administration Department or the Department in consultation with the Establishment and Administration Department.

(2) Each such Committee (or the Board, as the case may be), shall consist of at least three members, one of whom shall be appointed as Chairman.

¹⁴ The heading of rule 5 substituted by Notification No. SOR-I(S&GAD)2-7/86, dated 8-12-1994.

¹⁵ The words inserted by Notification No. SOR-III(S&GAD)2-7/86, dated 8-12-1994

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166. **Procedure when recommendation is not accepted:-** When an appointing authority for Basic Pay Scale 17 or below does not accept the recommendation of a Departmental Promotion or Selection Committee, or the Departmental Selection Board, as the case may be, it shall record its reasons and obtain order of the next higher authority.

PART-II

APPOINTMENT BY PROMOTION OR TRANSFER

7. **Appointment by Promotion or Transfer.** ¹⁷(1) Except as otherwise provided in any service rules for the time being in force, appointment by promotion or transfer to posts in respect whereof the appointing authority under rule 4 is the Chief Minister shall ordinarily be made on the recommendation of the Provincial Selection Board and promotion and transfer to posts other than those falling within the purview of the Provincial Selection Board shall ordinarily be made on the recommendation of appropriate Departmental Promotion Committee".

(2) Appointment by transfer shall be made from amongst the persons holding appointment on regular basis in the same basic pay scale, in which the posts to be filled, exist.

(3) Persons possessing such qualifications and fulfilling such conditions as laid down for the purpose of promotion or transfer to a post shall be considered by the Departmental Promotion Committee or the Provincial Selection Board for promotion or transfer, as the case may be.

(4) No promotion on regular basis shall be made to posts in Basic Pay Scale 18 to 21 unless the officer concerned has completed such minimum length of service as may be specified from time to time.

¹⁸(5) If on an order of promotion or before promotion any civil servant declines in writing, to accept promotion, such civil servant shall not be considered for such promotion for the next four years following order.

Provided that if he declines to avail the benefit of promotion for the second time, then he shall stand superseded permanently for such promotion.

8. **Inter-Provincial Transfer:-**(1) Persons holding appointment in BPS 1 to 15 under Federal Government and other Provincial Government may, in deserving cases, be transferred to equivalent posts under these rules:-

Provided that:-

- (i) the Federal Government or the Government of the Province concerned, as the case may be, has no objection to such a transfer;
- (ii) the person seeking transfer possesses the requisite qualification and experience and the post to which his transfer is intended can, under the rules, be filled by transfer;
- (iii) the person concerned holds appointment to the post in his parent Department on regular basis;

¹⁶ Rule-6 substituted by Notification No. SOR-III(S&GAD)2-7/86, dated 8-12-1994

¹⁷ Sub rule (1) substituted by Notification No. SOR-I(S&GAD)4-1/80/II, dated 14-01-1992.

¹⁸ Sub rule (5) inserted by Notification No. SOR-VI(E&AD)1-3/2009/Vol-VIII, dated 22-10-2011.

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- (iv) the person concerned is a bona fide resident of the ¹⁹[Khyber Pakhtunkhwa].
- (v) a vacancy exists to accommodate the request for such a transfer; and:
- (vi) Provided further that in most deserving cases, the merit of which shall be determined on case to case basis and the decision of the Competent Authority in that behalf shall be final, Government may allow transfer of a civil servant in BPS-16 and above, subject to the aforesaid conditions.

(2) A person so transferred shall be placed at the bottom of the cadre strength which he joins for the purpose of determining his seniority vis-à-vis other members borne on the cadre.

(3) It will be the sole discretion of the appointing authority to accept or refuse a request for transfer under this rule and any decision made in this behalf shall be final and shall not be quoted as precedence in any other case.

9. **Appointment on Acting Charge or current Charge Basis.** (1) Where the appointing authority considered it to be in the public interest to fill a post reserved under the rules for departmental promotion and the most senior civil servant belonging to the cadre or service concerned, who is otherwise eligible for promotion, does not possess the specified length of service the authority may appoint him to that post on acting charge basis;

²⁰Provided that no such appointment shall be made, if the prescribed length of service is short by more than ²¹[three years].

²²[(2)].

(3) In the case of a post in Basic Pay Scale 17 and above, reserved under the rules to be filled in by initial recruitment, where the appointing authority is satisfied that no suitable officer drawing pay in the basic scale in which the post exists is available in that category to fill the post and it is expedient to fill the post, it may appoint to that post on acting charge basis the most senior officer otherwise eligible for promotion in the organization, cadre or service, as the case may be, in excess of the promotion quota.

(4) Acting charge appointment shall be made against posts which are likely to fall vacant for period of six months or more. Against vacancies occurring for less than six months, current charge appointment may be made according to the orders issued from time to time.

(5) Appointment on acting charge basis shall be made on the recommendations of the Departmental Promotion Committee or the Provincial Selection Board, as the case may be.

(6) Acting charge appointment shall not confer any vested right for regular promotion to the post held on acting charge basis.

PART-III

INITIAL APPOINTMENT

¹⁹ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

²⁰ Full stop at the end of Rule 9 (1) replaced with colon and proviso added by Notification No. SOR-I (S&GAD)4-1/80/Vol-II, dated 20-10-1993.

²¹ The words one year substituted by Notification No. SOR-I(S&GAD)4-1/80/III, dated 14.3.96.

²² Sub rule (2) of rule-9 deleted vide by Notification No. SOR-VI(E&AD)1-3/2009/Vol-VIII, dated 22-10-2011.

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10. **Appointment by Initial Recruitment :-**(1) Initial appointment to posts ²³[in various basic pay scales] shall be made-

- (a) if the post falls within the purview of the Commission, on the basis of Examination or test to be conducted by the Commission; or
- (b) if the post does not fall within the purview of the Commission, in the manner as may be determined by Government.

²⁴(2) Initial recruitment to posts which do not fall within the purview of the Commission shall be made on the recommendation of the Departmental Selection Committee, after vacancies have been advertised in newspapers.

²⁵Provided that nothing contained in this sub-rule shall apply to the household staff of the Chief Minister House Peshawar, ²⁶[Khyber Pakhtunkhwa] House Islamabad, ²⁷[Khyber Pakhtunkhwa] Rest Houses Bannu, Swat and Abbottabad, ²⁸[Khyber Pakhtunkhwa] House Nathi Galli and Shahi Mehman Khana, Peshawar and any other House to be established by the Government:

²⁹Provided further that the appointment in Basic Pay Scale-1 to 4 shall be made on the recommendations of the Departmental Selection Committee through the District Employment Exchange concerned, ³⁰[or, where in a District, the office of the Employment Exchange does not exist, after advertising the posts in the leading newspapers] ³¹[]

(3) A candidate for initial appointment to a post must possess the educational qualification or technical qualifications and experience and except as provided in the rules framed for the purpose of relaxation of age limit, must be within the age limit as laid down for the post, provided that-

- (i) ³²where recruitment is to be made on the basis of written examination, then, notwithstanding anything to the contrary contained in any other rules for the time being in force, age shall be reckoned on 1st January of the year in which the examination is proposed to be held;
- (ii) in other cases as on the last date fixed for submission of applications for appointment.

²³ The words in basic pay scale-16 to 21 substituted by Notification No. SOR-I(S&GAD)1-117/91 (C), dated 12-10-1993.

²⁴ Sub rule (2) of Rule-10 substituted by Notification No. SOR-I(S&GAD) 1-117/91 (C), dated 12-10-1993.

²⁵ Proviso added vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 03-07-2003.

²⁶ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

²⁷ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

²⁸ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

²⁹ Proviso added vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 16-03-2004

³⁰ Sentence added in the Proviso vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 23-01-2006.

³¹ 2nd Proviso in sub- rule (2) of Rule 10 was deleted vide Notification No. SOR-VI(E&AD)1-3/2008 dated 09-05-2008 and added again vide Notification No. SOR-VI(E&AD)1-3/2008 dated 03-11-2008.

³² Clause (i) substituted vide Notification No. SOR-I(S&GAD)4-1/80, dated 17-5-1989.

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³³(4) Where a civil servant dies or is rendered incapacitated/invalidated permanently during service then notwithstanding the procedure provided for in sub-rule (2), the appointing authority may appoint one of the children of such civil servant, or if the child has not attained the age prescribed for appointment in Government Service, the widow/wife of such civil servant, to a post in any of the Basic Pay Scales 1-10:

Provided that the child or the widow/wife as the case may be, possesses the minimum qualification prescribed for appointment to the post:

Provided further that if there are two widows/wives of the deceased civil servant, preference shall be given to the elder widow/wife.

Provided also that the appointment under this sub rule is subject to availability of a vacancy and if more than one vacancies in different pay scales are available at a time, and the child or the widow/wife, as the case may be, possesses the qualifications making him or her eligible for appointment in more than one post, he /she shall ordinarily be appointed to the post carrying higher pay scale.

Provided further that this shall not apply to any post in BPS-1-10 falling in the purview of the ³⁴[Khyber Pakhtunkhwa] Public Service Commission.

³⁵(5) Notwithstanding anything contained in any rule for the time being in force, two percent of all posts in each basic pay scale to be filled in by initial recruitment shall be reserved for disabled candidates and ten percent of all posts meant for initial recruitment shall be reserved for female candidates:

Explanation-I---For the purpose of reservation under this sub-rule "disability" does not include such disability which hampers in the smooth performance of the duties required of a disabled candidate.

Explanation-II---Ten per cent quota reserved above shall be in addition to the posts exclusively reserved for female candidates.

³⁶(6) Notwithstanding anything contained in any rule for the time being in force, five per cent of all posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates hailing from earthquake affected areas of District Mansehra, Battagram, Shangla, Kohistan and Abbottabad (Calamity hit area) for a period of three years commencing from 1st February, 2006.

³⁷(7) Notwithstanding anything contained in any rule for the time being in force, ³⁸[three] percent of all the posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates belonging to minorities in addition to their participation in the open merit:

Provided that, the reservation shall not apply to—

³³ Sub rule (4) substituted vide Notification No. SOR-VI (E&AD)1-3/2011/Vol-VIII, dated 31-08-2012!

³⁴ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

³⁵ Sub rule (5) substituted vide Notification No. SOR-VI (E&AD)1-10/03 (VI), dated 04-12-2007.

³⁶ Sub rule (6) inserted vide Notification No. SOR-VI(E&AD)1-3/03 (VI), dated 01-02-2006

³⁷ Sub rule (7) added vide Notification No. SOR-VI(E&AD)1-3/08, dated 06-01-2009

³⁸ Subs. vide Notification No. SORIV/E&AD/1-10(Minority)/2008, dated 08.01.2014.

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- (i) the percentage of vacancies reserved for recruitment on merit;
 - (ii) short term vacancies likely to last for less than one year; and
 - (iii) isolated posts in which vacancies occur only occasionally.

11. **Eligibility.** (1) A candidate for appointment shall be a citizen of Pakistan and bona fide resident of the ³⁹[Khyber Pakhtunkhwa].

Provided that for reasons to be recorded in writing, Government may, in a particular case relax this restriction.

⁴⁰[(2)]

(3) No person, not already in Government service, shall be appointed to a post unless he produces a certificate of character from the principal, academic officer of the academic institution last attended and also certificates of character from two responsible persons, not being his relatives who are well acquainted with his character and antecedents.

(4) Notwithstanding anything contained in sub-rule (3), an appointment by initial recruitment shall be subject to the verification of character and antecedents of the candidate or the person appointed, to the satisfaction of appointing authority.

(5) No candidate shall be appointed to a post unless he is found, after such medical examination as Government may prescribe, to be in good mental and bodily health and free from physical defect likely to interfere in the efficient discharge of his duties.

12. **Zonal and Divisional representation:** - (1) Except as otherwise specifically provided in any rule for the time being in force, initial recruitment to posts in Basic Pay Scales 16 and 17 and other posts in Basic Pay Scales 3 to 15 borne on Provincial cadre shall be made in accordance with the Zonal quota specified by Government from time to time:

⁴¹Provided that initial recruitment to the post of Civil Judge/Judicial Magistrate/Allaqa Qazi (BPS-18) shall also be made in accordance with the zonal quota specified by the Government from time to time.

(2) Initial recruitment to posts in Basic Pay Scales 3 to 15 borne on divisional or district cadre shall be made from amongst bona fide residents of the division or district concerned, as the case may be.

(3) Initial recruitment to posts in Basic Pay Scales 1 and 2 or equivalent shall ordinarily be made on local basis.

PART-IV

AD HOC APPOINTMENT

13. **Requisition to Commission:**-When under any rule for the time being in force, a post is

³⁹ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁴⁰ Sub rule (2) of rule-11 deleted vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-06-2008

⁴¹ Proviso to rule-12 added vide Notification No. SOR-VI(E&AD)1-27/08, dated 03-07-2008

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required to be filled in through the Commission, the appointing authority shall forward a requisition on the prescribed form to the Commission immediately after it is decided to fill in the post, or if that is not practicable and the post is filled on ad hoc basis as provided in rule 14, within two months of the filling of the post.

14. **Ad hoc Appointment:**-(1) When the appointing authority considers it to be in the public interest to fill in a post falling within the purview of the Commission urgently, it may, pending nomination of a candidate by the Commission, proceed to fill in such post on ad hoc basis for a period not exceeding ⁴²[one year] by advertising the same in accordance with the procedure laid down for initial appointment in Part-III of these rules.

(2) Short term vacancies in the posts falling within the purview of the Commission and vacancies occurring as a result of creation of temporary posts for a period not exceeding ⁴³[one year], may be filled in by appointing authority otherwise than through the Commission on a purely temporary basis after advertising the vacancy.

PART-V

PROBATION AND CONFIRMATION

⁴⁴15. **Probation.** ---- (1) Persons appointed to posts by initial recruitment, promotion or transfer shall be on probation for a period of one year.

(2) The appointing authority, if considers necessary, may extend the probation period for one year as may be specified at the time of appointment.

⁴⁵(3) On the successful completion of probation period, the appointing authority shall, by specific order terminate the probation of the officer or official concerned within two months after the expiry of probation period prescribed in sub-rule(1):

Provided that if no specific order regarding termination of the probation period of the official or officer concerned is issued within two months, the period of probation shall be deemed to have been extended under sub-rule (2):

Provided further that if no specific order is issued on the expiry of the extended period of probation, the period of probation shall be deemed to have been successfully completed."

16. **Confirmation:**-After satisfactory completion of the probationary period, a civil servant shall be confirmed; provided that he holds a substantive post, provided further that a civil servant shall not be deemed to have satisfactorily completed his period of probation, if he has failed to pass an examination, test or course or has failed to complete successfully a training prescribed within the meaning of sub-section (3) of Section 6 of the ⁴⁶[Khyber Pakhtunkhwa] Civil Servants Act, 1973.

⁴² The words six months replaced with the words one year vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-01-2009.

⁴³ The words six months replaced with the words one year vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-01-2009.

⁴⁴ Rule-15 substituted vide Notification No. SOR-VI/E&AD/1-3/2009/Vol-VIII dated 16-2-2010.

⁴⁵ Sub rule (3) substituted vide Notification No. SOR-VI (E&AD)1-3/2012 dated 28-12-2012.

⁴⁶ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

PART-VI

SENIORITY

17. **Seniority :-** (1) the seniority inter se of civil servants ⁴⁷(appointed to a service, cadre or post) shall be determined:-

- (a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission ⁴⁸[or as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and
- (b) in the case of civil servants appointed otherwise, with reference to the date of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

Explanation-I:- If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

Explanation-II:- If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incomplete record or for any other reason not attributing to his fault or demerit.

Explanation-III:- A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

(2) Seniority in various cadres of civil servants appointed by initial recruitment vis-à-vis those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre; provided that if two dates are the same, the person appointed otherwise shall rank senior to the person appointed by initial recruitment.

⁴⁹(3) In the event of merger/restructuring of the Departments, Attached Departments or Subordinate Offices, the inter se seniority of civil servants affected by the merger/restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.

⁵⁰(4) The inter-se-seniority of civil servants in a certain cadre to which promotion is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment/promotion of the civil servants in the lower post.

Provided that if the date of regular appointment of two or more civil servants in the

⁴⁷ Substituted for the words appointment to a post in the same basic pay scale in a cadre by Notification No. SOR-I(S&GAD)4-1/80, dated 17-05-1989.

⁴⁸ The words inserted by Notification No. SOR-I(S&GAD)4-1/80/II, dated 04-02-1996.

⁴⁹ Sub-rule (3) of Rule 17 added vide Notification No. SOR-I(E&AD)4-1/80/IV, dated 28-5-2002.

⁵⁰ Sub-rule (4) of Rule 17 added vide Notification No. SOR-VI (E&AD) 1-3/2008 dated 19-11-2009.

lower post is the same, the civil servant older in age, shall be treated senior.

18. **General Rules:** - In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

19. **Repeal:-** The ⁵¹[Khyber Pakhtunkhwa] Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

(Authority; No. SORI(S&GAD)4-1/80, dated 13th May, 1989)

⁵¹ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

(38)

Power of Attorney
**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR**

In Re: Service Appeal No. _____/2020

Nisar Ahmed Khan s/o Nasrunminallah

..... *Appellant*

Versus

Government of Khyber Pakhtunkhwa & Others

..... *Respondent*

By this, power-of-attorney I/we, the said **Nisar Ahmed Khan s/o Nasrunminallah, Appellant**, undersigned, do hereby nominate and appoint **Mr. Isaac Ali Qazi, ASC, Mr. Maqsood Ali, AHC, Mr. Ishaq Ateeq, Advocate and Mr. Saad Ali Qazi, Advocate** to be counsel/s in the above matter for me/us and on my/our behalf as agree to appear plead act and answer in the above Court/Authority/Tribunal or any appellate court or any other court to which the business in transferred in the above matter as and is agreed to sign the file Petitions, Appeals, Statement, Accounts, Exhibits, Compromises or other documents whatsoever, in connection with the said matter or any matter arising therefore and also to apply for receive all documents or copies of documents, depositions etc. and to apply for and issue summons and other writs or sub poena and to apply for and get issued any arrest attachments or other execution, warrants or order and to conduct any proceedings that may arise there out; and reply for and receive payment of any or all sums or submit for the above matter arbitration, and to employ and other legal practitioner, authorizing him to exercise the power and authorities hereby conferred on the Advocate whenever he may think fit to do so, any other lawyer may be appointed by may said counsel to conduct the case who shall have the same persons.

And to do all acts legally necessary to manage and conduct the said case in all respects, whether herein specified or not, as may by proper and expedient.

And I/we hereby agree to ratify and confirm all lawful acts done on my/our behalf under or by virtue of these powers or as is the usual practice in such matters.

Provide always, that I/we under that at the time of calling case by the court if the case may be dismissed in default, if it be proceeded *ex-parte* the said counsel shall not be held responsible for the same. All costs awarded in favour shall be the right IN

WITNESS WHEREOF I/WE has hereto signed at Peshawar ____ day of May in the year 2020.


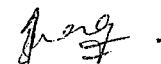


Signature
(Executant / Executants)

Accepted subject to the terms regarding fee.



Isaac Ali Qazi
Advocate Supreme Court


Maqsood Ali
Advocate High Court
Ishaq Ateeq
Advocate

Saad Ali Qazi
Advocate

Isaac Law Associates
Advocates & Consultants
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Phone 5817132, 5818446, Mobile: 0300 8594555
Email: isaac.ali.qazi@gmail.com

VAKALAT NAMA

NO. 12077 /20

IN THE COURT OF KP SERVICE TRIBUNAL, PESHAWAR

Nisar Ahmad Khan

(Appellant)
(Petitioner)
(Plaintiff)

VERSUS

Police Deptt. & others

(Respondent)
(Defendant)

I/We, Respondents No. 4, 5 & 6.

Do hereby appoint and constitute **M. Asif Yousafzai, Advocate Supreme Court Peshawar**, to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate/Counsel on my/our costs.

I/We authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter. The Advocate/Counsel is also at liberty to leave my/our case at any stage of the proceedings, if his any fee left unpaid or is outstanding against me/us.

Dated _____/20

Amjad Ali
SP.

Bakht Zada
SP
(CLIENT)

Riaz Ahmad
Riaz
DSP

ACCEPTED

M. ASIF YOUSAFZAI

Advocate Supreme Court Peshawar.

&

TAIMUR ALI KHAN

Advocate High Court, Peshawar

&

SYED NOMAN ALI BUKHARI

Advocate High Court

& S. Khan

SHAHKAR KHAN YOUSAFZAI

Advocate.

OFFICE:

Room # FR-8, 4th Floor,
Bilour Plaza, Peshawar,
Cantt: Peshawar

Before the Honorable Service Tribunal Peshawar
Appeal No. 12077/2020

Nisar Khan vs other cases (smaller nature cases
put up to the court with
relevant appeal vs

1 G Khyber Pakhtunkhwa



ST/3/2021.
Security permission to
Reads Subject Application for depositing Security after today lapses

Respectfully Sheweth,

- 1) That the above captioned suit are filed before this honorable Court in which the office is direct to deposit the security amount of the same.
- 2) That due to unavoidable circumstance deponent cases are fixed in Peshawar High Court Peshawar if this reasoned the security amount is not deposit within prescribed timing.

Prayer is it is therefore humbly requested that the application may kindly be accepted & also issue direction for depositing the security amount

P.I.O

Applicant through

M. Ali
Mansoor Ali
AHC