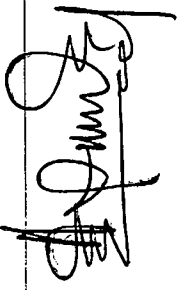


Sr. No	Date of order/proceedings	Order or other proceedings with signature of Judge or Magistrate
1	2	3
	14.07.2021	<p style="text-align: center;"><u>BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.</u></p> <p style="text-align: center;">Appeal No. 3521/2021</p> <p style="text-align: center;">Date of Institution : 11.03.2021 Date of Decision : 14.07.2021</p> <p>Mr. Shah Fazil S/O Sardar Hussain, Senior Planning Officer, Higher Education Department, Khyber Pakhtunkhwa, Peshawar.</p> <p style="text-align: right;">(Appellant)</p> <p style="text-align: center;">Versus</p> <p>The Government of Khyber Pakhtunkhwa, through Secretary Establishment Civil Secretariat Peshawar.</p> <p style="text-align: right;">(Respondents)</p> <p style="text-align: center;"><u>JUDGMENT</u></p> <p><u>AHMAD SULTAN TAREEN, CHAIRMAN:</u> The appellant was part of the Planning Service Cadre of the Government of Khyber Pakhtunkhwa who after getting the appointment in BPS-17 in the said cadre on 25.02.2008 was further promoted to BPS-18 on 22.07.2019 as Senior Planning Officer. In the mean time, the Government of Khyber Pakhtunkhwa Planning Service Rules 2018 were promulgated providing to regulate the Planning Service cadre</p>



and the service structure. The ibid rules were published in through Notification No. SO(E)P&D/6-1/SR/PPD/2018 dated 22.02.2018. subsequently, the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 was passed and after receiving assent of the Governor in the March, 2018 was promulgated. The said Act resulted in regularization of services of employees working against project post under the P&D Department of Government of Khyber Pakhtunkhwa. The department issued a tentative seniority list, wherein, the appellant already holding the post in regular service of the Planning cadre and those other officers whose services were regularized on the strength of Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018, were dealt with by the department in the common seniority list. In the tentative seniority list, so issued on 20.02.2020, the appellant was shown at Serial No.23 which according to him is not a proper place and he filed representation against the said seniority list on 04.03.2020. Subsequently, the respondents issued another seniority list on 23.10.2020 and the appellant who was initially shown at serial No.23 of the tentative seniority list dated 20.02.2020 for employees in BPS-18, was suddenly sent to Serial No.55 of the subsequent seniority list. The appellant also filed representation against the subsequent seniority list on 17.11.2020 but no response was given from the department. He believes that his seniority was disturbed due to encadrement of the outsiders. (May be he is referring to the project employees subsequently,



The appellant concluded factual part of his appeal with the submission in respect of the illegality committed by issuance of the tentative seniority list dated 23.10.2020 and encadrement of employees notified vide Notification dated 19.01.2020 by including them in the Provincial Planning Service Cadre. The appellant has approached this Tribunal for the solicited relief described under the prayer part of his memorandum of appeal at its end.

02. As far as the appeal No.5964 of 2021 is concerned, although nature of incumbency of the appellant is different from that of incumbency of the appellant of the above titled appeal; but the underlying issue hinges upon the common question of fact and law relating to the seniority list which was issued after incadrement of the project employees regularized under the law mentioned supra. Therefore, there seems no useful purpose to provide factual account of appeal No.5964/2021 here for the sake of brevity and the same shall stand disposed of in terms of this judgment.

03. As both the above mentioned appeals had not yet passed the stage of preliminary hearing and when they came up before S.B for such hearing, it was deemed appropriate to send the same to D.B for final hearing and disposal in limine having regard to necessity of first and second proviso to Sub Section (1) of Section 5 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974. The learned A.A.G present before us, was noticed for hearing as to final disposal of the appeal. He was confronted with the position



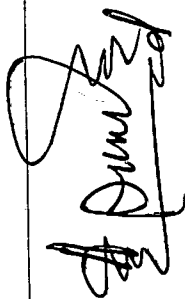
that the seniority list challenged in both the appeals are still tentative awaiting the disposal of objections filed against them by the appellants and may be by other aggrieved officers also. He in view of the said point was asked to get clarification from the department as to whether the final seniority list in pursuance of the impugned seniority list has been issued or not

04. Learned A.A.G after getting instructions from Mr. Arshad Khan Litigation Officer of the P&D Department, made a statement at the bar that the objections as filed by the appellant against the tentative seniority list impugned in the present appeals still remain undecided. Further stated that the department has prepared Working Paper for submission to P.S.B in respect of the respondents for consideration of their promotion case from BPS-19 to 20, on the basis of final seniority list issued on 31.01.2018. Needless to say that Sub Section-5 of Section-8 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 requires that seniority list prepared under Sub Section (1) shall be revised and notified in the official gazette at least once in a calendar year preferably in the month of January. The information given to the learned A.A.G by the Department and transmitted to us as noted above, is seemingly contrary to law as discussed before. Moreover, once the Department has issued a tentative seniority list in February, ²⁰²⁰~~2021~~ and October, ²⁰²⁰~~2021~~ followed by objections filed against it, the competent authority is legally obliged to settle those objections in accordance with law and then issue a final seniority list. The

As per order dated: 07/09/2021,
in application No: 165/21, titled
Gazdar Alam vs Chief Secretary.



pursuit of the department to send a case for promotion to P.S.B, on old list, already in process of replacement seems not a fair exercise on the part of department. Therefore, without touching the merits of the case, we are inclined to decide the appeal in limine. It necessitates to observe that notice to private respondents is not necessary for the reason that we are not going to pass any order on merits of the tentative seniority list impugned before us. Rather we while keeping the same intact, will require the official respondents to finalize the seniority list after hearing and disposal of objections filed against it. Thus, the final decision affecting rights of parties rests with the competent authority among official respondents. If such decision aggrieves any party in this appeal, they would be at liberty to challenge the same under due course of law. Before coming to operative part of this order, we find it useful for every party to reproduce herein below Section-6 of the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018.



" **6. Seniority.---(1)** *Except the employees mentioned in the proviso to Section-4 of this Act, whose services are to be regulated by their respective laws and rules, all other employees whose services are regularized under this Act or in the process of attaining service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of*

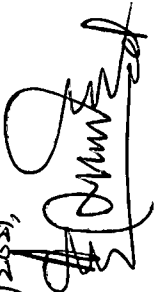
the recommendation of the Commission or Departmental Selection Committee, as the case may be, made before the commencement of this Act, are to be appointed to the respective service or cadre, irrespective of their actual date of appointment.

(2) *The seniority inter-se of the employees, whose services are regularized under this Act within the same service or cadre, shall be determined on the basis of their continuous officiation in such service or cadre:*

Provided that if the date of continuous officiation in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one."

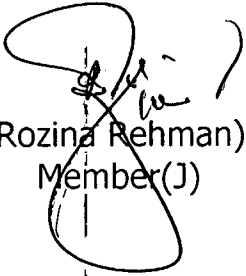
05. We, while deciding this appeal in limine, direct the official respondents to decide the objections of appellant and any other objection if filed against the tentative seniority lists issued in February, ²⁰²⁰~~2021~~ and October, ²⁰²⁰~~2021~~. As the seniority disputes between the appellants and the private respondents seem to be outcome of regularization of said respondents, therefore, official respondents are expected not to overlook the law on the subject, while deciding the objections about tentative seniority lists. It is further directed that official respondents shall not process the case for promotions until a final seniority list is issued. No order


As per order sheet dated: 07/09/2021,
in application No: 165/21, titled
Baizar Alam vs Chief Secretary.

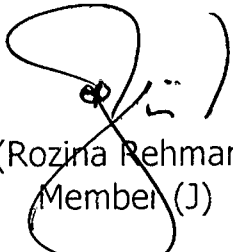
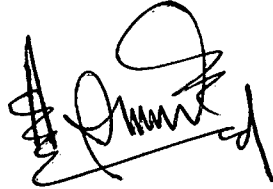


as to costs. File be consigned to the record room.

Announced:
14.07.2021


(Rozina Rehman)
Member(J)


(Ahmad Sultan Tareen)
Chairman





S.No	Date of order/ proceedings	Order or other proceedings with signature of Judge or Magistrate and that of parties where necessary.
1	2	3
	<p>14.07.2021</p> <p><i>Correction made as per order dated 07/09/2021 Passed in application No: 165/2021 titled Qaiser Alam Vs Chief Secretary, placed on file of Apped No. 5964/2021</i></p>	<p><u>Present:</u></p> <p>Ali Gohar Durrani, Advocate ... For Appellant</p> <p>Muhammad Adeel Butt, Additional Advocate General ... For respondents</p> <p>Vide our detailed judgment of today of this Tribunal placed on file, the official respondents are directed to decide the objections of appellant and any other objection if filed against the tentative seniority lists issued in February, ²⁰²⁰2021 and October, ²⁰²⁰2021. As the seniority disputes between the appellant and the private respondents seems to be outcome of regularization of said respondents, therefore, official respondents are expected not to overlook the law on the subject, while deciding the objections about tentative seniority lists. It is further directed that official respondents shall not process the case for promotions until a final seniority list is issued. No order as to costs. File be consigned to the record room.</p> <p><u>ANNOUNCED.</u> 14.07.2021</p> <p> (Rozina Rehman) Member (J)</p> <p> (Ahmad Sultan Tareen) Chairman</p>

Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- 3521 /2021

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	11/03/2021	<p>The appeal of Mr. Shah Fazil presented today by Mr. Ali Gohar Durrani 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>24/05/21</u></p> <p> CHAIRMAN</p>
	24.05.2021	<p>Due to demise of the Worthy Chairman the Tribunal is defunct, therefore, case is adjourned to 07.09.2021 for the same as before.</p> <p> Reader</p>
	14.07.2021	<p>Counsel for the appellant present.</p> <p>Having partially heard the learned counsel, it has been deemed appropriate that this case be fixed before D.B-I for further preliminary hearing today.</p> <p> Chairman</p>

*Application for
early hearing is accepted
and fixed for 14/07/21.*

**IN THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR**

Appeal No. _____/2021

Mr. Shah Fazil Vs. Govt of KPK and Others

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6.	Copy of the KP Employees (Regularization of Services Act) 2018	C	31-39
7.	Copy of the Notification dated 09-01-2020	D	40-44
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Dated: , 2021

Through

PETITIONER


(ALI GOHAR DURRANI)
Advocate High Court
0332-9297427

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New Shami Road, Peshawar.

①

IN THE
HONOURABLE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL
PESHAWAR

Khyber Pakhtunkhwa
Service Tribunal

Appeal No. 3521/2021

Diary No. 3595
Dated 11/3/2021

Mr. Shah Fazil S/o Sardar Hussain, Senior Planning Officer, Higher
Education Department, Khyber Pakhtunkhwa, Peshawar.

..... Appellant

Versus

1. The Government of Khyber Pakhtunkhwa,
Through Chief Secretary Government of Khyber Pakhtunkhwa,
Civil Secretariat Peshawar.
2. The Establishment Department, Government of Khyber Pakhtunkhwa.
Through Secretary Establishment, Government of Khyber Pakhtunkhwa
Civil Secretariat, Peshawar.
3. The Planning & Development Department, Government of Khyber
Pakhtunkhwa.
Through Secretary P & D, Government of Khyber Pakhtunkhwa
Civil Secretariat, Peshawar.
4. The Finance Department, Government of Khyber Pakhtunkhwa.
Through Secretary Finance, Government of Khyber Pakhtunkhwa
Civil Secretariat, Peshawar.

..... Respondents

APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL ACT, 1974 READ WITH ALL OTHERS LAW
ENABLING JURISDICTION OF THIS HONORABLE TRIBUNAL
UNDER ARTICLE 212 OF THE CONSTITUTION OF THE ISLAMIC
REPUBLIC OF PAKISTAN, 1973, TO STRIKE DOWN THE ILLEGAL
& UNLAWFULLY ISSUED TENTATIVE SENIORITY LISTS,
WHEREBY THE APPELLANT HAS BEEN DENIED HIS SENIORITY.

Filed to-day

Registrar

11/03/2021

RESPECTFULLY SUBMITTED:

The Appellant most earnestly request to submit as under:

That the Appellant is working against the designation mentioned in the heading of the petition in the Planning Cadre. The Appellant is a Civil Servant, and are before this Honorable tribunal for redress of his grievance in respect of seniority of the appellant, which being part and parcel of the terms and conditions of service, gives exclusive jurisdiction to this honorable tribunal for adjudication of the matter under the Constitution of Pakistan, 1973, the Khyber Pakhtunkhwa Civil Servants Act, 1973, the Khyber Pakhtunkhwa Service Tribunal Act, 1974 and the Rules made under the two Acts.

BRIEF FACTS:

1. **That** the Appellant was appointed through Khyber Pakhtunkhwa Public Service Commission as Research Officer on 25-02-2008 as regular civil servant. The appellant is part of the planning service cadre. The said appointment of the Appellant were made after proper advertisements, competitive examinations, interview process and subsequent appointment orders in accordance with the law and keeping in view all the codal formalities.

Copy of the Appointment Orders are Annex-A.

2. **That** the appellant was subsequently promoted to BPS-18 on 22-10-2019, and is currently serving as Senior Planning Officer in the Higher Education Department of the Khyber Pakhtunkhwa Government.

Copy of the promotion orders are Annex-A/1.

3. **That** the Khyber Pakhtunkhwa Provincial Planning Service Rules 2018 (hereinafter Rules 2018), provides for the law regulating the planning service cadre and their entire service structure for the province of Khyber Pakhtunkhwa. The said rules provide for the induction of Officers through Initial appointment (through Khyber Pakhtunkhwa Public Service Commission) in BPS-17 and onwards through promotion and transfer. It is also stated that except these two modes the Rules doesn't recognizes or mention any other mode. These rules were published through Notification No. SO(E)P&D/6-1/SR/PPD/2018 dated 22-02-2018.

Copy of the KP PPS Rules 2018 are Annex-B.

4. **That** Rule 4(1) read with Schedule II to the said 2018 Rules provides for the appointment and promotion of the Planning Service Cadre. In accordance with the Rules 2018, no appointment or promotion can be brought save as is provided in the Rules.

5. **That** the Khyber Pakhtunkhwa Assembly passed the Khyber Pakhtunkhwa Employees (Regularization of Services) Act 2018, which received the assent of the Governor in March 2018. The said Act resulted in the regularization of services of employees working against project posts.

Copy of the KP Employees (Regularization of Services Act) 2018 is Annex-C.

6. **That** the afore-mentioned Act in section 3 and 4 provided for the regularization of Ad-hoc and project employees and the said regularization was to take effect from the date of the commencement of the Act. The said sections are reproduced as under:

3. *Regularization of services of adhoc employees.*--- Notwithstanding anything contained in any law or rules, the employees at sub-clause (i) of clause (e) of subsection (1) of section 2 of this Act, appointed on adhoc basis against civil posts and holding such civil posts till the commencement of this Act, shall be deemed to have been validly appointed on regular basis, from the date of commencement of this Act, subject to verification of their qualifications and other credentials by the concerned Government Department.

4. *Regularization of services of project employees.*--- Notwithstanding anything contained in any law or rules, the employees at sub-clause (ii) of clause (e) of sub-section (1) of section 2 of this Act, appointed on contract basis against project posts and holding such project posts till the commencement of this Act, shall be deemed to have been validly appointed on regular basis from the date of commencement of this Act, subject to verification of their qualifications and other credentials by the concerned Government Department: Provided that the terms and conditions of services of employees reflected at S.No.5 of the Schedule shall further be governed under the National Disaster Management Authority Act, 2010 (Act No. XXIV of 2010) and Regulations made thereunder; and the terms and conditions of services of employees reflected at S.No.6 & 7 of the Schedule shall be governed under the Khyber Pakhtunkhwa Emergency Rescue Services Act, 2012 (Khyber Pakhtunkhwa Act No. XV of 2012).

7. **That** to protect the service structure and seniority of the already in-service Civil Servants, general conditions for regularizations in Section 6 and seniority in Section 7 were provided for. The two sections read as under:

5. *General conditions for regularization.*---For the purpose of regularization of the employees under this Act, the following general conditions shall be observed: (i) the service promotion quota of all service cadres shall not be affected; (ii) the employees shall possess the same qualification and experience as required for a regular post; (iii) the employees have not resigned from their services or terminated from service on account of misconduct, inefficiency or any other grounds before the commencement of this Act; and (iv) the services of such employees shall be deemed to have been regularized only on the publication of their names in the Official Gazette.

6. *Seniority.*---(1) Except the employees mentioned in the proviso to section 4 of this Act, whose services are to be regulated by their respective laws and rules, all other employees whose services are regularized under this Act or in the process of attaining service at the commencement of this Act, shall rank junior to all civil servants belonging to the same service or cadre, as the case may be, who are in service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of the recommendation of the Commission or Departmental Selection Committee, as the case may be, made before the commencement of this Act, are to be appointed to the respective service or cadre, irrespective of their actual date of appointment. (2) The seniority inter-se of the employees, whose services are regularized under this Act within the same service or cadre, shall be determined on the basis of their continuous officiation in such service or cadre: Provided that if the date of continuous officiation in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one.

8. That it was mandatory for the respondents to take into account the said 2018 Rules and follow them in letter and spirit. However, what has resulted following the commencement of the Act of 2018 is sheer chaos. The first step was to issue notification dated 09-01-2020, whereby newly regularized components/units of planning & Development Department and Planning Cells of Administrative Departments were all encadred in the Planning Cadre in BPS-17 and above through addition to the Schedule I of the said 2018 Rules. The regularizations of some people affected in pursuance of the Khyber Pakhtunkhwa Regularization Act 2018, reveal that they had the condition stipulated of "not affecting the promotion quota of all services cadres".

Copy of the Notification dated 09-01-2020 is Annex-D.

Copy of the regularization orders dated 08-06-2018 is Annex-D/1.

Copy of the regularization orders dated 03-07-2018 is Annex-D/2.

9. That it is pertinent to mention herein that to accommodate their blue eyed, the respondents had a committee constituted on 13-10-2018, and assigned with the following TOR's;

1. To look into the grievance of the Employees of Secretariat/ other Departments arising due to the regularization of the project employees in various Cadres and grades under the Project Employees Regularization Act, 2018 leading to the Deprivation of regular Employees from due right of Promotion.

2. The Committee will also look into the demand of the Employees for Executive allowance.

3. Any other issue which committee deem appropriate to be highlighted.

The committee was directed for the submission of report within a week time

Copy of the Notification dated 13-10-2018 is attached as Annex-E.

10. That subsequently the Provincial Government of Khyber Pakhtunkhwa approved certain recommendations of the Ministerial Committee on 09-05-2019. The recommendations are as under:

i. With regard to contingent/fixed pay/daily wages, staff appointed/recruited by the departments prior to promulgation of Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 without adopting codal formalities under project policy. It was agreed that those contingent employees 35 in number (31 in P & D and 4 in Home Department) maybe given one time relaxation for regularization of their service subject to certificate to their credentials and suitability by the Concerned Government Departments provided that it should not be quoted as precedent to follow in other cases, rather a special dispensation to the contingent paid employees vide order of Peshawar High Court decision given in writ petition no 6443-P/2018 dated 12-03-2019.

ii. A grievance redressal Committee headed by Establishment Department consisting of representatives from Finance, law and concerned administrative department maybe constituted. The Grievance redressal committee would report to the same ministerial committee.

iii. All the position created by Finance Department for all the regularization projects under the Khyber Pakhtunkhwa Employees (Regularization of Service) Act 2018 shall be created/ placed at the

5

strength of attached formations of respective administrative departments except the position of planning cells.

Copy of the decision of Meeting of Ministerial Committee is Annex-F.

Copy of Minutes of the meeting are Annex-G.

Recommendations of Ministerial Committee are Annex-H.

11. That on 17-05-2019 the Government was pleased to direct for provision of data of Planning related post/officer in BPS 17 and above for placement before a Committee for its assessment/ suitability for inclusion in Schedule of PPS Cadre.

Copy of office Letter dated 17-05-2019 is Annex-I.

12. That on 20-05-2019, the Government of Khyber Pakhtunkhwa establishment and Administration Department (Regulation Wing) notified a Decision of meeting of the Provincial Cabinet dated 09-05-2019 for necessary action, the Provincial Government approved the recommendation of Ministerial Committee constituted by Provincial Cabinet on 26-09-2019 for settlement of anomalies arising out in the wing of promulgation of "The Khyber Pakhtunkhwa Employees (Regulation of Services) Act 2018.

Copy of the notification is Annex-J.

13. That the above-mentioned exercise, i.e., the dispensations given through the letter dated 17-05-2019 and the subsequent letters as well as issuance of seniority list by including the novel principle of "inclusion" are steps which in their totality go in direct conflict with the principles settled by Honorable Supreme Court of Pakistan in judgment reported 2013 SCMR 1752. This is very relevant also based on the fact that not only this judgment is still in field but also the Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) endorsed this judgment and sent it to all the administrative Secretaries of the Province on 25-02-2014. This was in continuation of the Office Memorandum of the Cabinet Secretariat, Establishment Division of the Government of Pakistan dated 31-01-2014.

The following are the essential aspects of the judgment:

- i. *A civil servant, who after passing the Competitive exam in terms of the recruitment rules, is appointed on merits, loses his right to be considered for promotion, when an employee from any other organization is absorbed without competition or undertaking competitive process with the back dated seniority and is conferred the status of a civil servant in complete disregard of recruitment rules.*
- ii. *Absorption of a non-civil servant conferring on him status of a Civil Servant and likewise absorption of Civil Servant from non Cadre post to a cadre post without undertaking the Competitive process under the recruitment rules.*
- iii. *Introduction of any validation law in the nature of multiple or parallel legislation on the subject of service law.*
- iv. *Benefit of 'absorption' extended since 1994, with or without back dated seniority, is declared ultravires of the Constitution.*
- v. *The re-employment / rehiring of the retired Civil Government*

Servants being violative of the constitution are declared nullity

The apex court further held that:

- (a) No non Civil-servant can be transferred and appointed by way of deputation to any cadre, the procedure provided under Esta Code has been approved by this court in the case of Muhammad Arshad sultan.*
- (b) No Civil servant of Non Cadre post can be transferred out of cadre to be absorbed to a cadre post which is meant for recruitment through competitive process.*
- (c) The procedure provided under ESTA CODE requires that a person who is transferred and appointed on deputation must be a govt servant and such transfer should be made through the process of selection. The borrowing government has to establish the exigency in the first place and then the person who is being transferred/ placed on Deputation in Govt must have matching qualifications expertise in the field with required experience.*
- (d) An employ holding a post under any authority or corporation, body or organization established by or under Provincial Government has controlling share or interest, could not conferred status of a civil servant.*
- (e) It is a settle principle of law that if the right of promotion is not blocked by the re-employment then such powers can be exercised, then too in exceptional cases for a definite period, besides it violates the fundamental rights of the serving civil servant, on account of such rehiring on contract are deprived for their legitimate expectancy of promotion to a higher cadre, which is voilative of the provision of Article 4, 19 and 25 of the constitution of Pakistan.*
- (f) The absorption and out of turn promotion will also impinge on the self-respect and dignity of the civil servant, who will be forced to work under their rapidly and unduly promoted fellow officers, those who have been included from other service/ cadre regardless of their (inductees) merits and results in the competitive exams (if they have appeared for all exam at all), hence are voilative of Art 14 of the constitution.*
- (g) principle of locus poenitentiae id the power of receding till a decisive step is taken but it is not a principle of law that order once passed become irrevocable and past and closed transaction, it the order is illegal then perpetual rights cannot be gained on the basis of an illegal order.*
- (h) Any backdated seniority cannot be granted to any absorbee and his inter se seniority, an absorption in the Cadre shall be maintained at the bottom as provided under the rules regulating the seniority.*

Copy of letter dated 25-02-2014 is Annex-K.

Copy of Office Memorandum dated 31-01-2014 is Annex-L.

14. That the respondents issued final seniority list dated 31-12-2018, wherein the appellant is rightly reflected at Serial Number at Serial Number 28 in the category of BPS-17. It is pertinent to mention herein that subsequent to the aforementioned tentative list of seniority issuance, the appellant was promoted to BPS-18 on 22-10-2019.

Copy of the final seniority list dated 31-12-2018 is Annex-M.

15. That the respondents then issued a tentative seniority list dated 20-02-2020, wherein the appellant has been shown at Serial No. 23 of the seniority

list for employees in BPS-18 of the Provincial Planning Cadre. The appellant filed a representation against the said seniority list vide representation dated 04-03-2020. It is pertinent to mention herein that the appellant has till date not received any response on the said representation. The representation among other grounds had taken the plea of how the novelty of addition through "inclusion" has been affected in the cadre. As the said method of appointment is alien to the Civil Servants Act as well as the rules made thereunder. The representation also enunciated the principles as laid down in 2013 SCMR page 1752 and as to how the said judgment has been flouted through the actions of the respondents.

Copy of the tentative seniority list dated 20-02-2020 is Annex-N

Copy of the representation dated 04-03-2020 is Annex-O.

16. That subsequently the respondents issued another seniority list dated 23-10-2020. The said tentative seniority list has gone on to negate every norm of the Civil Servants Service Structure. The appellant who was initially shown at Serial Number 23 of the tentative seniority list of 20-02-2020 for employees in BPS-18, was suddenly and for no reasons whatsoever was sent to serial number 55 of the seniority list. The travesty of justice that has ensued out of this action cannot be comprehended by any means and is obviously liable to be corrected.

Copy of the tentative seniority list dated 23-10-2020 is Annex-P.

17. That the appellant being aggrieved of the actions of the respondents preferred a representation "through proper channel" before the competent authority dated 17-11-2020. The said representation comprehensively dealt in the issue and highlighted most of the illegalities that had taken place in the promulgation of the seniority list dated 23-10-2020. The said representation hasn't been answered/replied to as of now.

Copy of the representation dated 17-11-2020 is Annex-Q.

18. That the Respondents with ulterior motives also brought about another notification dated 22-03-2019, whereby outsiders were encadred in the garb of decision of this Honorable Court. It is pertinent to mention herein that the Honorable Court had nowhere mentioned the inclusion of any of the said employees in the PPS cadre.

Copy of the notification dated 22-03-2019 is Annex-R.

19. That subsequently rather than trying to mend ways and treat the Appellants at par with other departments, another injustice was brought in through notification dated 09-01-2020. This notification brought in more people and

were included in the PPS cadre, all to the detriment of the Appellants and their cadre.

Copy of the notification dated 09-01-2020 is Annex-S.

20. **That** in respect of the illegality committed by the issuance of the tentative seniority list dated 23-10-2020 and the encadrement of employees notified vide notification dated 09-01-2020 by "including" them in the Provincial Planning Service Cadre, the Appellants now approach this honorable tribunal for indulgence of this tribunal amongst others on the following grounds:

GROUNDS:

- a. **Because** the Appellant is an aggrieved person within the meaning of Article 212 of the constitution of the Islamic Republic of Pakistan 1973.
- b. **Because** the Fundamental Rights of the Appellant have been violated in relation to Article 4, 8, 9, 18 & 25 of the Constitution of the Islamic Republic of Pakistan, 1973. The said rights flow out of the terms and conditions of service of the appellant and this Honorable tribunal being the custodian of the Rights of Civil Servants as enshrined in the Civil Servants Act, the rules made thereunder as well as the protection afforded by the Constitution of Islamic Republic of Pakistan, 1973, is why the Appellant seeks the redress of their grievances and to bring to an end the ordeal the Appellant is going through due to the illegal, unlawful and unjust acts and inaction of the Respondents.
- c. **Because** the law doesn't recognize the concept of inclusion. This is a concept alien to the Civil Servants Act 1974, the rules made thereunder as well as the Khyber Pakhtunkhwa Provincial Planning Service Rules, 2018.
- d. **Because** the Appellant has been discriminated against by going in negation of the Khyber Pakhtunkhwa Provincial Planning Service Rules, 2018. The said deviation and negation is unwarranted and not recognized by the law.
- e. **Because** the Rights of the Appellant are secured under Article 8, and the entirety of Part II of the Constitution of the Islamic Republic of Pakistan, and its redress falls solely within the ambit of Article 212 of the Constitution of the Islamic Republic of Pakistan, 1973.
- f. **Because** the Appellants have not been treated in accordance with law, and their right secured and guaranteed under Law and Constitution have been violated.

- 9
- g. **Because** the Appellant has suffered for no fault of their own and the entire premise of the case is based on the illegality of the respondents to the complete detriment of the Appellants.
 - h. **Because** the deviation from settled law and adopting the novel principles of "inclusion" which aren't recognized by the Constitutional law nor the services law of the country is clearly in disregard of the law and the dictums of the Honorable Superior Courts of Pakistan.
 - i. **Because** the famous judgment of Supreme Court of Pakistan in Anita Turab case (PLD 2013 SC 195) clearly lays down that merit has to be followed and the merit in the instant case is clearly setting aside the discriminatory attitude towards the Appellant in bringing the decisions in violation of letter dated 25-02-2014 and office Memorandum dated 31-01-2014.
 - j. Because the Appellant has served the department with utmost honesty and clarity and must not be deprived of their due rights.
 - k. Because the Respondents cannot be allowed under the law to pass any illegal order, as valuable Rights of the Appellants are involved, which are guaranteed under the Constitution of Islamic Republic of Pakistan 1973.
 - l. Because the Judgment of the Honorable Supreme Court reported as 2013 SCMR 1752 has been specifically violated. The same warrants action from this Honorable Tribunal.
 - m. Because the decisions of the provincial government by placing people other than those coming through proper competitive process is illegal, unlawful and without lawful authority.
 - n. Because the Notification dated 09-01-2020 is vindictive and violative upon the rights of the Appellants and is liable to be strike down.
 - o. Because the targeting of one specific cadre i.e., the Planning Service Cadre by the Government is illegal, unlawful and violative upon the rights of the Appellants.
 - p. Because the seniority of the appellant has been literally done away with. The fact that he has been pushed down from Serial Number 23 to 55 is by no means condonable. The deviation is illegal and unlawful.
 - q. **Because** the Appellant crave for leave to add further grounds at the time of his oral arguments before this Hon'ble Court highlighting further contraventions of the provisions of the Constitution & Laws.

(10)


PRAYER:

In view of the above, it is humbly prayed that this honorable Court may graciously be pleased to:

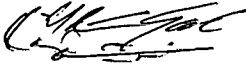
- a. **Declare** that the Khyber Pakhtunkhwa Provincial Planning Service Rules 2018, read with all the enabling provisions of the law is the only law that regulates the cadre of planning service employees in terms of reference to their appointments, seniority and promotion as provided for in Schedule-II read with rule 4(1) of the said Rules of 2018.
- b. **Declare** further that the Constitution of Pakistan, Khyber Pakhtunkhwa Civil Servants Act 1974 and the Rules made thereunder generally and the Khyber Pakhtunkhwa Provincial Planning Service Rules 2018 specifically, doesn't recognize the concept of "by inclusion" as a method of recruitment/appointment in the Province of Khyber Pakhtunkhwa.
- c. **Declare** the Tentative Seniority list dated 23-11-2020 to be arbitrary, illegal, unlawful and without any authority and that the original seniority in the light of legal position be restored on the appellant.
- d. **Declare** the Notification dated 09-01-2020 to be in violation of the spirit of the Constitution of the Islamic Republic of Pakistan, 1973 and the Civil Servants Act, 1973.
- e. **Direct** the respondents that the judgment of the Honorable Supreme Court reported in 2013 SCMR 1752 be implemented in letter and spirit in respect of the Khyber Pakhtunkhwa Provincial Planning Service Cadre and violation of the said judgment be strike down.
- f. **Declare** the notification dated 22-03-2019 whereby outsiders were encadred in the PPS cadre to be illegal and unlawful.
- g. **Direct** that the Appellants be treated in accordance with the law and that all actions in negation of the law are to be strike down.
- h. **Any** other relief deemed appropriate in the circumstance of the case may also be granted.

Interim Relief:

May it please this Honorable Court to direct the Respondents not to take any adverse action against the Appellants pending disposal of the instant appeal and that no final seniority list for the entire PPS Cadre be issued till the final disposal of the instant appeal.


Appellant 10-3-2021

Through


(ALI GOHAR DURRANI)
Advocate High Court
0332-9297427
khaneliegohar@yahoo.com
Shah | Durrani | Khattak
(a registered law firm)
House No. 231-A, New Shami Road, Peshawar.

Certificate:

It is certify that no such like writ petition has earlier been filed by the Appellant in this Honourable Tribunal.

(11)

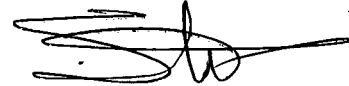
**IN THE
HONOURABLE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL
PESHAWAR**

Appeal No. _____/2021

Mr. Shah Fazil Versus. Govt of KP and others.

AFFIDAVIT:

I, Shah Fazil S/o Sardar Hussain, Senior Planning Officer, Higher Education Department, Khyber Pakhtunkhwa, Peshawar (Appellant) do hereby affirm on oath that the contents of the enclosed appeal are true and correct to the best of my knowledge and belief and that nothing has been concealed from this honorable tribunal.


Deponent

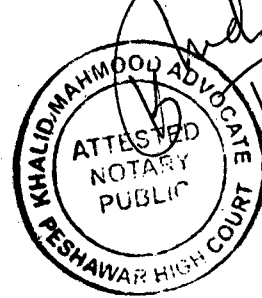
0345-9346664

CNIC# 16101-1103384-3

Identified by:



Ali Gohar Durrani
Advocate High Court.



(12)

**IN THE
HONOURABLE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL
PESHAWAR**

Appeal No. _____/2021

Mr. Shah Fazil Versus. Govt of KP and others.


Memo Of Address:

**Mr. Shah Fazil S/o Sardar Hussain, Senior Planning Officer, Higher
Education Department, Khyber Pakhtunkhwa, Peshawar.**

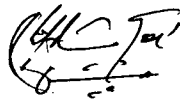
..... Appellant

Versus

1. **The Government of Khyber Pakhtunkhwa,
Through Chief Secretary Government of Khyber Pakhtunkhwa,
Civil Secretariat Peshawar.**
2. **The Establishment Department, Government of Khyber Pakhtunkhwa.
Through Secretary Establishment, Government of Khyber Pakhtunkhwa
Civil Secretariat, Peshawar.**
3. **The Planning & Development Department, Government of Khyber
Pakhtunkhwa.
Through Secretary P & D, Government of Khyber Pakhtunkhwa
Civil Secretariat, Peshawar.**
4. **The Finance Department, Government of Khyber Pakhtunkhwa.
Through Secretary Finance, Government of Khyber Pakhtunkhwa, Civil
Secretariat, Peshawar.**


Appellant 10-3-2021

Through


Ali Gohar Durrani
Advocate High Court.



GOVERNMENT OF NWFP
PLANNING & DEVELOPMENT DEPARTMENT

24
Annex
A

Dated Peshawar the February 25, 2008

NOTIFICATION.

NO.SO(ESTT):P&D/087/6...17 Reg.:./2008 The competent authority in consultation with the NWFP, Public Service Commission and in pursuance of the provisions contained in sub-section (2) of section 19 of the North West Frontier Province Civil Servants Act, 1973 (NWFP Act No.XVIII of 1973), as amended by the North West Frontier Province, Civil Servants (amendment) Act, 2005 (NWFP Act No. IX of 2005) is pleased to order appointment of the following candidates as Research Officers BPS-17 (Rs.8210-615-20510) in the Planning & Development Department subject to the terms and condition mentioned hereunder :-

13

- ✓ 1. Shah Fazil son of Sardar Hussain.
2. Asifullah son of Bashirullah
3. Muhammad Ayaz Khan son of Habibullah Khan.

Terms & conditions.

- (a) They shall, for all intents and purposes be civil servants except for purpose of pension or gratuity. In lieu of pension and gratuity, they shall be entitled to receive such amount contributed by them towards Contributory Provident Fund (CPF) alongwith the contributions made by Government to his account in the said fund, in the prescribed manner.
 - (b) They shall be governed by the NWFP Civil Servants Act, 1973, all the laws applicable to the Civil Servants and Rules made there-under.
 - (c) They shall initially be on probation for a period of two years extendable upto 3 years.
 - (d) Their services will be liable to termination at any time without assigning any reason before the expiry of the period of probation/extended period of probation, if their work during this period is not found satisfactory. In such an event, they will be given a month's notice of termination from service or one month's pay in lieu thereof. In case they wish to resign at any time a month's notice shall be necessary or in lieu thereof a month's pay shall be forfeited.
 - (e) They will not be entitled to any TA/DA on their first appointment as Research Officers.
2. If the above terms and conditions are acceptable to them, they should report to the P&D Department within 15-days on issuance of this order, otherwise, their appointment shall stand as cancelled and the posts shall be re-advertised.

[Handwritten signature]

Attested

CHIEF SECRETARY, NWFP

Contd.....2

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Endst: NO.SO(ESTT:)P&D/087/6-1/Reg:1/2008, dated Peshawar the February 25, 2008

Copy forwarded to the :-

- Accountant General, NWFP, Peshawar.
- Secretary, NWFP, Public Service Commission w/r to his letter NO.49114, dated 10/11/2007 & letter NO.SRA/50835, dated 11/12/2007.
- P.S. to Chief Secretary, NWFP.
- P.S. to Additional Chief Secretary, NWFP.
- P.S. to Secretary, Establishment.
- P.A. to Secretary, Planning & Development Department..
- P.A. to Deputy Secretary (Admn.), Planning & Development Department.
- Officers concerned.

Rashid
Section Officer (Estt.)
25/2/08

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GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING & DEVELOPMENT DEPARTMENT

Annex
A/1

Dated Peshawar, October 22, 2019.

14

NOTIFICATION:

NO. SO(ESTT)P&D/001/078/PSB/2019: The Competent Authority, on the recommendations of the Provincial Selection Board in its meeting held on 23.09. 2019, is pleased to promote the following Provincial Planning Service Officers (PPS BS-18 a.c.b/PPS BS-17) to the post of PPS BS-18, on regular basis, with immediate effect:

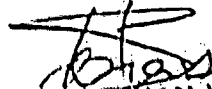
1. Muhammad Saleem.
 2. Mr. Naseer Ahmad.
 3. Muhammad Islam.
 4. Mr. Fakhr-uz-Zaman.
 5. Muhammad Iqbal.
 6. Mr. Shah Fazil.
 7. Muhammad Ayaz.
2. The officers on their promotion shall remain on probation for a period of one year in terms of Section 6(2) of Khyber Pakhtunkhwa Civil Servants Act, 1973 read with Rule-15(1) of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989, extendable upto another year with the specific orders of appointing authority within two months of the expiry of first year of probation period as specified in Rule-15(2) of rules ibid.
3. Posting/ transfer orders of the officers will be issued later on.

**CHIEF SECRETARY
KHYBER PAKHTUNKHWA**

Endst: No & Date even.

Copy forwarded to the:-

1. Principal Secretary to Governor, Khyber Pakhtunkhwa.
2. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
3. Accountant General, Khyber Pakhtunkhwa, Peshawar.
4. Secretary to Govt. of Khyber Pakhtunkhwa, Industries Department.
5. Secretary to Govt. of Khyber Pakhtunkhwa, Agriculture Department.
6. Secretary to Govt. of Khyber Pakhtunkhwa, Labour Department.
7. Secretary to Govt. of Khyber Pakhtunkhwa, Home & TAs Department.
8. Chief Executive, FATA Development Authority.
9. Inspector General (Prison), Khyber Pakhtunkhwa.
10. All Chief of Sections in P&D Department.
11. Assistant Chief (B&A), P&D Department.
12. PSO to Chief Secretary, Khyber Pakhtunkhwa.
13. PS to Additional Chief Secretary, P&D Department.
14. PS to Secretary, P&D Department.
15. PA to Deputy Secretary (Admn.), P&D Department.
16. Officers concerned
17. Manager, Government Printing Press, Peshawar.


(SONAKHAN) 22/10/19
Section Officer (Estt:)

Attested



GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING & DEVELOPMENT DEPARTMENT

15

Dated Peshawar, February 20, 2020.

NOTIFICATION:

No. SO(Estt):P&D/3-4/PPS/SLs/2020. In terms of Para-V(d) of the Khyber Pakhtunkhwa Promotion Policy, 2009, the Competent Authority is allow the following PPS BS-18 Officers to regain seniority as PPS BS-18 Officers on regular basis with the effect from 24.01.2019 i.e. the date their next juniors were promoted as PPS BS-18 on regular basis without affecting retrospective promotion:

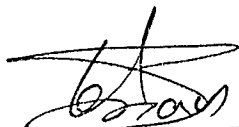
1. Mr. Abdul Ghaffar.
2. Mr. Zia-ur-Rehman.
3. Muhammad Saleem.
4. Mr. Naseer Ahmad.
5. Muhammad Islam.
6. Muhammad Iqbal.
7. Mr. Shah Fazil.
8. Muhammad Ayaz Khan.

SECRETARY ESTABLISHMENT

Endst: No. & Date even.

Copy forwarded to the:

1. Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. PS to Additional Chief Secretary, P&D Department.
3. PS to Secretary, P&D Department.
4. PA to Additional Secretary-I, P&D Department.
5. PA to Deputy Secretary-II, P&D Department.
6. Officers concerned.


(SONA KHAN) 20/2/2020
Section Officer (Estt.)

Accessed

EXTRAORDINARY

GOVERNMENT



REGISTERED NO. P.III

GAZETTE

Annex

B

16

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 22nd FEBRUARY, 2018

GOVERNMENT OF THE KHYBER PAKHTUNKHWA
PLANNING AND DEVELOPMENT DEPARTMENT

NOTIFICATION

Peshawar, Dated: 22nd February, 2018

NO. SO(E)P&D/6-1/SR/PPS/2018.- In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973), the Government of the Khyber Pakhtunkhwa is pleased to make the following rules, namely:

THE KHYBER PAKHTUNKHWA PROVINCIAL PLANNING SERVICE RULES, 2018.

1. **Short title application and commencement.**--- (1) These rules may be called the Khyber Pakhtunkhwa Provincial Planning Service Rules, 2018.
 - (2) These rules shall apply to the recruitment and promotion to the posts in Provincial Planning Service.
 - (3) 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 appointing authority as specified in rule 6 of these rules;
 - (b) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;
 - (c) "Government" means the Government of the Khyber Pakhtunkhwa Province;
 - (d) "Department" means the Planning and Development Department;
 - (e) "Departmental Examination" means the prescribed examination to be conducted by the Department for confirmation within probationary period or for promotion to higher post, as the case may be;

Attested

- (f) "Departmental Training" means any training prescribed by Government, the successful completion whereof is necessary for promotion to BS-19 and 20 or any change in the training required from time to time;
- (g) "Schedule" means the Schedule appended to these rules;
- (h) "Service" means the Provincial Planning Service; and
- (i) "Secretariat" means the Civil Secretariat as defined in clause (r) of rule 2 of the Khyber Pakhtunkhwa Government Rules of Business, 1985.

3. **Constitution of the Service.**--- The Service shall consist of the posts as specified in Schedule-I and such other posts as may be added to it from time to time.

4. **Method of recruitment.**--- (1) The method of recruitment, minimum qualification, age limit and other matters related thereto for the Service shall be such as specified in Schedule-II.

(2) Initial recruitment to the Service shall be made through an examination conducted by the Commission.

(3) The standard and syllabus of examination for the Service shall be such as specified in Schedule-III.

5. **Training.**--- On appointment to the post borne in the Service in BPS-17 via initial recruitment, every officer so appointed shall successfully complete six months mandatory training at any academy or institute decided by Government as per Module specified in Schedule-IV. The training shall be followed by a Departmental Examination as specified in Schedule-V, to be conducted by the Academy or institute, as the case may be.

6. **Appointing Authority.**--- The Chief Secretary, Khyber Pakhtunkhwa shall be the appointing authority for posts borne on the Service in BPS-17.

7. **Savings.**--- In all other matters not expressly provided for in these rules, the members of the Service shall be governed by the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, and any other rules pertaining to the terms and conditions of service made or deemed to have been made under the Khyber Pakhtunkhwa Civil Servants Act, 1973.

8. **Transitional.**--- The seniority position of various officers appointed in planning cadres of various Departments and brought on the strength of the Service on coming into force of these rules shall be considered from the date of their regular appointment to posts in their present Basic Scales of pay:

Provided that where two or more civil servants have been appointed to their present Basic Scale on the same day, the older in age shall be considered senior.

Attested

18

9. **Repeal and saving.**--- (1) On coming into force of these rules, the service rules of the concerned line Departments shall stand repealed to the extent of the posts as given in Schedule-I.

(2) Any person appointed to a post specified in Schedule-I before the commencement of these rules shall, on commencement of these rules, be deemed for all intents and purposes to have been validly appointed under these rules on the authority of the Planning and Development Department as assigned to it under the Khyber Pakhtunkhwa Government Rules of Business, 1985, and his/her affairs shall henceforth be administered by the Planning and Development Department in accordance with these rules and any other rules for the time being in force and made applicable to him/her in accordance with the Khyber Pakhtunkhwa Government Rules of Business, 1985.

SCHEDULE-I
(see rule 3)

S. No	Department		Name of Posts	Basic Scale	No. of Posts	Total No.
	1		2	3	4	5
1	Planning and Development Department	Main P&D	Senior Chief	20	4	51
			Chief of Section	19	9	
			Director (M&E)	19	1	
			Assistant Chief	18	10	
			Research Officer	17	13	
		PPI Cell	Director	19	1	
			Assistant Chief	18	1	
			Research Officer	17	6	
		DG PERRA	Director Planning & Tech.	19	1	
			Program Manager	18	4	
Assistant Director	17		1			
2	Elementary and Secondary Education Department	Chief Planning Officer	19	1	10	
		Senior Planning Officer	18	3		
		Planning Officer	17	5		
		Statistical Officer	17	1		
3	Higher Education, Archives and Libraries Department	Chief Planning Officer	19	1	06	
		Deputy Chief Planning Officer	18	1		
		Senior Planning Officer	18	1		
		Planning Officer	17	2		
		Statistical Officer	17	1		
4	Health Department	Chief Planning Officer	20	1	09	
		Deputy Chief Planning Officer	19	1		
		Senior Planning Officer	18	2		
		Planning Officer	17	5		
5	Industries, Commerce and Technical Education Department	Economic Advisor	19	1	04	
		Assistant economic Advisor	18	1		
		Research Officer	17	2		
6	Zakat, Ushr, Social Welfare, Special Education and Women Empowerment Department.	Senior Planning Officer	18	1	03	
		Planning Officer	17	1		
		Monitoring Officer	17	1		

Attested

S. No	Department	Name of Posts	Basic Scale	No. of Posts	Total No.
	1	2	3	4	5
7	Sports Tourism, Archaeology, Museum and Youth Affairs Department.	Planning Officer	17	1	01
8	Information and Public Relations Department	Planning Officer	17	1	01
9	Transport Department	Senior Planning Officer	18	1	02
		Planning Officer	17	1	
10	Excise and Taxation Department	Taxation Analyst cum SPO	18	1	03
		Economist	18	1	
		Research Officer	17	1	
11	Agriculture and Livestock Department	Chief Planning Office	19	1	06
		Deputy Director Planning	18	1	
		Deputy Director Monitoring	18	1	
		Planning Officer	17	1	
		Assistant Statistical Officer	17	1	
		Assistant Director Planning	17	1	
12	Public Health Engineering Department.	Planning Officer	17	1	01
13	Local Government, Elections and Rural Development Department	Planning Officer	18	1	01
14	Mineral Development Department	Chief Planning Officer	19	1	07
		Sr. Planning Officer	18	2	
		Planning Officer	17	4	
15	Science and Technology and Information Technology Department	Sr. Planning Officer	18	1	04
		Planning Officer	17	3	
16	Environment, Wildlife and Forestry Department	Deputy Director Planning	18	1	02
		Planning Officer	17	1	
17	Labour Department	Research Officer	17	1	01
18	Rescue 1122	Director Planning	19	1	04
		Deputy Director Planning	18	1	
		AD Planning	17	2	
19	District Positions	Planning/Technical Officers	17	25	25
	BPS-20		5		
	BPS-19		19		
	BPS-18		35		
	BPS-17		57 + 25 = 82		
	Grand Total		141		

[Signature]
Attested

SCHEDULE-II
(see rule 4(1))

S.No	Nomenclature of Posts	Minimum qualification	Age Limit	Method of Recruitment
I	II	III	IV	V
1	Provincial Planning Service (PPS) (BPS-20) as per detail at Schedule-I	---	---	By promotion on the basis of seniority-cum-fitness, from amongst PPS officers holding posts in BS-19 and having at least five (05) years service in BPS-19 or seventeen (17) years service against posts in BS-17 and above and have undergone Senior Management Course (SMC) or any other training course prescribed by Government.
2	Provincial Planning Service (PPS) (BPS-19) as per detail at Schedule-I	---	---	<p>i. Eighty five percent (85%) by promotion on the basis of seniority-cum-fitness, from amongst PPS officers holding posts in BS-18 and having at least seven (07) years service in BPS-18 or twelve (12) years service against posts in BS-17 and above and have undergone Mid Career Management Course (MCMC);</p> <p>ii. ten percent (10%) by transfer from amongst Officers of PAS/APUG/PMS/PCS; and</p> <p>iii. five percent (05%) by appointment through horizontal transfer from officers of Government owned autonomous organizations with at least twelve (12) years regular service in BPS-17 and above having qualification prescribed for initial recruitment of officers of Provincial Planning Service (PPS) (BPS-17).</p>

Accepted

3	Provincial Planning Service (PPS) (BPS-18) as per detail at Schedule-I	---	---	<p>i. Ninety percent (90%) by promotion on the basis of seniority-cum-fitness, from amongst the officers of Provincial Planning Service (PPS) in BS-17 having at least five (05) years service; and</p> <p>ii. ten percent (10%) by transfer from amongst Officers of PAS/APUG/PMS/PCS.</p>
4	Provincial Planning Service (PPS) (BPS-17) as per detail at Schedule-I	<p>a. At least Second Class Master's Degree or Bachelor of Studies (four years) from a recognized University or equivalent qualification in any of the fields namely Economics, Development studies, Agriculture Science, Health Planning and Management, Industrial Economics, Educational Planning and Management, Public Administration, Statistics, Business Administration, Commerce, Computer Science, Political Science, Environmental Management, Environmental Engineering, International Relations, Development Planning; or</p> <p>b. At least Second Class B.Sc/B.E Degree from a recognized University in Civil Engineering or Electrical Engineering or Urban and Regional Planning or City Development and Regional Planning or Town Planning.</p>	21 to 30 years	<p>i. Ten percent (10%) by initial recruitment through departmental examination in a prescribed manner to be determined by the Department and conducted by the Khyber Pakhtunkhwa Public Service Commission from amongst the in-service employees working in Planning Cells of various Departments and the Planning and Development Department's Staff in BPS-11 and above.</p> <p>Provided that only those shall be eligible who possess the required qualification as mentioned against the post in Column No. III.</p> <p>Provided further that upon selection, the candidates shall undergo seven (07) weeks mandatory training in the field of project planning and management as specified in Schedule-IV;</p> <p>Provided further that if no suitable person is available then by initial recruitment; and</p> <p>ii. ninety percent (90%) by initial recruitment.</p>

Attested

SCHEDULE-III
(see rule 4(3))

The Syllabus and standard of examination for the Provincial Planning Service shall include the following five compulsory papers and viva voce as per the details given below:

S.No.	Subject/Paper		Maximum Marks	Syllabus
1	English (Précis & Composition)		100	(1) Grammar and Vocabulary (2) Reading Comprehension and Analysis (3) Précis Writing
2	English Essay		50	Candidates will be required to write one or more essays in English. A wide choice of subjects will be given.
3	General Knowledge	Economy of Pakistan (70 Marks)	150	<ol style="list-style-type: none"> 1. Definition and measurement of development, characteristics of under development, rethinking on the concept of development, Growth vs. Redistributive Justice, absolute and relative poverty, basic needs approach. 2. Planning experience of Pakistan: A critical evaluation of the strategy of economic planning. 3. Agricultural development in Pakistan: Changes in agriculture policies over plan periods, major monetary and fiscal measures to promote agricultural development, Green Revolution strategy and its implications for growth and redistribution, Land Reforms and changes in the tenure system 1950 – 1980, Cooperative Farming. 4. Industrial development in Pakistan: Early industrialization strategy, creation of Financial and Development Institutions, major monetary and fiscal measures to promote industrial development, changing role of public sector over the plan periods, evaluation of nationalization policy, concentration of industrial income and wealth. 5. Role of foreign trade and aid in economic development. Trends of Pakistan's Balance of Payments, changes in direction of trade, trends in Pakistan's major exports and imports, causes of significant changes in the trends, the role of migration and remittances in Pakistan's economy, costs and benefits of Foreign Aid. 6. Privatization, denationalization and deregulation, conceptual and operational aspects, international comparisons.

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1131 KHYBER PAKHTUNKWHA GOVT: GAZETTE, EXTRAORDINARY, 22nd FEBRUARY, 2018

	Current Affair (50 Marks)		<p>Candidates will be expected to display such general knowledge of History, Geography and Politics as is necessary to interpret current affairs:</p> <ol style="list-style-type: none">Pakistan's relations with its neighbours.Pakistan's relations with big powers.International economic issues and Pakistan.Pakistan's role in regional and international organizations.Structure of Pakistan's economy, economic planning and development strategies.Central issues and problems in the educational system.Major economic, social and political issues of the world as reflected and discussed in periodicals and newspapers.
	Everyday Science (30 marks)		<ul style="list-style-type: none">• Introduction Nature of science: Brief history, contribution of Muslims in the evolution and development of science. Impact of science on society.• The Physical Sciences<ol style="list-style-type: none">Constituents and structure:- Universe, galaxy, solar system, sun, earth, mineralsProcesses of Nature:- Solar and Lunar Eclipses; day and night and their variation;Energy :- Sources and resources of energy, energy conservation;<ol style="list-style-type: none">Ceramics, Plastics, Semiconductors;Computers, Satellites;Antibiotics, Vaccines, Fertilizers, Pesticides• Biological Sciences<ol style="list-style-type: none">The basis of life – the cell, chromosomes, genes, nucleic acidsThe building blocks – proteins, hormones and other nutrients. Concept of balanced diet. Metabolism.The human body – a brief account of human physiology and human behavior.

Approved


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4	Islamyat	50	<ol style="list-style-type: none"> 1. Need of religion and its role in human life, Islam and other religions 2. Fundamental beliefs and practices of Islam. <ol style="list-style-type: none"> (a) Tauheed (Unity of Allah), Risalat (Finality of Prophethood), Akhirat (Day of Judgment) (b) Salat, Soum, Zakat, Hajj, Jihad 3. Islamic way of life <ol style="list-style-type: none"> (i) Sources of Shariah: The Quran, Sunnah, Ijma (Consensus), Qiyas and Ijtihad (Reasoning) (ii) Social system in Islam: Responsibilities and mutual relationship of members of family, separate role of man and woman in an Islamic social setup, concept of women's freedom in Islam, responsibilities of man and woman in character-building of new generation (iii) Islamic political system: - Legislative system, Judicial system (iv) Muslim ummah: Role and objectives of Muslim Ummah 4. Quranic Ayat and their translation <p>Following last (10) surrahs of the Holy Quran and their translations:- Surrah Al-Feel to Surrah An-Nas.</p>
5	Economics	100	<ol style="list-style-type: none"> 1. Micro Economics: Consumer behaviour, determination of market demand and supply, theory of the Firm, producer's equilibrium pricing of the factors of production. 2. Macro Economics: Basic economic concepts, National Income Accounting, consumption function and multiplier, determination of equilibrium level of income and output, inflation. 3. Money and banking: Functions of money, Quantity Theory of money, the Fisher and Cambridge Formulations, systems of note issue, credit creation, functions and central banks, instruments of credit control, Theory of Liquidity Preference. 4. Public Financing: Government expenditure, sources of government revenue, types of taxes, incidence of different taxes, public debt, objectives, methods of repayment, deficit financing. 5. International Trade: Theory of comparative cost, arguments for protection, balance of payments, international liquidity, international money and banking institutions.

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1133 KHYBER PAKHTUNKWHA GOVT: GAZETTE, EXTRAORDINARY, 22nd FEBRUARY, 2018

6	Viva Voce	50	-----
1.	English (Précis & Composition)	100 Marks	
2.	English Essay	50 Marks	
3.	General Knowledge	150 Marks	
4.	Islamiat	50 Marks	
5.	Economics	100 Marks	
6.	Viva Voce	50 Marks	
	Total:	500 Marks	

SCHEDULE-IV
(see rule 5)

**Training Module for Provincial Planning Service,
Khyber Pakhtunkhwa officers**

(Twenty four (24) weeks Training including four (4) weeks for study tours)

- Module I:** General Management and Organizational Development (three (3) weeks)
- Module II:** Personal Knowledge and Skills (two (2) weeks)
- Module III:** E-Government (three (3) weeks)
- Module IV:** Project Planning and Management (seven (7) weeks)
- Module V:** Secretariat - Office Management (five (5) weeks)

Module	Course	Contents	Duration
I	General Management and Organizational Development.	<ul style="list-style-type: none"> • How to manage through subordinates. • To know the process of hiring, firing, or promotion of employees. • To have knowledge about effective planning, delegating, coordinating, staffing, organizing, and decision making to attain better service delivery. • Gender sensitization 	3 weeks
II	Personal Knowledge and Skills	<ul style="list-style-type: none"> • Drafting skills and the manner of writing official letters, summaries, notes, minutes of the meetings, file note etc (both manual and computerized) • Listening skills • Speaking/communication skills • Presentation skills • Briefing skills • Report writing (general & technical) • Time management • Stress management • Dispute resolution • Team building • Humaneering and attitude building. 	2 weeks
III	E-Government	<p>Specific:</p> <ul style="list-style-type: none"> • MS Word • MS Excel • MS PowerPoint • MS Project • File Tracking • E-Office • HR Data basing <p>General:</p> <ul style="list-style-type: none"> • Using internet, browsing, surfing, downloading • Email 	3 weeks

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Module	Area	Contents	Duration
IV	Project Planning and Management	<ol style="list-style-type: none"> 1. Basic concepts i.e. economic development, economic growth, Gross Domestic Produce (GDP), Gross National Produce (GNP), determinants of economic development, features of developing economy. 2. Economic planning---characteristics of planning, objective and types. 3. Evolution of planning machinery in Pakistan. 4. Project and project cycle 5. Project documents i.e. PC-II, PC-I, PC-III, PC-IV & PC-V. 6. How planned projects are practically implemented. 7. Composition and competency of development forums i.e. DDAC, DDWP, PDWP, CDWP, ECNEC, NEC. 8. Concepts of Sponsoring Agency, Executing Agency, Planning Manual, PSDP, ADP, Pre-PDWP meeting, Umbrella project, Non-ADP project, project revision and its types, administrative approval, audit copy, re-appropriation, punching of funds and BOQ. 9. Tendering. 10. Identification and valuation of costs and benefits, NPV, IRR. 11. Cost effectiveness analysis. 12. Network analysis – PERT / CPM for project management. BC Ratio, sensitivity analysis, CPM, Gantt Chart, Pie Diagram, RBM framework. 13. Project Policy 14. Role and responsibilities of Project Director and Project Management Professional Course (PMP). 	7 weeks

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KHYBER PAKHTUNKHWA GOVT: GAZETTE, EXTRAORDINARY, 22nd FEBRUARY, 2018 1136

V	Secretariat - Office Management	<ol style="list-style-type: none"> 1. Government of Khyber Pakhtunkhwa Organ gram - various Administrative, regulatory setups. 2. Coordination mechanisms between administrative authorities, Departments, attached Departments and autonomous, semi-autonomous bodies. 3. Charter of duties of different government Departments devolved and non-devolved with special introduction to regulatory Departments such as Finance Department, Planning and Development Department, Law Department and Establishment Department. 4. The Khyber Pakhtunkhwa Civil Servants Act, 1973. 5. The Khyber Pakhtunkhwa Government Rules of Business, 1985. 6. The Khyber Pakhtunkhwa Civil Servants Appointment, Promotion and Transfer Rules, 1989. 7. Manual of Secretariat Instructions, Appeal and Conduct Rules. 8. Court cases-time limitations and procedure. 9. Revised Leave Rules, 1981. 10. Policies-recruitment, postings, transfers, deputation, surplus pool. 11. Delegation of Powers Rules. 12. Anti-corruption laws - NAB Ordinance. 13. The Khyber Pakhtunkhwa Local Government Act, 2013. 14. Assembly Business. 	5 weeks
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Note: The duration of modules only indicates the time given to them five lectures per day of one hour each, five days a week. Monthly tests shall be conducted for each Module.

Study Tour: **Four Weeks**

Destination	Focal Point	Duration
Punjab	Planning and Development Department, Chamber of Commerce and Industry, Local Government Department, Administration Department Civil Secretariat Lahore. Study of any signature project of development sector.	One Week
Sindh	Planning and Development Department, Chamber of Commerce and Industry, Local Government Department, Administration Department Civil Secretariat Karachi. study of any signature project of Development sector.	One week
Islamabad	Pakistan Planning and Management Institute, Pakistan Institute of development Economics, CDA.	One week
Baluchistan	Planning and Development Department, Chamber of Commerce and Industry, Local Government Department, Administration Department Civil Secretariat Quetta.	One week

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SCHEDULE-V

(see rule 5)

Departmental Examination

Last week of training shall also include written examination and finalization of marks based on the following outline:	
Written Test (Modules)	50 Marks
Various Assignments during Training (Preparation of Project Documents/ADP/Re-appropriation proposals/Working Papers/Minutes of the meeting)	20 Marks
Conduct Reports During Training (Punctuality, participation, discipline, initiatives, Group Discussions, attitude, response)	20 Marks
Module Based Test Scores	10 Marks
Total	100 Marks
Note: Passing marks will be 60	

Attachment: The trainees, for the purpose of acquaintance with practical disposal of Official/Government business, shall undergo three month attachment on rotation at different sections of Planning and Development Department, Finance Department, Project Implementation Units (PIUs) and Planning Cells of different line departments.

Objectives:

- (i) To acquaint the trainee with general office work of the Departments.
- (ii) To educate the trainee towards understanding the provincial budget making, planning and financial processes.
- (iii) To expose the trainee to development initiatives of different sectors, both private and public funded;
- (iv) To inculcate proper attitude in the UT with regard to interaction with the general public

**Secretary to,
Government of the Khyber Pakhtunkhwa
Planning and Development Department.**

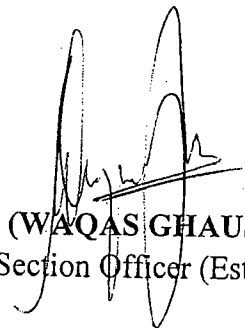
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Endst: No. SO(E)P&D/6-1/SR/PPS/2018

Dated Peshawar the February 22, 2018.

Copy forwarded to the: -

1. Additional Chief Secretary (FATA), FATA Secretariat, Peshawar.
2. Senior Member Board of Revenue, Khyber Pakhtunkhwa.
3. Principal Secretary to Governor, Khyber Pakhtunkhwa.
4. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
5. All Administrative Secretaries to Government Khyber Pakhtunkhwa.
6. Chairman, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
7. All Divisional Commissioners in Khyber Pakhtunkhwa.
8. Accountant General, Khyber Pakhtunkhwa.
9. All Chief of Sections, P&D Department.
10. All Deputy Commissioners in Khyber Pakhtunkhwa.
11. Director Information, Khyber Pakhtunkhwa.
12. PSO to Chief Secretary Khyber Pakhtunkhwa.
13. PS to Additional Chief Secretary, P&D Department.
14. PS to Secretary, P&D Department.
15. PA to Chief Economist, P&D Department.
16. Manager, Govt: Printing Press Peshawar.


(WAQAS GHAUS)
Section Officer (Estt:)


Attested

Annex

THE KHYBER PAKHTUNKHWA EMPLOYEES (REGULARIZATION OF SERVICES) ACT, 2018.

C

(KHYBER PAKHTUNKHWA ACT NO. X OF 2018)

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CONTENTS

PREAMBLE

SECTIONS

1. Short title, application and commencement.
2. Definitions.
3. Regularization of services of adhoc employees.
4. Regularization of services of project employees.
5. General conditions for regularization.
6. Seniority.
7. Removal of difficulties.
8. Overriding effect.

SCHEDULE

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THE KHYBER PAKHTUNKHWA EMPLOYEES (REGULARIZATION OF SERVICES) ACT, 2018.

(KHYBER PAKHTUNKHWA ACT NO. X OF 2018)

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[First published after having received the assent of the Governor of the Khyber Pakhtunkhwa in the Gazette of Khyber Pakhtunkhwa (Extraordinary), dated the 7th March, 2018].

**AN
ACT**

to provide for the appointment and regularization of services of certain employees appointed on adhoc basis against civil posts and contract basis against project posts in the Province of the Khyber Pakhtunkhwa.

WHEREAS it is expedient to provide for the appointment and regularization of services of certain employees appointed on adhoc basis against civil posts and contract basis against project posts in the Province of the Khyber Pakhtunkhwa;

It is hereby enacted as follows:

1. Short title, application and commencement.---(1) This Act may be called the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018.

(2) It shall apply to all the employees as defined in clause (e) of sub-section (1) of section 2 of this Act.

(3) It shall come into force at once.

2. Definitions.--- (1) In this Act, unless the context otherwise requires;

- (a) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;
- (b) "contract appointment" means the appointment of a duly qualified person, for a specific period, made against project posts, in a prescribed manner;
- (c) "Departmental Selection Committee" means a Departmental Selection Committee, constituted for the purpose of making selection for initial recruitment to civil post under a Government Department or office of Government;

[Signature]
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- (d) "Government" means the Government of the Khyber Pakhtunkhwa;
- (e) "employees" mean duly qualified,-
- (i) one hundred and fifty-eight (158) District Specialists of Health Department, who are appointed on adhoc basis against civil posts w.e.f. 4th July, 2017 and holding such civil posts till the commencement of this Act; and
- (ii) persons, who are appointed in the projects on contract basis in accordance with the project policy;
- (f) "Government Department" means a Government Department, as defined in the Khyber Pakhtunkhwa Government Rules of Business, 1985;
- (g) "law or rule" means the law or rule, for the time being in force, governing the selection and appointment of civil servants;
- (h) "project" means a perpetual nature project, the continuation on which and conversion to regular budget is essential for service delivery duly identified by the Departments and reflected in the Schedule;
- (i) "civil post" means a civil post under Government or in connection with the affairs of Government to be filled in on the recommendation of the Commission;
- (j) "project post" means a post in the project; and
- (k) "Schedule" means a Schedule appended to this Act.

(2) The expression "adhoc appointment" shall have the same meaning as is assigned to it in the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973).

3. Regularization of services of adhoc employees.---Notwithstanding anything contained in any law or rules, the employees at sub-clause (i) of clause (e) of sub-section (1) of section 2 of this Act, appointed on adhoc basis against civil posts and holding such civil posts till the commencement of this Act, shall be deemed to have been validly appointed on regular basis, from the date of commencement of this Act,


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subject to verification of their qualifications and other credentials by the concerned Government Department.

4. Regularization of services of project employees.---Notwithstanding anything contained in any law or rules, the employees at sub-clause (ii) of clause (e) of sub-section (1) of section 2 of this Act, appointed on contract basis against project posts and holding such project posts till the commencement of this Act, shall be deemed to have been validly appointed on regular basis from the date of commencement of this Act, subject to verification of their qualifications and other credentials by the concerned Government Department:

Provided that the terms and conditions of services of employees reflected at S.No.5 of the Schedule shall further be governed under the National Disaster Management Authority Act, 2010 (Act No. XXIV of 2010) and Regulations made thereunder; and the terms and conditions of services of employees reflected at S.No.6 & 7 of the Schedule shall be governed under the Khyber Pakhtunkhwa Emergency Rescue Services Act, 2012 (Khyber Pakhtunkhwa Act No. XV of 2012).

5. General conditions for regularization.---For the purpose of regularization of the employees under this Act, the following general conditions shall be observed:

- (i) the service promotion quota of all service cadres shall not be affected;
- (ii) the employees shall possess the same qualification and experience as required for a regular post;
- (iii) the employees have not resigned from their services or terminated from service on account of misconduct, inefficiency or any other grounds before the commencement of this Act; and
- (iv) the services of such employees shall be deemed to have been regularized only on the publication of their names in the Official Gazette.

6. Seniority.---(1) Except the employees mentioned in the proviso to section 4 of this Act, whose services are to be regulated by their respective laws and rules, all other employees whose services are regularized under this Act or in the process of attaining service at the commencement of this Act, shall rank junior to all civil servants belonging to the same service or cadre, as the case may be, who are in service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of the recommendation of the Commission or Departmental Selection Committee, as the case may be, made before


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the commencement of this Act, are to be appointed to the respective service or cadre, irrespective of their actual date of appointment.

(2) The seniority inter-se of the employees, whose services are regularized under this Act within the same service or cadre, shall be determined on the basis of their continuous officiation in such service or cadre:

Provided that if the date of continuous officiation in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one.

7. Removal of difficulties.---If any difficulty arises in giving effect to any of the provisions of this Act, the Chief Minister may make such order not inconsistent with the provisions of this Act as may appear to it to be necessary for the purpose of removing such difficulty:

Provided that no such powers shall be exercised after the expiry of one year from the coming into force of this Act.

8. Overriding effect.---Notwithstanding anything to the contrary contained in any other law or rule for the time being in force, the provisions of this Act shall have an overriding effect and the provisions of any such law or rule to the extent of inconsistency to this Act shall cease to have effect.

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SCHEDULE
See section 2(1)(h)(k)

- ①. Capacity Building of Planning and Development Department.
- ②. Establishment of M&E System in Khyber Pakhtunkhwa.
- ③. Sustainable Development Unit, Planning and Development Department.
- ④. Urban Policy Unit, Planning and Development Department.
5. Provincial Reconstruction, Rehabilitation & Settlement Authority under Provincial Disaster Management Authority.
6. Establishment of Emergency Rescue Services (Rescue 1122) in 16 Districts.
7. Establishment of Planning, Monitoring & Evaluation Wing in ERS (Rescue 1122) Headquarter.
8. Roll Back Malaria Control Program.
9. Prime Minister's Program for prevention and control of Hepatitis.
10. Establishment of Financial Management Cell in Health Department.
11. Establishment of Safe Blood transfusion.
12. Strengthening of TB Control Program Khyber Pakhtunkhwa.
13. Establishment of Procurement Cell in office of DG Health Services, Peshawar.
14. Mother, Neonatal and Child Health (MNCH) Program in Khyber Pakhtunkhwa.

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15. Social Health Protection Initiative for Khyber Pakhtunkhwa.
16. Establishment of Bacha Khan Medical College Mardan.
17. Integrated HIV, Hepatitis and Thalassemia Control Program.
18. Construction of Shaheed Mohtarama Benazir Bhutto Children Hospital Mardan.
19. Higher Education Management Information System (HEMIS) Cell.
20. Project Management Unit (PMU) for implementation of BS Program and Special Initiatives.
21. Computerization of Arms License.
22. Prison Management Information System.
23. Development of Common Application for Government Departments.
24. ICT Infrastructure for Government of Khyber Pakhtunkhwa.
- 24A. IT Support for improvement of Health Service Delivery.
- 24B. IT Professional Training Centre.
25. Strengthening of Planning Cell at Elementary & Secondary Education Department.
26. Provision of free text book to all students of Khyber Pakhtunkhwa upto Intermediate level (Phase-XIV).
27. Strengthening of Planning Cell at Industries Department.
28. Establishment of Special Media Cell in the Directorate of Information.
29. Strengthening of Information Department.


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30. Establishment of three FM Stations at Kohat, Swat and Abbottabad.
31. Establishment of Planning Cell at Local Government and Rural Development Department.
32. Retirement Benefit and Death Compensation Cell.
33. Automation of Pension Payment System (APPS).
34. Energy Monitoring Unit.
35. Establishment of Planning Cell in Food Department.
36. Automation of Food Department.
37. Operationalization of Redesigned Energy and Power Department.
38. Establishment of Planning Cell in Energy and Power Department.
39. Computerization of Land Record.
40. Creation of MRS Cell in C&W Department.
41. Enhancement of existing facilities in MIS/GIS for C&W Department.
42. Strengthening of Planning Cell and Monitoring of Developmental Projects of Agriculture Department.
43. Project Coordination Unit (PCU) for implementation of Law and Order Initiative in Khyber Pakhtunkhwa.
44. Afghan Management and Repatriation Cell at Home Department.
45. Traffic Control Management System and FM Radio 693-120173.
46. Strengthening of Prosecution Directorate, PCMC and Planning Cell at Home Department.

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47. Establishment of 100 Family Welfare Centers.
48. Establishment of Population and Research Training Institute and Social Mobilization.
49. Value Addition/Research and Development works on Ore Minerals in Khyber Pakhtunkhwa.
50. Establishment of Model Coal Mine at Shahkot District Nowshera.
51. Establishment of Zoo for Peshawar Division.
52. Development and Management of National Park in Khyber Pakhtunkhwa.
53. Conservation and Management of Wildlife in Central and Northern Division.
54. Establishment of Monitoring, Evaluation, Grievance and Inquiry Cell in Administrative Department.
55. Establishment of Climate Change Cell for Multilateral Environmental Agreements.
56. Carbon Stock Assessment in Khyber Pakhtunkhwa.
57. Introduction of Range Management Initiatives in Khyber Pakhtunkhwa.
58. Establishment of Engineering Wing in Sports, Tourism, Archeology, Youth Affairs and Museums Department.

Attested



GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING & DEVELOPMENT DEPARTMENT

Annex



Dated Peshawar, January 09, 2020.

NOTIFICATION:

No. SO(E)P&D/071/19-39/2019: In pursuance of the decision of the Provincial Cabinet dated 09.05.2019 and the establishment of Provincial Planning Cadre, the competent authority is pleased to include all planning oriented posts in BPS-17 and above of newly regularized components/units of Planning & Development Department and Planning Cells of Administrative Departments, Civil Secretariat along-with incumbents as well as left over posts as per **appendix** in the Schedule-I of The Khyber Pakhtunkhwa Provincial Planning Service Rules, 2018.

2. The competent authority is further pleased to exclude the following posts of Rescue-1122 from the schedule-I of The Khyber Pakhtunkhwa Provincial Planning Service Rules, 2018:


- | | | |
|------|-----------------------------------|------------|
| i. | Director Planning (BS-19). | (1 post). |
| ii. | Deputy Director Planning (BS-18). | (1 post). |
| iii. | AD Planning (BS-17). | (2 posts). |


CHIEF SECRETARY
KHYBER PAKHTUNKHWA

Endst: of even No. & Date.

Copy forwarded to the:

1. Principal Secretary to Governor, Khyber Pakhtunkhwa.
2. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
3. All Administrative Secretaries in Khyber Pakhtunkhwa.
4. Accountant General, Khyber Pakhtunkhwa, Peshawar.
5. Director General, Sustainable Development Unit, P&D Department.
6. Executive Director, UPU, P&D Department.
7. Director General, M&E, P&D Department.
8. Director General, Rescue-1122, Peshawar.
9. PSO to Chief Secretary, Khyber Pakhtunkhwa.
10. Director Information, Khyber Pakhtunkhwa.
11. Deputy Secretary (Admn:), P&D Department, Merged Areas.
12. Assistant Chief (B&A), P&D Department.
13. Accounts Officer, CBP, P&D Department.
14. PS to Additional Chief Secretary, P&D Department.
15. PS to Secretary, P&D Department.
16. PAs to Additional Secretary/Chief Economist, P&D Department.
17. PA to Deputy Secretary (Admn:), P&D Department.

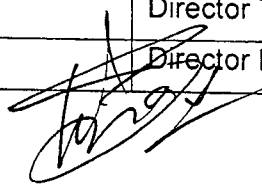

(SONA KHAN)
Section Officer (Estt:) 9/1/2020


Attested

APPENDIX

(41)

S.No.	NAME OF OFFICER WITH ACADEMIC QUALIFICATION	DESIGNATION	BPS	DEPARTMENT
1.	Engr. Asif Shahab	Assistant Chief	18	CBP, P&D Department
2.	Amin Khan Bangash	Assistant Chief	18	CBP, P&D Department
3.	Ms. Palwasha Rehman	Assistant Chief	18	CBP, P&D Department
4.	Dr. Kashif Nazir	Assistant Chief	18	CBP, P&D Department
5.	Rafiq Jan	Assistant Chief	18	CBP, P&D Department
6.	Tehsil Zaman	Assistant Chief	18	CBP, P&D Department
7.	Muhammad Ayaz	Assistant Chief	18	CBP, P&D Department
8.	Abdul Aziz Abbasi	Assistant Chief	18	CBP, P&D Department
9.	Faaiz Arbab	Research Officer	17	CBP, P&D Department
10.	Engr. Nasir Khan	Research Officer	17	CBP, P&D Department
11.	Engr. Naveed Ishtiaq	Research Officer	17	CBP, P&D Department
12.	Ali Hussain	Research Officer	17	CBP, P&D Department
13.	Waqas Ghaus	Research Officer	17	CBP, P&D Department
14.	Engr. Muhammad Tariq	Research Officer	17	CBP, P&D Department
15.	Shahbaz Khan	Research Officer	17	CBP, P&D Department
16.	Junaid	Research Officer	17	CBP, P&D Department
17.	Muhammad Irfan	Research Officer	17	CBP, P&D Department
18.	Tahir Aman	Research Officer	17	CBP, P&D Department
19.	Pir Bilal Muhammad	Research Officer	17	CBP, P&D Department
20.	Mian Ayub Gul	Research Officer	17	CBP, P&D Department
21.	Asim Javed	Research Officer	17	CBP, P&D Department
22.	Taimur Arbab	Research Officer	17	CBP, P&D Department
23.	Engr. Yasir Adnan	Research Officer	17	CBP, P&D Department
24.	Engr. Qazi Muhammad Zohaib	Research Officer	17	CBP, P&D Department
25.	Zainab Khatoon	Research Officer	17	CBP, P&D Department
26.	Syed Shoaib Ali Shah	Research Officer	17	CBP, P&D Department
27.	Muhammad Shoaib	Research Officer	17	CBP, P&D Department
28.	Mukhtar Ahmad	Research Officer	17	CBP, P&D Department
29.	Muhammad Tariq	Research Officer	17	CBP, P&D Department
30.	Hizbullah Khan	Research Officer	17	CBP, P&D Department
31.	Ozair Rahim	Research Officer	17	CBP, P&D Department
32.	Arbab Wajid Khan	Research Officer	17	CBP, P&D Department
33.	Sher Azam Khan	Director Technical	19	M&E, P&D Department
34.	Waheed Afzal	Director Technical	19	M&E, P&D Department
35.	Muhammad Ayaz	Director Evaluation	19	M&E, P&D Department



Attested

36.	Akhtar Shahzad Bangash	Deputy Director	18	M&E, P&D Department
37.	Saleem Shah	Deputy Director	18	M&E, P&D Department
38.	Asim Riaz Muhammad Ali	Deputy Director	18	M&E, P&D Department
39.	Hidayat Ullah	Deputy Director	18	M&E, P&D Department
40.	Muhammad Imran Khan	Deputy Director	18	M&E, P&D Department
41.	Sikandar Khan	Deputy Director	18	M&E, P&D Department
42.	Aftab Haider	Deputy Director	18	M&E, P&D Department
43.	Muhammad Shoaib	Deputy Director (Evaluation)	18	M&E, P&D Department
44.	Shahzad Khan	Deputy Director	18	M&E, P&D Department
45.	Ashfaq Khan	Deputy Director	18	M&E, P&D Department
46.	Afrasiyab Khattak	Deputy Director	18	M&E, P&D Department
47.	Alam Zeb	Deputy Director	18	M&E, P&D Department
48.	Changaiz Alam Durrani	Assistant Director	17	M&E, P&D Department
49.	Kamran Ali Khan	Assistant Director (Evaluation)	17	M&E, P&D Department
50.	Ejaz Hamid	Assistant Director	17	M&E, P&D Department
51.	Pir Muhammad Raza Shah	Assistant Director	17	M&E, P&D Department
52.	Ms. Shaista Qaiser	Assistant Director	17	M&E, P&D Department
53.	Amjad Ali Shah	Assistant Director	17	M&E, P&D Department
54.	Khurshid Alam	Assistant Director	17	M&E, P&D Department
55.	Asrar Ahmad	Assistant Director	17	M&E, P&D Department
56.	Aftab Alam	Assistant Director	17	M&E, P&D Department
57.	Muhammad Adeel Khan	Assistant Director	17	M&E, P&D Department
58.	Muhammad Yasir Mahsud	Assistant Director	17	M&E, P&D Department
59.	Naveed Ullah	Assistant Director	17	M&E, P&D Department
60.	Pir Tariq Shah	Assistant Director	17	M&E, P&D Department
61.	Tariq Ikram	Assistant Director	17	M&E, P&D Department
62.	Muhammad Awais	Assistant Director	17	M&E, P&D Department
63.	Fahad Noor	Assistant Director	17	M&E, P&D Department
64.	Wajid Anwar	Assistant Director	17	M&E, P&D Department
65.	Hizbullah Khan	Assistant Director	17	M&E, P&D Department
66.	Abdul Wadood Shah	Assistant Director	17	M&E, P&D Department
67.	Babar Naseem	Assistant Director	17	M&E, P&D Department
68.	Mujahid Naseer	Assistant Director	17	M&E, P&D Department
69.	Muhammad Amar Rafiq	Assistant Director	17	M&E, P&D Department
70.	Ejaz Ahmad	Assistant Director	17	M&E, P&D Department
71.	Zahid Gul	Assistant Director	17	M&E, P&D Department
72.	Obaid Ur Rehman	Assistant Director	17	M&E, P&D Department

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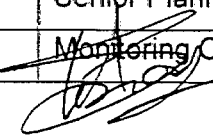
73.	Tahir Hassan	Assistant Director	17	M&E, P&D Department
74.	Vacant	Assistant Director	17	M&E, P&D Department
75.	Syed Nasir Jamil	Senior Geographic Information System Specialist	18	UPU, P&D Department
76.	Hamayun Khan	Communication Specialist	18	UPU, P&D Department
77.	Ms. Hina Gul	Monitoring & Evaluation Specialist	18	UPU, P&D Department
78.	Sohail Ahmad	Transport Specialist	18	UPU, P&D Department
79.	Adnan Salim Khan	Urban Planner	18	UPU, P&D Department
80.	Riaz Noor	Urban Economist	18	UPU, P&D Department
81.	Vacant	Chief of Section	19	P&DD Merged Areas
82.	Abdur Rehman	Assistant Chief	18	P&DD Merged Areas
83.	Amir Bashir	Research Officer	17	P&DD Merged Areas
84.	Vacant	Research Officer	17	P&DD Merged Areas
85.	Rizwan Javed	Agri Business Officer-I	17	Agriculture Department
86.	Syed Ishfaq Ahmad	AD Planning cum Agri Business Officer-II	17	Agriculture Department
87.	Vacant	Chief M&E Officer	19	E&SE Department
88.	Jamshed Akram	M&E Officer (Tech)	17	E&SE Department
89.	Mubashar Muzaffar	M&E Officer (Tech)	17	E&SE Department
90.	Taj Muhammad Khan	M&E Officer (Tech)	17	E&SE Department
91.	Kifayat Ullah Khan	M&E Officer (Tech)	17	E&SE Department
92.	Safi Ullah	M&E Officer (Tech)	17	E&SE Department
93.	Syed Zain Ullah Shah	Chief Planning Officer	19	Energy & Power Deptt.
94.	Khurram Shahzad Durrani	Planning Officer	17	Energy & Power Deptt.
95.	Arif Ullah Shah	Planning Officer	17	Energy & Power Deptt.
96.	Pir Aimal	Planning Officer	17	Energy & Power Deptt.
97.	Waqas Ahmad	Planning Officer	17	Energy & Power Deptt.
98.	Ijaz Ali Shah	Planning Officer	17	Energy & Power Deptt.
99.	Muhammad Luqman Hakeem Khan	Planning Officer	17	Energy & Power Deptt.
100.	Muhammad Kamran	Planning Officer	17	Food Department
101.	Muhammad Khanan	Civil Engineer	17	Food Department
102.	Haseeb Ullah Khan	Economist	17	Food Department
103.	Vacant	Chief Planning Officer	19	LG&RD Department
104.	Vacant	Senior Planning Officer	18	LG&RD Department
105.	Muhammad Shah Khan	Planning Officer	17	LG&RD Department
106.	Sardar Ahmad	Planning Officer	17	LG&RD Department
107.	Engr. Ubaid Khan	Planning Officer	17	LG&RD Department
108.	Vacant	Planning Officer	17	LG&RD Department

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Attested

109.	Vacant	Director Technical	19	Irrigation Department
110.	Vacant	Economist	18	Irrigation Department
111.	Engr. Nadir Iqbal	Senior Planning Officer	18	Irrigation Department
112.	Syed Qamar Abbas	Environmentalist	18	Irrigation Department
113.	Vacant	Monitoring Officer	17	Irrigation Department
114.	Vacant	Planning Officer	17	Irrigation Department
115.	Khan Muhammad	Planning Officer	17	Home Department
116.	Jalal Ahmad	Planning Officer	17	Home Department
117.	Muhammad Ismail Mohmand	Planning Officer	17	Home Department
118.	Vacant	Director Planning & Monitoring	19	PHE Department
119.	Vacant	Planning Officer	17	PHE Department
120.	Vacant	Planning Officer	17	PHE Department
121.	Vacant	Chief Planning Officer	19	Sports Department
122.	Vacant	Senior Planning Officer	18	Sports Department
123.	Alamgir Khan	Monitoring Officer	17	Sports Department

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Attested



GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING & DEVELOPMENT DEPARTMENT

Dated Peshawar, June 08, 2018.

add
Dinner
D/2

NOTIFICATION:

NO.SO(E)P&D/3-1/Reg:/Projects/2018: In compliance of the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018, the Provincial Government is pleased to notify regularization of services of the following (87) employees of the project titled "Capacity Building of Planning & Development" with effect from 02.03.2018 as provided under Section-4 of the Act ibid, subject to the condition that it shall not affect the service promotion quota of all service cadres:-

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S#	Name of Officer	BPS	Designation
1.	Engr. Asif Shahab	18	Assistant Chief
2.	Amin Khan Bangash	18	Assistant Chief
3.	Miss. Palwasha Rehman	18	Assistant Chief
4.	Dr. Kashif Nazir	18	Assistant Chief
5.	Mr. Rafiq Jan	18	Assistant Chief
6.	Mr. Tehsil Zaman	18	Assistant Chief
7.	Mr. Muhammad Ayaz	18	Assistant Chief
8.	Mr. Abdul Aziz Abbasi	18	Assistant Chief
9.	Mr. Faaiz Arbab	17	Research Officer
10.	Engr. Nasir Khan	17	Research Officer
11.	Engr. Naveed Ishtiaq	17	Research Officer
12.	Mr. Ali Hussain	17	Research Officer
13.	Mr. Waqas Ghaus	17	Research Officer
14.	Engr. Muhammad Tariq	17	Research Officer
15.	Mr. Shahbaz Khan	17	Research Officer
16.	Mr. Junaid	17	Research Officer
17.	Muhammad Irfan	17	Research Officer
18.	Mr. Tahir Aman	17	Research Officer
19.	Pir Bilal Muhammad	17	Research Officer
20.	Mian Ayub Gul	17	Research Officer
21.	Mr. Asim Javed	17	Research Officer
22.	Mr. Taimur Arbab.	17	Research Officer
23.	Engr. Yasir Adnan	17	Research Officer
24.	Engr. Qazi Muhammad Zohaib	17	Research Officer
25.	Ms. Zainab Khatoon	17	Research Officer
26.	Syed Shoab Ali Shah	17	Research Officer
27.	Muhammad Shoab	17	Research Officer
28.	Mr. Mukhtar Ahmad	17	Research Officer
29.	Muhammad Tariq	17	Research Officer
30.	Mr. Hizbullah Khan	17	Research Officer

Section Officer (Establishment),
P&D Department.

Attested

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31.	Mr. Ozair Rahim	17	Research Officer
32.	Mr. Arbab Wajid Khan	17	Research Officer
33.	Mr. Ijaz Ali	16	Computer Operator
34.	M. Shahab	16	Computer Operator
35.	Mr. Sajid Ali	16	Computer Operator
36.	Mr. Farhad Ali	16	Computer Operator
37.	Muhammad Rehan	16	Computer Operator
38.	Mr. Sohail Khan	16	Computer Operator
39.	Mr. Irfan Alam	16	Assistant
40.	Mr. Asad Kamran	16	Assistant
41.	Muhammad Kashif	16	Assistant
42.	Mr. Nek Abbas	16	Assistant
43.	Mr. Akhter Ali	7	Telephone Operator
44.	Mr. Asif Khan	6	Driver
45.	Mr. Niaz Ali	6	Driver
46.	Mr. Ajmal Khan	6	Driver
47.	Mr. Khan Ghalib	6	Driver
48.	Mr. Irshad	6	Driver
49.	Muhammad Siyar	6	Driver
50.	Muhammad Kamran	6	Driver
51.	Muhammad Ismail	6	Driver
52.	Mr. Mukamil Shah	6	Driver
53.	Mr. Amjad Ali	6	Driver
54.	Mr. Noor Hassan	6	Driver
55.	Mr. Naik Mali Khan	6	Driver
56.	Mr. Ghulam Akbar	6	Driver
57.	Mr. Abdul Basit Khan	6	Driver
58.	Mr. Waqas Ahmad	5	Electrician
59.	Mr. Shahzad Khan	7	Generator Operator
60.	Mr. Sulaiman Shah	3	N/Q
61.	Mr. Shafi-ur-Rahman	3	N/Q
62.	Mr. Sabir Khan	3	N/Q
63.	Muhammad Ibrahim	3	N/Q
64.	Mr. Akhtar Gul	3	N/Q
65.	Muhammad Khalid	3	N/Q
66.	Mr. Javed Khan	3	N/Q
67.	Mr. Syed Zulfiqar Ali Jafri	3	N/Q
68.	Mr. Niamat Ullah	3	N/Q
69.	Mr. Asim Khan	3	N/Q
70.	Mr. Masood Shah	3	N/Q
71.	Mr. Farooq Ahmad	3	N/Q
72.	Syed Rasool Shah	3	N/Q
73.	Mr. Jawad Ahmad	3	N/Q

Section Officer (Establishment),
P&D Department.

Attested

74.	Mr. Ahsan Ullah	3	N/Q
75.	Mr. Wajid Ali	3	N/Q
76.	Mr. Haleemullah	3	N/Q
77.	Mr. Haseeb Ahmad	3	N/Q
78.	Mr. Akhtar Sher	3	N/Q
79.	Ms. Farhada	3	N/Q
80.	Mr. Salman Khan	3	N/Q
81.	Mr. Mehrab Hussain	3	N/Q
82.	Mr. Ijaz Ahmad	3	Chowkidar
83.	Mr. Zahoor Khan	3	Chowkidar
84.	Mr. Iftikhar Khan	3	Chowkidar
85.	Mr. Zar Shah	3	Chowkidar
86.	Mr. Fazle Elahi	3	Chowkidar
87.	Mr. Sharoon	3	Sweeper

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Section Officer (Establishment),
P&D Department.

**ADDITIONAL CHIEF SECRETARY
P&D DEPARTMENT**

Endst: No. & date even.

Copy forwarded to the:-

- 1 Principal Secretary to Chief Minister, Khyber Pakhtunkhwa, Peshawar.
- 2 Accountant General, Khyber Pakhtunkhwa.
- 3 PSO Chief Secretary, Khyber Pakhtunkhwa.
- 4 Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department.
- 5 Secretary to Govt. of Khyber Pakhtunkhwa, Finance Department.
- 6 Project Director, Capacity Building Project, P&D Department.
- 7 Assistant Chief (B&A), P&D Department.
- 8 Manager, Government Printing Press for publication in the official gazette at an early date.
- 9 PS to Additional Chief Secretary, P&D Department.
- 10 PS to Secretary, P&D Department.
- 11 Officers/ officials concerned.

08/06/18
Section Officer (Estt)

Attested

Annex

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GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING AND DEVELOPMENT DEPARTMENT

Dated Peshawar 03rd July, 2018

NOTIFICATION:

NO.SO(E)P&D/3-1/Req/Projects/2018: In compliance of the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018, the Provincial Government is pleased to notify regularization of services of the following (132) employees of the project titled "Establishment of M&E System in Khyber Pakhtunkhwa" with effect from 02.03.2018 as provided under Section-4 of the Act ibid, subject to the condition that it shall not affect the service promotion quota of all service cadres:-

S. No	Name of Incumbent	BPS	Designation
1	Mr. Sher Azam Khan	19	Director Technical
2	Mr. Waheed Afzal	19	Director Technical
3	Mr. Muhammad Ayaz	19	Director Evaluation
4	Mr. Akhtar Shahzad Bangash	18	Deputy Director
5	Mr. Saleem Shah	18	Deputy Director
6	Mr. Asim Riaz Muhammad Ali	18	Deputy Director
7	Mr. Hidayat Ullah	18	Deputy Director
8	Mr. Muhammad Imran Khan	18	Deputy Director
9	Mr. Sikandar Khan	18	Deputy Director
10	Mr. Aftab Haider	18	Deputy Director
11	Mr. Muhammad Shoaib	18	Deputy Director (Evaluation)
12	Mr. Shahzad Khan	18	Deputy Director
13	Mr. Ashfaq Khan	18	Deputy Director
14	Mr. Afrasiyab Khattak	18	Deputy Director
15	Mr. Alam Zeb	18	Deputy Director
16	Mr. Ali Muhammad	17	Superintendent
17	Mr. Changaiz Alam Durrani	17	Assistant Director

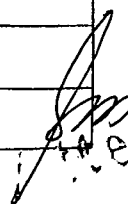
Section Officer (Establishment),
P&D Department.

Attested

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Section Officer (Establishment)
P&D Department.

18	Mr. Kamran Ali Khan	17	Assistant Director (Evaluation)
19	Mr. Ejaz Hamid	17	Assistant Director
20	Mr. Pir Muhammad Raza Shah	17	Assistant Director
21	Ms. Shaista Qaiser	17	Assistant Director
22	Mr. Amjad Ali Shah	17	Assistant Director
23	Mr. Khurshid Alam	17	Assistant Director
24	Mr. Asrar Ahmad	17	Assistant Director
25	Mr. Aftab Alam	17	Assistant Director
26	Mr. Muhammad Adeel Khan	17	Assistant Director
27	Mr. Muhammad Yasir Mahsud	17	Assistant Director
28	Mr. Naveed Ullah	17	Assistant Director
29	Mr. Pir Tariq Shah	17	Assistant Director
30	Mr. Tariq Ikram	17	Assistant Director
31	Mr. Muhammad Awais	17	Assistant Director
32	Mr. Fahad Noor	17	Assistant Director
33	Mr. Wajid Anwar	17	Assistant Director
34	Mr. Hizbullah Khan	17	Assistant Director
35	Mr. Rashid Ashraf	17	Assistant Director
36	Mr. Abdul Wadood Shah	17	Assistant Director
37	Mr. Babar Naseem	17	Assistant Director
38	Mr. Mujahid Naseer	17	Assistant Director
39	Mr. Muhammad Anwar Rafiq	17	Assistant Director
40	Mr. Ejaz Ahmad	17	Assistant Director
41	Mr. Zahid Gul	17	Assistant Director
42	Mr. Obaid Ur Rehman	17	Assistant Director
43	Mr. Tahir Hassan	17	Assistant Director
44	Mr. Ghulam Sabir	16	Assistant
45	Mr. Kamran Khan	16	Assistant
46	Mr. Ashfaq Ali Khan	16	Assistant
47	Mr. Arshad Pervaiz	16	Assistant
48	Mr. Tousif Shahzad	16	Assistant
49	Mr. Muhammad Nisar	16	Assistant



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50	Mr. Nazir Ullah Khan	16	Assistant
51	Mr. Saleem Ullah	16	Assistant
52	Mr. Irfan Khan	16	Assistant
53	Mr. Muhammad Sohail Khan	16	Assistant
54	Mr. Atif Muneer	16	Assistant
55	Mr. Akhtar Ali	16	Assistant
56	Mr. Faisal Nadeem	16	Care Taker
57	Mr. Muhammad Schail	16	Computer Operator
58	Mr. Asim Jan	16	Computer Operator
59	Mr. Javed Iqbal	16	Computer Operator
60	Mr. Hidayat Ullah	16	Computer Operator
61	Mr. Gul Faraz Khan	16	Computer Operator
62	Mr. Abubakar Sadique	16	Computer Operator
63	Mr. Alam Zeb	16	Computer Operator
64	Mr. Zahid Kamal	16	Computer Operator
65	Mr. Iftikhar Ali	16	Computer Operator
66	Mr. Fahim Afzal Khan	16	Computer Operator
67	Ms. Bushra Gul	16	Computer Operator
68	Mr. Arshad Khan	16	Computer Operator
69	Mr. Moheb Ullah Khan	16	Computer Operator
70	Mr. Sufyan	16	Computer Operator
71	Mr. Muhammad Naeem	16	Computer Operator
72	Mr. Farzand Khan	16	Computer Operator
73	Mr. Usman Ali Khan	16	Computer Operator
74	Mr. Muhammad Aamii	16	Computer Operator
75	Mr. Faisal Khurshid Niazi	16	Computer Operator
76	Mr. Farooq Ahmed	16	Computer Operator
77	Mr. Usman Faiq zada	16	Computer Operator
78	Mr. Arshad Khan	16	Computer Operator
79	Ms. Nosheen	16	Computer Operator
80	Mr. Mansoor Bashar	16	Computer Operator
81	Mr. Shafi ur Rehman	16	Computer Operator
82	Mr. Hussain Ali	16	Computer Operator

Section Officer (Establishment),
P&D Department.

Attested

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83	Mr. Fakhr Ud Din	16	Computer Operator
84	Mr. Sohrab Khan	16	Computer Operator
85	Mr. Naveed Alam	16	Computer Operator
86	Mr. Ghulam Ishaq	16	Computer Operator
87	Mr. Khair Ullah	16	Personal Assistant
88	Mr Shams Minallah	7	Telephone Operator
89	Mr. Ghulam Farid	6	Driver
90	Mr. Adnan Ahmed	6	Driver
91	Mr. Aziz ul Haq	6	Driver
92	Mr. Jehangir Khan	6	Driver
93	Mr. Zahid Khan	6	Driver
94	Mr. Ubaid Ullah	6	Driver
95	Mr. Faisal Ur Rehman	6	Driver
96	Mr. Nadæem Hussain Durrani	6	Driver
97	Mr. Khair Ullah	6	Driver
98	Mr. Muhammad Waseem	6	Driver
99	Mr. Rafiq Ullah	6	Driver
100	Mr. Zia ul Hassan	6	Driver
101	Mr. Shahzad Khan	6	Driver
102	Mr. Hayatullah	6	Driver
103	Mr. Yaqeen Ali	6	Driver
104	Mr. Muhammad Haroon Ur Rasheed	6	Driver
105	Mr. Zain Ul Abidin	6	Driver
106	Mr. Naseer	3	Chowkidar
107	Mr. Riaz	3	Chowkidar
108	Mr. Farooq Khan	3	Chowkidar
109	Mr. Saleh Shah	3	Chowkidar
110	Mr. Iftikhar Ahmed	3	Chowkidar
111	Mr. Qayyum Nawaz Khan	3	Chowkidar
112	Mr. Yar Muhammad	3	Chowkidar
113	Mr. Jahan dad Khan	3	Naib Qasid
114	Mr. Bakhat Niaz	3	Naib Qasid

Section Officer (Establishment),
P&D Department.

Attested

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115	Mr. Amjad Ali Khan	3	Naib Qasid
116	Mr. Muhammad Karim	3	Naib Qasid
117	Mr. Fazli Raziq	3	Naib Qasid
118	Mr. Bahadar Said	3	Naib Qasid
119	Mr. Muhammad Iqbal	3	Naib Qasid
120	Mr. Akhtar Munir	3	Naib Qasid
121	Mr. Zulfiqar Ali	3	Naib Qasid
122	Mr. Asad Khan	3	Naib Qasid
123	Mr. Adnan Khan	3	Naib Qasid
124	Mr. Akbar Saeed	3	Naib Qasid
125	Mr. Imtiaz Ali	3	Naib Qasid
126	Mr. Salamat Khan	3	Naib Qasid
127	Mr. Tanveer Ahmed Khan	3	Naib Qasid
128	Mr. Imad Ali	3	Naib Qasid
129	Mr. Zarshad Ahmed	3	Naib Qasid
130	Mr. Amir Irfan Masih	3	Sweeper
131	Mr. Mumtaz	3	Sweeper
132	Mr. Saleem Khan	3	Sweeper

Section Officer (Establishment),
P&D Department

Additional Chief Secretary
P&D Department

Endst: No. & date even.

Copy forwarded to the:

1. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa, Peshawar.
2. Accountant General, Khyber Pakhtunkhwa.
3. PSO Chief Secretary, Khyber Pakhtunkhwa.
4. Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department.
5. Secretary to Govt. of Khyber Pakhtunkhwa, Finance Department.
6. Director General (M&E), P&D Department.
7. Assistant Chief (B&A), P&D Department.
8. Manager, Government Printing Press for publication in the official gazette at an early date.
9. PS to Additional Chief Secretary, P&D Department.
10. PS to Secretary, P&D Department.
11. Officers/Officials concerned.

Attested

(Waqas Ghaus)
Section Officer (Estt)

03-07-2018

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Annex

E



**CHIEF MINISTER'S SECRETARIAT
KHYBER PAKHTUNKHWA
PESHAWAR**

Dated Peshawar 13th October, 2018

NOTIFICATION:-

No.SO(Admn)/CMS/KP/2018: The Hon'ble Chief Minister, Khyber Pakhtunkhwa has been pleased to constitute the following committee of the Cabinet Ministers and Provincial Secretaries with the TORs as mentioned below:

1. Mr. Taimoor Saleem Khan Jhagra, Minister for Finance, Khyber Pakhtunkhwa. **In Chair**
2. Mr. Sultan Muhammad Khan, Minister for Law, Parliamentary Affairs & Human Rights, Khyber Pakhtunkhwa.
3. Dr. Amjad Ali, Minister for Mines & Mineral, Khyber Pakhtunkhwa.
4. The Secretary to Government of Khyber Pakhtunkhwa, Finance Department.
5. The Secretary to Government of Khyber Pakhtunkhwa, Establishment Department.

TORs.

1. To look into the grievances of the employees of Secretariat/other Departments arising due to regularization of the project employees in various cadres and grades under the Project Employees Regularization Act, 2018 leading to deprivation of regular employees from due right of promotion.
2. The Committee will also look into the demand of the employees for executive allowance.
3. Any other issue which the committee deem appropriate to be highlighted.

The Chief Minister, Khyber Pakhtunkhwa has desired that the committee may submit its report within a week time.

**Principal Secretary to Chief Minister,
Khyber Pakhtunkhwa**

Copy to:-

1. All Member of the Committee.
2. The Chief Secretary, Government of Khyber Pakhtunkhwa.
3. The Secretary to Government of Khyber Pakhtunkhwa Administration Department.
4. PS to Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.

Attested

UAS
(Usman Ali Shah)
Section Officer (Admn).

IMMEDIATE



GOVT. OF KHYBER PAKHTUNKHWA
ESTABLISHMENT & ADMN: DEPARTMENT
(REGULATION WING)

No. SO(O&M)E&AD/3-15/2019
Dated Peshawar, the 20th May, 2019

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E

To

- The Secretaries to Govt. of Khyber Pakhtunkhwa.
1. Health Department.
 2. Finance Department.
 3. Planning & Development Department.
 4. Home & Tribal Affairs Department.
 5. Relief, Rehabilitation and Settlement Department.
 6. Local Government, Elections and Rural Development Department.
 7. ST&IT Department.
 8. Sports, Tourism, Archaeology & Museums Department.
 9. Population Welfare Department.
 10. Agriculture Department.
 11. Food Department.
 12. Industries, Commerce and Technical Education Department.
 13. Establishment & Administration Department.

Annex

Subject: **DECISION OF MEETING OF THE PROVINCIAL CABINET DATED 09.05.2019.**

Dear Sir,

I am directed to refer to the subject cited above and to enclose herewith a copy of Provincial Cabinet decision & Ministerial Committee recommendations alongwith Notification regarding Grievances Redressal Committee, for further necessary action.

Yours faithfully,

(Signature)
(GAUHAR ALI)
SECTION OFFICER (O&M)

Encl: as above.

Endst: No. & Date Even.

Copy to:-

1. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
2. PS to Minister Finance.
3. PS to Minister Law.
4. PS to Minister Information.
5. PS to Chief Secretary, Khyber Pakhtunkhwa.
6. PS to Secretary Establishment Department.
7. PS to Special Secretary (Establishment/Regulation), Establishment.
8. PA to Additional Secretary (Regulation-I), Establishment Department.
9. PA to Deputy Secretary (Regulation- I, II, III, Estt., HRD & Policy), Establishment Department.

(Signature)
Attested

(Signature)
SECTION OFFICER (O&M)



2

GOVT. OF KHYBER PAKHTUNKHWA
ESTABLISHMENT & ADMN: DEPARTMENT
(REGULATION WING)

Dated Peshawar, the 20th May, 2019

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NOTIFICATION

No. SO(O&M)/E&AD/3-15/2018: The Provincial Government has been pleased to approve the recommendations of the Ministerial Committee constituted by the Provincial Cabinet on 26.02.2019 for settlement of anomalies arising out in the wake of promulgation of "The Khyber Pakhtunkhwa Employees (Regulation of Services) Act, 2018" (Appendix-I).

CHIEF SECRETARY
GOVERNMENT OF KHYBER PAKHTUNKHWA

Endst: No. & Date of even:

Copy to:

1. Accountant General, Khyber Pakhtunkhwa.
2. Secretaries to Government of Khyber Pakhtunkhwa,
i. Health, ii. Planning and Development, iii. Home, iv. Relief and Rehabilitation, v. Local Government, vi. Science and Technology, vii. Sports, viii. Population Welfare, ix. Industries, x. Agriculture and xi. Food Departments. for implementation of the recommendations of the Ministerial Committee approved by the Provincial Government.
3. PS to Chief Minister, Khyber Pakhtunkhwa.
4. PS to Members of Ministerial Committee.
5. PS to Secretary Finance Department.
6. PS to Secretary Establishment Department
7. PS to Secretary Law Department.
8. PS to Special Secretary (Regulation/Establishment), Establishment Department
9. All Deputy Secretaries in Regulation Wing of Establishment Department
10. All Section Officers in Establishment & Regulation Wings of Establishment Department for dealing cases and any future correspondence with respective line departments.

(GAUHAR ALI)
SECTION OFFICER (O&M)

Tested



3
GOVT. OF KHYBER PAKHTUNKHWA
ESTABLISHMENT & ADMN. DEPARTMENT
(REGULATION WING)

Dated Peshawar, the 20th May, 2019

NOTIFICATION

No. SO(O&M)/E&AD/3-15/2018: In pursuance of Provincial Cabinet decision for additional Item No. 8 dated 09.05.2019 the Provincial Government has been pleased to constitute Grievances Redressal Committee for settlement of anomalies arising out in the wake of promulgation of the Khyber Pakhtunkhwa Employees (Regulation of Services) Act, 2018.

i)	Secretary Establishment	Chairman
ii)	Representative of Finance Department	Member
iii)	Representative of Law, Parliamentary Affairs & Human Rights Department	Member
iv)	Representative of the concerned Department.	Member

CHIEF SECRETARY
GOVERNMENT OF KHYBER PAKHTUNKHWA

ToR's

- To place recommendations for settlement of anomalies arising out in wake of promulgation of above mentioned Act, before the Ministerial Committee.
- The Grievances Redressal Committee would report to the Ministerial Committee notified vide notification No. SO(O&M)/E&AD/3-15/2018 on 04.03.2019

Endst. No. & Date of even:

Copy to:-

1. PS to Minsters Finance, Law and Information & Public Relations.
2. All Administrative Departments concerned whose projects were regularized through ibid Act.
3. The Secretary Finance Department, Government of Khyber Pakhtunkhwa.
4. The Secretary Law Department, Government of Khyber Pakhtunkhwa.
5. PS to Chief Secretary, Khyber Pakhtunkhwa.
6. PS to Secretary Establishment Department.
7. PS to Special Secretary (Regulation/Establishment), Establishment Department.
8. PA to Deputy Secretary (Policy), Establishment Department.

(GAUHAR ALI)
SECTION OFFICER (O&M)

Attested



GOVERNMENT OF KHYBER PAKH
ESTABLISHMENT AND ADMN: DE
(CABINET WING)

No. SOC(E&AD)9-15/2019

Dated Peshawar the 14th May, 2019.

Annex
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To,

The Secretary to Govt. of Khyber Pakhtunkhwa
Establishment Department.

**SUBJECT: DECISION OF MEETING OF THE PROVINCIAL CABINET
DATED 09.05.2019.**

Dear Sir,

I am directed to forward herewith the following decision of the meeting of the Provincial Cabinet held on 09.05.2019 under the chairmanship of Chief Minister, Khyber Pakhtunkhwa for implementation.

**ADDITIONAL ITEM NO. 08
SETTLEMENT OF ANOMALIES ARISING OUT IN THE WAKE OF PROMULGATION OF THE
KHYBER PAKHTUNKHWA EMPLOYEES (REGULARIZATION OF SERVICES), ACT, 2018**

Decision of the Cabinet:

The Cabinet approved recommendations of the Ministerial Committee as under:-

- i) With regard to contingent/fixed pay/daily wages staff appointed/recruited by the departments prior to promulgation of the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 without adopting codal formalities under Project Policy, it was agreed that those contingent employees, 35 in number, (31 in P&D and 4 in Home Department) may be given one time relaxation for regularization of their services subject to certification of their credentials and suitability by the concerned Government Departments provided that it should not be quoted as precedent to follow in other cases, rather a special dispensation to the contingent paid employees vide order of Peshawar High Court decision given in the Writ Petition No. 6553-P/2018 dated 12.03.2019.
- ii) A Grievances Redressal Committee headed by Establishment Department consisting of representatives from Finance, Law and concerned administrative departments may be constituted. The Grievances Redressal Committee would report to the same ministerial committee.
- iii) All the positions created by Finance Department for all the regularized projects under the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 shall be created/placed at the strength of attached formations of respective administrative departments except the positions of Planning Cells.

Implementing Department: Establishment

2. I am to request that an implementation report of the Cabinet decision as required under Rule 25 (2) of the Khyber Pakhtunkhwa Government Rules of Business, 1985 may kindly be furnished on top priority basis to the Cabinet Section, Administration Department.

Yours faithfully,

(TAJ MUHAMMAD)

SECTION OFFICER (CABINET)

ENDST. NO. & DATE EVEN.

Copy to:-

1. P.S to Secretary Administration Department.
2. PA to Deputy Secretary (Cabinet) Administration Department.

SECTION OFFICER (CABINET)

S.O. (ORM)

9/5/19
P.S. 15/5

Attested

Subject:

MINUTES OF THE MEETING OF COMMITTEE REGARDING SETTLEMENT OF ANOMALIES ARISING OUT OF PROMULGATION OF THE KHYBER PAKHTUNKHA EMPLOYEES (REGULARIZATION OF SERVICES) ACT, 2018

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A meeting of the Ministers' Committee constituted in pursuance of Cabinet decision dated 26.02.2019 on the subject was held on 30.04.2019 at 1230 hrs under the chairmanship of Minister Finance. The following attended:-

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- i. Mr. Shaukat Yousafzai,
Minister Information.
- ii. Syed Jamal ud Din Shah,
Secretary Establishment
- iii. Mr. Shakeel Qadir Khan,
Secretary Finance.

02. At the outset, the chair welcomed the participants and Secretary Establishment Department briefed the forum in detail regarding the issues arising out in the wake of promulgation of the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 with particular reference to sifting of issue of regularized employees whose regularization orders are not issued yet and the matter pertaining to contingent/fixed pay/daily wages. He further highlighted the decisions of the Peshawar High Court dated 12.03.2019 passed in Writ Petition No. 6553-P/2018 wherein the Peshawar High Court has directed the respondents to regularize the services of Petitioners i.e. MNCH employees within timeframe thirty (30) days.

03. It is worth mentioning that the Ministerial Committee earlier agreed that the Anomaly Committee, created under the Chairmanship of the Secretary, Establishment Department, under the provision of the Regularization of Services Act, 2018, should continue to look at this issue and conclude its recommendations within one year of the promulgation of the Act as mandated. Around 80% of employees regularized have already been adjusted outside of the Secretariat and thus the committee needs deal with the remaining 20% of employees. The committee also proposed to work on an improved regularization criteria for the future.

04. After deliberating upon the issues, the committee unanimously agreed to recommend as under:-

Recommendations:-

Issues of Health, P&D, Local Government, ST& IT, Sports, Population Welfare, Home, Industries, Agriculture, Food, Relief & Rehabilitation were discussed in detail and recommendations were made (Annex-I).

- i. With regard to contingent/fixed pay/daily wages staff appointed/recruited by the departments prior to

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promulgation of the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 without adopting codal formalities under Project Policy, it was agreed that those contingent employees 35 in number of P&D and Home Departments may be given one time relaxation for regularization of their services subject to certification of their credentials and suitability by the concerned Government Departments provided that it should not be quoted as precedent to follow in other cases rather as a special dispensation to the contingent paid employees vide order of Peshawar High Court decision given in the Writ Petition No. 6553-P/2018 dated 12.03.2019 MNCH (employees of Health Department).

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- ii. To resolve any further issues arising out in the implementation of the ibid Act from time to time a Grievances Redressal Committee headed by Establishment Department consisting of representative from Finance, Law & concerned Administrative Departments may be constituted. The Grievances Redressal Committee would report to the same Ministerial Committee that dealt with the resolution of Anomalies, and gets its decisions endorsed by the same.
- iii. The Committee also recommended that all the positions created by Finance Department for all of the regularized projects under the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 shall be created/placed at the strength of attached formations of respective Administrative Departments except the positions of Planning Cells which fall under the Provincial Planning Service (PPS) and Engineering Wing of Sports Department. Finance Department will take further appropriate action accordingly.

05. The meeting ended with a vote of thanks to and from the Chair.


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RECOMMENDATIONS OF THE MINISTERIAL COMMITTEE

In pursuance of the directions of Ministerial Committee meeting dated 6.3.2019 the issues of regularized employees of various departments are classified in line with the Anomaly Committee's recommendations. Under the Rules of Business creation/abolition of posts is the domain of Finance Department. At the start of regularization process of the Project Employees, all concerned Administrative Departments were requested to coordinate their cases with the Finance Department for creation of posts on regular side. Moreover, subsequent to promulgation of the Regularization Act, 2018 they were again reminded to expedite the process of creation of posts with the Finance Department. Resultantly, Finance Department issued a schedule of meetings starting from 7.5.2018 to 16.5.2018 with the concerned departments for creation of posts. After that process, Finance Department addressed/asked the Administrative Departments concerned to ensure provision of a certificate to the effect that "all educational qualification and other credentials of the project employees have been verified and found correct" prior to creation of posts on regular side. After completion of the relevant conditions and formalities of Finance Department as well as meetings with the departments concerned, posts have been created on regular side. However, the following departments have raised issues/difficulties:-

Health Department

Name of the Project Regularized	Issues	Remarks
	Employees appointed without advertisement	
MNCH (approved on 7.3.2007 and revised from time to time till 2017-18)		Since the issue was subjudice before the Peshawar High Court and the Court in its order dated 12.3.2019 has decided the case in favour of the petitioners, hence the issue stands resolved. It is, therefore, proposed that the qualifications, credential and experience as required under Sections 3,4&5 of the ibid Act should be checked and after that Administrative Department may issue notification.
Summary		
Total Sanctioned Strength	=	431
Posts created by Finance Department	=	398
Employees appointed without advertisement	=	197
Breakup of employees		
Superintendent (BS-17)	01	
Computer Operator (BS-16)	02	
Account Assistant (BS-14)	04	
Junior Clerk (BS-11)	04	
Driver (06)	51	

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Naib Qasid (BS-03)	43	
Helper (BS-03)	19	
Cook (BS-03)	15	
Sweeper (BS-03)	18	
Chowkidar (BS-03)	40	

II P&D Department

Name of the Project Regularized	Issues	Remarks
	Employees appointed on contingent basis	
Monitoring & Evaluation (Revised in 2014-15)		With regard to contingent/fixed pay/daily wages staff appointed/recruited by the departments prior to promulgation of the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 without adopting codal formalities under Project Policy, it was agreed that those contingent employees 31 in number of P&D Department may be given one time relaxation for regularization of their services subject to verification of their qualifications and credentials by the concerned Government Departments provided that it should not be quoted as precedent to follow in other cases rather as a special dispensation to the contingent paid employees on the analogy of Peshawar High Court decision dated 12.03.2019.

Summary

Total Sanctioned Strength	=	166
Posts created by Finance Department	=	132
Employees appointed on contingent basis	=	19

Breakup of employees

Office Assistant (BS-16)	01	
IT Assistant (BS-16)	03	
Driver (BS-6)	04	
Naib Qasid (BS-3)	09	
Chowkidar (BS-3)	01	
Sweeper (BS-3)	01	

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Sustainable Development Unit		
Summary		
Total Sanctioned Strength	=	34
Posts created by Finance Department	=	27
Employees appointed on contingent basis	=	12
Office Assistant(BS-16)	01	With regard to contingent/fixed pay/daily wages staff appointed/recruited by the departments prior to promulgation of the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 without adopting codal formalities under Project Policy, it was agreed that those contingent employees 31 in number of P&D Departments may be given one time relaxation for regularization of their services subject to verification of their qualifications and credentials by the concerned Government Departments provided that it should not be quoted as precedent to follow in other cases rather as a special dispensation to the contingent paid employees on the analogy of Peshawar High Court decision dated 12.03.2019.
Junior Clerk (BS-11)	01	
Driver(BS-6)	02	
Naib Qasid(BS-3)	04	
Chowkidar(BS-3)	04	

III. Home & Tribal Affairs Department

Name of the Project Regularized	Issues	Remarks
Strengthening of Prosecution Directorate, PCMC and Planning Cell at Home Department	Employees appointed on contingent basis	With regard to contingent/fixed pay/daily wages staff appointed/recruited by the departments prior to promulgation of the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 without adopting codal formalities under Project Policy, it was agreed that those contingent employees 04 in number of Home Departments may be given one time relaxation for regularization of their services subject to verification of their qualifications and credentials by the concerned Government Departments provided that it should not be quoted as precedent to follow in other cases rather as a special dispensation to the contingent paid employees on the analogy of Peshawar High Court decision dated 12.03.2019.

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<u>Summary</u>	
Total Sanctioned Strength	= 50
Posts created by Finance Department	= 36
Employees appointed on contingent basis	= 04
<u>Breakup of employees</u>	
Naib Qasid (BS-3)	04
Coordination Unit for Implementation of Law & Order initiatives in Khyber Pakhtunkhwa	Procurement Officer (BS-17) holding the post in "Coordination Unit for Implementation of Law & Order Initiatives" in Police Department does not possess the requisite qualification for the post. The incumbent has M.A English only whereas the required qualification was Master in Social Sciences.
Traffic Control Management System and FM Radio.	One No. of Computer Operator of the said projects does not meet the prescribed qualification/criteria although the posts of the Computer Operators did exist in BS-16 prior to their regularization in the projects.
Computerization of Arms License	15 NOs of Computer Operators of the said projects do not meet the prescribed qualification/criteria although the posts of the Computer Operators did exist in BS-16 prior to their regularization in the projects.
Prison Management Information System.	13 NOs of Computer Operators of the said projects do not meet the prescribed qualification/criteria although the posts of the Computer Operators did exist in BS-16 prior to their regularization in the projects.

It was observed that MA English is as good as other social sciences and the incumbent might have possessed sufficient experience before the regularization of the said post and would perform his duty quite well now, hence the Committee may decide. However, it is proposed that the officer may be allowed to participate in a training course in the relevant field.

With regard to Computer Operates having less qualification, the Administrative Department should take up case with Finance Department to create SNE positions in BS-12. However, the incumbents will be given grace period of four years to acquire the prescribed qualification for the post of computer operator (BPS-16) i.e. Graduation with Diploma in IT (DIT).
Note:- The grace period shall commence from the issuance of the regularization notification.

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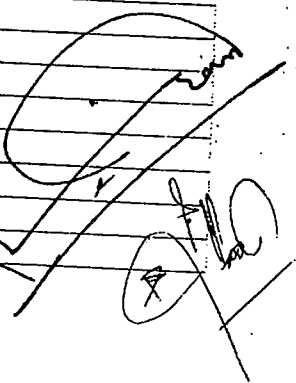
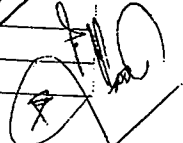
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IV. Relief, Rehabilitation and Settlement Department

Name of the Project Regularized	Issues	Remarks
	Posts adjustment in PDMA	
Provincial Reconstruction, Rehabilitation & Settlement Authority (PaRRSA) under PDMA		With regard to adjustment/merger of PaRRSA employees the competent authority (Chief Minister) has approved the recommendations of the Committee set up in Finance Department thus the issue has been resolved.
<u>Summary</u>		
Total Sanctioned Strength	=	68
Posts to be created/adjusted by Finance Department	=	68
<u>Breakup of employees</u>		
Officers	27	
Accounts Assistant	01	
Computer Operator	11	
Office Assistant	07	
Sub Engineer	04	
Helpline Assistant	01	
Petty Cash Clerk	01	
Receptionist	01	
Naib Qasid	07	
Driver	06	
Sweeper	01	

Approved

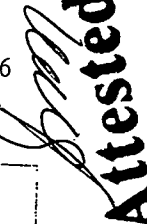





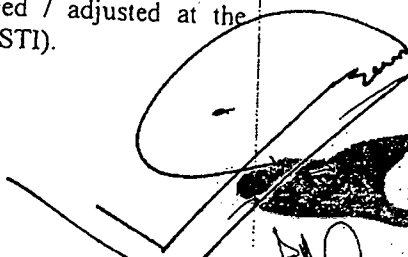


V. Local Government Department

Name of the Project Regularized	Category/Scale of the Employees having anomaly	Issues	Recommendations of the Anomaly Committee
Establishment of Planning Cell	02 Nos of Assistant (BS-16)	<ul style="list-style-type: none"> ➤ The issue of service structure of employees i.e., Assistants, Computer Operator, Driver, Naib Qasids & Muslim Sweeper. ➤ Placement of employees. 	<ul style="list-style-type: none"> ➤ Service structure is not an anomaly and is the responsibility of the Standing Service Rules Committee (SSRC). ➤ Planning Cells shall form part and parcel of Provincial Planning Service (PPS).
	One No. of Computer Operator (BS-16)		
	03 Nos. of Drivers (BS-03)		
	02 Nos. of Naib Qasids (BS-03)		
	One No. of Sweeper (BS-03)		

VI. ST& IT Department

Name of the Project Regularized	Category/Scale of the Employees having anomaly	Issues	Recommendations of the Anomaly Committee
Common Application for Government Departments (E-Office)	i. Project Manager (BS-18) ii. Application Manager (BS-17) iii. E-Office Trainer (BS-16) iv. Web Developer (BS-16) v. Office Assistant (BS-14) vi. Assistant IT Manager (BS-16) vii. Support Engineer (BS-16) viii. Assistant IT-Manager (BS-16) ix. Computer Operator (BS-16) x. Office Peon (BS-04) xi. Driver (BS-07)	The issue of adjustment of the employees in their respective five departments where they are working i.e. Establishment, Administration, Elementary & Secondary Education, ST&IT and Health Departments.	Since posts have already been created by the Finance Department, therefore, in order to settle the anomaly, all the positions may be shifted/placed / adjusted at the strength of Staff Training Institute (STI).
	Computer Operator (BS-16)	15 Computer Operators do not fulfill the prescribed qualification/ criteria of the Computer Operator (BS-16) i.e. Graduation with Diploma in IT (DIT).	With regard to Computer Operates having less qualification, the Administrative Department should take up case with Finance Department to create SNE positions in BS-12. However, the incumbents will be given grace period of four years to acquire the prescribed qualification for the post of computer operator (BPS-16) i.e. Graduation with Diploma in IT (DIT). Note:- The grace period shall commence from the issuance of the regularization notification.

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VII.

Sports Department

Name of the Project Regularized	Category/Scale of the Employees having anomaly	Issues	Recommendations of the Anomaly Committee
Establishment of Engineering Wing	03 Nos. of Site Engineer (BS-17)	Nomenclature of 03 Civil Engineers was reflected as Sub-Divisional Officer (SDO) in PC-I of the project. Finance Department notified the same posts as Site Engineers. The Civil Engineers working in the Engineering Wing have broader job description, they not only supervise sites but also work at the department like preparations of PC-I, input on ADP, Monitoring of C&W portfolio etc and requested that the same may be amended as per the analogy of Public Works Department.	The committee observed that as Finance Department has re-designated the 03 posts of Sub-Divisional Officers as Site Engineers (BS-17) so there is no anomaly involved.
	i. Site Engineer (BS-17) ii. Architect (BS-17) iii. Sub-Engineer (BS-16) iv. Draftsman (BS-15)	The issue of service structure (issues of promotion and posting transfer) of the incumbents is not clear from the Regularization Act, 2018 that whether the regularized staff will be merged in the Establishment Department for the promotion purpose or otherwise. The service structure for the post of Sub-Divisional Officer, Architect/Designer, Sub-Engineer and Draftsman.	Service structure at this stage is premature and is the internal issue of the department; therefore, the Administrative Department may settle the same through SSRC.
		Fixation of 30% Secretariat/Special Allowance.	The committee observed that the instant issue is not an anomaly.

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VIII. Population Welfare Department

Name of the Project Regularized	Category/Scale of the Employees having anomaly	Issues	Recommendations of the Anomaly Committee
Establishment of Population & Research Training Institute and Social Mobilization (KPPRTI)	Assistant Director/Project Coordinator (BS-17)	<p>➤ The incumbent appointed for the post of Assistant Director/Project Coordinator for the project "Establishment of Population & Research Training Institute and Social Mobilization (KPPRTI)" 2015-18 it was observed that;</p> <p>a) The qualification i.e. MA in Gender Studies on the basis he was appointed is not included in the approved service rules of the Directorate General.</p> <p>b) The result of the M.Phil Degree was notified by the University of Peshawar on 03.08.2016 while closing date of the advertisement was 24.04.2016 and interview was conducted on 08.06.2016 but 07 marks of one step higher qualification awarded.</p>	<p>The Committee observed that the Administrative Department has raised the issue which was the domain of Project Shortlisting and Selections Committees as provided in the Project Policy. To a query as to whether proper procedure was adopted by both the Committees, representative of the Administrative Department categorically informed the Anomaly Committee that proper procedure was followed by both the Committees. As such and as per clarification of the Administrative Department it was unanimously agreed that this is not an anomaly and Administrative Department may settle the issue at their own level and follow the recommendations of Shortlisting and Selection Committees.</p>
Establishment of 100 Family Welfare Centres FWCs in Khyber Pakhtunkhwa	Helper/Dai/Aya	<p>The issue of training at the time of recruitment i.e. most of the Helper/Dai/Aya recruited before 17.02.2017 under the project were having experience certificate instead of training. The Directorate General amended service rules on 17.02.2017 and the word "trained" was deleted.</p>	<p>The Committee observed that the service rules have been amended to the benefit of the incumbent and the training has been done away with therefore, there seem no anomaly at all. The Administrative Department may issue regularization notification accordingly.</p>
	Mst. Ruby Rehman FWW	<p>It was observed during the scrutiny that the incumbent FWW Mst. Ruby Rehman, was murdered/died on 30.07.2018 and the</p>	<p>The Committee observed that although she died before her</p>

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		issue of regularization order remains yet to be issued.	regularization notification as provided under Section-5 of the Act but she was holding the post on the date of enforcement of the Act i.e. 02-03-2018 however, her regularization was delayed for obvious reasons and had the Administrative Department carried out scrutiny she would have regularized before her death. Therefore, the Committee recommends her regularization.
<ul style="list-style-type: none"> i. Mst. Tahira Noor D/o Noor Bacha, FWW, DPW-Office Bunir. ii. Mst. Raheela Mehtab D/O Mehtab Shah (Aya/Helper) DPW-Office Charsadda. iii. Mst. Haseena Maroof D/o Maroof Shah Khattak, DPW-Office Nowshera (Aya/Helper) 		Mst. Tahira Noor D/o Noor Bacha, FWW, DPW-Office Bunir, Mst. Raheela Mehtab D/O Mehtab Shah (Aya/Helper) DPW-Office Charsadda & Mst. Haseena Maroof D/o Maroof Shah Khattak, DPW-Office Nowshera (Aya/Helper) resigned on 05/05/2018, 01/06/2018 & 31/07/2018 respectively. Some portion of their salaries is pending.	The Committee observed that there is no anomaly as the resignations tendered have been accepted as clarified by representatives of the Administrative Department however, for clearance of any pending liabilities the Administrative Department may take up case with Finance Department.
Mst. Aneela Khatoon D/o Sher Zaman (Dai/Aya/Helper) DPW office Hangu		Mst. Aneela Khatoon D/o Sher Zaman (Dai/Aya/Helper) DPW office Hangu is undergoing 24 Months Training of FWW (selected on open merit) and regularly getting stipend of Rs. 6000/- PM from 20.03.2018 onward as confirmed by Principal RTI while she has been reported continuously as present vide DPWO Hangu letter reflected in the minutes of the scrutiny committee and also got salary up to June, 2018.	The Committee observed that the issue does not come under the definition of anomaly and the Administrative Department is required to initiate appropriate disciplinary action against the employee at its own level.
Ms. Balqees W/o Imtiaz Ali (Aya/Helper) DPW Office Shangla		Ms. Balqees W/o Imtiaz Ali (Aya/Helper) DPW Office Shangla was absent.	-do-
		24 Family Welfare Workers were recruited under the project "100 FWC in KP" and they were fulfilling the required qualification of having SSC with LHV Diploma under the prevailing service rules of the Directorate General of Population Welfare at the time of their recruitment in the project, but in February, 2017 due to amendments in the	The committee recommended that the concerned Administrative Department may arrange appropriate training course for employees to cover up the training deficiencies of the employees so regularized under ibid Act.

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		service rules, the qualification of LHV has been deleted and at time of regularization, only SSC with FWV training course is required qualification which they do not possess.	
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IX. Industries Department.

Name of the Project Regularized	Category/Scale of the Employees having anomaly	Issues	Recommendation of the Anomaly Committee
Strengthening of Planning Cell	One No. of Account Officer (BS-16)	Anomaly in the post of Admn & Account Officer (BS-16)	The committee observed that since the incumbent was recruited in BS-16 under the Project Policy and upon regularization the post of Admn & Account Officer has been created in BS-16, hence there is no anomaly.

X. Agriculture Department.

Name of the Project Regularized	Category/Scale of the Employees having anomaly	Issues	Recommendation of the Anomaly Committee
Strengthening of Planning Cell and Monitoring	One No. of Assistant (BS-16)	The issue of adjustment of Assistant (BS-16)	The Administrative Department was directed to adjust the Assistant (BS-16) in Directorate/attached formations. Finance Department will make necessary alteration in its notification for shifting of the post on the strength of attached department. -do-
	One No. Assistant Programmer (BS-16)	The issue of adjustment of Assistant Programmer (BS-16)	

XI. Food Department.

Name of the Project Regularized	Category/Scale of the Employees having anomaly	Issues	Recommendation of the Anomaly Committee
"Automation of Food Department"	04 Nos. Computer Operator (BS-16)	Computer Operators of the project i.e. "Automation of Food Department" do not possess relevant qualification i.e. at least 2 nd class Bachelor Degree in Computer Science or at least 2 nd class Bachelor Degree + 01 year Diploma in Information Technology (DIT).	With regard to Computer Operates having less qualification, the Administrative Department should take up case with Finance Department to create SNE positions in BS-12. However, the incumbents will be given grace period of four years to acquire the prescribed qualification for the post of computer operator (BPS-16) i.e. Graduation with Diploma in IT (DIT). Note:- The grace period shall commence from the

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	04 Nos. of Computer Operator (BS-16)	Computer Operators namely (1) Iftikhar Ahmad (2) Jamal Ali (3) Yasir Khan (4) Naveed Khan have remained willfully absent from duty and are being processed under E&D Rules and the Anomaly Committee was therefore requested to guide in this regard.	issuance of the regularization notification. The Secretary withdrew the case being internal issue of the Administrative Department.
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The Committee also recommended that all the positions created by Finance Department for all of the regularized projects under the Khyber Pakhtunkhwa Employees (Regularization of Services) Act, 2018 shall be created/placed at the strength of attached formations of respective Administrative Departments except the positions of Planning Cells which fall under the Provincial Planning Service (PPS) and Engineering Wing of Sports Department. Finance Department will take further appropriate action accordingly.

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GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING & DEVELOPMENT DEPARTMENT

No. SO(E)P&D/19-37/PPS/2019/Vol-II.
Dated Peshawar, May 17, 2019.

(I)

To

All Administrative Secretaries to,
Government of Khyber Pakhtunkhwa.

Subject: INCLUSION OF PLANNING RELATED POSTS IN BPS-17 AND ABOVE
IN THE SCHEDULE OF PPS CADRE.

Dear Sir,

I am directed to refer to the subjects cited above and to request to provide data of planning related posts/ Officers in BPS-17 and above of your respective Department as per enclosed format at the earliest for placement before a committee for its assessment/ suitability for inclusion in schedule of PPS Cadre, please.

Yours faithfully,

(IHSAN ULLAH)
Section Officer (Estt)

Endst No. & Date of Even

Copy forwarded to the:-

1. Director General, SDU, P&D Department.
2. Director General, Establishment of M&E.
3. Executive Director, Urban Policy Unit.
4. Accounts Officer, CBP, P&D Department.
5. PA to Additional Secretary, P&D Department.
6. PA to Deputy Secretary (Admn:), P&D Department.

They may also provide the requisite details on prescribe format, please.

Section Officer (Estt)

Attested



GOVT. OF KHYBER PAKHTUNKHWA
ESTABLISHMENT & ADMN. DEPARTMENT
(REGULATION WING)

Dated Peshawar, the 20th May, 2019

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NOTIFICATION

No. SO(O&M)/E&AD/3-15/2018: The Provincial Government has been pleased to approve the recommendations of the Ministerial Committee constituted by the Provincial Cabinet on 26.02.2019 for settlement of anomalies arising out in the wake of promulgation of "The Khyber Pakhtunkhwa Employees (Regulation of Services) Act, 2018" (Appendix-I).

CHIEF SECRETARY
GOVERNMENT OF KHYBER PAKHTUNKHWA

Endst. No. & Date of even:

Copy to:

1. Accountant General, Khyber Pakhtunkhwa.
2. Secretaries to Government of Khyber Pakhtunkhwa,
i. Health, ii. Planning and Development, iii. Home, iv. Relief and Rehabilitation, v. Local Government, vi. Science and Technology, vii. Sports, viii. Population Welfare, ix. Industries, x. Agriculture and xi. Food Departments, for implementation of the recommendations of the Ministerial Committee, approved by the Provincial Government.
3. PS to Chief Minister, Khyber Pakhtunkhwa.
4. PS to Members of Ministerial Committee.
5. PS to Secretary Finance Department.
6. PS to Secretary Establishment Department
7. PS to Secretary Law Department.
8. PS to Special Secretary (Regulation/Establishment), Establishment Department
9. All Deputy Secretaries in Regulation Wing of Establishment Department
10. All Section Officers in Establishment & Regulation Wings of Establishment Department for dealing cases and any future correspondence with respective line departments.

(GAU HAR ALL)
SECTION OFFICER (O&M)

20/05/19

Attested



GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

(REGULATION WING)

No. SOR-VI/E&AD/1-13/ 2009

Dated. 25th Feb, 2014

Annex **K**
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To

1. Addl: Chief Secretary, Govt: of Khyber Pakhtunkhwa, Planning & Development Department.
2. Addl: Chief Secretary (FATA), FATA Secretariat Peshawar.
3. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
4. All Administrative Secretaries to Govt: of Khyber Pakhtunkhwa.
5. The Secretary to Governor, Khyber Pakhtunkhwa.
6. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.

Subject:- CRL. ORIGINAL PETITION NO. 89/2011, CMA.309-K/2012, CMA.310-K/2012, CrI.M.As42-K/2012, 80-K/201287-K/2012, 13-K/2013, CMA.2453/13, CrI.MA.29-K/2013, CMA.131-K/2013, CrI.M.As.185-K/2012, 225-2013, 226/2013, 227/2013, CMAs, 244-K TO 247-K/2013, 257-K & 258-K/2013, CrI.MA. 263/2013, CrI. MA. 282 IN CRL. ORIGINAL PETITION NO. 89/2011 (2013/SCMR/1752).

Dir Sir,

I am directed to forward herewith copy of Government of Pakistan Cabinet Secretary at Establishment Division Office Memorandum No. 1/59/2013-Lit-IV dated 31-01-2014 on the subject noted above for information and compliance.

~~Yours faithfully,
ZIRA
25-02-14
(QUIRAT UL-AIN)
SECTION OFFICER (REG-VI)~~

Copy forwarded to:-

1. All Divisional commissioners in Khyber Pakhtunkhwa.
2. All Heads of Attached Departments in Khyber Pakhtunkhwa.
3. All Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
4. All Deputy Commissioners Khyber Pakhtunkhwa and Political Agents in FATA.
5. The Registrar Peshawar High Court, Peshawar.
6. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
7. The Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
8. All Additional Secretaries, Deputy Secretaries and Section Officers in Establishment & Administration Department.

~~ZIRA
25-02-14
SECTION OFFICER (REG-VI)~~

[Signature]
Attested

GOVERNMENT OF PAKISTAN
CABINET SECRETARIAT
ESTABLISHMENT DIVISION

No.1/59/2013-Lit-IV

Islamabad, 31 January, 2014

OFFICE MEMORANDUM

Subject: CRL. ORIGINAL PETITION NO. 89/2011, CMA.309-K/2012, CMA.310-K/2012, CrI.M.As.42-K/2012, 80-K/2012, 87-K/2012, 13-K/2013, CMA.2453/13, CrI.MA.29-K/2013, CMA.131-K/2013, CrI.M.As.185-K/2012, 225/2013, 226/2013, 227/2013, CMAs, 244-K TO 247-K/2013, 257-K & 258-K/2013, CrI.M.A. 263/2013, CrI. MA. 282 IN CRL. ORIGINAL PETITION NO.89/2011(2013/SCMR/1752)

The undersigned is directed to say that the Honorable Supreme Court of Pakistan had passed judgment on 12-6-2013 on the subject petitions clubbed with a number of other petitions and had ordered that a copy of this judgment be sent to all the Chief Secretaries of the Provinces as well as the Establishment Secretary with the direction to streamline the service structure of civil servants in line with principles laid down in this judgment.

2. It was expected that afore-mentioned judgment was downloaded by all Ministries/ Divisions for compliance. However, for the sake of convenience, the following guidelines/principles are highlighted: -

The Honourable Court has declared the following practices as illegal:-

A civil servant, who after passing the competitive exam in terms of the recruitment rules, is appointed on merits, loses his right to be considered for promotion, when an employee from any other organization is absorbed without competing or undertaking competitive process with the backdated seniority and is conferred the status of a civil servant in complete disregard of recruitment rules.

- (ii) Absorption of a non Civil Servant conferring on him status of a Civil Servant and likewise absorption of a Civil Servant from non cadre post to cadre post without undertaking the competitive process under the recruitment rules.
- (iii) Introduction of any validation law in the nature of multiple or parallel legislation on the subject of service law.
- (iv) Benefit of 'absorptions' extended since 1994, with or without backdated seniority, are declared ultra vires of the constitution.

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[Signature]
Attested

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- (v) The re-employment / rehiring of the retired Civil / Government Servants being violative of the constitution are declared nullity.

The Apex Court has further held that: -

- (a) No non-civil servant can be transferred and appointed by way of deputation to any cadre. The procedure provided under Esta Code has been approved by this Court in the case of Mohammad Arshad Sultan.
- (b) No civil servant of a non-cadre post can be transferred out of cadre to be absorbed to a cadre post which is meant for recruitment through competitive process.
- (c) The procedure provided under ESTACODE requires that a person who is transferred and appointed on deputation must be a govt servant and such transfer should be made through the process of selection. The borrowing Govt has to establish the exigency in the first place and then the person who is being transferred/ placed on deputation in Govt must have matching qualification, expertise in the field with required experience.
- (d) An employee holding a post under any authority or corporation, body or organization established by or under any Provincial or Federal law or which is owned or controlled by Federal or Provincial Government or in which Federal Government or Provincial Government has controlling share or interest, could not conferred status of a civil servant.
- (e) It is settled principle of law that if the right of promotion is not blocked by re-employment then such powers can be exercised, then too in exceptional cases for a definite period. Besides it violates the fundamental rights of the serving civil servants, on account of such rehiring on contract are deprived of their legitimate expectancy of promotion to a higher cadre, which is violative of the provisions of Articles 4, 9 and 25 of the Constitution.
- (f) The absorption and out of turn promotion will also impinge on the self respect and dignity of the civil servants, who will be forced to work under their rapidly and unduly promoted fellow officers, those who have been inducted from other services / cadres regardless of their (inductees) merit and results in the competitive exams (if they have appeared for exam at all), hence are violative of Article 14 of the Constitution.
- (g) Principle of locus poenitentiae is the power of receding till a decisive step is taken but it is not a principle of law that order once passed becomes irrevocable and past and closed transaction. If the order is illegal then perpetual rights cannot be gained on the basis of an illegal order.

Attested

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(a) Any backdated seniority cannot be granted to any absorbee and his inter-se seniority, on absorption in the cadre shall be maintained at the bottom as provided under the Rules regulating the seniority.

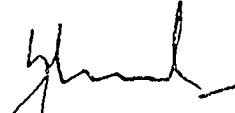
3. All Ministries / Divisions and Departments / Organizations under them are requested to comply with the judgment of the Apex Court in letter and spirit.

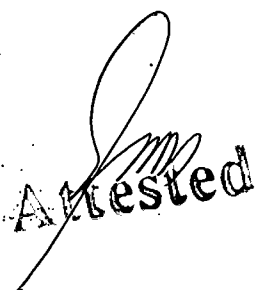
(Muhammad Shakeel Malik)
Joint Secretary

All Ministries / Divisions/Departments

Copy forwarded for information to: -

1. Chief Secretary, Government of the Punjab, Lahore
2. Chief Secretary, Government of Sindh, Karachi
3. Chief Secretary, Government of KPK, Peshawar
4. Chief Secretary, Government of Balochistan, Quetta
5. Chief Secretary, Gilgit Baltistan, Gilgit.
6. Chief Secretary, Government of AJ&K, Muzaffarabad


(Naseer Ahmed)
Deputy Secretary


Attested

GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING & DEVELOPMENT DEPARTMENT

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Dated Peshawar, December 31, 2018.

NOTIFICATION

No.SO(E)P&D/3-4/PPS SLs/2018: In pursuance of Section-8 of Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule-17 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules 1989 and with the approval of competent authority, Final Seniority List of Provincial Planning Service Officers (PPS BS-17) Khyber Pakhtunkhwa **as stood on 31-12-2018** is hereby notified/circulated for general information.

FINAL SENIORITY LIST OF PPS BS-17 OFFICERS.

Sr. No.	Name of Officer with academic qualification	Date of Birth & Domicile	Date of 1st Entry into Service.	Regular Appointment/ Promotion to the Present Post			Present Posting	Remarks if any
				Date	BPS	Method of recruitment/ appointment		
1	2	3	4	5	6	7	8	9
1	Mr. Muhammad Hashim, M.Sc (Statistics)	01.01.1967 Karak	24.08.1992	02.05.2001 (A/C promotion to BS-18 w.e.f. 29.07.2009)	BS-18 (ACB)	By Promotion	Chief of Section (Education) (OPS), P&D Deptt.	Appointed as Assistant Chief (BPS-18) on Acting Charge Basis
2	Arch. Abdul Waheed Khan, Bachelor of Archt. MBA Project Management PGD Inner City Renewal & Urban Heritage and Land Management. The Netherlands	27.12.1964 Bannu	01.09.1991	01.07.2001	BS-17	Absorbed	Senior Planning Officer, Transport Department.	Granted personal up-gradation to BPS-18
3	Mr. Abdul Ghaffar, Bachelor of Archt. Engg:	05.05.1962 Bajour Agency	11.12.1991	01.07.2001	BS-17	Absorbed	Assistant Chief (OPS) (Infr: Section), P&D Deptt.	Granted personal up-gradation to BPS-18

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4	Mr. Zia-ur-Rehman, M.Sc (Hons).	<u>27.02.1964</u> Abbottabad	31.12.1991	01.07.2001	BS-17	Absorbed	Planning Officer, Batagram	Granted personal up-gradation to BPS-18
5	Muhammad Iqbal, B.Sc (Engineering)	<u>25.09.1967</u> Mohmand Agency	01.11.1993	01.07.2001	BS-17	Absorbed	Planning Officer, Mardan.	Granted personal up-gradation to BPS-18
6	Mr. Habib Ullah Khan, MBA (Finance)	<u>12.09.1965</u> Charsadda	05.10.1995	01.07.2001	BS-17	Absorbed	Planning Officer, Charsadda	Granted personal up-gradation to BPS-18
7	Muhammad Jaffar, B.Sc (Engineering)	<u>15.11.1965</u> Mohmand Agency	24.0 3.1992	01.07.2001	BS-17	Absorbed	On deputation to PERRA, Abbottabad	Granted personal up-gradation to BPS-18
8	Mr. Mazhar-Abbas Baloch, B.Sc (Engineering), MBA (Finance)	<u>01.04.1966</u> D.I.Khan	21.12.1995	01.07.2001	BS-17	Absorbed	Assistant Director, (Field Office), BOS, D.I.Khan.	Granted personal up-gradation to BPS-18
9	Muhammad Ameer Khan, B.Sc (Engineering)	<u>01.03.1971</u> Peshawar	21.12.1995	01.07.2001	BS-17	Absorbed	DO (F&P), Peshawar	Granted personal up-gradation to BPS-18
10	Mr. Sartaj Khan, M.A (Economics), M. Phil (Applied Economics)	<u>01.10.1965</u> Mardan	30.10.1990	01.07.2001	BS-17	Absorbed	Assistant Chief (OPS) (Agriculture Section), P&D Deptt.	Granted personal up-gradation to BPS-18
11	Muhammad Asad Alizai, B.Sc (Engineering)	<u>26.12.1972</u> Haripur	13.01.1998	01.07.2001	BS-17	Absorbed	Planning Officer, Haripur	Granted personal up-gradation to BPS-18
12	Muhammad Saleem, B.Sc (Engineering)	<u>28.03.1962</u> Malakand Agency	10.08.1982	01.07.2001	BS-17	Absorbed	On deputation to FDA	Granted personal up-gradation to BPS-18
13	Mr. Safdar Ali, B.Sc (Agricultural Engg:)	<u>15.03.1961</u> Mardan	23.01.1988	11.06.2002	BS-17	Absorbed	Planning Officer, Malakand	Granted personal up-gradation to BPS-18
14	Mr. Shoukat Ali, B.Sc (Agricultural Engg:)	<u>02.11.1962</u> Lower Dir	23.01.1988	04.05.2002	BS-17	Absorbed	Planning Officer, Lower Dir	Granted personal up-gradation to BPS-18
15	Mr. Naseer Ahmad, B.Sc (Agricultural Engg:)	<u>20.08.1966</u> Swat	01.09.1996	11.06.2002	BS-17	Absorbed	Planning Officer Torghar	Granted personal up-gradation to BPS-18
16	Muhammad Umair,	<u>07.03.1971</u>	01.09.1996	29.06.2002	BS-17	Absorbed	Planning Officer,	Granted personal

Attested

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	B.Sc (Agricultural Engg:)	Mardan					D.I.Khan	up-gradation to BPS-18
17	Muhammad Imran Khan, B.Sc (Agricultural Engg:)	<u>01.01.1961</u> N.W Agency	23.01.1988	10.08.2002	BS-17	Absorbed	Planning Officer, Bannu	Granted personal up-gradation to BPS-18
18	Mr. Imdad Ullah, M.A (Sociology), M.A (Political Science)	<u>03.10.1965</u> Peshawar	28.12.1994	01.11.2004	BS-17	Absorbed	On deputation to LG& RD Department	Granted personal up-gradation to BPS-18
19.	Muhammad Islam Afridi, M.A (Social Work)	<u>13.04.1966</u> Khyber Agency	15.12.1997	01.11.2004	BS-17	Absorbed	Assistant Chief, (RD) (OPS), P&D Department.	Granted personal up-gradation to BPS-18
20.	Muhammad Riaz Khan, M.A (Political Science)	<u>08.11.1963</u> Lakki Marwat	14.01.1990	26.02.2005	BS-17	Absorbed	Planning Officer, Lakki Marwat	Granted personal up-gradation to BPS-18
21.	Mr. Yousaf Ali M.Sc (Maths)	<u>16.03.1965</u> Mardan	19.07.2005	19.07.2005	BS-17	Absorbed	Services placed at the disposal of Mineral Dev Deptt.	-
22	Syed Bilal Khisro M.A (Economics)	<u>04.07.1970</u> Charsadda	19.07.2005	19.07.2005	BS-17	Absorbed	Services placed at the disposal of SDU Project, P&D Deptt.	-
23	Mr. Fakhr-uz-Zaman, M.Sc (Statistics)	<u>31.01.1960</u> Swabi	06.11.1988	26.04.2007	BS-17	Absorbed	On deputation to FDA	Granted personal up-gradation to BPS-18
24	Muhammad Iqbal, M.A (Economics)	<u>04.11.1960</u> Bannu	06.11.1988	26.04.2007	BS-17	Absorbed	On deputation to SUN Project, P&D Deptt.	Granted personal up-gradation to BPS-18
25	Mr. Attiq-ur-Rehman, M.Sc (Statistics)	<u>01.01.1961</u> Mansehra	06.11.1988	26.04.2007	BS-17	Absorbed	Planning Officer, Mansehra	Granted personal up-gradation to BPS-18
26	Mr. Zafarullah Khan, M.A (Economics)	<u>28.04.1961</u> Karak	06.11.1988	26.04.2007	BS-17	Absorbed	On deputation to KPRA	Granted personal up-gradation to BPS-18
27	Mr. Sarfraz Khan, M.Sc (Statistics)	<u>25.07.1961</u> Malakand Agency	06.11.1988	26.04.2007	BS-17	Absorbed	Assistant Chief (OPS) (Power), P&D Deptt.	Granted personal up-gradation to BPS-18
28	Mr. Shah Fazil, MBA (Banking & Finance)	<u>01.10.1982</u> Mardan	25.02.2008	25.02.2008	BS-17	Initial recruitment	A.D. (Admn) Rescue 1122 on	---

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							deputation basis	
29	Mr. Muhammad Ayaz, M.Sc (Engineering)	<u>11.05.1975</u> Mohmand Agency	25.02.2008	25.02.2008	BS-17	Initial recruitment	On deputation to Industries Deptt.	---
30	Mrs. Mehnaz Bibi M.Sc (Economics)	<u>02.04.1984</u> Bannu	12.02.2011	12.02.2011	BS-17	Initial recruitment	Research Officer, Labour Deptt.	
31	Mr. Samiuddin Bangash MBA (Finance).	<u>28.11.1984</u> Kurram Agency, (FATA)	16.03.2011	16.03.2011	BS-17	Initial recruitment	Research Officer, Industries Deptt	
32	Muhammad Imran Kazim Master in Public Administration, M.A (Economics).	<u>26.11.1976</u> Peshawar	04.06.2011	04.06.2011	BS-17	Initial recruitment	Planning Officer, E&SE Deptt.	
33	Mr. Farhad Ahmad, M.Sc (Computer Science), M.Sc (Economics).	<u>02.03.1980</u> Malakand	04.06.2011	04.06.2011	BS-17	Initial recruitment	Planning Officer, E&SE Deptt.	
34	Muhammad Adnan , MBA/M.Sc (Economics)	<u>31.05.1985</u> Peshawar	21.05.2014	21.05.2014	BS-17	Initial recruitment	Monitoring Officer, Social Welfare Deptt.	
35	Mrs. Samina Gul, M.Sc (Statistics)	<u>11.07.1985</u> Nowshera	16.06.2014	16.06.2014	BS-17	Initial recruitment	Planning Officer, Health Deptt.	
36	Mr. Shams M.Sc (Statistics)	<u>15.03.1988</u> Kurram Agy	16.06.2014	16.06.2014	BS-17	Initial recruitment	Planning Officer, Health Deptt.	
37	Mr. Baitullah M.Sc (Economics)	<u>27.01.1982</u> W.Agency	01.07.2015	01.07.2015	BS-17	Initial recruitment	Planning Officer, Social Welfare Deptt.	
38	Mrs. Romana Sarwar, M.Com	<u>27.01.1987</u> Nowshera	31.05.2016	31.05.2016	BS-17	Initial recruitment	Statistical Officer, E&SE Deptt.	
39	Faizullah Tariq M.A (Economics), M.A (Political Science).	<u>26.12.1983</u> Karak	09.11.2016	09.11.2016	BS-17	Initial recruitment	Planning Officer, Sports Deptt.	
40.	Mr. Hafeez Ahmad M.Sc (Economics)	<u>10.04.1977</u> Bannu	13.03.2017	13.03.2017	BS-17	Initial recruitment	Planning Officer, Health Deptt.	

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41.	Mr. Noman M.Sc (Economics), MS (Project Planning & Management).	<u>24.03.1984</u> Swabi	13.03.2017	13.03.2017	BS-17	Initial recruitment	Planning Officer, Health Deptt.	-
42.	Mr. Kaleem Ullah M.Phil (Economics)	<u>03.07.1989</u> Peshawar	13.03.2017	13.03.2017	BS-17	Initial recruitment	Planning Officer, Health Deptt.	-
43.	Mr. Razaullah M.Sc (Economics)	<u>12.10.1987</u> Nowshera	04.10.2017	04.10.2017	BS-17	Initial recruitment	Planning Officer, Mineral Dev Deptt.	-
44.	Muhammad Umar BS (Economics)	<u>10.11.1992</u> Peshawar	30.10.2017	30.10.2017	BS-17	Initial recruitment	Research Officer, Industries Deptt	-
45.	Mr. Imran Zahoor BSc (Computer Engineering)	<u>15.02.1990</u> Mardan	13.03.2018	13.03.2018	BS-17	Initial recruitment	Planning Officer, ST&IT Deptt	-
46.	Mr. Waqas Ayub BS (Telecommunication Engineering)	<u>11.09.1988</u> Peshawar	15.03.2018	15.03.2018	BS-17	Initial recruitment	Planning Officer, ST&IT Deptt	-
47.	Muhammad Anwar BSC (Hons) Computer Science	<u>15.05.1990</u> S.W Agency	16.04.2018	16.04.2018	BS-17	Initial recruitment	Planning Officer, ST&IT Deptt	-

Attested

SECRETARY TO GOVT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT.

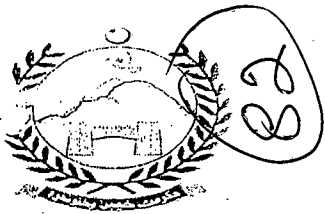
Endst: No. & Date even.

Copy forwarded to the:-

1. All Administrative Secretaries to Govt: of Khyber Pakhtunkhwa.
2. Secretary-cum-Director General, PERRA, Abbottabad.
3. Chief Executive, FATA Development Authority.
4. All concerned Deputy Commissioners in Khyber Pakhtunkhwa.
5. Officers concerned.
6. Incharge, Resource Centre, P&D Department with the request to upload the same on the official website of P&D Department.
7. PS to Additional Chief Secretary/, P&D Department.
8. PS to Secretary, P& D Department.
9. PA to Additional Secretary, P&D Department.

31/12/18

(PIR MUHAMMAD KHAN)
Section Officer (Establishment)



GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING & DEVELOPMENT DEPARTMENT

Dated Peshawar, December 20, 2018.

NOTIFICATION.

No. SO(E)P&D/3-4/PPS SLs/2018: In pursuance of Section-8 of Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule-17 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules 1989 and with the approval of competent authority, **Final Seniority List of Provincial Planning Service Officers (PPS BS-18) Khyber Pakhtunkhwa as stood on 20.12. 2018** is hereby notified/circulated for general information.

FINAL SENIORITY LIST OF PPS BS-18 OFFICERS.

SR. No.	Name of Officer with academic qualification	Date of birth & Domicile	Date of Ist entry into Govt: Service.	Regular appointment/promotion to the present post				Remarks if any.
				Date	BPS	Method of recruitment/ appointment	Present posting with date.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1.	Muhammad Tariq Khan MA (Eco)/LLB, PGD in Public Administration.	<u>30.01.1963</u> <u>Abbottabad</u>	08.06.1992	01.10.1999	BS-18	By Promotion	Manager (P&D), FATA Dev: Authority	-
2.	Mr. Akhtar Rehman, B.Sc (Civil Engineering)	<u>31/03/1969</u> <u>F.R Kohat</u>	14/04/1994	28/04/2008 (A/C app in BS-19 on 23.06.2017)	BS-19 (ACB)	By Promotion	Chief (Infrastructure), P&D Deptt.	Promoted as Chief of Section (BPS-19) on Acting Charge Basis on 23.06.2017.
3.	Mr. Musharaf Khan, M.A (Economics).	<u>02/04/1962</u> <u>Buner</u>	06/06/1995	28/04/2008 (A/C app in BS-19 on 23.06.2017)	BS-19 (ACB)	By promotion	Chief of Section (RD), P&D Deptt.	-do-
4.	Mr. Shah Nawaz Khan MBA (Finance), Pak. MBA (Accounts & Finance) USA	<u>01.12.1977</u> <u>Mardan</u>	12.06.2008.	12.06.2008.	BS-18	By Initial recruitment.	Taxation Analyst /SPO, Excise & Taxation Deptt.	-
5.	Mr. Abdul Haleem, M.Sc (Statistics)	<u>15/03/1969</u> <u>Hangu.</u>	07/06/1995	29/07/2009 (A/C app in BS-19 on	BS-19 (ACB)	By promotion	On deputation to Peshawar High Court.	Promoted as Chief of Section (BPS-19) on Acting Charge Basis on 23.06.2017.

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				23.06.2017)				
6.	Mr. Javed Khan Master in Business Administration.	<u>12.03.1966</u> Peshawar	29.02.1992	13.10.2011	BS-18	By Promotion	Assistant Chief (Energy & Power), P&D Deptt.	
7.	Mr. Qaiser Alam Khan, M.Sc (Hons), Agriculture, M.A. Economics, MS (Envt.Syst. Ana & Mgt), Netherlands.	<u>20.09.1966</u> Peshawar.	30.05.1989	02.04.2012 (A/C app in BS-19 on 23.06.2017)	BS-19 (ACB)	By Promotion	Chief Health, P&D Deptt.	-do-
8.	Mr. Ilyas Mehmood, M.Sc (Hons) Agriculture	<u>02.09.1969</u> Charsadda	22.06.1995	06.07.2012 (A/C app in BS-19 on 29.09.2017)	BS-19 (ACB)	By Promotion.	Chief of Section (Agriculture), P&D Deptt.	Promoted as Chief of Section (BPS-19) on Acting Charge Basis on 29.09.2017.
9.	Syed Zahir Ali Shah, Master of Public Administration.	<u>05.09.1970</u> Peshawar	22.06.1995	06.07.2012 (A/C app in BS-19 on 29.09.2017)	BS-19 (ACB)	By Promotion	Chief of Section, (Coordination), P&D Deptt.	-do-
10.	Mr. Bahrullah Khan, M.A (Economics).	<u>30.11.1970</u> Mohmand Agency	03.09.2004	01.11.2012 (A/C app in BS-19 on 03.01.2018)	BS-19 (ACB)	By Promotion	Deputy Chief Planning Officer, Health Deptt.	Promoted as Deputy Chief Planning Officer (BS-19 on Acting Charge basis on 03.01.2018
11.	Muhammad Tariq Safi, Master in Public Administration.	10.05.1961 FATA	01.03.1992	07.02.2013	BS-18	By Promotion	Senior Planning Officer, Social Welfare Deptt.	
12.	Mr. Muhammad Siraj Munir, MSc (Statistics) MSc (Maths)	<u>12.10.1978</u> Peshawar	23.12.2006	12.09.2014	BS-18	By Promotion	Senior Planning Officer, E&SE Department.	
13.	Mr. Hashmat Ali, MBA (Finance)	<u>22.03.1978</u> Swabi	18.05.2007	12.09.2014	BS-18	By Promotion	Senior Planning Officer, E&SE Department.	

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14.	Mr. Abdul Wajid, MBA (Finance), M.Sc (Economics), M. Phil (Finance).	<u>14.04.1981</u> Mardan.	19.08.2016	19.08.2016	BS-18	By Initial recruitment.	Assistant Chief, (Foreign Aid), P&D Deptt.	
15.	Mr. Hamid Naveed, Master in Public Administration.	<u>19.02.1977</u> Swabi.	11.01.2017	11.01.2017	BS-18	By Initial recruitment.	Chief Planning Officer, Higher Education Department.	
16.	Mr. Hidayat Ullah Khan, MBA (Finance).	<u>12.01.1983</u> <u>F.R Bannu</u>	04.06.2011	28.02.2017	BS-18	By Promotion	Senior Planning Officer, E&SE Department.	

Attested

**CHIEF SECRETARY
KHYBER PAKHTUNKHWA.**

Endst: No. & Date even.

Copy forwarded to the:-

1. Secretaries to Govt of Khyber Pakhtunkhwa, Excise and Taxation Department, Health, Social Welfare Department, Elementary & Secondary Education Department and Higher Education Department.
2. Registrar, Peshawar High Court, Peshawar.
3. Chief Executive, FATA Development Authority.
4. Officers concerned.
5. Incharge, Resource Centre, P&D Department with the request to upload the same on the official website of P&D Department.
6. PS to Additional Chief Secretary, P&D Department.
7. PS to Additional Chief Secretary, Merged Area Secretariat.
8. PS to Secretary, P& D Department.
9. PA to Additional Secretary, P&D Department.

20/12/2018

(PIR MUHAMMAD KHAN)
Section Officer (Establishment)

GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING & DEVELOPMENT DEPARTMENT



Dated Peshawar the June 13, 2018.

NOTIFICATION.

No.SO(E)P&D/3-4/PPS SLs/2018: In pursuance of Section-8 of Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule-17 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules 1989 and with the approval of competent authority, **Final Seniority List of Provincial Planning Service Officers (PPS BS-19) Khyber Pakhtunkhwa as stood on 07-06-2018** is hereby notified/circulated for general information.

FINAL SENIORITY LIST OF PPS BS-19 OFFICERS.

Sr. No.	Name of Officer with academic qualification	Date of Birth & Domicile	Date of 1 st entry into Govt: Service.	Regular appointment/promotion to the present post				Remarks if any.
				Date	BPS	Method of recruitment/a ppointment	Present posting with date.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1.	<u>Dr. Asad Ali Khan,</u> MBBS.	14/03/1966 Kohat.	19/03/1992	01/07/2005	BS-19	By Initial recruitment	Awaiting for posting.	-
2.	<u>Mr. Fida Muhammad,</u> M.A (Economics)/ Post Graduate Diploma (Australia).	01/06/1958 Swat.	16/10/1986	18/10/2016	BS-19	By Promotion	Chief of Section (Industries), P&D Department	-
3.	<u>Muhammad Shafique,</u> M.Sc (Computer Science).	05/02/1963 Abbottabad.	13/10/1990	18/10/2016	BS-19	By Promotion	On deputation to PERRA.	-
4.	<u>Mr. Adil Saeed,</u> M.A (Economics), M.Phil (Economics), M.Sc Disaster Management, Post Graduate Diploma in Project Management.	04.04.1981 Mardan.	01.11.2004	26.09.2017	BS-19	By Promotion	Coordinator, PMRU, Project, Establishment Department.	-

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5.	Mian Khalid Ullah Jan, <u>MSc (Economics).</u>	01.11.1967 <u>Charsadda.</u>	09.10.1994	04.01.2018	BS-19	By Promotion	Economic Advisor, Industries Department.	-
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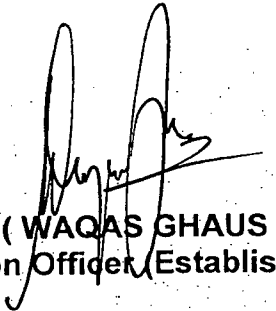
**CHIEF SECRETARY
KHYBER PAKHTUNKHWA.**

Endst: No. & Date even.

Copy forwarded to the:-

1. Secretary to Government of Khyber Pakhtunkhwa, Industries Department.
2. Secretary-cum-Director General, PERRA, Abbottabad.
3. Officers concerned.
3. PS to Additional Chief Secretary/, P&D Department.
4. PS to Secretary, P& D Department.
5. PA to Additional Secretary, P&D Department.

Attested


(WAQAS GH AUS)
Section Officer (Establishment)



GOVERNMENT OF KHYBER PAKHTUNKHWA
PLANNING & DEVELOPMENT DEPARTMENT

Dated Peshawar the June 13, 2018.

NOTIFICATION.

No.SO(E)P&D/3-4/PPS SLs/2018: In pursuance of Section-8 of Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule-17 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules 1989 and with the approval of competent authority, **Final Seniority List of Provincial Planning Service Officers (PPS BS-20) Khyber Pakhtunkhwa as stood on 07-06-2018** is hereby notified/circulated for general information.

FINAL SENIORITY LIST OF PPS BS-20 OFFICERS.

Sr. No.	Name of Officer with academic qualification	Date of birth & Domicile	Date of 1 st entry into Govt: Service.	Regular appointment/promotion to the present post				Remarks if any.
				Date	BPS	Method of recruitment/ appointment	Present posting with date.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1.	Dr. Idrees Masood, M.A (Economics), Ph.D in Economics.	<u>14/04/1959.</u> <u>Abbottabad</u>	18/03/1984	02-01-2015	BS-20	By Promotion	Senior Chief of Section (Power), P&D Department. (02.01.2015)	-
2.	Mr. Sher Gul Khan, M.Sc (Statistics), M.A (Health Management, Planning & Policy), U.K.	<u>15.11.1962</u> <u>Mohmand Agency</u>	01.06.1992	26.09.2017	BS-20	By Promotion	Chief Planning Officer, Health Department. (26.09.2017)	-
3.	Mr. Ali Raza Khan, M.Sc (Economics), M.A Dev: Studies (I.S.S –the Netherlands)	<u>25/08/1960</u> <u>Peshawar</u>	23/06/1986	29.01.2018	BS-20	By Promotion	Director General, Sustainable Development Unit (SDU), P&D Deptt. (12.03.2018).	-

CHIEF SECRETARY
KHYBER PAKHTUNKHWA.

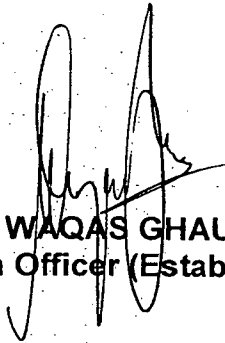
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Endst: No. & Date even.

Copy forwarded to the:-



1. Secretary to Government of Khyber Pakhtunkhwa, Health Department.
2. Officers concerned.
3. PS to Additional Chief Secretary/, P&D Department.
4. PS to Secretary, P& D Department.
5. PA to Additional Secretary, P&D Department.


(WAQAS GHAUS)
Section Officer (Establishment)

Attested