FORM OF ORDER SHEET

Court ol	
Case No	163/ 2023

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	19/1/2023	The appeal of Mr. Muhammad Zubair resubmitted today by Mr. Asad Ullah Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on Parcha Peshi is given to appellant/counsel.
		By the order of Chairman REGISTRAR
	:	
•		
-		

The appeal of Mr. Muhammad Zubair, Electrician, Administration Department Civil Secretariat Peshawar received today i.e. on 23.12.2022 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Check list is not attached with the appeal.
- 2- Appeal has not been flagged/marked with annexures marks.
- 3- Annexures of the appeal are unattested.
- 4- Copy of notification dated 06/12/2022 mentioned in para-7 of the memo of appeal is not attached with the appeal which may be placed on it.
- 5- Five more copies/sets of the appeal along with annexures i.e. complete in all respect may also be submitted with the appeal.

No. 3699/S.T.

Dr. 26/12/2022

REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Mr. Asad Ullah Adv. Pesh.

Respected Sir.

(1) Check list is attached with the appeal.

(2) Appeal has been appeal with amounter.

(3) Amounter of the appeal are attested.

(4) Copy of Notification dated of plan was classical in para 7 of The memo of appeal is attached with appeal which may pland.

(5) Five more copies of the appeal along with massives are stached.

(5) Five more copies of the appeal along with massives are stached.

(6) I have received the file on 04-01-2023 and roday is The last date of significant properties are stacked.

Govt. of KP through its Chief Secretary etc. RESPONDENTS

INDEX

S.No.	Description of Documents	Annex	Pages
1.	Service Appeal with Affidavit		1-5.
2.	Memo of Address of Parties		6
3.	Copy of Order dated 03.04.2008	A	7
4.	Copy of the Departmental Appeal alongwith Notification dated 17.04.2004	В & С	8-11
5.	Copy of the Notification dated 06.12.2012	D	12-15
6.	Wakalatnama	· .	16

Through

∦sad Ullah

&

Armaghan Gandapur Advocates Peshawar Cell: 0336-1559559

Service Appeal No.

/2022

Khyher Pakhinkhyen

19 No. 2478

Dator 23/12/202

Mr. Muhammad Zubair, Electrician, Administration department, Civil Secretariat Peshawar, Khyber Pakhtunkhwa

Appellant '

Versus

- 1. Government of Khyber Pakhtunkhwa through its Chief Secretary, Civil Secretariat, Peshawar.
- 2. The Secretary Administration Civil Secretariat, Peshawar Khyber Pakhtunkhwa.
- 3. Secretary Establishment Civil Secretariat, Peshawar Khyber Pakhtunkhwa.

Respondent(s)

Respectfully Sheweth,

- 1. That the Constitution of Islamic Republic of Pakistan aims at protecting civil servants in order to ensure smooth running of affairs of the Government and Institutions so as to benefit the public citizenry.
- 2. That the Constitution of Islamic Republic of Pakistan equally be-shields civil servants from being treated otherwise than in accordance with law.

In Sheikh Riaz-ul-Haq's Case¹, it was held that, "Admittedly, civil servants being citizens of Pakistan have fundamental rights including the right to access to justice as envisaged under Article 9 of the Constitution".

ON FACTS

- 3. That the appellant was appointed as electrician (BPS-03), in the establishment and administration department on 03-04-2008, (Copy of the order dated 03-04-2008 is annexed as Annexure "A"
- 4. That the appellant performed his duty to the best of ability, determination and to the entire satisfaction of the competent authority right from day first and holding no stigma on his part till date.
- 5. That in the mean while the appellant preferred departmental appeal on 24.08.2022 seeking insertion of his name in the seniority list entitling him to be considered for promotion by taking into account notification dated 17-04-2004 but of no avail. (copy of the departmental appeal along with notification dated 17-04-2004 as annexed as annexure "B" and "C")

In Suo Moto Case No. 19 of 2016², it was held that, "Good governance was not a favour to be bestowed on the people; it was their right".

- 6. Even otherwise the appellant is entitled to have a service structure like that of other employees serving in the civil secretariat.
- 7. That having left with no other option but to approach the Hon'ble tribunal aimed at placing the name of the appellant in the seniority list like that of employees taking benefit of

¹ PLD 2013 SC 501

² 2017 SCMR 683

notification dated 06-12-2012 and 17-04-2004 and in either case formation of service structure; as such the instant appeal inter alia on the following grounds.

GROUNDS

- **A.** That non-insertion of Mr. Muhammad Zubair in seniority list as that of other employee serving in civil secretariat as against law.
- **B.** That even otherwise the appellant is entitled to have his service structure enabling him to raise high in so far ladder of promotion.
- **C.** That the purported omission on the part of respondents to the determinant of appellant itself speaks volumes engraving danger to the notion of good governance, hence requires interference of the Hon'ble Court.

In Qaiser Iqbal's Case³, it was held that, "Rule of Law meant supremacy of law as opposed to arbitrary authority of the Government; said supremacy guaranteed three concepts; first, the absence of arbitrary power; second, equality before law and third the rights of a citizen".

- **D.**That it is cardinal principle of law and justice that what cannot be done directly cannot be done indirectly.⁴
- **E.** That public functionary has to reinforce good governance, observe rules strictly and adhere to rule of law in public service⁵.

³ 2018 PLD Lahore 34

⁴ PLD 1993 SC 473 at Page 687

⁵ 2015 SCMR 456; PLD 2013 SC 195

- **F.** That "Expressio Unis Est Exclusio Alterius", commanding that when law requires a thing to be done in particular manner then, it should be done in that manner as anything done in conflict of the command of law shall be unlawful being prohibited.
- **G.**That "Ignorantia juris non excusat", commanding that ignorance of the law excuses not.
- **H.**That further necessary grounds will be raised during the course of arguments.

<u>PRAYER</u>

It is therefore humbly prayed that on acceptance of this Service Appeal: -

- 1. The respondents shall be directed to place the name of appellant in seniority list with that of employees taking benefit of notification dated 06-12-2012 and 17-04-2004 enabling him to be considered for promotion.
- **2.** The respondents shall be directed to formulate service structure of the appellant cadre aimed at extension of equal treatment and in accordance with law.
- **3.** Any such order be passed which this Hon'ble Tribunal deems fit and appropriate as the circumstances may require for determination of the subject at hand.

Appellant

Through

Asad Ullah

Advocate

Contact # 0336-1559559

Service Appeal No. /2022

Muhammad Zubair.....

Versus

Govt of KP through its chief secretary & Others...Respondent(s)

AFFIDAVIT

Zubair, Electrician, Administration I, Mr. Muhammad Secretariat Peshawar, Khyber Civil department, Pakhtunkhwa, appellant do hereby on oath affirm and declare that the contents of the Service Appeal are true and correct to the best of my knowledge belief and nothing has been concealed therefrom the Hon'ble Tribunal. 27/12/- 22

Service Appeal No. /2022

Muhammad Zubair.....Appellant

Versus

Govt of KP through its chief secretary & Others...Respondent(s)

MEMO OF ADDRESS OF PARTIES

APPELLANT

Mr. Muhammad Zubair, Electrician, Administration department, Civil Secretariat Peshawar, Khyber Pakhtunkhwa

RESPONDENT(S)

- 1. Government of Khyber Pakhtunkhwa through its Chief Secretary, Civil Secretariat, Peshawar.
- 2. The Secretary Administration Civil Secretariat, Peshawar Khyber Pakhtunkhwa.

3. Secretary Establishment Civil Secretariat, Peshawar Khyber Pakhtunkhwa.

Appetia

Through

Asad Ullah Advocate

Contact # 0336-1559559

Annewsen A

ADMINISTRATION DEPARTMENT

Dated Peshawar the 03.04.2008

ORDER

NO.E&A[A.D]4(1)/2007. Under rule 10 with rule 2 of the N-WFP Civil Servints (Appointment, Promotion and Transfer) Hules, 1989 read with amendment made vide notification No.SOR.VI(E&AD)1-13/2006 dated 10.08.2005, Mr. Muhan-nad Zubair S/O Rast Baz Khan, resident of Unitrict Bannu is hereby appoint as Electrician (BS-03) (2615-100-5615) against an existing vacancy in Establis ment and Administration Departmen with immediate effect on the following termit and conditions:-

If a pay at the minimum of BS-02 including sual to annual increment in the exercing form in

- He shall be governed by the N-WFP Civil Servants Act 1973 and all the laws applicable to the Civil Servants and Rules ίĹ made thei sunder.
- He shall, for all intents and purposes, be Civil Servant except шi. for purpose of pension or gratuity. In their of pension and gratuity, he shall be entitled to receive such amount as would be contributed by him towards Contributory Problem Fund (C.P.F) alongwith the contributions made by Government to his account in the said fund, in the prescribed таппет.
- In case, he wishes to resign at any time, 14 days not e will be necessary or in limit thereof 14 days pay will be for íD.
- He shall produce a Medical Certificate of fitness from Medical Superintendent, Services Hospital, Peshawar, before Joining IJ. is as count to colorior as required under the rules.
- He has to join duling all his own expenses. ol.
- If he accepts the post on these conditions, he should report for duties to the undersigned within 14 days of the receipt of this order.

DEPUTY SECRETARY (ADMI). ADMINISTRATION DEPARTMENT.

ENDST: NO. & DATE EVEN.

Copy forwarded to:-

- Accountant General, NWPP, Peshawar. 1.
- P.A to Dy.Secy (Admn). Admit Deptt. 2.
- Bill Assistant, Admintstration Department. З.
- Mr. Muhammad Zubun 11/0 Razbaz Kluin, resident o 4 Bannu

Personal file. 5.

Office Order fue.

(SHAH JEHAN TION OFFICER (ADMIN)

ADMINISTRATION DEPARTMENT





DATED PESHAWAR THE 17.04.2004

NOTIFICATION.

NO.E&A(A.D)4(17)/2003. In pursuance of the provisions contained in sub-rule(2) of rule 3 of the N-WFP civil Servant (Appointment, Promotion and Transfers) Rules, 1989, the competent authority on the recommendations of Standing Services Rules Committee, hereby directs that in the service rules pertaining to the post of Daftari notified vide Administration Department Notification of even number dated 11.07 2003, the following amendments shall be made namely:-

AMENDMENTS

In the appendix for the entries under column No.5 against serial No.2, the following shall be substituted namely:-

. S.NO.	METHOD OF RECRUITMENT
2	By promotion on the basis of seniority-cum-fitness from amongst the holders of posts of matriculate
	Qasids, Naib Qasids, Farashs, Chowkidars, Malis,
	Sweepers, Bahishtis and equivalent posts.

NOTE:

For the purpose of promotion, Administration Department shall maintain the joint seniority list of class-IV matriculate employees with regard to the date of regular appointment and the eligibility i.e. acquiring SSC, shall be examined and taken into account at the time of promotion under consideration by the Departmental Promotion Committee.

> SECRETARY TO GOVT: OF N-WFP ADMINISTRATION DEPARTMENT.

ENDST: NO. & DATE EVEN.

- All Administrative Secretaries to Govt: of N-WFP.
- All Additional Secretaries in E&A Department. 2)
- All Deputy Secretaries in E&A Department. 3)
- The Section Officer(Admn), Chief Minister's Secretariat, N-WFP, Peshawar. 4)
- The Section Officer(Secret). E&A Department. 5)
 - The Librarian, E&A Department.

(SHAH JEHAN) SECTION OFFICERIAMDNI

100

بخدمت جناب سيكريثري الثبيلشمنك يشن ڈیمارٹمنٹ خیبر پختونخوا ورجونئير كاركسكيل 11 عدم والمادة: Psta Secy Admit Dairy 10 97 Da Dairy نهايت مود بانه گزارش كيجاتى ہے كەمن سائل محكمه ايۇمنسريشن ميں بطورالىكىرىشن سكىل 04 ميں اپنى ۋيونى سرانجام دے د باہوں۔ من سائں بتاریخ 2008-04-03 سے تا حال تق سے حروم ہوں ایک بی آسامی پر کام کرنے پر مجبور ہوں۔ سیشن آفیسرایڈمن اور ڈپٹیسکرٹری ایڈمن کو بار ہادرخواست کر چکا ہوں گرتا حال میرا نام سیارٹی لسٹ میں شامل نہ کرناسمجھ سے بلاتر ہوتی۔ جناب عالى! محكمه P & D خيبر پختو انخوا كے جارى كردہ قانون برائے ترتى بطور جوئير كلرك اليكٹريش كو 07 فيصد كو يختص كيا گيا۔ نقل لف ہذابرائے ملاخطہ جبکہ محکمہ اسمبلشمنٹ اینڈ ایڈ منسٹریش کے جاری کردہ قانون کے مطابق دفتری، قاصد، نائب قاصد، کشمول دیگر سیادی کمکیل او ے سرکاری الذربین جنہیں کم رکم 02 سال فرکری ہور تی کے ستحق ہیں۔ نونيفيكيش نمبر SOE-IV (E&AD)/1-35/2012 نمبر (a) 4 (نقل لف بذا) تانون بتاريخ 2012-12-06 "Thirty-Three persent by promotion on basis of Senior aty -cum-fitness. From amongst Daftaris, Gestetner Operator, Qasid and Naib Qasid including Ho Iders of other equelent post in Secretariat with 2 years Service as such, who have passed SSC Examination" جائے بنيادي صادرف درجه بالمه خنائق ومعروضات کو مدنظرر کھتے ہوئے آپ جناب کی خدمت میں گز ارش ہے کہ من سائل کورتی کیلیے سنیارٹی لسٹ میں شاھی کیگ جائے جیسا کمن سائل بنیادی سیل 04 میں ڈیوٹی سرانجام دے رہاہوں جبکہ قاصداور دفتری بھی سکیل 04 کے ملاز مین ہوتے ہیں اس لحاظ ہے من سائل بنیادی سکیل 04 ہونے کی وجہ سے مستحق ہول۔لہذااستدعاکی جاتی ہے کہ متعلقہ حکام کوئن سائل کا نام متعلقہ منیار ٹی اسٹ میں نام شائل کرنے کے احکامات صادر فرما كرمشكور فرما كيس تاكير كن شائل كى ترتى ممكن جواس احسان كيلئة تاحيات دعا كور جوزگا_ عل برائے اط نز زمیکریزی رزئيكر ينزى!' Ja Julg pr : رجسر ارپیثاد ۱۷۶ آپکادفادار گهرزبیرالیکٹریشن تکمدایڈمنسٹریشن (۱۸۶ مول سیکریٹریٹ خیبر پختونخوارشادر معلیکر سیکر میٹر میٹ خیبر پختونخوارشادر معلیک کے اسلام معزز چیف سیرٹری صاحب حكومت خيبر , يختو نخو ايشاور He

بيار شمنث، پيتا ور

كيلئة شموليت كي استدعا

بخدمت جناب سيكرثري ايدمنسشريشن صاحب،ا

كلاس فورميشر يكوليث ملازمين كي منسار في نسب ميں بطق

جنابعالي!

Ps to Secy Admin

Dairy No: SS Date: S.O (Admn) Administration Deptt: PA.DS (Administration Deptt: Diary No. 602

Date 20-9-22 گذارش کی جاتی ہے کہن سائل بتاریخ 402-04-03 محکمہ انتظامیہ بطور الکیٹریش بنیادی سکیل 2 میں بھرتی ہوا جبکہ تا حال ای اسامی پر کام کرر ہا ہوں۔

حكومت وقت نے 2 مرتب سكيل اب كريد كيا۔ جس كى وجہ اب سكيل 4 ميں اين ديونى بطريقد احسن سرانجام دے رہا ہوں۔

سرکاری نوکری میں تمام لماز مین ترتی کے خواہشند ہوتے ہیں۔ای طرح جھے بھی ترتی کی خواہش ہے جس کی بار ہا درخواسیں دے چکا ہوں مگر تا حال میرا نام میٹر یکولیٹ لسٹ میں شامل نہیں کہا گیا جبکہ میری تعلیم BA ہے جو قانون کی صریحاً خلاف ورزی ہے۔

کاس فور ملاز مین کوترتی کے لئے مشتر کے سنیار ٹی اسٹ مرتب کیجاتی ہے جس میں سکیل 1 تا 2 گریڈ ملاز مین کوبطور دفتری سکیل 4 میں ترتی باتے ہیں۔ جبکہ محکمہ بی اچڈ ڈی مے دولز میں یا تاعدہ Electrician بھی تائب قاصد کی طرح درج ہے جس کے رولز کی کا بی لف ہے ، مروجہ ڈانون برائے ترتی وفتر ک میں واضح طور پرتحریر ہے کہ

Annex-I

"By Promotion on the basis of seniority-cum-fitness from amongst the holders of posts of matriculate Qasid, Naib Qasids, Farashs, Chokidars, Malis, Sweepers, Bahishtis and equivalent posts" جیما کرآپ کے علم میں ہے کہ دفتری سکیل 4 کا ملازم ہوتا ہے جس کے equivalent الکیٹریشن بھی سکیل 4 کا ملازم ہے۔ اس قانون کی رُو سے میراحق بنآ ہے کہ میرے نام کا اندرانج بھی ندکورہ فہرست میں کرتے ہوئے دفتری سکیل 4 کی اسامی پرترتی دی جائے۔مزید بیرکہ جونیز کلرک سکیل 11 کے سردس دولز میں بھی واضح طور پر كريب كه

Annex-II

"Thirty-three percent by Promotion, on the basis of seniority-cum-fitness from amongst Daftris, ਲੋਂ Gestetner Operators, Qasids and Naib Qasid including holders of other equivalent posts in the Secretariat with two years service as such, who have passed S\$C Examination."

جہاں تک سکیل 4 سے سکیل 4 مسادی سکیل کے ترتی کامعاملہ ہاس من میں عرض کی جاتی ہے کہ سر نٹنڈ نٹ سکیل 17 سے PMS سکیل 17 کی مساوی اسا می یراورای طرح PA اور پرائیویٹ سیرٹری بھی مساوی سکیل پر تی یاتے ہیں۔

جنابِ عالى!

تمام حقائق صاف صاف اور ورست انداز میں آپ جناب کی خدمت میں پیش کئے گئے ہیں ۔کہیں بھی کوئی غلط بیانی نہیں کی گئی اور نہ ہی کچھ پوشیدہ رکھا گیا۔جس کی رُو ہے ترتی یانامیرا بھی حق بنہآ ہے۔

۔ لہٰدادرج بالاحقائق ادرمعروضات کومدِنظرر کھتے ہوئے آپ جناب کی خدمت میں اپیل کی جاتی ہے کیمن سائل محمدز بیرالیکٹریشن سکیل 4 کومیٹر کیولیٹ کلاس 4 ملاز بین کی فہرست بیں شامل کرنے کے احکامات صادر فرمائیس تا کہتر تی یا کر سزید محنت ادر لگن سے اپنی ڈیوٹی جاری رکھ سکوں۔

اس احسان کے لئے تا حیات آ کی اور آ کے بچوں کی عمر درازی کے لئے دعا گور ہوں گا۔

بخدمت جناب چيف سيريثري خيبر پختو خوا Diary No 2605 CW/e3 Date: عنوان: درخواست برائے ترقی بطور جوئیر کلرک سکیل 11 میسنده ۲۵ میلی می میست می این می این می این این میست می Ps to Secy Admiri PS DS (Administration Depth) جناب عالي! المجال Dairy Roll Bates -8.22 Dairy No.3369 Daile 25-8- 2022 نہایت مود باندگز ارش کیجاتی ہے کہ من سائل محکمہ ایڈ منسٹریشن میں بطور الْبیکٹریشن سکیل 04 میں این ڈیوٹی سرانجام دے رہاہوں۔ من سائل بتاریخ 2008-04-03 سے تا حال ترتی سے محروم ہوں ایک ہی آسا می پر کام کرنے پر مجبور ہوں۔ سیشن آفیسرا فیمن اور ڈپٹی سیرٹری ایڈمن کوبار ہادرخواست کرچکا ہوں گرتا حال میرانا مسنیارٹی نسٹ میں شامل نہ کرناسمجھ سے بالاتر ہوں۔ جناب ُعالىٰ! محکمہ P & D خیبر پختوانخوا کے جاری کردہ قانون برائے ترتی بطور جوئیر کلرک الیکٹریشن کو 07 فیصد کو دیختص کما گماہے نقل لف ہذابرائے ماا خطہ جبکہ محکمہ اشبیلشمنٹ اینڈ ایڈمنسٹریشن کے جاری کردہ قانون کےمطابق دفتری، قاصد، نائب قاصد، بشمول دیگرمساؤی سکیل کے سرکاری ملاز میں جنہیں کم از کم 02 سال نوکری ہوتر تی کے ستحق ہیں۔ نونیفیکیش نمبر SoE-IV (E&AD)/1-35/2012 نمبر (a) 4 (نقل لف مذا) تانون بتاری 2012-12-06 "Thirty-Three percent by promotion on basis of Seniority -cum-fitness. From amongst

Daftaris, Gestetner Operator, Qasid and Naib Qasid including Holders of other equelent post in Secretariat with 2 years Service as such, who have passed SSC Examination"

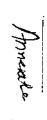
جناب عالي!

ورجه باله حقائق ومعروضات کو مدنظرر کھتے ہوئے آپ جناب کی خدمت میں گز ارش ہے کہ من سائل کوتر تی کیلئے سنیار ٹی لسٹ میں شامل کیا ۔ جائے جیسا کمن سائل بنیادی سکیل 04 میں ڈیوٹی سرانجام دے رہاہوں جبکہ قاصداور دفتری بھی سکیل 04 کے ملاز مین ہوتے ہیں اس لحاظ سے من سائل بنیادی سکیل 04 بونے کی وجہ سے ستحق ہوں۔لہذااستدعاکی جاتی ہے کہ متعلقہ حکام کومن سائل کا نام متعلقہ سنیارٹی لسٹ میں نام شامل کرنے کے احکامات صادر فرما كرمشكور فرما ميں تاكه من سائل كى ترتى ممكن ہواس احسان كيلئے تاحيات دعا گور ہو نگا۔

نقل برائے اطلاع معززسيكريثرى ايدمنستريشن صاحب آيكاوفا دارمحد زبيراليكثريش محكمه ايدمنستريش معززسيكريٹرى الميبلشمنٹ صاحب سول سيكريثريث خيبر بختو نخوايشاور معزز رجشرار پثاور ہائی کورٹ صاحب 0333-91368 حكومت خيبر پختونخوايثه ور











GOVERNMENT OF THE KHYBER PAKHTUNKHWA ESTABLISHMENT AND ADMINISTRATION DEPARTMENT (ESTABLISHMENT WING)

NOTIFICATION

Peshawar, dated the 6th December 2012.

shall be applicable to posts in the Khyber Pakhtunkhwa Civil Secretariat, specified in column 2 of the said Appendix. method of recruitment, qualifications and other conditions specified in column 3 to 5 of the Appendix to this Notification, which behalf, the Establishment and Administration Department, in consultation with the Finance Department, hereby lays down the Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, and in supersession of all previous rules, issued in this No SOE.IV(E&AD)/1-35/2012: In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa

APPENDIX

へぶっ	Comandature of	Minimum and the second of the	-	
3.110.	(AOMEDICIALM & OF	Similaria qualification for	Age	Method of recruitment.
	posts.	appointment by initial	limit.	
 		recruitment.		
	1,1		4	
- ····	Superintendent	-	1	By promotion, on the basis of seniority-cum-fitness,
,				from amongst the holders of the post of Assistant
		a aconi di .		with atleast five years service as such







•				(`
S.No.	ō.	Nomenclature of posts.	Minimum qualification for appointment by initial recruitment.	Age limit.	Method of recruitment.
. <u>.</u>	- 	2.	٠	4.	5,
i,		Assistant.	Class	20 to	
			Degree from a recognized University.	32 years.	basis of seniority-cum-fitness, from amongst Senior Clerks with atleast five years service as
				• · · · · · · · · · · · · · · · · · · ·	
	1				(b) twenty-five per cent by initial recruitment.
įω		Senior Clerk.	ŝ	ı	By promotion, on the basis of seniority-cum-fitness, from amongst the Junior Clerk with atleast two years service as such.
. 4	· i	Junior Clerk.	(i) Matriculation with second division or equivalent qualification from a recognized Board; and (ii) a speed of 30 words per minute in typing	years years	(a) Thirty-three per cent by promotion, on the basis of seniority-cum-fitness, from annongst Daffaris, Gestetner Operators. Qasids and Naib Qusids including holders of other equivalent posts in the Secretariat with two years service as such who have pussed S.S.C Examination; and (b) sixty-seven per cent by initial recruitment. Note: For the purpose of promotion, there shall be maintained a common seniority list of Daffaries, Ciestetner Operators, Qusids, Naib Qasids etc., with reference to the dates of their acquiring the Secondary School Certificate:

(a	•	
(0		
4	(O
	/	_

ر ا ا

S.No.	Nomenclature of	Minimum qualification for	Auc	Method of recruitment.
	posts.	appointment by initial recruitment.	limit.	
-	2.	3.	4.	5,
				Provided fliat-
				(a) if two or more officials have
				acquired the Secondary School
				Certificate in the same session,
		٠		the inter se seniority in the lower
		,	,	post shall be maintained for the
<u></u>				purpose of determining seniority
	-			in the higher post;
				(b) where a senior official does not
				possess the requisite
· -		•		qualification at the time of
		- '		filling up a vacancy, the official
				next junior to him possessing the
_				requisite qualification shall be
				promoted in preference to the
-				senior official or officials.

CHIEF SECRETARY GOVERNMENT OF THE KHYBER PAKHTUNKHWA.







Endst: No. SOE-IV(E&AD)/1-35/2012, dated 6th December, 2012

Copy forwarded for information and necessary action to: -

- All Administrative Secretaries to Covernment of Khyber Pakhtunkhwa. Civil Secretariat, Khyber Pakhtunkhwa.
- The Addl: Chief Sccretary (FATA), Khyber Pakhtunkhwa
- The Chairman, Khyber Pakhtunkhwa Public Service Commission.
- The Senior Member of Board of Revenue,
- Secretary to Governor, Governor's Scoretariat, Khyber Pakhtunkhwa
- The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
- The Secretary Provincial Assembly, Khyber Pakhtunkhwa
- The Chairman to Khyber Pakhtunkhwa Service Tribunal Peshawar.
- The Private Secretary to Chief Secretary Khyber Pakhtunkhwa.
- 0. The Private Secretary to Secretary Establishment Department,
- The P.A to Special Secretary (Estt), Establishment Department.
- 12. The P.A to Addl: Secretary (Esta Reg), Establishment Department.
- 13. The PA to Addl: Secretary (HRD Wing) Establishment Department
- 14. All the Deputy Secretaries in Establishment Department
- 15. All Section Officers, Establishment Department. Khyber Pakhtunkhwa Peshawar 16. The Manager Government Printing Press for publication in the Extra Ordinary Gazette

SECTION OFFICER (E.IV.) (NASIR AMAN)

