

**KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR.**

BEFORE: **KALIM ARSHAD KHAN ...CHAIRMAN**
SALAH UD DIN ...MEMBER (JUDICIAL)

Service Appeal No.195/2017

Date of Institution.....08.02.2017
Date of Hearing.....21.12.2022
Date of Decision.....21.12.2022

Syed Akhtar Hussain Shah son of Syed Asghar Ali Shah resident of
NC Flats, Khyber Road,
Peshawar.....(*Appellant*)

Versus

1. **The Government of Khyber Pakhtunkhwa** through Chief Secretary Civil Secretariat, Peshawar.
2. **The Chief Minister, Khyber Pakhtunkhwa**, Chief Minister Secretariat, Peshawar.
3. **The Provincial Selection Board**, through Secretary to Government of Khyber Pakhtunkhwa Establishment Department Civil Secretariat Peshawar.....(*Respondents*)

Present:

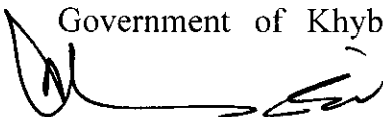
Mr. Muhammad Asghar Khan Kundi, Advocate for the Appellant.

Mr. Muhammad Jan, District Attorney, For the Respondents.

APPEAL UNDER SECTION-4 OF THE SERVICE TRIBUNAL ACT, 1974, FOR DIRECTING THE RESPONDENTS TO GRANT THE APPELLANT PROMOTION IN BPS-20 WITH EFFECT FROM NOVEMBER, 2014.

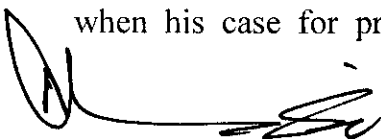
JUDGMENT

KALIM ARSHAD KHAN CHAIRMAN: The facts as narrated in the memorandum and grounds of this appeal are that the appellant, while, being in service, was working in BPS 19 and posted as Additional Secretary Labour, Government of Khyber Pakhtunkhwa and was nominated to represent the



Government of Khyber Pakhtunkhwa at the United Nations Development Program (UNDP) as Deputy Provincial Representative; that vide Notification dated 06.06.2014, the appellant was granted permission to join the new assignment; that the appellant was on deputation when he came to know that he was due for promotion to BS-20 and a Provincial Selection Board (PSB) meeting was likely to be held in November, 2014 and the appellant submitted an application on 08.10.2014 to respondent No.3 to place his case for promotion before the PSB and his case was placed before the PSB in the meeting held on 14.11.2014 and the appellant at serial No.9 was declared fit for promotion but he ^{was} deferred on the ground that he was on deputation with UNDP and needed to have a Performance Evaluation Report (PER) for one calendar year and that PER for the year 2013 was incomplete; that case of promotion of the appellant was again placed in the PSB meeting held on 29.06.2016 and was again deferred on the same ground; that once again his case for promotion was placed in the PSB meeting of 27.07.2016 and again deferred for the same reason; that ultimately the appellant was recommended for promotion to BPS-20 in the PSB meeting held on 29.08.2016 and his promotion notification was issued on 19.09.2016; that aggrieved of belated promotion, the appellant submitted representation on 14.10.2016 to respondent No.2 for grant of ante dated promotion but no reply was received and he filed this appeal.

2. On receipt of the appeal and its admission to full hearing, the respondents were summoned. Respondents put appearance and contested the appeal by filing written reply raising therein numerous legal and factual objections. It was mainly contended in the reply that the appellant was on deputation with UNDP at the time when his case for promotion was placed before the PSB but he was deferred



because as per the Promotion Policy of the Provincial Government he had to earn one PER and on earning such PER he was promoted.

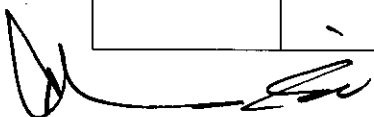
3. We have heard the learned counsel for the appellant and learned law officer for the respondents.

4. Reiterating the facts and the grounds urged in the memorandum and grounds of appeal, it was contended by the appellant that the impugned actions by the respondents were not justified and it was prayed that the appellant might be granted the relief as prayed by him in his appeal.

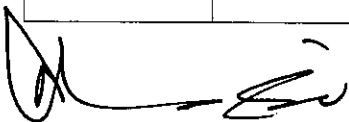
5. On the other side the learned law officer defended the impugned action and prayed for dismissal of the appeal.

6. The details of the meetings of the PSB for consideration and reason(s) of deferment and that of promotion of the appellant, on different dates, are as under:-

Serial No.	Date of the meeting of the Provincial Selection Board	Reason(s) of Deferment
1.	14.11.2014	On deputation with UNDP for three years and is currently not serving in the cadre. Hence, need to have a PER for one calendar year after he returns from deputation. Incomplete PERs record (PERs for the period 2013 (pt) was under process)
2.	29.06.2016	His date of birth is 10.01.1964. he joined government service on 14.09.1993. He was promoted to BS-19 on 19.05.2008. he has attended SMC which is mandatory for promotion to BS-20. The Board observed that

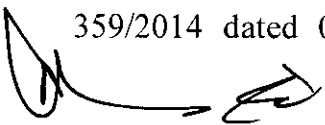


		<p>he was on deputation to UNDP from 06.06.2014 to 20.08.2015. According to the promotion Policy, his promotion will be considered after he earns one calendar year PER.</p> <p>The Board recommended to defer his promotion.</p>
3.	27.07.2016	<p>His date of birth is 10.01.1964. he joined government service on 14.09.1993. He was promoted to BS-19 on 19.05.2008. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 29.06.2016 recommended to defer his promotion as he was on deputation to UNDP from 06.06.2014 to 20.08.2015. According to the promotion Policy, his promotion will be considered after he earns one calendar year PER. The Board has now observed that position is still the same.</p> <p>The Board recommended to defer his promotion.</p>
4.	29.08.2016	<p>His date of birth is 10.01.1964. he joined government service on 14.09.1993. He was promoted to BS-19 on 19.05.2008. he has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting</p>



		<p>held on 29.06.2016 and 27.07.2016 recommended to defer his promotion was on deputation to UNDP from 06.06.2014 to 20.08.2015. The board was informed that he has earned PER for the period from 21.08.2015 to 31.12.2015 and a special outstanding report for the period from 01.01.2016 to 29.08.2016. No enquiry is pending against him. His service record upto 29.06.2016 is generally good.</p> <p>The Board recommended the Officer for promotion to BS-20 on regular basis. He will be on probation for a period of one year.</p>
--	--	--

7. There is no denying the fact that the promotion case, of the appellant and others, was, for the first time, placed before the PSB on 14.11.2014, for promotion from BPS 19 to BPS 20 but he was deferred for the reason that he was on deputation with the UNDP for three years and was not serving in the cadre, hence, after his return, needed to have a PER for one Calendar year and that his PER for the year 2013 was under process. In the reply it is contended that in the prevalent situation, as per Provincial Government Policy, the appellant was to earn PER for a calendar year before he could be promoted to the next grade. The reason for deferment was not because of any fault on the part of the appellant but admittedly because of the fact that the appellant was on deputation and not working against the cadre post. This reason is neither plausible nor acceptable for deferring the appellant. The record reflects that, vide Notification No.SO(E-1)E&AD/9-359/2014 dated 06.06.2014, the appellant was selected as Deputy Provincial



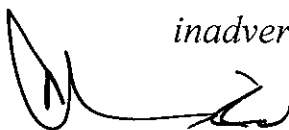
Representative of UN System (UNDP), Peshawar and the Government of Khyber Pakhtunkhwa allowed him to proceed on Deputation.

8. A deferment case came up before the honourable Peshawar High Court reported as 2018 PLC(CS) N 126 titled "*Aurangzeb Khan versus Government of Khyber Pakhtunkhwa through Chief Secretary and two others*" and the honourable Court was pleased to have found as under:

"According to the law of the land, deferment is neither a punishment nor a final order, as and when the reasons for deferment cease to exist the officer is promoted from the date, when his juniors were promoted and to be considered for promotion, it's the job of Service Tribunal under section 4 of the Tribunal Act, 1974.

The Government of Khyber Pakhtunkhwa introduced promotion policy, 2009 and under the policy clause-v deferment of promotion reads as under:--

- (a) Promotion of a civil servant will be deferred, in addition to reasons given in para-IV, if:-*
 - (i) His inter-se-seniority is disputed / sub judice.*
 - (ii) Disciplinary or departmental proceedings are pending against him.*
 - (iii) The PER dossier is incomplete or any other document/information document/information required by the PSC/DPC for determining his suitability for promotion is not available for reasons beyond his control.*
- (b) The civil servant whose promotion has been deferred will be considered for promotion as soon as the reasons for deferment cases to exist. The cases falling under any of the above three categories do not warrant proforma promotion but the civil servant will be considered for promotion after determining his correct seniority over the erstwhile juniors.*
- (c) If an officer is otherwise eligible for promotion but has been inadvertently omitted from consideration in the original reference due to clerical error or plain negligence and is superseded, he should be considered for promotion as soon as the mistake, is noticed.*
- (d) If and when officer, after his seniority has been correctly determined or after he has been exonerated of the charge or his PER dossier is complete, or his inadvertent omission for promotion comes to notice, is*



considered by the Provincial Selection Board / Departmental Promotion Committee and is declare fit for promotion to the next higher basic scales he shall be deemed to have been cleared for promotion along with the offices junior to him who were considered in the earlier meeting of the Provincial Selection Board/ Departmental Promotion Committee. Such an officer, on his promotion will be allowed seniority in accordance with proviso of subsection (4) of section 8 of the Khyber Pakhtunkhwa Civil Servants Act, 1973, whereby officers selected for promotion to a higher post in one batch on their promotion to the higher post are allowed to retain their inter-se-seniority in the lower post. In case, however, the date of continuous appointment of two or more officers in the lower post/grade is the same and there is no specific rule whereby their inter-se-seniority in the lower grade can be determined, the officer older in age shall be treated senior."

9. Similarly the honourable Islamabad High Court in 2020 PLC (CS) 826 titled "Liaqat Ali Khan versus Government of Pakistan through Secretary Establishment Division and 2 others" was pleased to have held as under:-

"7(sic) In view of the above judgements the respondent department in both the petitions neglected to complete the Performance Evaluation Reports of civil servants/petitioners and it is surprising to note that despite the said fact their cases had been sent to Central Selection Board for promotion. The justification rendered by the learned Deputy Attorney General during the course of arguments for such course of action was that since the department has to send a panel of the names of the civil servants; petitioners names were added. The referred argument is without any substance inasmuch as the purpose of sending a panel means that names of eligible persons should be sent. The names of the petitioners in the first instance should not have been sent if their PERs were not complete; that it was due to the fault of the respondents that the Performance Evaluation Reports were not complete and those who are responsible of the same should have been taken to task. For a civil servant promotion is nothing less than a prize for the entire life devoted to service; the monetary gains coming with the promotion are collateral benefits but the honour and pride is of utmost importance."



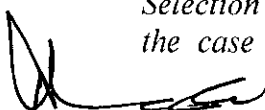
10. Wisdom can also be derived from 2016 SCMR 1784 titled "*Chief Secretary Sindh versus Riaz Ahmad Massan and another*", wherein the august Supreme Court of Pakistan found as under:

"13. Respondent No.1, as noted above was considered for promotion to BS-18 along with his contemporary service mate in BS-17 by the PSB on 28.8.2003. However, he was superseded "due to his failure to pass the pre-requisite departmental examination and missing ACRs for the period from 06.5.1998 to 31.12.1998, 1999 and 2002." In this context, as regards the assumption of the learned Tribunal in para 10 of the impugned decision that "during long 13 years was there issued any reminder, explanation call, show cause notice, etc directing Respondent to appear in examination to qualify till PSB deliberated and superseded vide minutes of meeting dated 28.8.2003" and further in para 12 that "prior to the PSB meeting neither Respondent was afforded any opportunity to be heard nor decision of the PSB regarding supersession had been communicated to him, which is mandatory requirement for administration of justice before imposing any penalty" it may be observed that in terms of notification of appointment of the respondent as reproduced in para 2 above, it was the responsibility of the Respondent No.1 to undergo 6 months training and appear in required qualifying exams within 15 months, to earn confirmation to his post in BS-17 as per Rule 8(4) of the Executive Branch Rules, 1964. In terms of Rule 5 of the Sindh Civil Servants (Departmental Examinations) Rules, 1978, it is not the duty of the controlling/appointing authority to issue any reminder, explanation, call or show cause notice etc. directing any Civil Servant to appear in the qualifying exams before the meeting of PSB as assumed by the learned Tribunal and on the contrary in terms of section 3 of the Rules of 1978, a civil servant, is required to pass examination as prescribed for the post or service to which he is appointed. In terms of sub section (1) to section 5 *ibid.*, required exams are held twice a year. Subsection (2) of section 5 of the Rules of 1978 casts responsibility on the shoulder of the civil servant desiring to appear in the examination to give intimation in a prescribed manner to the examining authority directly or through appointing authority not later than 15 days before the date scheduled for such examination, which Respondent chose not to appear for over a decade. In this view of the matter, learned Tribunal erred in placing burden and responsibility on the controlling/appointing authority for issuing "any reminder, explanation call, show cause notice, etc directing Respondent to appear in examination to qualify" before the meeting of PSB. No law mandates or binds controlling or appointing authority to issue any show cause notice to a civil servant before holding PSB meeting as held by the Service Tribunal. Consequence for not qualifying required exams per Rule 8(4) of Executive Branch Rules 1964 is that the Civil Servant, so appointed shall not be confirmed to the appointed post unless he qualifies prescribed exam. It is the Respondent No.1 to blame himself for not appearing in qualifying exams during his more than a decade long service in BS-17 and not earning conformation

required to be considered and earn promotion to next higher grade.

14. There is no cavil to the proposition advanced by Mr. Shabbir Awan, learned ASC for the Respondent No.1 that in case a civil servant is denied promotion for no fault on his part and when his promotion to next higher grade is effected later then promotion and seniority of such civil servant is counted and reckoned with his contemporary junior officers who were promoted earlier to him. As noted in the preceding paragraph, it is the Respondent No.1 who is to blame himself for not qualifying the requisite exams throughout his service spread over a decade, he could not compete or rank at par with his peers BS-17 officer, who qualified prescribed departmental examination, a condition precedent for earning confirmation to BPS 17 and in turn to be eligible to earn promotion to next higher grade. Therefore, he was rightly superseded by the PSB in its meeting dated 28.8.2003 (see *Maqbool Ahmed v. Military Accountant General and 2 others* 1993 SCMR 119 and *Shahid Hussain v Muhammad Jehangir Shahzad*).

15. Learned counsel for Respondent No.1 failed to point out any statutory provision in the Civil Servants Act, 1973 and or Sindh Civil Servant (Appointment, Promotions and Transfer) Rules 1974, for ante dated proforma promotion. It may be observed that earlier such practice, as urged by learned ASC for the Respondent No.1 cannot be cited as a valid departmental precedent nor, can be sanctified by this Court, being against the mandate of law. Even otherwise, in presence of Rule 13 of Sindh Civil Servants (Probation, Confirmation and Seniority) Rules, 1975 a Civil Servant who is not promoted on his turn on the ground inter alia; (i) his seniority is under dispute or is not determined; (ii) he is on deputation, training or on leave; or disciplinary proceedings are pending against him; or (iii) he is not considered by the selection authority inadvertently. The moment cause as noted in rule 13 ibid for deferment of promotion of a Civil Servant is removed, in as much as dispute as to his seniority is resolved in his favour, deputation, training or leave is over, disciplinary proceedings culminated in his favour or where inadvertence for his non consideration is remedied, only then on subsequent promotion, such civil servant would rank and be deemed to have been promoted in the same batch at par with his contemporary batch mates who were promoted earlier to him. In the instant case, Respondent No.1's promotion was not deferred for impendent in Rule 13 ibid but he was superseded for lack of qualification. Furthermore, in terms of Rule 31 of the Civil Services Rules, 1950 (Volume 1), promotion takes effect from the date on which a Civil Servant assumes the charge of higher post. Only exception to grant antedated promotion by the competent authority to a superannuated or deceased Civil Servant, has been carved out by grafting Rule 7-A of the Sindh Civil Servant (Appointment, Promotion and Transfer) Rules, 1974 (with effect from 18.3.2006), in a situation where a Civil Servant who was in fact recommended for promotion to next high post by the Provincial Selection Board or the Departmental Promotion Committee as the case may be but before issuance of his notification for



promotion, such Civil Servant either passes away or retires, in such eventuality pre- condition to assume charge as mandated under Rule 31 ibid is done away under Rule 7-A(2) of the Sindh Civil Servant (Appointment, Promotion and Transfer) Rules, 1974 (with effect from 18.3.2006). Respondent. No.1's case does not fall within the exception provided under Rule 7-A of the Rules 1974, in as much as he was not recommended for promotion by the PSB from BPS-17 to BPS-18 in its meeting dated 28.8.2003, to which he took no exception. (See also Muhammad Yousuf v. Chairman Railway Board etc 1991 SCMR 1559 and Abid Hussain Sherizi v. Ministry of Industry and Production, Government of Pakistan) 2005 SCMR 1742."

11. The upshot of the above discussion is that this appeal succeeds and it is directed that the promotion of the appellant shall be considered from the date of his first consideration or when his junior(s) was/were promoted.
12. We further direct that the appellant shall recover the cost of litigation of this appeal from the respondents. Consign.
13. ***Pronounced in open Court at Peshawar and given under our hands and the seal of the Tribunal on this 21st day of December, 2022.***



KALIM ARSHAD KHAN
Chairman



SALAH UD DIN
Member (Judicial)

ORDER
21.12.2022

Learned counsel for the appellant present. Mr. Muhammad Jan,
District Attorney for the respondents present. Arguments heard and
record perused.

2. Vide our detailed judgment of today, separately placed on file,
this appeal succeeds and it is directed that the promotion of the appellant
shall be considered from the date of his first consideration or when his
junior(s) was/were promoted.

3. We further direct that the appellant shall recover the cost of litigation
of this appeal from the respondents. Consign.

4. *Pronounced in open Court at Peshawar and given under our
hands and the seal of the Tribunal on this 21st day of December, 2022.*

ANNOUNCED
21.12.2022



KALIM ARSHAD KHAN
Chairman

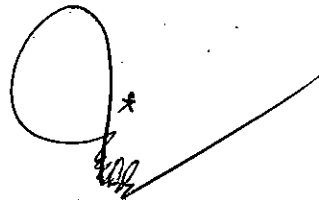


SALAH UD DIN
Member (Judicial)

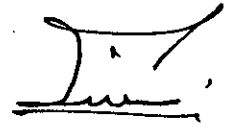
01.06.2022

Learned counsel for the appellant present. Mr. Kabirullah Khattak, learned Additional Advocate General for the respondents present.

Learned counsel for the appellant again requested for adjournment on the ground that being busy in preparation of brief of other cases, he was unable to make preparation for arguments. Last opportunity is granted. To come up for arguments on 08.08.2022 before D.B.




(Mian Muhammad)
Member (E)



(Salah-ud-Din)
Member (J)

8.8.22

Due to the Public holiday the case is adjourned to 8-11-22


Reader

08.11.2022

Nemo for appellant.

Naseer Ud Din Shah learned Assistant Advocate General for the respondents present.

Preceding date was adjourned through Reader note, therefore, both the parties be put on notice for the next date. To come up for arguments on 21.12.2022 before D.B.


(Fareeha Paul)
Member (E)
(Rozina Rehman)
Member (J)

SCANNED
KPST
Peshawar

Counsel was informed telephonically on 13/10/2022 & respondents was also put on notice



07.09.2021 Nemo for appellant.

Usman Ghani learned District Attorney alongwith Sultan Shah Superintendent for respondents present.

Notice be issued to appellant/counsel for 11.01.2022 for arguments before D.B.



(Rozina Rehman)
Member (J)

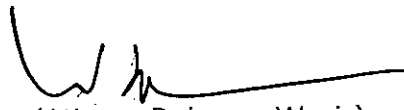


Chairman

11.01.2022

Counsel for the appellant present. Mr. Muhammad Riaz Khan Paindakhel, Asstt. AG for respondents present.

Counsel for the appellant sought adjournment in order to further prepare the brief. Request accorded. To come up for arguments on 27.04.2022 before the D.B.



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



Chairman

27th April, 2022

Learned counsel for the appellant present. Mr. Muhammad Riaz Khan Paindakheil, Assistant Advocate General for the respondents present.

Learned counsel for the appellant requested for adjournment in order to assist the Tribunal. Last opportunity is granted. To come up for arguments before the D.B on 01.06.2022.



(Fareeha Paul)
Member (E)



Chairman

30.12.2020

Due to summer vacation, case is adjourned to 01.04.2021 for the same as before.




Reader

01.04.2021

Nemo for parties.

Kabirullah Khattak, Additional Advocate General for respondents present.

The preceding date was adjourned on Reader's Note, therefore, both the parties be put on notice for 16-07-2021 for arguments before D.B.



(ATIQ-UR-REHMAN WAZIR)
MEMBER (EXECUTIVE)




(ROZINA REHMAN)
MEMBER (JUDICIAL)

16.07.2021

Appellant alongwith his counsel Mr. Asghar Khan Kundi, Advocate, present. Mr. Zar Muhammad, Assistant alongwith Mr. Riaz Ahmad Paindakheil, Assistant Advocate General for the respondents present.

Learned counsel for the appellant requested for adjournment on the ground that he has not gone through the record. Adjourned. To come up for arguments before the D.B on 07.09.2021.



(ATIQ-UR-REHMAN WAZIR)
MEMBER (EXECUTIVE)



(SALAH-UD-DIN)
MEMBER (JUDICIAL)

11.03.2020

Learned counsel for the appellant and Mr. Zia Ullah learned Deputy District Attorney present. Learned counsel for the appellant seeks adjournment. Adjourn. To come up for arguments on 27.04.2020 before D.B.


Member


Member


27.04.2020

Due to public holidays on account of Covid-19, the case is adjourned. To come up for the same on ~~18~~ 28.08.2020 before D.B.


Reader

18.08.2020

Due to summer vacations, the case is adjourned to 20.10.2020 for the same.


Reader

20.10.2020

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

The Bar is observing general strike today, therefore, the matter is adjourned to 30.12.2020 for hearing before the D.B.


(Mian Muhammad)
Member



Chairman

15.02.2019

Nemo for appellant. Addl. AG for the respondents present.

It is already 3.00 P.M and the case has been called several times, despite no one is in attendance on behalf of the appellant.

~~Dismissed for non-prosecution.~~


Member


Chairman

ANNOUNCED
15.02.2019

09.12.2019

Vide order dated i.e. 25.09.2019 passed in restoration application No.169/2019 the present service appeal has been restored. Lawyers are on strike on the call of Khyber Pakhtunkhwa Bar Council. Adjourn. To come up for further proceedings/arguments on 11.02.2020 before D.B.

Member


Member

11.02.2020


Learned counsel for the appellant and Mr. Usman Ghani learned District Attorney present. Learned counsel for the appellant seeks adjournment. Adjourn. To come up for arguments on 11.03.2020 before D.B.



Member


Member

13.09.2018

Learned counsel for the appellant and Mr. Muhammad Jan Learned Deputy District Attorney for the respondents present. Learned counsel for the appellant seeks adjournment. Adjourned. To come up for arguments on 06.11.2018 before D.B.


(Hussain Shah)
Member



(Muhammad Hamid Mughal)
Member

06.11.2018

Due to retirement of Hon'able Chairman, the Tribunal is defunct. Therefore, the case is adjourned for the same on 24.12.2018 before D.B.

24.12.2018

Neither appellant nor his counsel present. Mr. Riaz Ahmad Paindakheil, Assistant AG for the respondents present. Adjourned. To come up for arguments on ¹⁵25.02.2019 before D.B.


(Ahmad Hassan)
Member


(Muhammad Amin Khan Kundi)
Member

07.03.2018

Counsel for the appellant and Mr. Ziaullah, Deputy District Attorney for the respondents present. Learned counsel for the appellant seeks adjournment. Adjourned. To come up for arguments on 03.05.2018 before D.B.



(Muhammad Hamid Mughal)
Member



(Muhammad Amin Khan Kundi)
Member

03.05.2018

Due to retirement of the worthy Chairman, the Tribunal is incomplete, therefore the case is adjourned. To come up for same on 19.07.2018 before D.B



Reader

19.07.2018

Clerk to counsel for the appellant and Mr. Muhammad Jan learned Deputy District Attorney present. Clerk to counsel for the appellant seeks adjournment as learned counsel for the appellant is not in attendance. Adjourned. To come up for arguments on 13.09.2018 before D.B



(Ahmad Hassan)
Member



(Muhammad Hamid Mughal)
Member

25.05.2017

Clerk to counsel for the appellant and Mr. Sultan Shah, Assistant alongwith Addl. AG for the respondents present. Written reply submitted. To come up for rejoinder and arguments on 20.07.2017 before D.B.


(AHMAD HASSAN)
MEMBER

20.07.2017

Counsel for the appellant present. Mr. Sultan Shah, Assistant alongwith Mr. Kabirullah Khattak, Assistant AG for the respondents also present. Learned counsel for the appellant requested for adjournment. Adjourned. To come up for rejoinder and arguments on 20.10.2017 before D.B.


(Gul Zeb Khan)
Member


(Muhammad Amin Khan Kundi)
Member

20.10.2017


Clerk to counsel for the appellant and Mr. Muhammad Jan, DDA for respondents present. Clerk to counsel for the appellant seeks adjournment. Adjourned. To come up for arguments on 04.01.2018 before D.B.

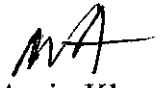

Member
(Executive)


Member
(Judicial)

04.01.2018

None present on behalf of the appellant. Mr. Usman Ghani, District Attorney for the respondents present. Notice be issued to appellant and his counsel for attendance and arguments for 07.03.2018 before D.B.


(Ahmad Hassan)
Member(E)


(M.Amin Khan Kundi)
Member (J)

09.03.2017

SCANNED
KPSST
Peshawar

Muhammad Asghar Khan Kundi learned counsel for appellant present. Preliminary arguments heard. Syed Akhtar Hussain Shah appellant thrice was deferred from promotion from BPS-19 to BPS-20 on the ground that he was on deputation with UNDP and that he had not earned PER for the year 2013. Lastly he was promoted on 19.09.2016. He preferred a departmental appeal for ante-dated promotion by raising various grounds on 14.10.2016 which was not responded within 90 days and hence the instant service appeal.


Point agitated needs consideration. The appeal is admitted for regular hearing. The appellant is directed to deposit the security and process fee within 10 days there-after notices be issued to the respondents for written reply/comments for 24.04.2017 before S.B.

Appellate Deposited
Security Process Fee


(ASHFAQUE TAJ)
MEMBER

24.04.2017

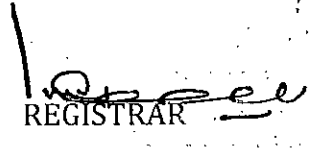
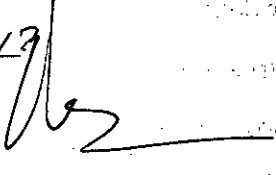
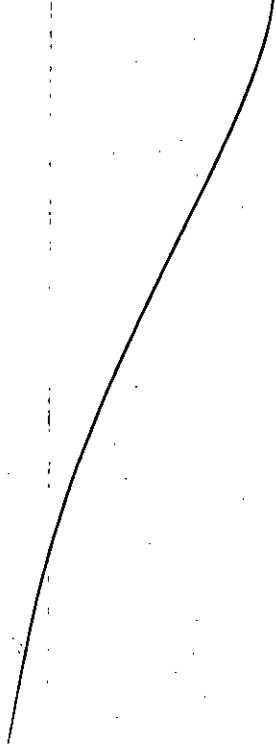
Counsel for the appellant and Mr. Muhammad Saleem Supdt alongwith Mr. Adeel Butt, Additional: AG for the respondents present. Written reply not submitted. Requested for adjournment. Request accepted. To come up for written reply/comment on 25.05.2017 before S.B.


(Ahmad Hassan)
Member

Form- A
FORM OF ORDER SHEET

Court of _____

Case No. 195/2017


S.No.	Date of order proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	23/02/2017	<p style="text-align: center;">The appeal of Syed Akhtar Hussain Shah resubmitted today by Mr. Muhammad Asghar Khan Kundi Advocate may be entered in the Institution Register and put up to the Learned Member for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2-	27-02-2017	<p style="text-align: center;">This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>09-03-2017</u></p> <p style="text-align: right;"> MEMBER</p> 

The appeal of Syed Akhtar Hussain Shah son of Syed Ali Asghar Shah received today i.e on 08.02.2017 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days:

- 1- Memorandum of appeal may be got signed by the appellant.
- 2- Annexures of the appeal may be flagged.
- 3- Annexures A to L referred to in the memo of appeal are not attached with the appeal which may be placed on it.
- 4- Affidavit may be got attested by the Oath Commissioner.
- 5- Five more copies/sets of the appeal along with annexures i.e. complete in all respect may also be submitted with the appeal.

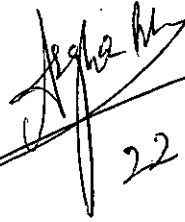
No. 361 /S.T,

Dt. 16/2 /2017


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR

Mr. Muhammad Asghar Khan Kundi Adv. Pesh.

Resubmitted after necessary compliance


22.2.2017

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. 195 /2017

Syed Akhtar Hussain Shah.....Appellant

V E R S U S

Govt. of Khyber Pakhtunkhwa,
Through Chief Secretary & others.....Respondents

I N D E X

S.No	Description of Documents	Annex	Pages
1.	Service Appeal		1-7
2.	Affidavit		8
3.	Addresses of parties		9
4.	Copy of notification dated 02.09.93	A	10-12
5.	Copy of the order dated 15.01.94	B	13-
6.	Copy of PSB meeting minutes dated 22.11.2017	C	14-15
7.	Copy of the notification	D	16-17
8.	Copy of PSB meeting minutes dated 08.05.2008 and notification dated 19.05.2008	E & F	18- 23
9.	Copy of the notification dated 06.06.2014 and charge relieving certificate dated 09.06.2014	G & H	24- 25
10.	Copy of the application dated 08.10.2014	I	26-
11.	Copies of the report of Secretary Establishment and the minutes of PSB meeting held on 14.11.2014	J & K	27-32
12.	Copy of the PSB Meeting dated 29.06.2016	L	33-44
13.	Copy of the minutes of PSB meeting	M	45-47
14.	Copies of the minutes of PSB meeting dated 29.08.2016 and notification dated 19.09.2016	N & O	48-53
15.	Copy of the representation	P-Q	54- 56
16.	Wakalatnama		

Appellant

Through


Muhammad Asghar Khan Kundi
Advocate, Peshawar
Cell No.0333-9127288

Dated __/__/2017

1

①

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. 195 /2017

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 165

Dated 08-02-2017

Syed Akhtar Hussain Shah

S/o Syed Ali Asghar Shah

R/o NC Flats, Khyber Road, Peshawar **Appellant**

V E R S U S

1. Govt. of Khyber Pakhtunkhwa,
Through Chief Secretary,
Civil Secretariat, Peshawar
2. The Chief Minister
Khyber Pakhtunkhwa,
Chief Minister Secretariat, Peshawar
3. The Provincial Selection Board
Through Secretary Establishment
Govt. of Khyber Pakhtunkhwa
Civil Secretariat, Peshawar..... **Respondents**

**APPEAL U/S 4 OF THE KHYBER PAKHTUNKHWA
SERVICES TRIBUNAL ACT, 1974, FOR
DIRECTIONS TO THE RESPONDENTS TO GRANT
THE APPELLANT PROMOTION IN BS-20 W.E.F.
NOVEMBER 2014**

Filed to-day

[Signature]
Registrar

8/2/17, **Respectfully Sheweth:-**

Re-submitted to -day
and filed. The appellant humbly submits as under:

[Signature]
Registrar

23/2/17

- 2
1. That the appellant was selected and appointed as Section Officer (BPS-17) Govt. of Khyber Pakhtunkhwa vide Notification dated 03.09.1993 after successfully qualifying the competitive examination conducted by Khyber Pakhtunkhwa Public Service Commission. (Copy of the notification dated 02.09.93 is annexure "A").
 2. That after undergoing the mandatory academy training, the appellant was posted as Section Officer, Finance Department, Govt. of Khyber Pakhtunkhwa vide order dated 15.01.1994. (Copy of the order dated 15.01.94 is annexure "B").
 3. That the respondent No.3 in its meeting held on 22.11.2007 cleared the appellant for promotion to BPS-18 and recommended him accordingly. (Copy of PSB meeting minutes dated 22.11.2007 are attached as annexure "C").
 4. That the appellant was promoted to BPS-18 and posted as Deputy Secretary, Governor's Secretariat vide notification dated 08.12.2007. (Copy of the notification is annexure "D").
 5. That the appellant was recommended for promotion to BPS-19 by the respondent No.3 in its meeting held on 08.05.2008 and accordingly

notification of the appellant's promotion to BPS-19 was issued on 19.05.2008. (Copy of PSB meeting minutes dated 08.05.2008 and notification dated 19.05.2008 and annexure "E" & "F" respectively).

6. That in June 2014 while appellant was posted as Additional Secretary Labour, Govt. of Khyber Pakhtunkhwa he was nominated to represent the Govt. of Khyber Pakhtunkhwa at United Nations Development Program (UNDP) as Deputy Provincial Representative. Accordingly vide notification dated 06.06.2014, the appellant was granted permission join the new assignment. (Copy of the notification dated 06.06.2014 and charge relieving certificate dated 09.06.2014 are annexure "G" & "H" respectively).
7. That while the appellant was on deputation with UNDP, the appellant came to know that he is due for promotion to BS-20 and a PSB meeting to this effect was likely to be held in November 2014. As such the appellant submitted application dated 08.10.2014 to the respondent No.3 to place his case for promotion before the forthcoming PSB meeting. (Copy of the application dated 08.10.2014 is attached as annexure "I").

- (4)
8. That the appellant's case alongwith others for promotion to BPS-20 was placed by Secretary Establishment Govt. of Khyber Pakhtunkhwa before the respondent No.3 in its meeting held on 14.11.2014; wherein the appellant at Serial No.9 was declared fit for promotion. However, the appellant's promotion was deferred on the ground that he was on deputation with United Nations Development Program (UNDP) and need to have a PER for one calendar year and that PER for 2013 was in complete. (Copies of the report of Secretary Establishment and the minutes of PSB meeting held on 14.11.2014 are annexure "J & K" respectively).
 9. That the appellant's case for promotion to BPS-20 was again placed before the PSB meeting on 29.06.2016; however the appellant's promotion was deferred again on account of the same earlier reason i.e. deputation with UNDP and lack of PER for one calendar year. (Copy of the PSB Meeting dated 29.06.2016 is attached as annexure "L").
 10. That the appellant's promotion to BPS-20 was again deferred in the next PSB meeting on 27.07.2016 on the same ground. (Copy of the minutes of PSB meeting are annexure "M").

11. That the appellant was recommended for promotion to BPS-20 in the PSB meeting held on 29.08.2016, and accordingly the notification of the appellant's promotion was issued on 19.09.2016. (Copies of the minutes of PSB meeting dated 29.08.2016 and notification dated 19.09.2016 are annexure "N" & "O" respectively).
12. That aggrieved of the belated promotion, the appellant submitted a representation dated 14.10.2016 to the respondent No.2 for grant of ante date promotion; however no reply has been received as yet. (Copy of the representation is annexure "P").
13. That the appellant now approaches this Hon'ble Tribunal for the redressal of his grievance on the following amongst other grounds:

GROUND S:

- A. That the appellant was eligible for promotion To BS-20 in November 2014. The appellant was called to appear for interview before the respondent No.3. The appellant met all the eligibility criteria i.e. qualification, mandatory training, length of service, seniority and PERs for the year 2013 were also complete. In the circumstance, deferment of the appellant was illegal and unjustified.

6

B. That the appellant was fit for promotion in accordance with Rule 7 (3) of Govt. of Khyber Pakhtunkhwa (Appointment Promotion & Transfer) Rules-1989 r/w Khyber Pakhtunkhwa Provincial Management Service Rules-2007 wherein the requirement for promotion to BS-20 has been laid down as follow:-

"By promotion on the basis of selection on merit, from amongst PMS officers holding posts in BS-19 and having at least 17 years service against posts in BS-17 and above and have undergone advance Training Course from NIPA or any other training course prescribed by the Govt".

C. That the appellant fulfilled all the requirements of promotion to BS-20 as laid down in the Khyber Pakhtunkhwa Civil Servants Promotion Policy 2009. As such the appellant was due for promotion in November 2014 and has a vested right to be given ante date promotion.

D. That Para (iv) b of the Khyber Pakhtunkhwa Civil Servants Promotion Policy 2009 pertains to the civil servants who are on deputation with International Agencies. Since the appellant submitted his willingness to return to the provincial got and was therefore called for

promotion, appeared before the respondent no.3, and his PERs for the year 2013 were also complete in all respects, the non promotion/deferment of the appellant in PSB meetings in November 2014 and subsequently is illegal and needs to be rectified by this Hon'ble Tribunal. 7

- E. That the appellant is under going perpetual financial loss on account of his belated promotion.
- F. That the appellant seeks leave of this Hon'ble Tribunal to raise additional grounds at the time of arguments.

It is, therefore most humbly prayed that on acceptance of this appeal, the appellant may very graciously be granted ante date promotion to BS-20 w.e.f November 2014 at par with the other batch mates of the appellant.

Any other relief deemed fit and appropriate in the circumstance of the case may also be granted in favour of the appellant.

Through


Appellant


Muhammad Asghar Khan Kundi
Advocate, Peshawar

Dated ___/___/2017

(8)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2017

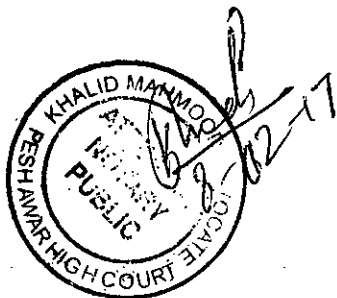
Syed Akhtar Hussain Shah.....**Appellant**

V E R S U S

Govt. of Khyber Pakhtunkhwa,
Through Chief Secretary & others.....**Respondents**

A F F I D A V I T

I, Syed Akhtar Hussain Shah S/o Syed Ali Asghar Shah
R/o NC Flats, Khyber Road, Peshawar, do hereby
solemnly affirm and declare on oath that the contents
of the accompanying **Service Appeal** are true and
correct to the best of my knowledge and belief and
nothing has been concealed from this Hon'ble Court.



DEPONENT

(9)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2017

Syed Akhtar Hussain Shah.....**Appellant**

V E R S U S

Govt. of Khyber Pakhtunkhwa,
Through Chief Secretary & others.....**Respondents**

ADDRESSES OF PARTIES

APPELLANTS:

Syed Akhtar Hussain Shah
S/o Syed Ali Asghar Shah
R/o NC Flats, Khyber Road, Peshawar

RESPONDENTS

1. Govt. of Khyber Pakhtunkhwa,
Through Chief Secretary,
Civil Secretariat, Peshawar
2. The Chief Minister
Khyber Pakhtunkhwa,
Chief Minister Secretariat, Peshawar
3. The Provincial Selection Board
Through Secretary Establishment
Govt. of Khyber Pakhtunkhwa
Civil Secretariat, Peshawar

Appellant
Through


Muhammad Asghar Khan Kundi
Advocate, Peshawar

Dated __/__/2017

10
H
A

28

GOVERNMENT OF N.W.F.P
SERVICES AND GENERAL ADMN:DEPARTMENT
(SERVICES WING)

Dated, Peshawar the End September 1993

NOTIFICATION

NO.SGS-II(SEGAD)3(81)93:- On the recommendations of the NWFP Public Service Commission, the Governor NWFP is pleased to order the appointment of the following candidates as Section Officers(BPS-17) in the NWFP Civil Secretariat with effect from the date of taking over charge :-

- i) Mr. Muhammad Abid Majeed
s/o Mr. Abdul Majheed Khan
District, Peshawar.
- ii) Mr. Asghar Ali s/o
Mr. Sar Mast Khan
District, Swabi
- iii) Mr. Irfanullah
s/o Mr. Sher Afzal
District, Peshawar
- iv) Mr. Sharafat Khan
s/o Mr. Buland Khan
Chitral District.
- v) Mr. Muhammad Akbar Khan
S/o Mr. Yar Mas Khan
District, Chitral
- vi) Mr. Muhammad Ramzan
s/o Mr. Fazle Kalam
District, Swabi
- vii) Mr. Aziz Khan
s/o Mr. Idris Khan
District, Karak
- viii) Mr. Awal Khan
s/o Mr. Khaista Gul
Mohmand Agency
- ix) Syed Junaid Shah
s/o Syed Roomi Shah
District, Kohat
- x) Mr. Akhtar Hussain Shah
s/o Mr. Ali Asghar Shah
District, Abbottabad
- xi) Mr. Masood Ahmad s/o
Qari Mohammad Nazir
District Abbottabad
- xii) Syed Nazar Hussain Shah
s/o S. Ali Asghar Shah
District, Abbottabad

ATTESTED

- 2) They will be allowed the minimum of BPS-17 (Rs. 2870-215-5450) plus other allowances as admissible under the rules. Those who are already in Govt. service and whose pay is more than the minimum of BPS-17, their pay shall be fixed in accordance with the rules.
- 3) They shall be governed by such rules and orders relating to leave, TA and Medical Attendance as may be prescribed by Government for the category of Govt. servants of their status from time to time.
- 4) They shall be on probation initially for a period of two years extendable upto three years.
- 5) They will be eligible for continuance and eventual confirmation as Section Officers on satisfactory completion of probation including the extended period of probation, subject to availability of permanent posts.
- 6) Their retention in service will be subject to successful completion of training and passing of the prescribed Departmental Examination as laid down in the rules.
- 7) Their services will be liable to termination at any time without assigning any reason therefor 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.
- 8) They shall undergo pre-service training for four months at Provincial Civil Services Academy Peshawar commencing from 15-9-1993 (Forenoon) and shall draw pay from the S&GAD.
- 9) They shall be governed by the NWFP Government Servants (Efficiency & Discipline) Rules, 1973, and Government Servants (Conduct) Rules, 1987 and any other instructions which may be issued by the Government from time to time.
- 10) They shall not be entitled to any TA/DA on their first appointment.

If the above terms and conditions of appointment are acceptable to them, they should report to the Director Provincial Civil Services Academy Peshawar for training by 14-9-1993 (After-noon) under intimation to this Department.

CHIEF SECRETARY,
GOVT. OF N.W.F.P.

2- Their appointment to the service shall also be subject to the following terms and conditions :-

- 1) They shall be governed by the West Pakistan Secretariat (Section Officers) Service Rules 1962 read with the NWFP Civil Servants Act, 1973.
- 2) They will be allowed the minimum of BPS-17 (BPS-2370-215-5450) plus other allowances as admissible under the rules. Those who are already in Govt. service and whose pay is more than the minimum of BPS-17, their pay shall be fixed in accordance with the rules.
- 3) They shall be governed by such rules and orders relating to leave, TA and Medical Attendance as may be prescribed by Government for the category of Govt. servants of their status from time to time.
- 4) They shall be on probation initially for a period of two years extendable upto three years.
- 5) They will be eligible for continuance and eventual confirmation as Section Officers on satisfactory completion of probation including the extended period of probation, subject to availability of permanent posts.
- 6) Their retention in service will be subject to successful completion of training and passing of the prescribed Departmental Examination as laid down in the rules.
- 7) Their services will be liable to termination at any time without assigning any reason therefor 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.
- 8) They shall undergo pre-service training for four months at Provincial Civil Services Academy Peshawar commencing from 15-9-1993 (Forenoon) and shall draw pay from the S&GAD.
- 9) They shall be governed by the NWFP Government Servants (Efficiency & Discipline) Rules, 1973, and Government Servants (Conduct) Rules, 1987 and any other instructions which may be issued by the Government from time to time.
- 10) They shall not be entitled to any TA/DA on their first appointment.

If the above terms and conditions of appointment are acceptable to them, they should report to the Director Provincial Civil Services Academy Peshawar for training by 14-9-1993 (After-noon) under intimation to this Department.

ATTESTED

CHIEF SECRETARY,
GOVT. OF N.W.F.P.

Endst:No.SCS-II(S&GAD)3(81)/93 Dated Peshawar, the 2-9-1993

A copy is forwarded to :-

- 1) Director, Provincial Services Academy Peshawar.
- 2) Accountant General NWFP., Peshawar.
- 3) Deputy Secretary(Admn) S&GAD.
- 4) SC(Secret)/(General)/E.O. S&GAD.
- 5) PS to Chief Secretary NWFP.
- 6) PS to Secretary S&GAD.
- 7) Manager Govt. Press Peshawar.
- 8) All candidates concerned.
- 9) Office order file.

Bismillah Shah
(BISMILLAH SHAH) 2/9/93
Section Officer(Services-II)

ATTESTED

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

(SERVICES WING)

'B'

Dated, Peshawar the 15th January 1994

13

NO. SOS-II(S&GAD)3(29)93: The following postings/transfers of Section Officers are hereby ordered with immediate effect:

Sl. No	Name of officer	From	To
1	2	3	4
1.	Mr. Mohammad Abid Majeed	On completion of training	Section Officer, PE&D Deptt, NWFP
2.	Mr. Asghar Ali	-do-	Section Officer, Finance Deptt, NWFP.
3.	Mr. Aziz Khan	-do-	-do-
4.	Si Akhtar Hussain Shah	-do-	-do-
5.	Mr. Irfanullah	-do-	Section Officer, Education Deptt, NWFP.
6.	Mr. Masood Ahmad	-do-	Section Officer, S&GAD, NWFP.
7.	Mr. Sharafat Khan	-do-	-do-
8.	Mr. Mohammad Ramzan	-do-	Section Officer, Home Deptt, NWFP
9.	S. Nazar Hussain Shah	-do-	Section Officer, Health Deptt, NWFP
10.	Raja Saad Khan	-do-	Section Officer, Food, Agri, L.S & Coop Deptt, NWFP
11.	Mr. Mohammad Akbar Khan	-do-	Section Officer, Education Deptt, NWFP.
12.	Mr. Gul Zeb	S.O/Instructor, SSTI, S&GAD	Private Secretary to Minister for Health, NWFP.
13.	Mr. Dildar Khan Khattak	Section Officer, Education Deptt, NWFP	Section Officer/Instructor, SSTI, S&GAD.
14.	Mr. Attiq-Ur-Rehman	Section Officer, Education Deptt	Section Officer, Forestry, Fisheries & Wildlife Deptt
15.	Mr. Abdul Latif	Section Officer, LG&RDD, NWFP	Section Officer, C&W Deptt, NWFP.

SECRETARY, S&GAD
N.W.F.P

Enst. No. SOS-II(S&GAD)3(29)93 Dated, Pesh: the 15.1.1994

A copy is forwarded to:

1. All Administrative Secretaries to Govt: of NWFP.
2. Accountant General, NWFP, Peshawar
3. All Deputy Secretaries/Section Officer in the S&GAD
4. Deputy Director, Provincial Services Academy, Peshawar.
5. Manager, Govt: Printing Press, Peshawar.
6. Private Secretary to Secretary S&GAD.
7. Officers concerned.
8. Librarian/Programmer/Supdt E&A/Bill Asstt: S&GAD.
9. FAs to Addl: Secretary (Services)/(Regulation).
10. Office Order file.

S&GAD

SECTION OFFICER

CONFIDENTIAL

ITEM NO.Ex-4

ESTABLISHMENT DEPARTMENT
(Meeting held on 22-11-2007)

14
C

SUBJECT: PROMOTION OF PCS (SG) OFFICERS FROM BPS-17 TO BPS-18.

Secretary Establishment Department apprised the Board that working paper for (30) posts was considered by the Provincial Selection Board in its meeting held on 30.10.2007 and recommendation were made. However, the following officers were deferred due to reasons noted against each:

S.No.	Name of Officer	Seniority Position	Reasons for Deferment
1.	S. Akhtar Hussain Shah	2	The officer was on Ph.D Course whose case was referred to Regulation Wing to advice further course of action on his promotion in the light of the policy
2.	Ms. Ayesha Saeed	3	Remained on two years study leave
3.	Mr. Muhammad Ilyas	12	Due to pending of his representation against adverse ACRs
4.	Mr. Aamir Afaq	19	The officer was on training abroad

2. The cases were referred to the Committee headed by the Additional Chief Secretary, NWFP. The Committee considered the case in its meeting held on 13.11.2007 and recommended that "if an officer is nominated for higher studies or training abroad and in his turn he should be considered for promotion alongwith others, if otherwise eligible, but his promotion will be actualized on return from the course or training".

3. The Board considered the officers for promotion in light of recommendation of the Committee and recommended as follows:-

4. The service record of the officers included in the panel was discussed as follows:-

S.NO	NAME OF OFFICER	RECOMMENDATIONS OF THE BOARD
1.	S. Akhtar Hussain Shah	His date of birth is 10.01.1964. He joined government service on 14.09.1993 in BPS-17. The Board was informed that he was on study leave/undergoing Ph.D course at PIDE, Islamabad. The PSB in its meeting held on 30.08.2006 did not consider his promotion in terms of Establishment Department letter No.SOR-VI(E&AD)1-16/2004-Vol-VI dated 04.07.2006. His PER for the year 2001 (part), 2002, 2003, 2004, 2005 & 2006 are not available. The PSB in its meeting held on 09.12.2006 deferred his promotion till he earns PER for the year 2007. The Board in its meeting held on 22.5.2007 did not consider him for promotion in terms of Establishment Department letter No.SOR-VI(E&AD)1-16/2004-Vol-VI dated

ATTESTED

Ahmed
Ahmed
Section Officer (PSB)

ACTIVE
acting
good.
lombo
.006 to
of the
3-18 on
probation
on in his

CONFIDENTIAL

15/8/07

		<p>04.07.2006 and desired that his case will be re-examined by the Establishment Department in the light of the prevailing policy of the Federal / Provincial Government.</p> <p>The Board, in pursuance of recommendation of the Committee cleared the officer for promotion to BPS-18 on regular basis, with immediate effect. His seniority will fixed in terms of Establishment Department letter No. SOR-1(S&GAD)1-29/75 dated 13.4.1987. He will be on probation for a period of one year.</p>
2.	Miss Ayesha Saeed	<p>Her date of birth is 10.10.1968. She joined government service on 15.04.1995. She was appointed as Section Officer BPS-17 on 26.05.1997. No enquiry is pending against her and no punishment was awarded to her during the last five years. The Board was informed that she was on 730 days study leave w.e.f. 30.09.2004 to 28.09.2007. Now she has resumed duty on 29.09.2007. Under the policy in vogue, she will earn one PER enabling the Board to consider her case for promotion to BPS-18.</p> <p>The Board, therefore, recommended to defer her promotion to BPS-18 on regular basis till she earn one PER.</p>
3.	Mr. Muhammad Ilyas	<p>His date of birth is 12.05.1949. He joined government service on 08.09.1970. No enquiry is pending against him and no punishment was awarded to him during the last five years. His remaining service record upto 2005 is generally good. However he has earned adverse report for the years 1977 & 2006 (two parts). The Board was informed that comments of the Countersigning Officer have been obtained but the case is still pending for obtaining decision of the Competent Authority.</p> <p>The Board, therefore, recommended to defer his promotion till finalization of his representation against adverse remarks in his PER for the year 2006.</p>
4.	Mr. Aamir Afaq	<p>His date of birth is 22.09.1974. He joined government service on 22.01.2002 in BPS-17. No enquiry is pending against him and no punishment was awarded to him during the last five years. He has already been appointed to BPS-18 on acting charge basis. His service record upto 2006 is generally good. The Board was informed that he was nominated for Colombo Plan Long Term Scholarship with effect from February 2006 to February 2007. He reported for duty on 06.02.2007.</p> <p>The Board, in pursuance of recommendation of the Committee cleared the officer for promotion to BPS-18 on regular basis, with immediate effect. He will be on probation for a period of one year. He will actualize promotion in his own cadre.</p>

Amir Afaq
H. Khan
Section Officer (BPS-18)
Govt. Serv. Bd.
Establishment Deptt.

ATTESTED



(16)
"D"

**GOVERNMENT OF N.-W.F.P.
ESTABLISHMENT & ADMINISTRATION
DEPARTMENT**

Dated Peshawar, the 8TH December, 2007

NOTIFICATION

NO.SO(E-I)E&AD/5-1/2007

The Competent Authority on the recommendations of the Provincial Selection Board is pleased to promote the following officers of PCS (Secretariat Group) from BS-17 to BS-18 on regular basis with immediate effect:-

S.No.	Name of officer
1.	Syed Akhtar Hussain Shah
2.	Mr. Ghulam Ali
3.	Mr. Muhammad Zaman
4.	Mr. Muhammad Khan
5.	Mr. Masal Khan
6.	Mr. Muhammad Iqbal
7.	Mr. Dur Muhammad
8.	Mr. Muhammad Saeed
9.	Mr. Abdul Khitab
10.	Mr. Shakir Ullah
11.	Mr. Muhammad Rafique Akbar
12.	Syed Rasool Shah
13.	Mr. Mushtaq Ahmad
14.	Mr. Nazir Ahmad Awan
15.	Mr. Atta-ur-Rehman
16.	Mr. Aamir Afaq
17.	Mr. Muhammad Sohail
18.	Mr. Ghazanfar Ali
19.	Mr. Muhammad Anwar Khan
20.	Mst. Nosheen Azam
21.	Mr. Barkatullah
22.	Syed Muhammad Far-ul-Suqlain
23.	Mr. Muhammad Nadir Rana
24.	Mr. Imad Ali
25.	Mr. Shahid Sohail Khan
26.	Mr. Masood Younis
27.	Mr. Akhtar Saeed Turk
28.	Mr. Adeel Shah
29.	Mr. Motasim Billah Shah
30.	Mr. Arshad Khan Afridi
31.	Mr. Saqib Raza Aslam
32.	Mr. Muhammad Asif

2. The officers on promotion will remain on probation for a period of one year in terms of Section 6(2) of NWFP Civil Servants Act, 1973 read with Rule-15(1) of NWFP Civil Servants (Appointment, Promotion & Transfer) Rules, 1989.

ATTESTED

Next Page



GOVERNMENT OF N.W.F.P.
ESTABLISHMENT & ADMINISTRATION
DEPARTMENT

ITEM NO.4

SUBJECT

Page-2

3. Consequent upon the above, the following adjustments are made henceforth:-

S.No.	Name of officer	From	To
1.	Syed Akhtar Hussain Shah (PCS SG BS-18)	Awaiting posting	Deputy Secretary, Governor's Sectt. (Newly created post).
2.	Mr. Ghulam Ali (PCS SG BS-18)	Awaiting posting	Deputy Director (Tpt) Environment Deptt. against vacant post.
3.	Mr. Muhammad Zaman (PCS SG BS-18)	Deputy Secretary, W&S Department	Deputy Secretary, W&S Department
4.	Mr. Muhammad Khan (PCS SG BS-18)	Deputy Secretary, Finance Department	Deputy Secretary, Finance Department
5.	Mr. Masal Khan (PCS SG BS-18)	OSD E&AD	OSD E&AD
6.	Mr. Muhammad Iqbal (PCS SG BS-18)	Deputy Secretary, Population Welfare Deptt.	Deputy Secretary, Population Welfare Deptt.
7.	Mr. Dur Muhammad (PCS SG BS-18)	Deputy Secretary, Schools & Literacy Deptt.	Deputy Secretary, Schools & Literacy Deptt.
8.	Mr. Muhammad Saeed (PCS SG BS-18)	Deputy Secretary, ST&IT Department	Deputy Secretary, ST&IT Department
9.	Mr. Abdul Khitab (PCS SG BS-18)	PS to Chief Secretary, NWFP	PS to Chief Secretary, NWFP
10.	Mr. Shakir Ullah (PCS SG BS-18)	Deputy Secretary (Reg.) Establishment Deptt:	Deputy Secretary (Reg.) Establishment Deptt:
11.	Mr. Muhammad Rafique Akbar (PCS SG BS-18)	Deputy Secretary, Finance Department	Deputy Secretary, Finance Department
12.	Syed Rasool Shah (PCS SG BS-18)	Deputy Secretary, Sports & Culture Deptt:	Deputy Secretary, Sports & Culture Deptt:
13.	Mr. Mushtaq Ahmad (PCS SG BS-18)	Deputy Secretary Finance Department	Deputy Secretary Finance Department
14.	Mr. Nazir Ahmad Awan (PCS SG BS-18)	Deputy Secretary Finance Department	Deputy Secretary Finance Department
15.	Mr. Atta-ur-Rehman (PCS SG BS-18)	Deputy Secretary, Health Department	Deputy Secretary, Health Department
16.	Mr. Aamir Afaq (PCS SG BS-18)	Project Manager, Khyber Area Development Project.	Project Manager, Khyber Area Development Project.
17.	Mr. Muhammad Sohail (PCS SG BS-18)	Secretary, Regional Transport Authority, Peshawar	Secretary, Regional Transport Authority, Peshawar
18.	Mr. Ghazanfar Ali (PCS SG BS-18)	Deputy Secretary, Finance Department	Deputy Secretary, Finance Department
19.	Mr. Muhammad Anwar Khan (PCS SG BS-18)	Assistant Coordination Officer, Nowshera.	Assistant Coordination Officer, Nowshera.
20.	Mst. Nosheen Azam (PCS SG BS-18)	Assistant Director, Provincial Services Academy, NWFP	Remain at the strength of Provincial Services Academy, NWFP
21.	Mr. Barkatullah (PCS SG BS-18)	District Planning Officer, Tank	Assistant Coordination Officer, Tank against vacant post.
22.	Syed Muhammad Farul Saqlain	Deputy Secretary, Chief Minister's Sectt:	Deputy Secretary, Chief Minister's Sectt:

Next Page

ATED

CONFIDENTIAL

E

ITEM NO.3

(18)

ESTABLISHMENT DEPARTMENT

(Meeting held on 08.05.2008)

SUBJECT: PROMOTION OF PCS (SG) OFFICERS FROM BPS-18 TO BPS-19.

Secretary Establishment Department apprised the Board that seven (7) posts in BPS-19 falling to the share of PCS (SG) Officers are vacant to be filled by promotion. Moreover, one (1) officer has been recommended for promotion to BPS-20 and another officer is retiring on 14.5.2008. Hence nine (9) officers can be considered for promotion to BPS-19 on regular basis.

2. According to the NWFP Provincial Civil Service (Secretariat Group) Rules, 1997, posts in BPS-19 are required to be filled in the following manner:-

"By promotion on the basis of seniority-cum-fitness from amongst officers having 12 years of service in Grade-17 and above".

3. The service record of the officers included in the panel was discussed as follows: -

S.NO	NAME OF OFFICER	RECOMMENDATIONS OF THE BOARD
1.	Mr. Javed Anwar	<p>His date of birth is 12.04.1963. He joined government service on 20.12.1988. He was promoted to BPS-18 on 13.11.2001. He remained on EOL during 2004 to 2006. His PERs were therefore not written. The Board in its meeting held on 30.10.2007 defer his promotion till he earns one PER after his return from EOL. No enquiry is pending against him and no punishment was awarded to him during the last five years. He has earned good PER for the year 2007. His service record upto 2007 is generally good. His efficiency index is =80 against the threshold of 60 marks.</p> <p>The Board, therefore, recommended the officer for promotion to BPS-19 on regular basis, with immediate effect. He will be on probation for a period of one year.</p>
2.	Mr. Asghar Ali	<p>His date of birth is 20.01.1964. He joined government</p>

ATTESTED

CONFIDENTIAL

19

		<p>service on 14.09.1993. He was promoted to BPS-18 on 31.01.2006. No enquiry is pending against him and no punishment was awarded to him during the last five years. His service record upto 2007 is generally good. His efficiency index is =96 against the threshold of 60 marks.</p> <p>The Board, therefore, recommended the officer for promotion to BPS-19 on regular basis, with immediate effect. He will be on probation for a period of one year.</p>
3.	Mr. Sharaft Khan	<p>His date of birth is 07.02.1961. He joined government service on 14.09.1993. He was promoted to BPS-18 on 31.01.2006. No enquiry is pending against him and no punishment was awarded to him during the last five years. He has earned two average reports for the year 1994 (two parts). His remaining service record upto 2007 is generally good. His efficiency index is =88 against the threshold of 60 marks.</p> <p>The Board, therefore, recommended the officer for promotion to BPS-19 on regular basis, with immediate effect. He will be on probation for a period of one year.</p>
4.	Mr. Muhammad Akbar Khan	<p>His date of birth is 05.02.1965. He joined government service on 14.09.1993. He was promoted to BPS-18 on 14.04.2006. No enquiry is pending against him and no punishment was awarded to him during the last five years. Presently he is posted as Director (Finance) SHYDO. His service record upto 2007 is generally good. His efficiency index is =92 against the threshold of 60 marks.</p> <p>The Board, therefore, recommended the officer for promotion to BPS-19 on regular basis, with immediate effect. He will actualize promotion in his own cadre. He will be on probation for a period of one year.</p>
5.	Mr. Muhammad Ramzan	<p>His date of birth is 04.03.1963. He joined government service on 02.09.1993. He was promoted to BPS-18 on 10.10.2006. No enquiry is pending against him and no punishment was awarded to him during the last five years. He has earned one average report for the year 2005 (p). His remaining service record upto 2007 is generally good. His efficiency index is =78 against the threshold of 60 marks.</p> <p>The Board, therefore, recommended the officer for promotion to BPS-19 on regular basis, with immediate effect. He will be on probation for a period of one year.</p>

ATTESTED

CONFIDENTIAL

20

6.	Mr. Aziz Khan Khattak	<p>His date of birth is 01.01.1960. He joined government service on 18.09.1993. He was promoted to BPS-18 on 14.04.2006. No enquiry is pending against him and no punishment was awarded to him during the last five years. He has earned two average reports for the year 1994 and 1997 (p). His remaining service record upto 2007 is generally good. His efficiency index is =80 against the threshold of 60 marks.</p> <p>The Board, therefore, recommended the officer for promotion to BPS-19 on regular basis, with immediate effect. He will be on probation for a period of one year.</p>
7.	(Syed Akhtar Hussain Shah)	<p>His date of birth is 10.01.1964. He joined government service on 14.09.1994. He was promoted to BPS-18 on 08.12.2007. No enquiry is pending against him and no punishment was awarded to him during the last five years. He was on leave from 2002 to 2006. His reports were therefore not written. His service record upto 2007 is generally good. His efficiency index is =70 against the threshold of 60 marks.</p> <p>The Board, therefore, recommended the officer for promotion to BPS-19 on regular basis, with immediate effect. He will be on probation for a period of one year.</p>
8.	Mr. Masood Ahmad	<p>His date of birth is 14.11.1968. He joined government service on 14.09.1993. He was promoted to BPS-18 on 14.04.2006. No enquiry is pending against him and no punishment was awarded to him during the last five years. He has earned one average report for the year 1994 (p). His remaining service record upto 2007 is generally good. His efficiency index is =80 against the threshold of 60 marks.</p> <p>The Board, therefore, recommended the officer for promotion to BPS-19 on regular basis, with immediate effect. He will be on probation for a period of one year.</p>
9.	Syed Nazar Hussain Shah	<p>His date of birth is 09.04.1966. He joined government service on 14.09.1993. He was promoted to BPS-18 on 14.04.2006. No enquiry is pending against him and no punishment was awarded to him during the last five years. Presently he is posted as Programme Manager DRU Abbottabad. His service record is generally good. His efficiency index is =90 against the threshold of 60 marks.</p> <p>The Board, therefore, recommended the officer for</p>

ATTESTED



62 (13)
"F"
22

Dated Peshawar, the 19th May, 2008

NOTIFICATION

NO.SO(E-I)E&AD/5-1/2008 The Competent Authority on th
recommendations of the Provincial Selection Board is pleased to promot
the following officers of (Secretariat Group) from BS-18 to BS-19 on regular bas
with immediate effect:-

S.No.	Name of Officer
1.	Mr. Javed Anwar.
2.	Mr. Asghar Ali.
3.	Mr. Sharafat Khan
4.	Mr. Muhammad Akbar Khan
5.	Mr. Muhammad Ramzan.
6.	Mr. Aziz Khan Khattak.
7.	Syed Akhtar Hussain Shah.
8.	Mr. Masood Ahmad.
9.	Syed Nazar Hussain Shah.

2. The officers on promotion will remain on probation for a period
one year in terms of Section 6(2) of NWFP Civil Servants Act, 1973 read w
Rule-15(1) of NWFP Civil Servants (Appointment, Promotion & Transfer) Rule
1989.

3. Consequent upon above, the following postings/transfers are ma
henceforth:-

S #	Name of Officer with BPS	From	To
1.	Mr. Javed Anwar. (PCS SG BS-19)	Deputy Secretary (Regulation) E&A Department.	Additional Secretary, (Human Resource Dev) E&A Deptt against vacant post.
2.	Mr. Asghar Ali. (PCS SG BS-19)	Deputy Secretary, FATA Sectt:	Additional Secretary Planning & Dev. Deptt against vacant post.
3.	Mr. Sharafat Khan (PCS SG BS-19)	Deputy Secretary, Finance Deptt:	Secretary, Provincial Economy Commis E&AD against post.
	Mr. Muhammad Akbar (PCS SG BS-19)	Director (Finance) SHYDO.	Director (Finance) SHYDO.
	Mr. Muhammad Ramzan. (PCS SG BS-19)	Deputy Secretary, Environment Department.	Vice-Commis Employees Secur Security Deptt against vacant post.
	Mr. Aziz Khan Khattak.	Deputy Secretary, Industries Department.	Director, Provincial Small Indus Board against post.

Next Page



63
19
23
GOVERNMENT OF N.W.F.P.
ESTABLISHMENT & ADMINISTRATIVE
DEPARTMENT.

(Page-2)

7.	Syed Akhtar Hussain Shah. (PCS SG BS-19)	Provincial Finance Controller, Finance Department.	Provincial Finance Controller, Finance Department.
8.	Mr. Masood Ahmad. (PCS SG BS-19)	Deputy Secretary, Environment Department.	Director, Provincial Public Safety & Police Complaints Commission, Home & TAs Deptt: against the vacant post.
9.	Syed Nazar Hussain Shah. (PCS SG BS-19)	Programme Manager, District Reconstruction Unit, Abbottabad.	Programme Manager, District Reconstruction Unit, Abbottabad.

**CHIEF SECRETARY,
GOVERNMENT OF N.W.F.P.**

Endst. No. & date even

Copy forwarded to the:-

1. Additional Chief Secretary, P&D Deptt:
2. Additional Chief Secretary, FATA Secretariat.
3. Secretary to Governor, NWFP.
4. Principal Secretary to Chief Minister, NWFP.
5. Secretary to Govt of NWFP, Finance Deptt:
6. Secretary to Govt of NWFP, Home & Tribal Affairs Department.
7. Secretary to Govt of NWFP, Planning & Dev: Department.
8. Secretary to Govt of NWFP, Irrigation & Power Deptt:
9. Secretary to Govt of NWFP, Environment Department.
10. Secretary to Govt of NWFP, Industries, Commerce, Labour, Mineral Dev: & Technical Education Deptt:
11. Director General-cum-Secretary, PERRA, NWFP.
12. Accountant General, NWFP.
13. Chairman, Provincial Economy Commission, NWFP.
14. Managing Director, SHYDO, NWFP.
15. Vice-Commissioner, Employees Social Security Institutions, NWFP.
16. Managing Director, Small Industries Dev: Board, NWFP.
17. Director, Provincial Public Safety & Police Complaints, Home & TAs Deptt:
18. Programme Manager, Distt: Reconstruction Unit, Abbottabad.
19. District Accounts Officer, Abbottabad.
20. PS to Chief Secretary, NWFP.
21. PS to Secretary Establishment, E&A Department.
22. Officer concerned.
23. Manager, Govt Printing Press, Peshawar.

(ABDUL JALIL)

19.5.08
DEPUTY SECRETARY (ESTT)
PHONE & FAX # 091-9210529

M. Yousuf Jatoi/

ATTESTED



GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT

DATED PESHAWAR, JUNE 06, 2014

NOTIFICATION.

NO.SO (E-I)E&AD/9-359/2014. On his selection as Deputy Provincial Representative of UN System (UNDP), Peshawar, the Government of Khyber Pakhtunkhwa is pleased to allow Dr. Syed Akhtar Hussain Shah (PCS SG BS-19), Additional Secretary, Labour Department, to proceed on Deputation initially for a period of three years from the date of joining, extendable for another two years, on the Terms & Conditions contained in the Provincial Government Policy on Deputation Abroad of Government servants.

**CHIEF SECRETARY
GOVERNMENT OF KHYBER PAKHTUNKHWA**

Endst. No. & date even

Copy forwarded to the:-

1. Secretary to Govt of Khyber Pakhtunkhwa, Labour Department.
2. Accountant General, Khyber Pakhtunkhwa.
3. PSO to Chief Secretary, Khyber Pakhtunkhwa.
4. PS to Chief Secretary, Khyber Pakhtunkhwa.
5. PS to Secretary Establishment/PS to SS(E)/PA AS(E), AS(HRD)/D.S(A)/D.S(E)/ SO(Secret)/ SO(E.II)/SO (HRD-I)/SO(E.IV)/E.O/ACSO Cypher/D.D. IT and Director Protocol E&AD, Khyber Pakhtunkhwa.
6. Dr.Syed Akhtar Hussain Shah, (PCS SG BS-19), Additional Secretary, Labour Department w/r to his application dated 21.5.2014.
7. Manager, Govt. Printing Press Peshawar.

M. Javed Siddiqi
**(MUHAMMAD JAVED SIDDIQI)
SECTION OFFICER (ESTT- I)
PH & FAX # 091-9210529**

Salman/#

9-6-2014
ATTESTED

CHARGE RELINQUISHMENT CERTIFICATE.

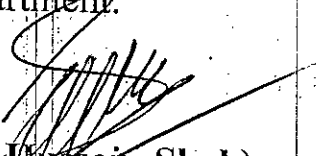
In pursuance of Government of Khyber Pakhtunkhwa, Establishment & Administration Department Notification No. SO(E-I) E&AD/9-359/2014 dated 06.6.2014, I Dr. Syed Akhter Hussain Shah (PCS SG BS-19), relinquished the charge of the post of Addl. Secretary, Labour Department today on 09th June, 2014 (Forenoon).


(Dr. Syed Akhter Hussain Shah)
(PCS SG BS-19)

Endst: No: SOG(LD)6-51/2013/793-99 Dated 9th June, 2014

Copy to:-

1. Accountant General, Khyber Pakhtunkhwa.
2. Secretary to Govt. of Khyber Pakhtunkhwa, Labour Department.
3. P.S to Chief Secretary, Khyber Pakhtunkhwa.
4. P.S. to Secretary Establishment.
5. Section Officer (E-I), Establishment Department.
6. Section Officer (Secret) Establishment Department.
7. Section Officer (Admn) Labour Department.


(Dr. Syed Akhter Hussain Shah)
(PCS SG BS-19)

pp of
for
As directed
ATTESTED

"I"
26

To

The Government of Khyber Pakhtunkhwa
Establishment Department.

Subject:- REQUEST FOR PLACEMENT OF PROMOTION CASE IN PSB MEETING.

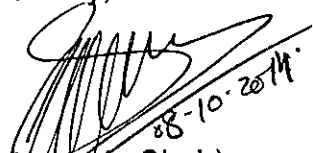
Dear Sir,

It is stated that I am on deputation to UNDP Peshawar since 11th June 2014 and due for promotion to BS-20. I came to know that Provincial Selection Board meeting is likely to be held in the month of November, 2014 and I am willing to return to the Government of Khyber Pakhtunkhwa.

Therefore, my case for promotion to BS-20 may kindly be placed before the PSB in its forthcoming meeting.

I will be highly obliged.

Yours Faithfully,


(Dr. Syed Akhtar Hussain Shah)
PCS SG BS-19

ATTESTED

S #	Name of officer with present posting	Date of Birth	Date of entry into Govt. service	Date of regular appointment/ promotion to BS-19	Total length of service	Whether fulfill the prescribed length of service for promotion	Remarks
							29
9.	Syed Akhtar Hussain Shah, Dy. Provincial Representative of UN System	10.1.64	14.9.93	19.5.2008	21-Years	Yes	Attended SMC.
10.	Mr. Masood Ahmad, DG Provincial Ombudsman	14.11.68	14.9.1993	19.5.2008	21-Years	Yes	Attended SMC
11.	Syed Nazar Hussain Shah, DG GDA	9.4.66	14.9.93	19.5.2008	21-Years	Yes	Attended SMC.

CERTIFICATE

- (1) Certified that the officer at S. No. 1, 2 & 3 have attended SMC and possess the requisite length of service required for promotion.
- (2) The officers mentioned at Sr. No. 4 has not yet attended SMC and also given under taking that he will not claim promotion to BS-20.
- (3) Officers at Sr. No. 5 to 11 possess the requisite length of service required for promotion and has also undergone the mandatory training of SMC.
- (4) It is also certified that no disciplinary action/proceedings, NAB case or criminal charges in any court of law are pending against any of the officers included in the panel.

(DR. AKHTAR NAZIR)
SECRETARY ESTABLISHMENT

Dated _____

7.11.2014

ATTESTED

"K"
20

MINUTES OF THE MEETING
OF PROVINCIAL SELECTION BOARD
14th NOVEMBER, 2014

SECRET

Establishment Department
Khyber Pukhtunkhwa.

~~ATTESTED~~

TABLE NO. I

31

OFFICERS RECOMMENDED FOR PROMOTION

SL. NO.	SEN. NO.	NAMES OF OFFICERS	TOTAL (PERs + TERs)	AWARD OF MARKS BY PSB	TOTAL MARKS
1	05	Mr. Muhammad Abid Majeed	82.44		93.44
2	08	Mr. Aziz Khan Khattak	68.5		79.5
3	10	Mr. Masood Ahmad	67.1	09	76.1
4	11	Syed Nazar Hussain	78.20	11	89.20

TABLE NO. II

OFFICERS RECOMMENDED FOR DEFERMENT FOR THE REASONS RECORDED AGAINST EACH

SL. NO.	SEN. No.	NAMES OF OFFICERS	REASONS OF DEFERMENT
1	03	Javed Anwar	The Board observed that the officer had a blend of good and very good PERs during the last 06 years; nonetheless his SMC report discerns that he could hardly harness past knowledge to deal with present challenges and hence his capacity to manage continuity with change remained undeveloped. The Board noted that officer may be given another chance for improvement and his case be placed before PSB after he earns PER for the 2014. The Board, therefore decided to recommend him for deferment
2	04	Mr. Asif Shahab	Not Quatified. Incomplete PERs record (PERs for the periods 2011, 2012 and 2013 are missing).
3	06	Mr. Sharafat Kahn Rabbani	The Board observed that SMC report shows his writing skills were passable in terms of command over English language but indicated weak


Secretary to Government of
Khyber Pakhtunkhwa
Establishment Department

ATTESTED

			organization and analytical skills.. On the assigned leadership role, he was slow in picking up the key points and assigning tasks to group members and as such, the output was just average. the Board decided to further watch the performance of officer and therefore recommend him for deferment.
4	07	Mr. Muhammad Ramzan	Not Qualified. Incomplete PERs record (PERs for the periods 2011, 2012 and 2013 are missing).
5	09	Syed Akhtar Hussain Shah	On deputation with UNDP for three years and is currently not serving in the cadre. Hence need to have PER for one calendar year after he returns from deputation. Incomplete PERs record (PERs for the period 2013 (pl) was under process)

32

SECRET


 Secretary to Government of
 Khyber Pakhtunkhwa
 Establishment Department

ATTESTED

GOVERNMENT OF KHYBER PAKHTUNKHWA

حکومت خیبر پختونخواہ

Department/Office Labor
گلہ ادھر

Service/Group PCS-SG
سروس ایگروپ

PERFORMANCE EVALUATION REPORT

کارکردگی رپورٹ

FOR THE PERIOD
۲۰

15-2-2013 TO
۲۰

3-7-2013
برائے عرصہ

PART I

حصہ اول

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پُر کریں)

1. Name (in block letters) DR. SYED AKHTER HUSSAIN SHAH
نام (دائیں حروف میں)
 2. Personnel number 00324160
انفرادی نمبر
 3. Date of birth 10-01-1964
تاریخ پیدائش
 4. Date of entry in service 14-09-1993
ملازمت اختیار کرنے کی تاریخ
 5. Post held during the period (with BPS) Additional Secretary Labour
پیش نظر عرصہ میں عہدہ (مع اسکیل)
(BPS-19)
 6. Academic qualifications
تعلیم
 7. Knowledge of languages (Please indicate proficiency in speaking (S), reading (R) and writing (W))
زبانوں کا علم (بولنے (ب)، پڑھنے (پ)، اور لکھنے (ل) کی صلاحیت)
- Urdu (S)(R)(W) English (S)(R)(W) Hindko (S)(R)(W)
Pashto (S) Punjabi (S)(R)

ATTESTED

Training received during the evaluation period (Training courses attended earlier, if any, may please be listed separately on the back page of the report)

(اس سے پہلے تربیتی کورسوں میں شرکت، رپورٹ کے صفحہ کی پشت پر درج کریں)

متعلقہ عرصہ کے دوران تربیت کی تفصیل

Name of course attended کورس کا نام	Duration with dates تاریخوں کے ساتھ دورانیہ	Name of institution and country ادارے اور ملک کا نام

9. Period served

عرصہ ملازمت

(i) In present post

۳۰ جولائی ۲۰۱۷ء سے

(ii) Under the reporting officer

رپورٹنگ افسر کے ماتحت

PART II

حصہ دوم

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پر کریں)

1. Job description

دوسراریوں کی تفصیل

- Policy making & implementation for Labor Department & its attached etc
- Preparation & implementation of new policies for workers in the Labor Department.
- Regulate & devise policy for standardization of Labor laws, employment condition and working environment.
- Implementation of International Labor Organization's (ILO) Conventions pertaining to abolition of Child Labor, bonded labor, Labor discrimination etc.
- Coordination with other regulatory department like law department & Provincial Assembly.
- Coordination with International agencies like ILO & UN agencies dealing in Labor laws.

Panel of officers for consideration:

S #	Name of officer with present posting	Date of Birth	Date of entry into Govt. service	Date of regular appointment/promotion to BS-19	Total length of service	Whether fulfill the prescribed length of service for promotion	Remarks
1.	Mr. Attiq-ur-Rehman Member (G) GIT	3.3.62	01.10.88	6.12.2007	25.10 Years	Yes	<p>27</p> <p>Attended 5th SMC. The officer was previously superseded two times, by PSB in its meetings held on 12.11.2009 and 13.10.2011, as his Efficiency Index was below the required threshold for promotion to BS-20. The PSB did not consider him for promotion in its meetings held on 25.5.2012 and 5.9.2012. On 4.10.2012 Board did not recommend him for promotion. The officer had also filed a Writ Petition in PHC against the decisions of PSB which was dismissed on 16.6.2014.</p>
2.	Mr. Ghulam Saddique Addl. Secy. C&W	15.12.56	21.1.1987	6.12.2007	27.7 Years	Yes	<p>Attended 6th SMC. The officer was previously superseded by PSB in its meetings held on 25.6.2010 on the grounds that his efficiency index was below the threshold required for promotion to BS-20. On 4.11.2010 PSB did not consider him for promotion. His promotion was deferred on 27.5.2011. PSB in its meeting held on 13.10.2011 again superseded him, due to the reasons that efficiency index was below the threshold required for promotion to BS-20. However board did not consider him for promotion on 25.5.2012. On 5.9.2012 Board again not considered him for promotion. On 4.10.2012 his PER for the period from 1.10.2010 to 31.12.2010 & 2011 were not available, hence Board did not recommend him for promotion.</p> <p>The officer had also filed a Writ Petition in PHC against the decisions of PSB. PHC in its decision dated 4.7.2013, directed the respondents that the case of the officer may be placed and consider the petitioner's case for promotion to BS-20 with 70-Efficiency Index. However, due to non-availability of post in BS-20, his case could not be placed before the PSB.</p>

ATTESTED

S #	Name of officer with present posting	Date of Birth	Date of entry into Govt. service	Date of regular appointment / promotion to BS-19	Total length of service	Whether fulfill the prescribed length of service for promotion	Remarks
3.	Mr. Javed Anwar A.S. Housing	12.4.63	20.12.88	19.5.2008	25.8 Years	Yes	Attended 7 th SMC. In view of adverse remarks in the SMC report of the officer, the board in its meeting held on 4.11.2010 decided to consider his case after he earns PER for year 2010 as there was adverse remarks in his SMC report. The Board deferred his promotion on 27.5.2011. PSB in its meeting held on 13.10.2011 recommended supersession of the officer, due to the reasons that efficiency index was below the threshold required for promotion to BS-20.. However Board did not consider him for promotion on 25.5.2012 and 5.9.2012. On 4.10.2012 Board did not recommend him for promotion and direct the E&AD to place his case after he earns PER for the year 2012.
4.	Mr. Asif Shahab DD PPSA	22.9.67	4.5.91	6.12.2007	23 Years.	Yes	Not Attended SMC, therefore, PSB did not consider him for promotion on 25.5.2012. On 5.9.2012 Board again not considered him for promotion. On 4.10.2012 board did not recommend him for promotion. Now the officer has given under taken to the effect that he will not undergo SMC and claim promotion to BS-20.
5.	Mr. Muhammad Abid Majeed Secretary (A,I,C) FATA	23.9.69	15.9.93	6.12.2007	21 Years	Yes	Attended SMC. PSB did not consider him for promotion on 25.5.2012 and 5.9.2012 due to not undergoing SMC. On 4.10.2012 board did not recommend him for promotion.
6.	Mr. Sharafat Khan Rabbani A.S. Reg.	7.2.61	14.9.93	19.5.2008	21 Years	Yes	Attended SMC. On 5.9.2012 Board has not considered him for promotion, as he has not undergone SMC. On 4.10.2012 board did not recommend him for promotion.
7.	Mr. Muhammad Ramzan, Member (Enq.) PIT	4.3.63	2.9.93	19.5.2008	21-Yrs.	Yes	Attended SMC.
8.	Mr. Aziz Khan Khattak, AS (Cabinet)	1.1.60	18.9.93	19.5.2008	21- Years	Yes	Attended SMC

ATTESTED

2. Brief account of achievements during the period supported by statistical data where possible. Targets given and actual performance against such targets should be highlighted. Reasons for shortfall, if any, may also be stated.

پیش نظر عرصہ میں نمایاں کام کا اعداد و شمار کے ساتھ مختصر بیان کریں۔ اہداف اور کارکردگی کو نمایاں طور پر لکھیں۔ اہداف تکمیل رہ جانے کی وجوہات بھی بیان کریں

- Prepared & implemented Social Protection Strategy for workers in the province.
- Initiated Social Capital based Employment Strategy for KPK and extended assistance in replication at Federation of Pakistan.
- Proposed following initiatives at Provincial and National level:
 - Smart Card System for Workers
 - Labor Market Information System.
 - Integrated Central Data Bank.
 - Inter Provincial Job Portal
 - Automation of Disbursement of Social Protection funds.
 - Social Capital Based Employment Strategy.

PART III

حصہ سوم

(REPORTING OFFICER'S EVALUATION)

(رپورٹنگ افسر کا جائزہ)

1. Please comment on the officer's performance on the job as given in Part II (2) with special reference to his knowledge of work, ability to plan, organize and supervise, analytical skills, competence to take decisions and quality and quantity of output. How far was the officer able to achieve the targets? Comment on the Officer's contribution, with the help of statistical data, if any, in the overall performance of the organization. Do you agree with what has been stated in Part II (2)?

حصہ دوم (۲) میں بیان کی گئی کارکردگی کا جائزہ لیں۔ افسر کے علم، تنظیم اور نگرانی کرنے کی صلاحیت، تجرباتی مہارت اور فیصلہ کرنے کی صلاحیت کے متعلق رائے دیں۔ کارکردگی کے معیار اور مقدار کے حوالے سے بھی رائے دیں۔ اہداف کو پورا کرنے میں افسر کی مدد تک کامیاب رہا اور اس ادارے کی مجموعی کارکردگی میں افسر کے کردار کی اور اعداد و شمار کے حوالے سے شامری کریں۔ کیا آپ حصہ دوم (۲) میں دی گئی معلومات سے متفق ہیں؟

I agree.

ATTESTED

2. Integrity (Morality, uprightness and honesty)

(دست بندی و صداقت) دیانت

The officer carries impeccable integrity

3. Pen picture including the officer's strengths and weaknesses with focus on emotional stability, ability to work under pressure, communication skills and interpersonal effectiveness (Weakness will not be considered as adverse entry unless intended to be treated as adverse).

قلمی خاکہ جس میں افسر کے مضبوطیاں اور کمزوریاں کا جائزہ لیا جائے۔ خصوصاً ترقیاتی شہر اور دیہاتی علاقوں کی حالت میں کام کرنے کی صلاحیت، رابطہ سازی، تنظیم پر کارکن کی صلاحیت بیان کریں۔ کسی کو اس وقت تک ترقی نہ دی جائے جب تک کہ وہ نیک و نیک فرزند نہ بنے۔

A dynamic officer always comes up with out of box solution and rendered outstanding performance.

4. Role of the officer in vaccination/immunization campaign (applicable to district officers like DCOs, Political Agents, EDOs Health and other dealing Officers).

پولیسیم کے دوران افسر کا کردار اور ترقیاتی شہروں میں کارکن کی اور دیہاتی علاقوں میں کارکن کی صلاحیت سے متعلق حقائق بیان کریں۔

5. Area and level of professional expertise with suggestions for future posting

جس شعبہ اور پوزیشن میں افسر کی صلاحیت ہے

Deserves higher and strategic positions in Finance, Planning, management etc.

6. Training and development needs

تربیت و ترقی کے لئے ضروریات

35

7. Overall grading

مجموعی درجہ

Out standing	Very Good بہت اچھی	Good اچھا	Average اوسط	Below Average اوسط سے کم
--------------	-----------------------	--------------	-----------------	-----------------------------

8. Fitness for promotion

ترقی کے لیے مہاسبت

Comment on the officer's potential for holding a higher position and additional responsibilities

آفسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں رائے دیں

The officer can prove a bigger asset for the govt, when promoted and assigned higher position/responsibilities

Name of the Reporting Officer _____

(Capital letters)

رپورٹنگ افسر کا نام (دائیں طرف میں)

Signature _____

دستخط

Designation _____

Date _____

تاریخ

PART IV

حصہ چہارم

(REMARKS OF THE COUNTERSIGNING OFFICER)

(کاؤنٹر سائننگ افسر کی رائے)

1. How often have you seen the work of the officer reported upon?

افسر کا کام کس حد تک آپ کی نظر سے گزرتا رہا؟

Very Frequent
اکثر و بیشتر

Frequently
اکثر

Rarely
شاذ و نادر

Never
کبھی نہیں

2. How well do you know the officer? If you disagree with the assessment of the reporting officer, please give reasons.

آپ افسر کو کس حد تک جانتے ہیں؟ اگر آپ رپورٹنگ افسر کی رائے سے متفق نہیں تو اس کی وجوہات بیان کریں

Capable officer

3. Overall grading

مجموعی درجہ

Very Good
بہت اچھا

Good
اچھا

Average
اوسط

Below Average
اوسط سے کم

4. Recommendation for promotion

ترقی کے لیے سفارش

(Comment on the officer's potential for holding a higher position and additional responsibilities)

(افسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں رائے دیں)

FR

5. Evaluation of the quality of assessment made by the Reporting Officer

رپورنگ افسر کے جائزہ کے معیار کے بارے میں کاؤنٹر سائنگ افسر کی رائے

36

Exaggerated
مبالغہ آمیز

Fair
مناسب

Biased
جانب دار

Name of the countersigning officer

(Capital letters)

رپورنگ افسر کا نام (دائج حروف میں)

Ghulam Dost ghu Nohat

Signature

[Handwritten Signature]

Designation

عہدہ

CS & P

Date

تاریخ

PART V

حصہ پنجم

(REMARKS OF THE SECOND COUNTERSIGNING OFFICER (IF ANY))

دوسرے کاؤنٹر سائنگ افسر کی رائے اگر کوئی ہو

Name

نام

Signature

دستخط

Designation

عہدہ

Date

تاریخ

GUIDELINES FOR FILLING UP THE PER

- After initiation of their PER, the officers under report should immediately fill up the detachable 'Certificate' giving names of the RO/CO and forward the same to the Officer Incharge of their respective confidential records. This exercise will ensure proper follow-up of the pending performance evaluation reports by the concerned Ministry/Division/Provincial Government etc.
- Forms should be filled in duplicate. Parts I and II are to be filled by the officer under report & should be typed. Part III will be filled by the Reporting Officer while the Countersigning/Second Countersigning Officers will fill Parts IV and V respectively.
- Each Division, Department, autonomous body and office etc. is required to prepare specific job descriptions giving main duties of each job to be mentioned in Part-II (1). The job descriptions may be finalized with the approval of the Head of the Organization or any person authorized by him.
- The officer under report should fill Part II (2) of the form as objectively as possible and short term and long term targets should be determined/assigned with utmost care. The targets for each job may be formulated at the beginning of the year wherever possible. In other cases, the work performed during the year needs to be specifically mentioned.
- Assessment by the Reporting Officers should be job-specific and confined to the work done by the officer during the period under report. They should avoid giving a biased or evasive assessment of the officer under report, as the Countersigning Officers would be required to comment on the quality of the assessment made by them.
- The Reporting Officers should carryout their assessment in Part III through comments against each characteristic. Their opinions should represent the result of careful consideration and objective assessment so that, if called upon, they could justify the remarks/comments. They may maintain a record of the work done by the subordinates in this regard.
- The Reporting Officers should be careful in giving the overall and comparative gradings. Special care should be taken so that no officer is placed at an undue disadvantage.
- The Countersigning Officers should weigh the remarks of the RO against their personal knowledge of the officer under report, compare him with other officers of the same grade working under different Reporting Officers, but under the same Countersigning Officer, and then give their overall assessment of the officer. In case of disagreement with the assessment done by the Reporting Officer, specific reasons should be recorded by the Countersigning Officers in Part IV (2).
- The Countersigning Officers should make an unbiased evaluation of the quality of performance evaluation made by the RO by categorizing the reports as exaggerated, fair or biased. This would evoke a greater sense of responsibility from the reporting officers.
- The Countersigning Officers should underline, in red ink, remarks which in their opinion are adverse and should be communicated to the officer reported upon. All adverse remarks whether remediable or irremediable should be communicated to the officer under report, with a copy of communication placed in the CR dossier. Reporting Officers should ensure that they properly counsel the officer under report before adverse remarks are recorded.
- The Reporting and Countersigning Officers should be clear, direct, objective and unambiguous in their remarks. Vague impressions based on inadequate knowledge or isolated incidents should be avoided.
- Reports should be consistent with the pen picture, overall grading and comparative grading.

IMPORTANT

- Part I and II of the PER should be duly filled and dispatched to the Reporting Officer not later than the 15th of January. The Ros should forward the report to the Countersigning Officer within two weeks of receipt after giving their views in Parts III. The COs should then finalize their comments in Part IV within two weeks of receipt of PER. The Second Countersigning Officers, if any, should also complete their assessment within a period of two weeks.
- Name and designation of Reporting/Countersigning Officers should be clearly written. Comments should be legible and in the prescribed format and which can be easily scanned.
- Personnel Number is to be filled in by the officer under report, if allotted.
- Proforma has been devised in English/Urdu to provide flexibility to RO/CO in the choice of language.
- Comparative grading only applies to officers falling in very good, good and average categories. This grading would not apply to anyone falling in below average category in Part III (7).

GOVERNMENT OF KHYBER PAKHTUNKHWA

حکومت خیبر پختونخواہ

Department/Office Labor
علاقہ دفتر

Service/Group PCS-SG
سروس/گروپ

PERFORMANCE EVALUATION REPORT

کارکردگی رپورٹ

FOR THE PERIOD
۲۰

4-7-2013 TO
۲۰

17-12-2013
برائے ۲۰

PART I

حصہ اول

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پُر کریں)

1. Name (in block letters) DR. SYED AKHTER HOSSAIN SHAH
نام (دائیں حروف میں)

2. Personnel number 00324160
انفرادی نمبر

3. Date of birth 10-01-1964
تاریخ پیدائش

4. Date of entry in service 14-09-1993
ملازمت اختیار کرنے کی تاریخ

5. Post held during the period (with BPS) Additional Secretary Labor
پیش نظر عہدہ میں عہدہ (مع اسکیل)

6. Academic qualifications BPS-19
تعلیم

7. Knowledge of languages (Please indicate proficiency in speaking (S), reading (R) and writing (W))
زبانوں کا علم (بولنے (ب)، پڑھنے (پ)، اور لکھنے (ل) کی صلاحیت)

Urdu (S) (R) (W) English (S) (R) (W) Hindko (S) (R) (W)

Pashto (S) (R) (W) Punjabi (S) (R)

ATTESTED

8. Training received during the evaluation period (Training courses attended earlier, if any, may please be listed separately on the back page of the report)

(اس سے پہلے تربیتی کورسوں میں شرکت، رپورٹ کے سطح کی پشت پر درج کریں)

متعلقہ عرصہ کے دوران تربیت کی تفصیل

Name of course attended کورس کا نام	Duration with dates تاریخوں کے ساتھ دورانیہ	Name of institution and country ادارے اور ملک کا نام

9. Period served

عرصہ ملازمت

(i) In present post
موجودہ عہدے پر

(ii) Under the reporting officer
رپورٹنگ افسر کے ماتحت

PART II

حصہ دوم

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پر کریں)

1. Job description

ذمہ داریوں کی تفصیل

- Policy making & implementation for Labor Department & its attached
- Preparation & implementation of new policies for workers in the Labor Department.
- Regulate & devise policy for standardization of labor laws, Employment Condition and working Environment.
- Implementation of International Labor organization's (ILO) conventions pertaining to abolition of child labor, bonded labor, labor discrimination etc.
- Coordination with other regulatory department like law department & Provincial Assembly.
- Coordination with International agencies like ILO & UN agencies like dealing in labor laws.

Brief account of achievements during the period supported by statistical data where possible. Targets given and actual performance against such targets should be highlighted. Reasons for shortfall, if any, may also be stated.

پیش نظر عرصہ میں نمایاں کام کا اعداد و شمار کے ساتھ مختصر بیان کریں۔ اہداف اور کارکردگی کو نمایاں طور پر لکھیں۔ اہداف تکمیل رہ جانے کی وجوہات بھی بیان کریں

- Prepared & implemented Social Protection Strategy for workers in the province.
- Initiated Social Capital based Employment Strategy, for KPK and extended assistance in replication at Federation of Pakistan.
- Proposed following initiatives at Provincial and National level:
 - Smart Card System for workers.
 - Labor Market Information System.
 - Integrated Central Data Bank.
 - Inter-Provincial Job Portal
 - Automation of Disbursement of Social Protection funds.
 - Social Capital Based Employment Strategy.

PART III

حصہ سوم

(REPORTING OFFICER'S EVALUATION)

(رپورٹنگ افسر کا جائزہ)

1. Please comment on the officer's performance on the job as given in Part II (2) with special reference to his knowledge of work, ability to plan, organize and supervise; analytical skills, competence to take decisions and quality and quantity of output. How far was the officer able to achieve the targets? Comment on the Officer's contribution, with the help of statistical data, if any, in the overall performance of the organization. Do you agree with what has been stated in Part II (2)?

حصہ دوم (۲) میں بیان کی گئی کارکردگی کا جائزہ لیں۔ افسر کے علم، تنظیم اور نگرانی کرنے کی صلاحیت، تجویزی ہدایت اور فیصلہ کرنے کی صلاحیت کے حوالے سے تعلق دے دیں۔ کارکردگی کے معیار و مقدار کے حوالے سے بھی رائے دیں۔ اہداف کو پورا کرنے میں افسر کی مددگاری کا معیار، ادارے کی مجموعی کارکردگی میں افسر کے کردار کی اعداد و شمار کے حوالے سے شتاعی کریں۔ کیا آپ حصہ دوم (۲) میں دی گئی معلومات سے متفق ہیں؟

very competent, hard working and intelligent officer. He performed all the tasks assigned to him during period under report.

ATTACHED

6. Training and development needs

مزید تربیت کے لئے تجاویز

39

normal training to update his knowledge.

7. Overall grading

مجموعی درجہ

7

<p>Best</p>	<p>Very Good اعلیٰ</p>	<p>Good اچھا</p>	<p>Average اوسط</p>	<p>Below Average اوسط سے کم</p>
-------------	----------------------------	----------------------	-------------------------	-------------------------------------

8. Fitness for promotion

ترقی کے لیے مناسبت

Comment on the officer's potential for holding a higher position and additional responsibilities

آفسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں ملاحظہ کریں

The officer may be promoted at the earliest in the best interest of govt.

Name of the Reporting Officer JAMALUDDIN Signature _____

(Capital letters)

رپورٹنگ افسر کا نام (دائیں حروف میں)

Designation Secretary

عہدہ

Date
تاریخ

02/9/14

ATTESTED

PART IV

حصہ چہارم

(REMARKS OF THE COUNTERSIGNING OFFICER)

(کاؤنٹر سائننگ افسر کی رائے)

1. How often have you seen the work of the officer reported upon?

افسر کا کام کس حد تک آپ کی نظر سے گزرتا رہا؟

Very Frequent اکثر و بیشتر	Frequently اکثر	Rarely نادر و نادر	Never کبھی نہیں
-------------------------------	--------------------	-----------------------	--------------------

2. How well do you know the officer? If you disagree with the assessment of the reporting officer, please give reasons.

آپ افسر کو کس حد تک جانتے ہیں؟ اگر آپ رپورٹنگ افسر کی رائے سے متفق نہیں تو اس کی وجوہات بیان کریں

I agree with the LO.

3. Overall grading

مجموعی درجہ

Very Good بہت اچھا	Good اچھا	Average اوسط	Below Average اوسط سے کم
-----------------------	--------------	-----------------	-----------------------------

4. Recommendation for promotion

ترقی کے لیے سفارش

(Comment on the officer's potential for holding a higher position and additional responsibilities)

(افسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے

بارے میں رائے دیں)

On his turn.

5. Evaluation of the quality of assessment made by the Reporting Officer
رپورٹنگ افسر کے جائزہ کے معیار کے بارے میں کاؤنٹر سائننگ افسر کی رائے

Exaggerated
مبالغہ آمیز

Fair
معاشرہ

Biased
جانب دار

40

Name of the countersigning officer

(Capital letters) Muhammad Shehzad Arbab
رپورٹنگ افسر کا نام (دائیں حروف میں)

Signature
دستخط

Muhammad Shehzad Arbab

Designation
عہدہ

Ex-Chief Secretary U.P.K.

Date
تاریخ

PART V

حصہ پنجم

(REMARKS OF THE SECOND COUNTERSIGNING OFFICER (IF ANY))
دوسرے کاؤنٹر سائننگ افسر کی رائے اگر کوئی ہو

Name
نام

Signature
دستخط

Designation
عہدہ

Date
تاریخ

ATTESTED

GUIDELINES FOR FILLING UP THE PER

- After initiation of their PER, the officers under report should immediately fill up the detachable 'Certificate' giving names of the RO/CO and forward the same to the Officer Incharge of their respective confidential records. This exercise will ensure proper follow-up of the pending performance evaluation reports by the concerned Ministry/Division/Provincial Government etc.
- Forms should be filled in duplicate. Parts I and II are to be filled by the officer under report & should be typed. Part III will be filled by the Reporting Officer while the Countersigning/Second Countersigning Officers will fill Parts IV and V respectively.
- Each Division, Department, autonomous body and office etc. is required to prepare specific job descriptions giving main duties of each job to be mentioned in Part-II (1). The job descriptions may be finalized with the approval of the Head of the Organization or any person authorized by him.
- The officer under report should fill Part II (2) of the form as objectively as possible and short term and long term targets should be determined/assigned with utmost care. The targets for each job may be formulated at the beginning of the year wherever possible. In other cases, the work performed during the year needs to be specifically mentioned.
- Assessment by the Reporting Officers should be job-specific and confined to the work done by the officer during the period under report. They should avoid giving a biased or evasive assessment of the officer under report, as the Countersigning Officers would be required to comment on the quality of the assessment made by them.
- The Reporting Officers should carryout their assessment in Part III through comments against each characteristic. Their opinions should represent the result of careful consideration and objective assessment so that, if called upon, they could justify the remarks/comments. They may maintain a record of the work done by the subordinates in this regard.
- The Reporting Officers should be careful in giving the overall and comparative gradings. Special care should be taken so that no officer is placed at an undue disadvantage.
- The Countersigning Officers should weigh the remarks of the RO against their personal knowledge of the officer under report, compare him with other officers of the same grade working under different Reporting Officers, but under the same Countersigning Officer, and then give their overall assessment of the officer. In case of disagreement with the assessment done by the Reporting Officer, specific reasons should be recorded by the Countersigning Officers in Part IV (2).
- The Countersigning Officers should make an unbiased evaluation of the quality of performance evaluation made by the RO by categorizing the reports as exaggerated, fair or biased. This would evoke a greater sense of responsibility from the reporting officers.
- The Countersigning Officers should underline, in red ink, remarks which in their opinion are adverse and should be communicated to the officer reported upon. All adverse remarks whether remediable or irremediable should be communicated to the officer under report, with a copy of communication placed in the CR dossier. Reporting Officers should ensure that they properly counsel the officer under report before adverse remarks are recorded.
- The Reporting and Countersigning Officers should be clear, direct, objective and unambiguous in their remarks. Vague impressions based on inadequate knowledge or isolated incidents should be avoided.
- Reports should be consistent with the pen picture, overall grading and comparative grading.

IMPORTANT

- Part I and II of the PER should be duly filled and dispatched to the Reporting Officer not later than the 15th of January. The Ros should forward the report to the Countersigning Officer within two weeks of receipt after giving their views in Parts III. The COs should then finalize their comments in Part IV within two weeks of receipt of PER. The Second Countersigning Officers, if any, should also complete their assessment within a period of two weeks.
- Name and designation of Reporting/Countersigning Officers should be clearly written. Comments should be legible and in the prescribed format and which can be easily scanned.
- Personnel Number is to be filled in by the officer under report, if allotted.
- Proforma has been devised in English/Urdu to provide flexibility to RO/CO in the choice of language.
- Comparative grading only applies to officers falling in very good, good and average categories. This grading would not apply to anyone falling in below average category in Part III (7).

GOVERNMENT OF KHYBER PAKHTUNKHWA

حکومت خیبر پختونخوا

Department/Office Labor
محکمہ ادنیٰService/Group PCS-SG
سروس/گروپ**PERFORMANCE EVALUATION REPORT**

کارکردگی رپورٹ

FOR THE PERIOD ۰۱-۰۱-۲۰۱۴ TO ۰۹-۰۶-۲۰۱۴
۲۰ تا ۲۰**PART I**

حصہ اول

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پُر کریں)

- Name (in block letters) DR. SYED AKHTER HUSSAIN SHAH
نام (واضح حروف میں)
 - Personnel number 00324160
انفرادی نمبر
 - Date of birth 10-01-1964
تاریخ پیدائش
 - Date of entry in service 14-09-1993
ملازمت اختیار کرنے کی تاریخ
 - Post held during the period (with BPS) Additional Secretary (BPS-19)
پیش نظر عرصہ میں عہدہ (مع اسکیل)
 - Academic qualifications Ph.D (Economics)
تعلیم
 - Knowledge of languages (Please indicate proficiency in speaking (S), reading (R) and writing (W))
زبانوں کا علم (بولنے (ب)، پڑھنے (پ)، اور لکھنے کی صلاحیت)
- | | | |
|----------------|-------------------|------------------|
| Urdu (S)(W)(R) | English (S)(W)(R) | Hindko (S)(W)(R) |
| Pashto (S) | Punjabi (S)(R) | |

ATTESTED

8. **Training received during the evaluation period** (Training courses attended earlier,
If any, may please be listed separately on the back page of the report

(اس سے پہلے تربیتی کورسوں میں شرکت، رپورٹ کے صفحہ کی پشت پر درج کریں)

متعلقہ عرصے کے دوران تربیت کی تفصیل

Name of course attended کورس کا نام	Duration with dates تاریخوں کے ساتھ دروازہ	Name of Institution and country ادارے اور ملک کا نام
/	/	/

9. **Period served**
عرصہ ملازمت

- (i) **In present post**

موجودہ عہدے پر
Feb 2013 - June 2014

- (ii) **Under the reporting officer**

رپورٹنگ افسر کے ماتحت
Dec 2013 - June 2014

PART II

حصہ دوم

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پر کریں)

1. **Job description**

ذمہ داریوں کی تفصیل

- Policy making & implementation for Labor Department & its attached departments/institutions.
- Preparation & implementation of new policies for workers in the Labor Department.
- Regulate & devise policy for standardization of Labor laws, employment condition & working environment.
- Implementation of International Labor Organization's (ILO) conventions pertaining to abolition of child labor, bonded labor, labor discrimination.
- Coordination with other regulatory department like law department & Provincial Assembly.
- Coordination with International agencies like ILO & UN agencies dealing in Labor laws.

42

2. Brief account of achievements during the period supported by statistical data where possible. Targets given and actual performance against such targets should be highlighted. Reasons for shortfall, if any, may also be stated.

پیش نظر عرصہ میں نمایاں کام کو اعداد و شمار کے ساتھ مختصر بیان کریں۔ اہداف اور کارکردگی کو نمایاں طور پر لکھیں۔ اہداف نامکمل رو جانے کی وجوہات بھی بیان کریں

Prepared Social Capital Based Employment Strategy for KPK and extended assistance in replication at Federation of Pakistan.

Proposed following initiatives at Provincial & National level. The Provincial Government incorporated the initiative in the ADP scheme No. 600 (130481)

- Smart Card System for workers.
- Labor Market Information System
- Integrated Central Data Bank.
- Inter Provincial Job Portal.
- Automation of Disbursement of Social Protection funds.

PART III

حصہ سوم

(REPORTING OFFICER'S EVALUATION)

(رپورٹنگ افسر کا جائزہ)

1. Please comment on the Officer's performance on the job as given in Part II (2) with special reference to his knowledge of work, ability to plan organize and supervise, analytical skills, competence to take decisions and quality and quantity of output. How far was the officer able to achieve the targets? Comment on the Officer's contribution, with the help of statistical data, if any, in the overall performance of the organization. Do you agree with what has been stated in Part II (2)?

حصہ دوم (۲) میں بیان کی گئی کارکردگی کا جائزہ لیں۔ افسر کے علم، تنظیمی اور نگرانی کرنے کی صلاحیت، تجزیاتی مہارت اور فیصلہ کرنے کی صلاحیت کے متعلق رائے دیں۔ کارکردگی کے معیار و مقدار کے حوالے سے بھی رائے دیں۔ اہداف کو پورا کرنے میں افسر کس حد تک کامیاب رہا رہی۔ ادارے کی مجموعی کارکردگی میں افسر کے کردار کی اعداد و شمار کے حوالے سے نشاندہی کریں۔ کیا آپ حصہ دوم (۲) میں دی گئی معلومات سے متفق ہیں؟

I agree. The officer remained dutiful and performed his duties to the best of his capabilities and was always able to achieve the targets, set by the department/authority, within the given timeframe. He always produced ³ quality work worth implementation.

ATTESTED

2. Integrity (Morality, uprightness and honesty)

دیانت (راست بازی، ایمانداری)

He is a good officer having straightforward and positive approach. He is a man of good moral character.

3. Pen picture including the officer's strengths and weakness with focus on emotional stability, ability to work under pressure, communication skills and interpersonal effectiveness (Weakness will not be considered as adverse entry unless intended to be treated as adverse).

قلمی خاک: افسر کی خوبیوں اور کمزوریوں کا جائزہ لیں، خصوصاً جذباتی ٹھہراؤ، دباؤ کی حالت میں کام کرنے کی صلاحیت، رابطہ اور باہمی افہام تقسیم پیدا کرنے کی صلاحیت بیان کریں (کوٹاہی کو اس وقت تک مثنیٰ تصور نہ کیا جائے جب تک رپورٹنگ افسر ضروری نہ سمجھے)

A very fine and hard working officer having full command over communication skills and the required techniques for effective implementation strategies. During the period under reference, he really proved to be an asset for the department / Provincial Govt.

4. Role of the officer in vaccination/immunization campaign (applicable to district officers like DCOs, Political Agents, EDOs Health and other dealing Officers).

پولیو مہم کے دوران افسر کا کردار (ضلعی افسران جیسا کہ ڈی۔سی۔ او، پولیٹیکل ایجنٹ، ای۔ڈی۔ او ہیلتھ اور دوسرے متعلقہ افسران کے لیے)

Not Applicable.

5. Area and level of professional expertise with suggestions for future posting

The officer is in possession of vast knowledge and administrative experience in the management and implementation of various projects. However his future assignment/posting against the positions dealing with policy formulation and implementation in the fields of management, development and administration can prove beneficial for the Govt.

6. Training and development needs

مزید تربیت کے لئے تجاویز

43

Any entrance level training opportunity in the fields of management, development, administration etc can be fruitful for his future nourishment and capacity development/building.

7. Overall grading

مجموعی درجہ

Very Good اعلیٰ	Good اچھا	Average اوسط	Below Average اوسط سے کم
--------------------	--------------	-----------------	-----------------------------

8. Fitness for promotion

ترقی کے لیے مہتمم

Comment on the officer's potential for holding a higher position and additional responsibilities

آفسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں رائے دیں

He is fit for promotion and can be assigned higher responsibilities in the best public interest.

Name of the Reporting Officer Colt ZIB KHAN Signature [Signature]

(Capital letters) _____

رپورٹنگ آفسر کا نام (دائیں حروف میں)

Designation Lt. Siyab Khan Date 9/6/15

عہدہ

تاریخ

ATTESTED

PART IV

حصہ چہارم

(REMARKS OF THE COUNTERSIGNING OFFICER)

(کاؤنٹرسائینگ آفسر کی رائے)

1. How often have you seen the work of the officer reported upon?

آفسر کا کام کس حد تک آپ کی نظر سے گزرتا رہا؟

Very Frequent اکثر و بیشتر	Frequently اکثر	Rarely سدا و نادر	Never کبھی نہیں
-------------------------------	--------------------	----------------------	--------------------

2. How well do you know the officer? If you disagree with the assessment of the reporting officer, please give reasons.

آپ آفسر کو کس حد تک جانتے ہیں؟ اگر آپ رپورٹنگ آفسر کی رائے سے متفق نہیں تو اس کی وجوہات بیان کریں

I agree with the RO.

3. Overall grading

مجموعی درجہ

Very Good بہت اچھا	Good اچھا	Average اوسط	Below Average اوسط سے کم
-----------------------	--------------	-----------------	-----------------------------

4. Recommendation for promotion

ترقی کے لیے سفارش

(Comment on the officer's potential for holding a higher position and additional responsibilities)

آفسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں رائے دیں

On his turn.

Evaluation of the quality of assessment made by the Reporting Officer

رپورٹنگ افسر کے جائزہ کے معیار کے بارے میں کاؤنٹر سائننگ افسر کی رائے

Exaggerated

(مبالغہ آمیز)

Fair

(معتدل)

Biased

(جانب دار)

۶۶

Name of the Countersigning Officer

MOHAMMAD SHEHZAD ARBAB

Signature

[Handwritten Signature]

(Capital letters)

رپورٹنگ افسر کا نام (دائیں حروف میں)

دستخط

Designation

عہدہ

ca - Chief Secretary

Date

تاریخ

23/6/2015

PART V

حصہ پنجم

(REMARKS OF THE SECOND COUNTERSIGNING OFFICER (IF ANY))

دوسرے کاؤنٹر سائننگ افسر کی رائے اگر کوئی ہو

Name

Signature

دستخط

Designation

عہدہ

Date

تاریخ

ATTESTED

GUIDELINES FOR FILLING UP THE PER

- ① After initiating of their PER, the officers under report should immediately fill up the detachable 'Certificate' giving names of the RO/CO and forward the same to the Officer Incharge of their respective confidential records. This exercise will ensure proper follow-up of the pending performance evaluation reports by the concerned Ministry/Division/Provincial Government etc.
- ② Forms should be filled in duplicate, Parts I and II are to be filled by the officer under report and should be typed. Part III will be filled by the Reporting Officer while the Countersigning/Second Countersigning Officers will fill Parts IV and V respectively.
- ③ Each Division, Department, autonomous body and office etc. Is required to prepare specific job descriptions giving main duties of each job to be mentioned in Part-II (1). The job descriptions may be finalized with the approval of the Head of the Organization or any person authorized by him.
- ④ The officer under report should fill Part II (2) of the form as objectively as possible and short term and long term targets should be determined/assigned with utmost care. The targets for each job may be formulated at the beginning of the year wherever possible. In other cases, the work performed during the year needs to be specifically mentioned.
- ⑤ Assessment by the Reporting Officers should be job-specific and confined to the work done by the officer during the period under report. They should avoid giving a biased or evasive assessment of the officer under report, as the Countersigning Officers would be required to comment on the quality of the assessment made by them.
- ⑥ The Reporting Officers should carry out their assessment in Part III through comments against each characteristic. Their opinions should represent the result of careful consideration and objective assessment so that, if called upon, they could justify the remarks/comments. They may maintain a record of the work done by the subordinates in this regard.
- ⑦ The Reporting Officers should be careful and giving the overall and comparative gradings. Special care should be taken so that no officer is placed at an undue dis-advantage.
- ⑧ The Countersigning Officer should weigh the remarks of the RO against their personal knowledge of the Officer under-report, compare him with other officers of the same grade working under different Reporting Officers, but under the same Countersigning Officer, and then give their over all assessment of the Officer. In case of dis-agreement with the assessment done by the Reporting Officer, specific reasons should be recorded by the Countersigning Officers in Part IV (2).
- ⑨ The Countersigning Officers should make an unbiased evaluation of the quality of performance evaluation made by the RO by categorizing the reports as exaggerated, fair or biased. This would evoke a greater sense or responsibility from the reporting officers.
- ⑩ The Countersigning Officers should underline, in red ink, remarks which in their opinion are adverse and should be communicated to the officer reported upon. All adverse remarks whether remediable or irreparable should be communicated to the officer under report, with a copy of communication placed in his/her CR dossier. Reporting Officers should ensure that proper counseling is given to the officer under report before adverse remarks are recorded.
- ⑪ The Reporting and Countersigning Officers should be clear, direct, objective and unambiguous in their remarks. Vague impressions based on inadequate knowledge or isolated incidents should be avoided. Reports should be consistent with the pen picture, overall grading and comparative gradings.

IMPORANT

- ① Part I and II of the PER should be duly filled and dispatched to the Reporting Officer not later than the 15th of January. The ROs should forward the report to the Countersigning Officer within two weeks of receipt after giving their views in Parts III. The COs should then finalize their comments in Part IV within two weeks of receipt of PER. The Second Countersigning Officers, if any, should also complete their assessment within a period of two weeks.
- ② Name and designation of Reporting/Countersigning Officers should be clearly written. Comments should be legible and in the prescribed format and which can be easily scanned.
- ③ Personnel Number is to be filled in by the officer under report, if allotted.
- ④ Proforma has been devised in English/Urdu to provide flexibility to RO/CO in the choice of language.
- ⑤ Comparative grading only applies to officers falling in very good, good and average categories. This grading would not apply to anyone falling in below average category in Part III (7).

M:
55
\$SUBJECT: **PROMOTION OF PCS (SG) OFFICERS FROM BS-19 TO BS-20.**

Secretary Establishment apprised the Board that number of schedule posts in BS-20 falling to the share of PCS (SG) is eighteen (18) where sixteen (16) Officers are already working. Hence two posts are lying vacant.

2. According to Service Rules of PCS, the post in BS-20 is required to be filled as under:-

- i. Promotion to the posts in BS-20 shall be made on the basis of seniority-cum-fitness from amongst the officers holding posts in BS-19 who have completed the minimum length of service as prescribed by Government.
- ii. Under the policy of Provincial Government attending of SMC is mandatory for promotion to BS-20. However the officers who attained the age of 58 years will be exempted till 31.07.2016.

3. The service record of the officers included in the panel was discussed as follows: -

S. NO	NAME OF OFFICER	RECOMMENDATIONS OF THE BOARD
1	Mr. Attiq-ur-Rehman	His date of birth is 03.03.1962. He joined government service on 01.10.1988. He was promoted to BS-19 on 06.12.2007. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 12.11.2009 and 25.6.2010 recommended his supersession for promotion to BS-20 on the ground that his Efficiency Index was below the threshold and did not consider his promotion on 4.11.2010. His promotion was deferred on 27.5.2011. The Board in its meeting held on 13.10.2011 again recommended his supersession for promotion to BS-20 as his Efficiency Index was still below the threshold required for promotion to BS-20. The Board in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion. His PER for the year 2011 was also not available. The Board in its meeting held on 14.11.2014 recommended his supersession as his Efficiency Index was below the threshold required for promotion. The Board in its meeting held on 10.05.2016 recommended his supersession once again as the Board scrutinized his service record and awarded him 06 marks. Even then the Officer could not get the required threshold of 70 marks. The Board considered his promotion and observed that

ATTESTED

		<p>according to the policy his promotion will be considered after he earns PER for the ensuring one full year.</p> <p>The Board did not consider him for promotion.</p>
2	Mr. Ghulam Saddique	<p>His date of birth is 15.12.1956. He joined government service on 21.01.1987. He was promoted to BS-19 on 06.12.2007. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 25.6.2010 recommended his supersession for promotion to BS-20 on the ground that his Efficiency Index was below the threshold required for promotion to BS-20 and did not consider his promotion on 4.11.2010. His promotion was deferred on 27.05.2011. The Board in its meeting held on 13.10.2011 recommended his supersession for promotion to BS-20 as his Efficiency Index was below the threshold required for promotion to BS-20. The Board in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion. His PER for the period from 1.10.2010 to 31.12.2010 and 2011 was also not available. The Board in its meeting held on 14.11.2014 recommended his supersession as his Efficiency Index was below the threshold required for promotion. The Board in its meeting held on 10.05.2016 recommended his supersession once again as the Board scrutinized his service record and awarded him 05 marks. Even then the officer could not get the required threshold of 70 marks. The Board considered his promotion and observed that according to the policy his promotion will be considered after he earns PER for the ensuring one full year.</p> <p>The Board did not consider him for promotion.</p>
3.	Mr. Javed Anwar.	<p>His date of birth is 12.04.1963. He joined government service on 20.12.1988. He was promoted to BS-19 on 19.05.2008. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held 4.11.2010 decided to consider his case after he earns PER for the year 2010 as there were adverse remarks in his SMC report and the Board deferred his promotion case on 4.11.2010 and 27.5.2011 as his PER for the year 2010 was not available. The Board in its meeting held on 13.10.2011 recommended his supersession for promotion to BS-20 as his Efficiency Index was below the threshold required for promotion to BS-20. The Board in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion. The Board directed the Establishment Department to place his case before the Board after he earns PER for the year 2012. The Board in its meeting held on 14.11.2014 recommended to defer his promotion and directed that his promotion could be considered after he earns PER for the year 2014. The Board in its meeting held on 10.05.2016 recommended to defer his promotion as his</p>

96

ATTEST

		<p>service record and performance was not very encouraging for a Professional Officer to be considered for promotion to BS-20. The Board has observed that he has recently been recommended for deferment.</p> <p>The Board recommended to defer his promotion.</p>
4	Mr. Asif Shahab	<p>His date of birth is 22.9.1967. He joined government service on 4.5.1991. He was promoted to BS-19 on 06.12.2007. The PSB in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion as he had not attended SMC which is mandatory for promotion to BS-20. The Board was informed that the Officer has premature retired from service on 01.06.2016.</p> <p>The Board did not consider him for promotion.</p>
5	Mr. Muhammad Ramzan	<p>His date of birth is 04.03.1963. He joined government service on 02.09.1993. He was promoted to BS-19 on 19.05.2008. He has attended SMC which is mandatory for promotion to BS-20. No inquiry is pending against him. His service record upto 2015 is generally good.</p> <p>The Board recommended the Officer for promotion to BS-20 on regular basis. He will be on probation for a period of one year.</p>
6	Syed Akhter Hussain Shah	<p>His date of birth is 10.01.1964. He joined government service on 14.09.1993. He was promoted to BS-19 on 19.05.2008. He has attended SMC which is mandatory for promotion to BS-20. The Board observed that he was on deputation to UNDP from 06.06.2014 to 20.08.2015. According to the promotion policy, his promotion will be considered after he earns one calendar year PER.</p> <p>The Board recommended to defer his promotion.</p>

ATTESTED

2
48

SUBJECT: PROMOTION OF PCS (SG) OFFICERS FROM BS-19 TO BS-20.

Secretary Establishment apprised the Board that number of schedule posts in BS-20 falling to the share of PCS (SG) is eighteen (18) where seventeen (17) Officers are already working. Hence one post is lying vacant.

2. According to Service Rules of PCS, the post in BS-20 is required to be filled as under:-

- i. Promotion to the posts in BS-20 shall be made on the basis of seniority-cum-fitness from amongst the officers holding posts in BS-19 who have completed the minimum length of service as prescribed by Government.
- ii. Under the policy of Provincial Government, attending of SMC is mandatory for promotion to BS-20. However the officers who attained the age of 58 years will be exempted till 31.07.2016.

3. The service record of the officers included in the panel was discussed as follows: -

S. NO	NAME OF OFFICER	RECOMMENDATIONS OF THE BOARD
1	Mr. Attiq-ur-Rehman	His date of birth is 03.03.1962. He joined government service on 01.10.1988. He was promoted to BS-19 on 06.12.2007. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 12.11.2009 and 25.6.2010 recommended his supersession for promotion to BS-20 on the ground that his Efficiency Index was below the threshold and did not consider his promotion on 4.11.2010. His promotion was deferred on 27.5.2011. The Board in its meeting held on 13.10.2011 again recommended his supersession for promotion to BS-20 as his Efficiency Index was still below the threshold required for promotion to BS-20. The Board in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion. His PER for the year 2011 was also not available. The Board in its meeting held on 14.11.2014 recommended his supersession as his Efficiency Index was below the threshold required for promotion. The Board in its meeting held on 10.05.2016 recommended his supersession once again as the Board scrutinized his service record and awarded him 06 marks. Even then the Officer could not get the required threshold of 70 marks. The Board in its meeting held on 29.06.2016 did not consider his promotion as per policy his promotion will be

ATTESTED

		<p>considered after he earns PER for the ensuring one full year. The Board observed that position is still the same.</p> <p>The Board did not consider him for promotion.</p>
2	Mr. Ghulam Saddique	<p>His date of birth is 15.12.1956. He joined government service on 21.01.1987. He was promoted to BS-19 on 06.12.2007. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 25.6.2010 recommended his supersession for promotion to BS-20 on the ground that his Efficiency Index was below the threshold required for promotion to BS-20 and did not consider his promotion on 4.11.2010. His promotion was deferred on 27.05.2011. The Board in its meeting held on 13.10.2011 recommended his supersession for promotion to BS-20 as his Efficiency Index was below the threshold required for promotion to BS-20. The Board in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion. His PER for the period from 1.10.2010 to 31.12.2010 and 2011 was also not available. The Board in its meeting held on 14.11.2014 recommended his supersession as his Efficiency Index was below the threshold required for promotion. The Board in its meeting held on 10.05.2016 recommended his supersession once again as the Board scrutinized his service record and awarded him 05 marks. Even then the officer could not get the required threshold of 70 marks. The Board in its meeting held on 29.06.2016 did not consider his promotion as per policy his promotion will be considered after he earns PER for the ensuring one full year. The Board observed that position is still the same.</p> <p>The Board did not consider him for promotion.</p>
3.	Mr. Javed Anwar.	<p>His date of birth is 12.04.1963. He joined government service on 20.12.1988. He was promoted to BS-19 on 19.05.2008. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held 4.11.2010 decided to consider his case after he earns PER for the year 2010 as there were adverse remarks in his SMC report and the Board deferred his promotion case on 4.11.2010 and 27.5.2011 as his PER for the year 2010 was not available. The Board in its meeting held on 13.10.2011 recommended his supersession for promotion to BS-20 as his Efficiency Index was below the threshold required for promotion to BS-20. The Board in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion. The Board directed the Establishment Department to place his case before the Board after he earns PER for the year 2012. The Board in its meeting held on 14.11.2014 recommended to defer his promotion and directed that his promotion could be considered after he earns PER for the year 2014. The Board in its meeting</p>

49

~~ATTEST~~

		<p>held on 10.05.2016 recommended to defer his promotion as his service record and performance was not very encouraging for a Professional Officer to be considered for promotion to BS-20. The Board in its meeting held on 29.06.2016 recommended to defer his promotion as the he had recently been recommended for deferment. The Board has now observed that position is still the same.</p> <p>The Board recommended to defer his promotion.</p>
6	<p>Syed Akhter Hussain Shah</p>	<p>His date of birth is 10.01.1964. He joined government service on 14.09.1993. He was promoted to BS-19 on 19.05.2008. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 29.06.2016 recommended to defer his promotion as he was on deputation to UNDP from 06.06.2014 to 20.08.2015. According to the promotion policy, his promotion will be considered after he earns one calendar year PER. The Board has now observed that position is still the same.</p> <p>The Board recommended to defer his promotion.</p>

CONFIDENTIAL

ATTESTED

SUBJECT: PROMOTION OF PCS (SG) OFFICERS FROM BS-19 TO BS-20.

Secretary Establishment apprised the Board that number of schedule posts in BS-20 falling to the share of PCS (SG) is eighteen (18) where seventeen (17) Officers are already working. Besides the Board recommended an Officer to BS-21 as a result which a post of BS-20 also became vacant. Hence two posts are lying vacant.

2. According to Service Rules of PCS, the post in BS-20 is required to be filled as under:-

- i. Promotion to the posts in BS-20 shall be made on the basis of seniority-cum-fitness from amongst the officers holding posts in BS-19 who have completed the minimum length of service as prescribed by Government.
- ii. Under the policy of Provincial Government attending SMC is mandatory for promotion to BS-20. However the officers who attained the age of 58 years will be exempted.

3. The service record of the officers included in the panel was discussed as follows: -

S. NO	NAME OF OFFICER	RECOMMENDATIONS OF THE BOARD
1	Mr. Attiq-ur-Rehman	His date of birth is 03.03.1962. He joined government service on 01.10.1988. He was promoted to BS-19 on 06.12.2007. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 12.11.2009 and 25.6.2010 recommended his supersession for promotion to BS-20 on the ground that his Efficiency Index was below the threshold and did not consider his promotion on 4.11.2010. His promotion was deferred on 27.5.2011. The Board in its meeting held on 13.10.2011 again recommended his supersession for promotion to BS-20 as his Efficiency Index was still below the threshold required for promotion to BS-20. The Board in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion. His PER for the year 2011 was also not available. The Board in its meeting held on 14.11.2014 recommended his supersession as his Efficiency Index was below the threshold required for promotion. The Board in its meeting held on 10.05.2016 recommended his supersession once again as the Board scrutinized his service record and awarded him 06 marks. Even then the Officer could not get the required threshold of 70

~~ATTESTED~~

		<p>marks. The Board in its meeting held on 29.06.2016 and 27.07.2016 did not consider his promotion as per policy his promotion will be considered after he earns PER for the ensuing one full year. The Board observed that position is still the same.</p> <p>The Board did not consider him for promotion.</p>
2	Mr. Ghulam Saddique	<p>His date of birth is 15.12.1956. He joined government service on 21.01.1987. He was promoted to BS-19 on 06.12.2007. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 25.6.2010 recommended his supersession for promotion to BS-20 on the ground that his Efficiency Index was below the threshold required for promotion to BS-20 and did not consider his promotion on 4.11.2010. His promotion was deferred on 27.05.2011. The Board in its meeting held on 13.10.2011 recommended his supersession for promotion to BS-20 as his Efficiency Index was below the threshold required for promotion to BS-20. The Board in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion. His PER for the period from 1.10.2010 to 31.12.2010 and 2011 was also not available. The Board in its meeting held on 14.11.2014 recommended his supersession as his Efficiency Index was below the threshold required for promotion. The Board in its meeting held on 10.05.2016 recommended his supersession once again as the Board scrutinized his service record and awarded him 05 marks. Even then the officer could not get the required threshold of 70 marks. The Board in its meeting held on 29.06.2016 and 27.07.2016 did not consider his promotion as per policy his promotion will be considered after he earns PER for the ensuing one full year. The Board observed that position is still the same.</p> <p>The Board did not consider him for promotion.</p>
3.	Mr. Javed Anwar.	<p>His date of birth is 12.04.1963. He joined government service on 20.12.1988. He was promoted to BS-19 on 19.05.2008. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 4.11.2010 decided to consider his case after he earns PER for the year 2010 as there were adverse remarks in his SMC report and the Board deferred his promotion case on 4.11.2010 and 27.5.2011 as his PER for the year 2010 was not available. The Board in its meeting held on 13.10.2011 recommended his supersession for promotion to BS-20 as his Efficiency Index was below the threshold required for promotion to BS-20. The Board in its meeting held on 25.5.2012, 5.9.2012 and 04.10.2012 did not consider his promotion. The Board directed the Establishment Department to place his case before the Board after he earns PER for the year 2012. The Board in its meeting held on 14.11.2014 recommended to defer his</p>

ATTESTED

		<p>promotion and directed that his promotion could be considered after he earns PER for the year 2014. The Board in its meeting held on 10.05.2016 recommended to defer his promotion as his service record and performance was not very encouraging for a Professional Officer to be considered for promotion to BS-20. The Board in its meeting held on 29.06.2016 and 27.07.2016 recommended to defer his promotion as he had recently been recommended for deferment. The Board observed that position is still the same.</p> <p>The Board recommended to defer his promotion.</p>
4	Dr. Syed-Akhter Hussain Shah	<p>His date of birth is 10.01.1964. He joined government service on 14.09.1993. He was promoted to BS-19 on 19.05.2008. He has attended SMC which is mandatory for promotion to BS-20. The Board in its meeting held on 29.06.2016 and 27.07.2016 recommended to defer his promotion as he was on deputation to UNDP from 06.06.2014 to 20.08.2015. According to the promotion policy, his promotion will be considered after he earns one calendar year PER. The Board was informed that he has earned PER for the period from 21.08.2015 to 31.12.2015 and a special outstanding report for the period from 01.01.2016 to 29.08.2016. No enquiry is pending against him. His service record upto 29.08.2016 is generally good.</p> <p>The Board recommended the Officer for promotion to BS-20 on regular basis. He will be on probation for a period of one year.</p>
5	Mr. Raja Saad Khan	<p>His date of birth is 11.09.1965. He joined government service on 11.01.1994 in BS-17. He was promoted to BS-19 on 06.01.2009. The Board was informed that he was on EOL. He reported for duty and requested for premature retirement w.e.f. 01.09.2016, which is under process. His PER for the year 2009 to 2015 are also not available.</p> <p>The Board did not consider his promotion.</p>
6	Mr. Mian Muhammad	<p>His date of birth is 10.02.1966. He joined government service on 10.11.1991 and was appointed as PCS (SG) Officer in BS-17 on 26.05.1997. He was promoted to BS-19 on 06.01.2009. He has attended SMC which is mandatory for promotion to BS-20. No enquiry is pending against him. His service record upto 2015 is generally good.</p> <p>The Board recommended the Officer for promotion to BS-20 on regular basis. He will be on probation for a period of one year.</p>

ATTESTED



'P'

54

**GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT**

Dated Peshawar, the September 19, 2016

NOTIFICATION

NO.SO(E-I)E&AD/5-1/2016. Government of Khyber Pakhtunkhwa on the recommendations of the Provincial Selection Board is pleased to promote the following officers, on regular basis/acting charge basis as per details given below, with immediate effect:-

S. #.	NAMES OF OFFICERS	FROM	TO	REMARKS
1.	Dr. Syed Akhtar Hussain Shah (PCS SG)	BS-19	BS-20	On regular basis.
2.	Mian Muhammad (PCS SG)	BS-19	BS-20	On regular basis.
3.	Mr. Inayatullah Wasim (PMS)	BS-18	BS-19	On regular basis.
4.	Mr. Muhammad Khalid (PMS)	BS-18	BS-19	On acting charge basis.

2. The officers on promotion will 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.

3. Consequent upon the above, the officers will remain posted as under:-

S.#	NAME OF OFFICERS	POST HELD
1.	Dr. Syed Akhtar Hussain Shah (PCS SG BS-20)	Special Secretary (Estt.) Establishment Department.
2.	Mian Muhammad (PCS SG BS-20)	Special Secretary (Reg.) Establishment Department.
3.	Mr. Inayatullah Wasim (PMS BS-19)	Additional Secretary, P&D Department.
4.	Mr. Muhammad Khalid (PMS BS-19 a.c.b.)	Director (Admn/HR) Provincial Disaster Management Authority, Peshawar.

**CHIEF SECRETARY
GOVERNMENT OF KHYBER PAKHTUNKHWA**

Endst. of even No. & date

Copy forwarded to the:-

1. Additional Chief Secretary, P&D Department.
2. Senior Member Board of Revenue, Khyber Pakhtunkhwa.
3. Additional Chief Secretary (FATA), FATA Secretariat.
4. All Administrative Secretaries in Khyber Pakhtunkhwa.
5. Principal Secretary to Governor, Khyber Pakhtunkhwa.
6. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
7. All Divisional Commissioners in Khyber Pakhtunkhwa.
8. Director General, Provincial Disaster Management Authority, Peshawar.
9. Accountant General, Khyber Pakhtunkhwa.
10. PS to Chief Secretary, Khyber Pakhtunkhwa.
11. PS to Auditor General of Pakistan, Islamabad.
12. PS to Secretary Establishment/PS to SS(E)/SS (Reg)/PA,AS(HRD)/AS(E)/ DS(E./SO(E.II)/SO(E.V)
13. PS to Secretary (Admn./D.S(A)/SO(Secret)/Estate Officer/ACSO Cyber Director (IT) and Director Protocol Administration Department.
14. Officers concerned.
15. Controller, Govt. Printing Press, Peshawar.

KASHIF IQBAL JILANI
SECTION OFFICER (ESTT. I)
PH: & FAX #091-9210529

ZIA-UL-HAQ**

ATTESTED

9 D
Q
55

To

The Chief Minister,
Khyber Pakhtunkhwa.

Subject: ANTE-DATED PROMOTION.

Respected Sir,

It is submitted stated that on the recommendations of PSB meeting held on 29.08.2016. I have been promoted to PCS (SG) BS-20 vide notification No. SO (E-I)E&AD/5-1/2016 dated 19.09.2016. In this connection I took the opportunity to raise following submissions for my anti-dated promotion:-

- i. That I was due for promotion in November, 2014. The Provincial Selection Board in its meeting held on 14.11.2014, called me to appear before the board, my name being at S. No. 9 of the panel as per PSB Minutes.
- ii. I met all the eligibility criteria i.e qualification, threshold criteria, length of service and seniority and my PERs for the year 2013 were complete. Two officers junior to me i.e S. No. 10 and S.No. 11 of the panel were recommended. In my case the Board has recorded the following remarks:-

"On deputation with UNDP for three years and is currently not serving in the cadre. Hence, need to have a PER for one calendar year after he returns from deputation. Incomplete PERs record (PERs for the period 2013 (pt) was under process)."

2. The above decision of the Board in my case is not in line with the existing rules/policy of the Provincial Govt: on the subject for the following reasons:-

- i. According to Rule-7(3) of Govt: of Khyber Pakhtunkhwa (APT) Rules, 1989 for promotion to a higher post "a person possessing such qualifications and fulfilling such conditions as laid down for the purpose of promotion or transfer to a post shall be considered by the Departmental Promotion Committee or the Provincial Selection Board for promotion or transfer, as the case may be". The condition as such are laid down in the relevant service rules prescribed for such a post. In my case the relevant service rules say "by promotion on the basis of selection-on-merit from amongst PMS officer holding posts in BS-19 having at least 17 years service in Bs-17 and above and undergone advance training course from NIPA or any other training course prescribed by govt".
- ii. Similarly the Promotion Policy 2009 of Provincial Govt: lays down the following pre-requisites for promotion:-

ATTESTED

2610
20/10/16

20/10/16
20/10/16

- 10 20
56
- (i) Mandatory training.
 - (ii) Minimum marks under comprehensive efficiency index which is 70 marks.
 - (iii) Length of service.
 - (iv) No other issue, such as disciplinary, judicial or NAB/Anti-Corruption cases are pending against the panellist officer.
 - (v) PERs

3. I met all the requirements as quoted at Para-2(1) and (ii) above while the reason for promotion being on deputation and earning of one more PER was not relevant and should not have been a justification for not considering me for the said promotion. In this connection again reference is made to Para-iv (b) of the ibid promotion policy which says as under:-

"the civil servant who are on deputation abroad or working with international agencies within Pakistan or abroad, will be asked to return before their cases come up for consideration. If they fail to return, they will not be considered for promotion. They will be considered for promotion after earning one calendar PER and their seniority shall remain intact."

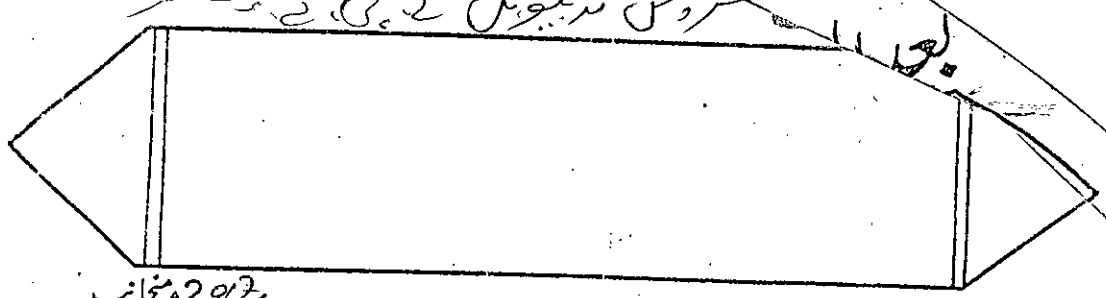
4. Since I had been called for the above promotion and I appeared before the board. My PERs for the year 2013 were complete in all respect. As such I have sustained a recurring financial loss which was my legal and due right had the promotion policy quote at para-3 been judiciously and fairly applied.

5. In view of above submission in paras (para-2(i) & (ii) and Para-3), I hereby put my representation for my ante-dated promotion with my batch with effect from November, 2014 to save me from perpetual financial loss and mental agony.


(Dr. Syed Akhtar Hussain Shah)
PCS (SG) BS-20
Special Secretary Establishment,
Establishment Department

ATTESTED

سروس ٹریبونل کے ہی کے نام



2017ء منجانب

سید اختر حسین شاہ	بنام حکومت دہلی	موزخہ
		مقدمہ
	سروس ایپل	دعویٰ
		جرم

باعث تحریر آنکھ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی وکل کاروائی متعلقہ
آن مقام سید اختر حسین شاہ کیلئے محمد احسن خان کٹڑی (سروس)

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

المرقوم 3 ماہ ضروری 2017ء

واہ العب گ العب

کے لئے منظور ہے۔ بمقام

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

Service Appeal No. 195 OF 2017

Syed Akhtar Hussain Shah.....

(Appellant)

VERSUS

Govt. Of Khyber Pakhtunkhwa through Chief Secretary
and others.

(Respondents)

PARAWISE COMMENTS ON BEHALF OF RESPONDENTS

PRELIMINARY OBJECTIONS:

1. This Honourable Services Tribunal has no jurisdiction to entertain the instant appeals.
2. That the appellant has got no cause of action/locus standi to file the instant appeal against the respondents.
3. That the present appeal is not maintainable.
4. That the appellant has presented the facts in manipulated form which disentitles him for any relief whatsoever.
5. That the appellant has not come to this Honourable Services Tribunal with clean hands.
6. That the appeal is bad for mis-joinder and non-joinder of necessary parties.
7. That the appellant is stopped from his own conduct to file the instant appeal.

ON FACTS

Paras 1 to 6	Pertains to record.
Para-7	Incorrect. Since his deputation with UNDP w.e.f. 09.6.2014, neither any application of the appellant was received in this department for placement his case before the PSB nor he submitted any arrival in this department. However, on 14.7.2015 the appellant had submitted his arrival and reported with the Provincial Government for the first time wherein he also requested for termination of his deputation and further posting/promotion (Annex-I).
Para-8	Incorrect. As stated above the appellant was on deputation during the said period hence he was recommended for deferment from promotion in the PSB meeting (Annex-II) and was not declared fit for promotion in the minutes of PSB meeting dated 14.11.2014.
Para-9	Incorrect. The appellant was on deputation to UNDP w.e.f. 06.6.2014 to 20.8.2015 and according to Promotion Policy of the provincial government, his promotion was to be considered after he earned one calendar year PER (Annex-III). The appellant earned PER for

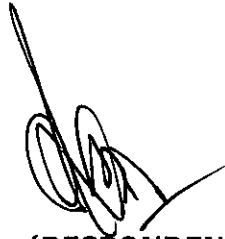
	period from 21.8.2015 to 31.12.2015 and a special outstanding report for the period from 01.01.2016 to 29.8.2016 and became eligible for promotion on 29.8.2016. He was promoted as soon as he became eligible for his promotion. Submission of PER for period from 21.8.2015 to 31.12.2015 and a special outstanding report for the period from 01.01.2016 to 29.8.2016 itself estops him from filing the instant appeal and to claim promotion before 29.8.2016.
Para-10	Incorrect as explained in para-9 above.
Para-11	The appellant was promoted as soon as he became eligible for his promotion as per policy/rules.
Para-12	Incorrect.
Para-13	The appellant has been treated in accordance with rules/law, hence he has no cause of action/locus standi to file the instant appeal against the respondents. Therefore the appeal may be rejected without wastage of the precious time of the court/tribunal.

ON GROUNDS

A.	Incorrect. The appellant was on deputation to UNDP w.e.f. 06.6.2014 to 20.8.2015 and according to Promotion Policy of the provincial government, his promotion was to be considered after he earned one calendar year PER. The appellant earned PER for period from 21.8.2015 to 31.12.2015 and a special outstanding report for the period from 01.01.2016 to 29.8.2016 and became eligible for promotion on 29.8.2016. He was promoted as soon as he became eligible for his promotion. The appellant was treated in accordance with rules/policy.
B.	Incorrect. The appellant was considered as per Rule 7(3) of Government of Khyber Pakhtunkhwa (Appointment, Promotion & Transfer) Rules, 1989 by the PSB in its meetings and was recommended to defer from promotion for the reasons mentioned in reply to ground "A".
C.	Incorrect. The appellant was not eligible for promotion in November 2014 as explained in pre paras. However, he was promoted as soon as he became eligible for his promotion as per policy/rules.
D	Incorrect. Since his deputation with UNDP w.e.f. 09.6.2014, neither any application of the appellant was received in this department for placement his case before the PSB nor he submitted any arrival in this department. However, on 14.7.2015 the appellant had submitted his arrival and reported with the Provincial Government for the first time wherein he also requested for termination of his deputation and further posting/promotion. Moreover, as per Promotion Policy of the provincial government, his promotion was to be considered after he earned one calendar year PER. Accordingly he was promoted as soon as he became eligible for his promotion as per policy/rules. Deferment of the appellant in meeting of November 2014 was according to Rules/policy.

E	Incorrect. The no financial loss has been given to the appellant by the Provincial Government.
F	Incorrect. The appeal is baseless and unfounded hence may be rejected without wastage of the precious time of the court/tribunal.

It is, therefore, most humbly prayed that the instant appeal being devoid of merit may very graciously be dismissed with costs.



(RESPONDENT NO. 1 & 3)

Annex-I

"I"
26

To

The Government of Khyber Pakhtunkhwa
Establishment Department.

Subject:- REQUEST FOR PLACEMENT OF PROMOTION CASE IN PSB MEETING.

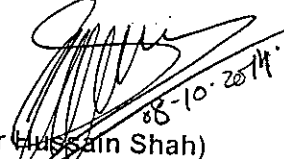
Dear Sir,

It is stated that I am on deputation to UNDP Peshawar since 11th June 2014 and due for promotion to BS-20. I came to know that Provincial Selection Board meeting is likely to be held in the month of Novermeber, 2014 and I am willing to return to the Government of Khyber Pakhtunkhwa.

Therefore, my case for promotion to BS-20 may kindly be placed before the PSB in its forthcoming meeting.

I will be highly obliged.

Yours Faithfully,


(Dr. Syed Akhtar Hussain Shah)
PCS SG BS-19

as
in
on
ncy
old
-20.
not
His
on
g held
rseded
is that
ow the
omotion
I did not
otion on
12 Board
him for
12 his PER
10.2010 to
were not
ard did not
romotion.

o filed a Writ
against the
PHC in it
'2013, directe
that the case
be placed a
itioner's case
BS-20 with
However, du
of post in BS
d not be pl

Panel of officers for consideration:-

S #	Name of officer with present posting	Date of Birth	Date of entry into Govt. service	Date of regular appointment/promotion to BS-19	Total length of service	Whether fulfill the prescribed length of service for promotion	Remarks
1.	Mr. Attiq-ur-Rehman Member (G) GIT	3.3.62	01.10.88	6.12.2007	25.10 Years	Yes	<p>Attended 5th SMC. The officer was previously superseded two times, by PSB in its meetings held on 12.11.2009 and 13.10.2011, as his Efficiency Index was below the required threshold for promotion to BS-20. The PSB did not consider him for promotion in its meetings held on 25.5.2012 and 5.9.2012. On 4.10.2012 Board did not recommend him for promotion.</p> <p>The officer had also filed a Writ Petition in PHC against the decisions of PSB which was dismissed on 16.6.2014.</p>
2.	Mr. Ghulam Saddique Addl. Secy. C&W	15.12.56	21.1.1987	6.12.2007	27.7 Years	Yes	<p>Attended 6th SMC. The officer was previously superseded by PSB in its meetings held on 25.6.2010 on the grounds that his efficiency index was below the threshold required for promotion to BS-20. On 4.11.2010 PSB did not consider him for promotion. His promotion was deferred on 27.5.2011. PSB in its meeting held on 13.10.2011 again superseded him, due to the reasons that efficiency index was below the threshold required for promotion to BS-20. However board did not consider him for promotion on 25.5.2012. On 5.9.2012, Board again not considered him for promotion. On 4.10.2012 his PER for the period from 1.10.2010 to 31.12.2010 & 2011 were not available, hence Board did not recommend him for promotion.</p> <p>The officer had also filed a Writ Petition in PHC against the decisions of PSB. PHC in its decision dated 4.7.2013, directed the respondents that the case of the officer may be placed and consider the petitioner's case for promotion to BS-20 with 70-Efficiency Index. However, due to non-availability of post in BS-20, his case could not be placed before the PSB.</p>

29

31/

PSB-II

sd
SB
11
the
that
the
otion
id not
on on
On
not
omotion
place his
for the

efore; PSB
him for
2012. On
again not
omotion. On
did not
r promotion.
s given unde
that he will ne
claim promoti

PSB did
r promotion
5.9.2012 du
ing SMC.
board did
n for promoti
On 5.9.2012
onsidered h
as he h
SMC. On 4
ot recommend

MC.

SMC

S #	Name of officer with present posting	Date of Birth	Date of entry into Govt. service	Date of regular appointment / promotion to BS-19	Total length of service	Whether fulfill the prescribed length of service for promotion	Remarks
3.	Mr. Javed Anwar A.S. Housing	12.4.63	20.12.88	19.5.2008	25.8 Years	Yes	Attended 7 th SMC. In view of adverse remarks in the SMC report of the officer, the board in its meeting held on 4.11.2010 decided to consider his case after he earns PER for year 2010 as there was adverse remarks in his SMC report. The Board deferred his promotion on 27.5.2011. PSB in its meeting held on 13.10.2011 recommended supersession of the officer, due to the reasons that efficiency index was below the threshold required for promotion to BS-20.. However Board did not consider him for promotion on 25.5.2012 and 5.9.2012. On 4.10.2012 Board did not recommend him for promotion and direct the E&AD to place his case after he earns PER for the year 2012.
4.	Mr. Asif Shahab DD PPSA	22.9.67	4.5.91	6.12.2007	23 Years.	Yes	Not Attended SMC, therefore, PSB did not consider him for promotion on 25.5.2012. On 5.9.2012 Board again not considered him for promotion. On 4.10.2012 board did not recommend him for promotion. Now the officer has given under taken to the effect that he will not undergo SMC and claim promotion to BS-20.
5.	Mr. Muhammad Abid Majeed Secretary (A,I,C) FATA	23.9.69	15.9.93	6.12.2007	21 Years	Yes	Attended SMC. PSB did not consider him for promotion on 25.5.2012 and 5.9.2012 due to not undergoing SMC. On 4.10.2012 board did not recommend him for promotion.
6.	Mr. Sharafat Khan Rabbani A.S. Reg.	7.2.61	14.9.93	19.5.2008	21 Years	Yes	Attended SMC. On 5.9.2012 Board has not considered him for promotion, as he has not undergone SMC. On 4.10.2012 board did not recommend him for promotion.
7.	Mr. Muhammad Ramzan, Member (Eng.) PIT	4.3.63	2.9.93	19.5.2008	21-Yrs.	Yes	Attended SMC.
8.	Mr. Aziz Khan Khattak, AS (Cabinet)	1.1.60	18.9.93	19.5.2008	21-Years	Yes	Attended SMC

23

al
ne

#	Name of officer with present posting	Date of Birth	Date of entry into Govt. service	Date of regular appointment/ promotion to BS-19	Total length of service	Whether fulfill the prescribed length of service for promotion	Remarks
9.	Syed Akhtar Hussain Shah, Dy. Provincial Representative of UN System	10.1.64	14.9.93	19.5.2008	21-Years	Yes	Attended SMC.
10.	Mr. Masood Ahmad, DG Provincial Ombudsman	14.11.68	14.9.1993	19.5.2008	21-Years	Yes	Attended SMC
11.	Syed Nazar Hussain Shah, DG GDA	9.4.66	14.9.93	19.5.2008	21-Years	Yes	Attended SMC.

CERTIFICATE

- (1) Certified that the officer at S. No. 1, 2 & 3 have attended SMC and possess the requisite length of service required for promotion.
- (2) The officers mentioned at Sr. No. 4 has not yet attended SMC and also given under taking that he will not claim promotion to BS-20.
- (3) Officers at Sr. No. 5 to 11 possess the requisite length of service required for promotion and has also undergone the mandatory training of SMC.
- (4) It is also certified that no disciplinary action/proceedings, NAB case or criminal charges in any court of law are pending against any of the officers included in the panel.

(DR. AKHTAR NAZIR)
SECRETARY ESTABLISHMENT
Dated _____

7.11.2014

ment
na.

Annex-3/II
"K"
30

**MINUTES OF THE MEETING
OF PROVINCIAL SELECTION BOARD
14th NOVEMBER, 2014**

SECRET

**Establishment Department
Khyber Pukhtunkhwa.**

and
Rs
his
ould
deal
e his
with
ed.The
r given
ent and
after he
e Board,
mend him

ste PERs
riods 2011

c SMC rep
were passe
over Eng
licated

35

TABLE NO. I


OFFICERS RECOMMENDED FOR PROMOTION

SL. NO.	SEN. NO.	NAMES OF OFFICERS	TOTAL (PERs + TERs)	AWARD OF MARKS BY PSB	TOTAL MARKS
1	05	Mr. Muhammad Abid Majeed	82.44		93.44
2	08	Mr. Aziz Khan Khattak	68.5		79.5
3	10	Mr. Masood Ahmad	67.1	09	76.1
4	11	Syed Nazar Hussain	78.20	11	89.20

TABLE NO. II

OFFICERS RECOMMENDED FOR DEFERMENT FOR THE REASONS RECORDED AGAINST EACH

SL. NO.	SEN. No.	NAMES OF OFFICERS	REASONS OF DEFERMENT
1	03	Javed Anwar	The Board observed that the officer had a blend of good and very good PERs during the last 06 years; nonetheless his SMC report discerns that he could hardly harness past knowledge to deal with present challenges and hence his capacity to manage continuity with change remained undeveloped. The Board noted that officer may be given another chance for improvement and his case be placed before PSB after he earns PER for the 2014. The Board, therefore decided to recommend him for deferment
2	04	Mr. Asif Shahab	Not Quatified. Incomplete PERs record (PERs for the periods 2011, 2012 and 2013 are missing).
3	06	Mr. Sharafat Kahn Rabbani	The Board observed that SMC report shows his writing skills were passable in terms of command over English language but indicated weak


 Secretary to Government of
 Khyber Pakhtunkhwa
 Establishment Department

36
32

			organization and analytical skills. On the assigned leadership role, he was slow in picking up the key points and assigning tasks to group members and as such, the output was just average. the Board decided to further watch the performance of officer and therefore recommend him for deferment.
4	07	Mr. Muhammad Ramzan	Not Qualified. Incomplete PERS record (PERS for the periods 2011, 2012 and 2013 are missing).
5	09	Syed Akhtar Hussain Shah	Disputations with CINDP for three years and is currently not serving in the cadre. Hence, need to have PERS for one calendar year after she returns from deployment. Incomplete PERS record (PERS for the period 2013 (PERS was under process)

SECRET

Secretary to Government of
Khyber Pakhtunkhwa
Establishment Department

For Officers in BPS 19 & 20
 اسکیل ۱۹ اور ۲۰ کے افسران کے لیے

RESTRICTED
 پبلسٹ

GOVERNMENT OF KHYBER PAKHTUNKHWA

حکومت خیبر پختونخواہ

Department/Office Labor
 عکس ادارت

Service/Group PCS-SG
 سروس گروپ

PERFORMANCE EVALUATION REPORT

کارکردگی رپورٹ

FOR THE PERIOD
 ۲۰

15-2-2013 TO
 ۲۰۲۰

3-7-2013
 ۲۰۱۳

PART I

حصہ اول

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پُر کریں)

- Name (in block letters) DR. SYED AKHTER HUSSAIN SHAH
 نام (دائیں طرف میں)
- Personnel number 00324160
 انفرادی نمبر
- Date of birth 10-01-1964
 تاریخ پیدائش
- Date of entry in service 14-09-1993
 ملازمت اختیار کرنے کی تاریخ
- Post held during the period (with BPS) Additional Secretary Labour
 پیش نظر عہدہ میں عہدہ (مع اسکیل)
(BPS-19)
- Academic qualifications
 تعلیم
- Knowledge of languages (Please indicate proficiency in speaking (S), reading (R) and writing (W))
 زبانوں کا علم (بولنے (ب)، پڑھنے (پ)، اور لکھنے (ل) کی صلاحیت)
Urdu (S)(R)(W) English (S)(R)(W) Hindko (S)(R)(W)
Pachto (S) Punjabi (S)(R)

Brief account
data where pc
be highlight
معیاریاں کریں

Training received during the evaluation period (Training courses attended earlier,
if any, may please be listed separately on the back page of the report.

(اس سے پہلے ترقیاتی کورسوں میں شرکت اور رپورٹ کے سونے کی پشت پر درج کریں)

متعلقہ عرصے کے دوران تربیت کی تفصیل

Name of course attended کورس کا نام	Duration with dates تاریخوں کے ساتھ دورانیہ	Name of Institution and country ادارے اور ملک کا نام

9. Period served

عہدہ ملازمت

(i) In present post

موجودہ عہدے پر

(ii) Under the reporting officer

رپورٹنگ افسر کے ماتحت

PART II

حصہ دوم

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پُر کریں)

1. Job description

ذمہ داریوں کی تفصیل

- Policy making & implementation for Labor Department & its attached de.
- Preparation & implementation of new policies for workers in the Labor Department.
- Regulate & devise policy for standardization of Labor laws, employment condition and working environment.
- Implementation of International Labor organization's (ILO) conventions pertaining to abolition of Child Labor bonded labor, Labor discrimination etc.
- Coordination with other regulatory department like Law department & Provincial Assembly.
- Coordination with International agencies like ILO & UN agencies dealing in Labor laws.

2. Brief account of achievements during the period supported by statistical data where possible. Targets given and actual performance against such targets should be highlighted. Reasons for shortfall, if any, may also be stated.

پیش نظر صورت میں نمایاں کام کا اعداد و شمار کے ساتھ تصدیق کریں۔ اہداف اور کارکردگی کو نمایاں طور پر لکھیں۔ اہداف تکمیل نہ جانے کی وجوہات بھی بیان کریں

Prepared & implemented Social Protection Strategy for workers in the province.

Initiated Social Capital based Employment Strategy for KPK and extended assistance in replication at Federation of Pakistan.

Proposed following initiatives at Provincial and National level:

- Smart Card System for workers
- Labor Market Information System.
- Integrated Central Data Bank.
- Inter Provincial Job Portal
- Automation of Disbursement of Social Protection funds.
- Social Capital Based Employment Strategy.

PART III

حصہ سوم

(REPORTING OFFICER'S EVALUATION)

(رپورٹنگ افسر کا جائزہ)

1. Please comment on the officer's performance on the job as given in Part II (2) with special reference to his knowledge of work, ability to plan, organize and supervise, analytical skills, competence to take decisions and quality and quantity of output. How far was the officer able to achieve the targets? Comment on the Officer's contribution, with the help of statistical data, if any, in the overall performance of the organization. Do you agree with what has been stated in Part II (2)?

حصہ دوم (۲) میں بیان کی گئی کارکردگی کا جائزہ لیں۔ افسر کے علم، تنظیم اور نگرانی کرنے کی صلاحیت، تجزیاتی مہارت اور فیصلہ کرنے کی صلاحیت کے متعلق رائے دیں۔ کارکردگی کے معیار اور اہداف تکمیل کے لیے افسر کی شمولیت اور نگرانی کے ساتھ افسر کے کارکردگی کے اعداد و شمار کے حوالے سے تبصرہ کریں۔ کیا آپ حصہ دوم (۲) میں دی گئی معلومات سے متفق ہیں؟

I agree.

for neo
Law

2. Integrity (Morality, uprightness and honesty)
دیانت (مستطی و سادگی)

The officer carries impeccable integrity

3. Pen picture including the officer's strengths and weaknesses with focus on emotional stability, ability to work under pressure, communication skills and interpersonal effectiveness (Weakness will not be considered as adverse entry unless intended to be treated as adverse).

گنی تاک خبرگی اور عمل اور ترویران کا کیا احساس جسماً و روانی طور پر اور دو کی بات میں کام کر کے صلاحیت اور ایسا ہی تمام جو تمام پورا کرنے کی صلاحیت بیان کریں (کئی اس وقت کی صورت کیا گیا ہے جس کا ہر ایک اور شرط ہو گا ہے)

A dynamic officer always comes up with out of box solution and rendered outstanding performance.

4. Role of the officer in vaccination/immunization campaign (applicable to district officers like DCOs, Political Agents, EDOs Health and other dealing Officers).

پولیم کے دوران امرکا کردار (مستطی) خیران میرا کوڑی کی اور پونجکل ایکٹ ہی ڈی اور ایسا ہے
خیران کے لیے

5. Area and level of professional expertise with suggestions for future posting
پیشہ ورانہ مہارت اور آگے بڑھنے کی بات کریں

Deserves higher and strategic positions in finance, Planning, management etc.

41
5/12

6. Training and development needs

تربیت و ترقی کے لئے تجاویز

7. Overall grading

مجموعی درجہ

Out
standing

Very Good

بہت
اچھی

Good

اچھا

Average

اوسط

Below Average

اوسط سے کم

8. Fitness for promotion

ترقی کے لیے مہارت

Comment on the officer's potential for holding a higher position and additional responsibilities

آفسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں رائے دیں

The officer can prove a bigger asset for the govt, when promoted and assigned higher position/responsibilities

[Signature]

Name of the Reporting Officer _____

Signature _____

(Capital letters)

دستخط

رپورٹنگ آفسر کا نام (دائیں طرف میں)

Designation _____

Date _____

عہدہ

تاریخ

PART IV

حصہ چہارم

(REMARKS OF THE COUNTERSIGNING OFFICER)
(کاؤنٹر سائننگ افسر کی رائے)

1. How often have you seen the work of the officer reported upon?
افسر کا کام کس حد تک آپ کی نظر سے گزرتا رہا؟

Very Frequent
اکثر و بیشتر

Frequently
اکثر

Rarely
بہت نادر

Never
کبھی نہیں

2. How well do you know the officer? If you disagree with the assessment of the reporting officer, please give reasons.
آپ افسر کو کس حد تک جانتے ہیں؟ اگر آپ رپورٹنگ افسر کی رائے سے متفق نہیں تو اس کی وجوہات بیان کریں

Capable officer

3. Overall grading
مجموعی درجہ

Very Good
بہت اچھا

Good
اچھا

Average
اوسط

Below Average
اوسط سے کم

4. Recommendation for promotion (Comment on the officer's potential for holding a higher position and additional responsibilities)
ترقی کے لیے سفارش

(افسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں رائے دیں)

Fit

5. Evaluation of the quality of assessment made by the Reporting Officer

رپورنگ افسر کے جائزہ کے معیار کے بارے میں کاؤنٹر سائننگ افسر کی رائے

36

Exaggerated
مبالغہ آمیز

Fair
مناسب

Biased
جانب دار

Name of the countersigning officer
(Capital letters) Ghulam Durrani Signature [Signature]

رپورنگ افسر کا نام (دو سچ حروف میں)

Designation CS & P Date _____
عہدہ تاریخ

PART V

حصہ پنجم

(REMARKS OF THE SECOND COUNTERSIGNING OFFICER (IF ANY))

دوسرے کاؤنٹر سائننگ افسر کی رائے اگر کوئی ہو

Name _____ Signature _____
نام دستخط

Designation _____ Date _____
عہدہ تاریخ

(labi
(M)
d to (S)

For Officers in BPS 19 & 20
اسکیل 19 اور 20 کے افسران کے لیے

RESTRICTED
میں بند

37

GOVERNMENT OF KHYBER PAKHTUNKHWA
حکومت خیبر پختونخواہ

Department/Office Labor
مکمل ادارہ

Service/Group PCS-SSG
سروس گروپ

PERFORMANCE EVALUATION REPORT

FOR THE PERIOD
۲۰

کارکردگی رپورٹ
4-7-2013 TO
۲۰۲۰

17-12-2013
۲۰۱۳

PART I

حصہ اول

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)
(مشافقتاً افسر خود پُر کریں)

1. Name (in block letters) DR. SYED AKHTER HOSSAIN SHAH
نام (دائیں حروف میں)
2. Personnel number 00324160
انفرادی نمبر
3. Date of birth 10-01-1964
تاریخ پیدائش
4. Date of entry in service 14-09-1993
کلاسز میں داخل ہونے کی تاریخ
5. Post held during the period (with BPS) Additional Secretary Labi
پیش نظر عہدہ میں عہدہ (بج ایس کیل)
6. Academic qualifications BPS-19
تعلیم
7. Knowledge of languages (Please indicate proficiency in speaking (S), reading (R) and writing (W))
زبانوں کا علم
(Please indicate proficiency in speaking (S), reading (R) and writing (W))
(برائے (S) (R) (W) سے (پ) اور (S) (R) (W) کی صلاحیت)

Urdu (S) (R) (W)

English (S) (R) (W)

Hindia (S) (R) (W)

Pashto (S) (R) (W)

Punjabi (S) (R)

Brief account
data where po
bo highlight
پیش کیا کریں
Page

8. Training received during the evaluation period (Training courses attended earlier, if any, may please be listed separately on the back page of the report)

(اس سے پہلے تربیتی کورسوں میں شرکت اور رپورٹ کے صفحہ کی پشت پر درج کریں)

متعلقہ عہدہ کے دوران تربیت کی تفصیل

Name of course attended کورس کا نام	Duration with dates تاریخوں کے ساتھ دورانیہ	Name of Institution and country ادارے اور ملک کا نام

9. Period served
عہدہ ملازمت
(i) In present post
موجودہ عہدے پر

(ii) Under the reporting officer
رپورٹنگ افسر کے ماتحت

PART II

حصہ دوم

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پر کریں)

1. Job description
کردار کی تفصیل

- Policy making & implementation for Labor Department & its attached
- Preparation & implementation of new policies for workers in the Labor Department.
- Regulate & devise policy for Standardization of Labor laws, Employment Condition and working environment.
- Implementation of International Labor organizations (ILO) conventions pertaining to abolition of child labor, bonded labor, labor discrimination etc.
- Coordination with other regulatory department like law department & Provincial Assembly.
- Coordination with International agencies like ILO & UN agencies like dealing in labor laws

2. Brief account of achievements during the period supported by statistical data where possible. Targets given and actual performance against such targets should be highlighted. Reasons for shortfall, if any, may also be stated.

پیش نظر عرصہ میں نمایاں کام کا اعداد و شمار کے ساتھ مختصر بیان کریں۔ اہداف اور کارکردگی کو نمایاں طور پر لکھیں۔ اہداف تکمیل نہ جانے کی وجوہات بھی بیان کریں

- Prepared & implemented Social Protection Strategy for workers in the Province.
- Initiated Social Capital based Employment Strategy for KPK and extended assistance in replication at Federation of Pakistan.
- Proposed following initiatives at Provincial and National level:
 - Smart Card System for workers.
 - Labor Market Information System.
 - Integrated Central Data Bank.
 - Inter-Provincial Job Portal
 - Automation of Disbursement of Social Protection Funds.
 - Social Capital Based Employment Strategy

PART III

حصہ سوم

(REPORTING OFFICER'S EVALUATION)

(رپورٹنگ افسر کا جائزہ)

1. Please comment on the officer's performance on the job as given in Part II (2) with special reference to his knowledge of work, ability to plan, organize and supervise, analytical skills, competence to take decisions and quality and quantity of output. How far was the officer able to achieve the targets? Comment on the Officer's contribution, with the help of statistical data, if any, in the overall performance of the organization. Do you agree with what has been stated in Part II (2)?

حضور (۲) میں بیان کی گئی کارکردگی کا جائزہ میں سائرس کے علم، تنظیم اور نگرانی کرنے کی صلاحیت، تجزیاتی مہارت اور فیصلہ کرنے کی صلاحیت کے متعلق بتائے دیں۔ کارکردگی کے اعتبار سے حوالے سے بھی بتائے دیں۔ اہداف کو پورا کرنے میں افسر کی مسکن کا مہیا ہوا اور ہی ادارے کی مجموعی کارکردگی میں افسر کے کردار کی اعداد و شمار کے حوالے سے نشاندہی کریں۔ کیا آپ حضور (۲) میں لکھی گئی معلومات سے متفق ہیں؟

very competent, hard working and intelligent officer. He performed all the tasks assigned to him during period under report.

2. Integrity (Morality, uprightness and honesty)

دیانت (دانت پذیری، سادگی)

Honest and upright
officer.

3. Pen picture including the officer's strengths and weaknesses with focus on emotional stability, ability to work under pressure, communication skills and interpersonal effectiveness (Weakness will not be considered as adverse entry unless intended to be treated as adverse).

فکری توازن اور کمزوریوں اور کمزوریوں کا جائزہ لیں، خصوصاً تقریباً غیر ذہنی اور ذہنی حالت میں کام کرنے کی صلاحیت، صلاحیت، صلاحیت اور ایسی اہم و اہم چیزوں کی صلاحیت بیان کریں (کمزوریوں کو اس وقت تک قلمبند نہ کیا جائے جب تک کہ وہ نیک اثر نہ ہو)

He is dependable and
trust worthy officer.

4. Role of the officer in vaccination/immunization campaign (applicable to district officers like DCOs, Political Agents, EDOs Health and other dealing Officers).

پہنچانے کے دوران افسر کا کردار (مصلحتی افسران جیسے ڈی سی، ایس او، پولیٹیکل ایجنٹ، ایس ڈی، اور ایڈمنسٹریٹو افسران کے لیے)

His performance during
the period was outstanding.

5. Area and level of professional expertise with suggestions for future posting

پیشہ وادہ مہارت اور آگے بڑھنے کی نشاندہی

The officer has great qualities
and he should be promoted
to higher grade.

Training and development needs

مزید تربیت کے لئے تہاوریز

normal training to update his knowledge.

7. Overall grading

مجموعی درجہ

Very Good اعلیٰ	Good اچھا	Average اوسط	Below Average اوسط سے کم
--------------------	--------------	-----------------	-----------------------------

8. Fitness for promotion

ترقی کے لیے مہاسبت

Comment on the officer's potential for holding a higher position and additional responsibilities

آفسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں طے کریں

The officer may be promoted at the earliest in the best interest of govt

Name of the Reporting Officer: JAMALUD DIN

(Capital letters)
رپورٹنگ آفسر کا نام (دائیں حروف میں)

Signature

Designation: Secretary

عہدہ

Date: 02/09/14

تاریخ

PART IV

حصہ چہارم

(REMARKS OF THE COUNTERSIGNING OFFICER)

(کاؤنٹرسائنگ افسر کی رائے)

1. How often have you seen the work of the officer reported upon?
افسر کا کام کس حد تک آپ کی نظر سے گزارتا رہا؟

Very Frequent اکثر و بیشتر	Frequently اکثر	Rarely نادر و نادر	Never کبھی نہیں
-------------------------------	--------------------	-----------------------	--------------------

2. How well do you know the officer? If you disagree with the assessment of the reporting officer, please give reasons.

آپ افسر کو کس حد تک جانتے ہیں؟ اگر آپ رپورٹنگ افسر کی رائے سے متفق نہیں تو اس کی وجوہات بیان کریں

I agree with the LO.

3. Overall grading

مجموعی درجہ

Very Good بہت اچھا	Good اچھا	Average اوسط	Below Average اوسط سے کم
-----------------------	--------------	-----------------	-----------------------------

4. Recommendation for promotion (Comment on the officer's potential for holding a higher position and additional responsibilities)

ترقی کے لیے سفارش

(Comment on the officer's potential for holding a higher position and additional responsibilities)

(افسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے

بارے میں رائے دیں)

On his turn.

5. Evaluation of the quality of assessment made by the Reporting Officer

رپورنگ افسر کے جائزہ کے معیار کے بارے میں کاؤنٹر سائننگ افسر کی رائے

Exaggerated
مبالغہ آمیز

Fair
معاشرہ

Biased
جانب دار

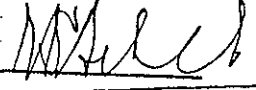
50

Name of the countersigning officer

(Capital letters) Muhammad Shehjad Anbal
رپورنگ افسر کا نام (دائیں حروف میں)

Signature

دستخط



Designation

ہدف

En-Chief Secretary U.P.K

Date

تاریخ

PART V

حصہ پنجم

(REMARKS OF THE SECOND COUNTERSIGNING OFFICER (IF ANY))

دوسرے کاؤنٹر سائننگ افسر کی رائے اگر کوئی ہو

Name

نام

Signature

دستخط

Designation

ہدف

Date

تاریخ

For Officers in BPS 19 & 20

اسکیل ۱۹ اور ۲۰ کے افسران کے لیے

RESTRICTED

بیسٹ محدود

GOVERNMENT OF KHYBER PAKHTUNKHWA

حکومت خیبر پختونخوا

Department/Office Labor
محکمہ ادنیٰ

Service/Group PCS-SG
سروس گروپ

PERFORMANCE EVALUATION REPORT

کارکردگی رپورٹ

FOR THE PERIOD ۰۱-۰۱-۲۰۱۴ TO ۰۹-۰۶-۲۰۱۴
۲۰۱۴ تا ۲۰۱۴

PART I

حصہ اول

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پُر کریں)

1. Name (in block letters) DR. SYED AKHTER HUSSAIN SHAH
نام (واضح حروف میں)
 2. Personnel number 00324160
انفرادی نمبر
 3. Date of birth 10-01-1964
تاریخ پیدائش
 4. Date of entry in service 14-09-1993
ملازمت اختیار کرنے کی تاریخ
 5. Post held during the period (with BPS) Additional Secretary (BPS-19)
پیش نظر عرصہ میں عہدہ (مع اسکیل)
 6. Academic qualifications Ph.D (Economics)
تعلیم
 7. Knowledge of languages (Please indicate proficiency in speaking (S), reading (R) and writing (W))
زبانوں کا علم (بولنے (ب)، پڑھنے (پ)، اور لکھنے کی صلاحیت)
- | | | |
|----------------|-------------------|------------------|
| Urdu (S)(W)(R) | English (S)(W)(R) | Hindko (S)(W)(R) |
| Pashto (S) | Punjabi (S)(R) | |

8. Training received during the evaluation period (Training courses a
If any, may please be listed separately on the back page of the report

(اس سے پہلے تربیتی کورسوں میں شرکت، رپورٹ کے صفحہ کی پشت پر درج کریں)

دوران تربیت کی تفصیل

Name of course attended کورس کا نام	Duration with dates تاریخوں کے ساتھ دروانیہ	Name of Institution and col ادارے اور ملک کا نام
/	/	/

9. Period served
عرصہ ملازمت

(i) In present post

موجودہ عہدے پر
Feb 2013 - June 2014

(ii) Under the reporting officer

رپورٹنگ افسر کے ماتحت
Dec 2013 - June 2014

PART II
حصہ دوم

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پر کریں)

1. Job description

ذمہ داریوں کی تفصیل

- Policy making & implementation for Labor Department & its attached departments/institutions.
- Preparation & implementation of new policies for workers in the Labor Department.
- Regulate & devise policy for standardization of Labor laws, employment condition & working environment.
- Implementation of International Labor Organizations (ILO) conventions pertaining to abolition of child labor, bonded labor labor discrimination
- Coordination with other regulatory department like law department & Provincial Assembly
- Coordination with International agencies like ILO & UN agencies dealing in Labor laws.

ef account of ac
la where possible. T
highlighted. Rear

بیان کریں
کپی پاس
Pakis
Po

42

2. Brief account of achievements during the period supported by statistical data where possible. Targets given and actual performance against such targets should be highlighted. Reasons for shortfall, if any, may also be stated.

پیش نظر عرصہ میں نمایاں کام کا اعداد و شمار کے ساتھ مختصر بیان کریں۔ اہداف اور کارکردگی کو نمایاں طور پر لکھیں۔ اہداف تکمیل رونجانے کی وجوہات بھی بیان کریں

Prepared Social Capital Based Employment Strategy for KPK and extended assistance in replication of Federation of Pakistan.

Proposed following initiatives at Provincial & National level. The Provincial Government incorporated the initiative in the ADP scheme No. 600 C130481

- Smart Card System for workers.
- Labor Market Information System
- Integrated Central Data Bank.
- Inter Provincial Job Portal.
- Automation of Disbursement of Social Protection funds.

PART III حصہ سوم

(REPORTING OFFICER'S EVALUATION) (رپورٹنگ افسر کا جائزہ)

1. Please comment on the Officer's performance on the job as given in Part II (2) with special reference to his knowledge of work, ability to plan organize and supervise, analytical skills, competence to take decisions and quality and quantity of output. How far was the officer able to achieve the targets? Comment on the Officer's contribution, with the help of statistical data, if any, in the overall performance of the organization. Do you agree with what has been stated in Part II (2)?

حصہ دوم (۲) میں بیان کی گئی کارکردگی کا جائزہ لیں۔ افسر کے علم، تنظیم اور نگرانی کرنے کی صلاحیت، تجزیاتی مہارت اور فیصلہ کرنے کی صلاحیت کے متعلق رائے دیں۔ کارکردگی کے معیار و مقدار کے حوالے سے بھی رائے دیں۔ اہداف کو پورا کرنے میں افسر کس حد تک کامیاب رہا۔ ایسی ادارے کی مجموعی کارکردگی میں افسر کے کردار کی اعداد و شمار کے حوالے سے نشاندہی کریں۔ کیا آپ حصہ دوم (۲) میں دی گئی معلومات سے متفق ہیں؟

I agree. The officer remained dutiful and performed his duties to the best of his capabilities and was always able to achieve the targets, set by the department/authority, within the given timeframe. He always produced quality work worth implementation.

2. Integrity (Morality, uprightness and honesty)
دیانت (راست بازی، ایمانداری)

The ~~is~~ ^{is} a good officer having straight forward and positive approach. He is a man of good moral character.

3. Pen picture including the officer's strengths and weaknesses, emotional stability, ability to work under pressure, communication skills and interpersonal effectiveness (Weakness will not be considered an entry unless intended to be treated as adverse).

پوری قوم کا جائزہ لیں، خصوصاً جذباتی ٹھہراؤ، درباؤ کی حالت میں کام کرنے کی صلاحیت، رابطہ اور باہمی التفہم قائم پیداکرنے کی کوشش وقت تک مٹی تصور نہ کیا جائے جب تک رپورٹنگ افسر ضروری نہ سمجھے

A very fine and hard working officer with command over communication skills and techniques for effective implementation. During the period under reference, he really proved to be an asset of the department / Provincial Govt.

4. Role of the officer in vaccination/immunization campaign (applicable to district officers like DCOs, Political Agents, EDOs Health and other dealing Officers).

پولیوہیم کے دوران افسر کا کردار (ضلعی افسران جیسا کہ ڈی۔سی۔ او، پولیٹیکل ایجنٹ، ای۔ڈی۔ او، ایڈیٹو اور دیگر متعلقہ افسران کے لیے)

Not Applicable.

5. Area and level of professional expertise with suggestions for future posting

The officer is in possession of vast knowledge and administrative experience in the management and implementation of projects and has the capability to work in any depth/organization. However his future assignment/posting against the positions dealing with policy formulation and implementation in the fields of management, development and administration can prove beneficial for the Govt.

43

6. Training and development needs

تربیت و ترقی کے لیے ضروری

Any advance level training opportunity in the fields of management, development, administration etc can be fruitful for his future nourishment and competency development/building @

7. Overall grading

مجموعی درجہ

Very Good اعلیٰ	Good اچھا	Average اوسط	Below Average اوسط سے کم
--------------------	--------------	-----------------	-----------------------------

8. Fitness for promotion

ترقی کے لیے مہمیت

Comment on the officer's potential for holding a higher position and additional responsibilities

آفسر کی اعلیٰ مہمے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں رائے دیں

He is fit for promotion and can be assigned higher responsibilities in the best public interest @

Name of the Reporting Officer Col. Z.B. Khan Signature [Signature]

(Capital letters) REPORTING OFFICER
رپورٹنگ آفسر کا نام (دائیں طرف سے)

Designation Asst. Secy. Labour Date 9/6/15