BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Appeal No. 785 of 2022

Yasir Samood

Versus

Government of KPKI w

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Assistanti Phrector Labour

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Director, to of Labour KI

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BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Appeal No. 785/2022

Yasir Samood, Inspector Weights & Measure (BPS-16).

Directorate of Labour, Khyber Pakhtunkhwa, District Peshawar...... Appellant.

Versus

- Government of Khyber Pakhtunkhwa through Chief Secretary,
 Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
- 2. The Secretary, to Government of Khyber Pakhtunkhwa Labour Department.
- 3. The Secretary to Government of Khyber Pakhtunkhwa, Establishment Department.
- 4. The Secretary to Government of Khyber Pakhtunkhwa, Finance Department.

PARAWISE COMMENTS ON BEHALF OF RESPONDENT NO. 1, 2, 3, 4 and 5.

Respectfully Sheweth that the respondent submits as under.

Preliminary Objections:

- 1. That appellant has got no locus standi and cause of action to file the instant appeal.
- 2. That the appellant has not come to this Honourable Tribunal with clean hands.
- 3. That the instant appeal is not maintainable.
- 4. That the instant appeal is based on malafide with ulterior motive to coerce and pressurize the respondents.
- 5. That the appellant is estopped by his own conduct.
- 6. That the appeal of the applicant is badly time barred.
- 7. That respondents 1,34 are unnecessary party.

ON FACTS:

- 1. Para No. 1 pertains to record, needs no comments.
- 2. That Para No. 2 pertains to record.

- That Para No. 3 is correct to the extent of Notification dated 04-01-2019 however it may be clarified here that the service rules of the Directorate of Labour have been revised vide Notification No. SOG(LD)/2-62/2019/5181-5263 dated 15th September, 2020.
- 4. That Para-4 is correct to the extent that the seniority of both cadres i.e., Inspector Weights & Measures, Labour Officers and Statistical Officer was joint in the year 1982 Service Rules, rest of the para is denied as drafted. However, it may be pertinent to note here that the service rules have been revised in the years 1989, 1995, 2005, 2012 & 2020 and the promotion quota of the both the cadres remained separate. It may also be noted that the only change that has been made in the service rules of 2012 onward in the form of enhancement of promotion quota of both the cadres from 25% to 30% each (In 1989, 1995 and 2005 quota was 25%). Moreover, the appellant has been appointed in the year 2012 when the separate quota of both the cadres was in vogue.

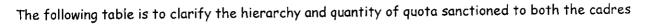
(Copies of the relevant portion of the Service Rules 1989, 1995, 2005, 2012 and 2020 are attached as annexure (A)

- 5. That Para No 5 is correct to the extent that Labour Department was bifurcated from the Industries, Commerce, Mineral and Transport Department and became a sole entity as Labour Department in the year 2010 rest of the para is denied as drafted. So far as changes made in the service rules 2012 (impugned in the instant appeal) are concerned, the same had been made since 1989 and remained intact till date with only enhancement of the quota from 50% to 60%, i.e., 25% each cadre to 30% each cadre. The method of promotion remained the same since Service Rules 1989.
- 6. That Para No. 6 is correct to the extent that there are 33 sanctioned posts of Inspector weights and Measure. However, it may be clarified here that there are 26 Sanctioned Posts of
 - (i) Labour Officers (BPS-16) = 14
 - (ii) Female Labour Officer (BPS-16) = 5
 - (iii) Social Mobilizers (BPS-16) = 7

meaning there by that against 33 posts of Inspector Weights & Measure, there are 26 posts of Labour Officers, Female Labour Officer and Social Mobilizer for promotion to the post of Assistant Director Labour @ 30% Quota

It is also worth adding that 95% Inspector Weights & Measure (BPS-16) are appointed through initial recruitment and 5% by promotion amongst the laboratory Assistant (BPS-12) according to revised Service Rules issued on 15.09.2020 S. No. 17 and on the other hand Labour Officers are appointed 50% by initial recruitment and 50% by promotion from among Assistant Labour Officers (BPS-12) S. No. 15 and Assistant Labour Officers are appointed 25% by initial recruitment and 75% by promotion among the Labour Inspectors (BPS-10) S.No 25 according to revised Service Rules 2020.

(Copies of the relevant portion of the Service Rules 2020 are attached as annexure 'B')





Name of Post	No	Quota for	Name of Post	No	Quota for
	of	Promotion		of	Promotion
	Posts			Posts	
Inspector Weight & Measure (B-16)	33	95% by initial recruitment 5 % by promotion amongst the holder of post of Laboratory Assistant	Labour Officers (B-16) Labour Officer (Female)	14 05	50% by initial recruitment 50 % by promotion amongst the Assistant Labour Officer. 100% by initial recruitment
<u>.</u>			Social Mobiliser (B-16)	07	100% by initial recruitment
Laboratory Assistant (B-12)	02	100% by initial recruitment	Assistant Labour Officer (B-12)	21	25% by initial recruitment 75 % by promotion amongst the Labour Inspectors.
			Labour Inspector (B-10)	56	100% by initial recruitment
Gı	and To	tal = 35	Gra	nd Tota	al = 103

(Meaning thereby hierarchy from bottom to top of Inspector Weights & Measures with the strength of 35 sanctioned posts are eligible for promotion to the post of Assistant Director Labour with 30% quota, while on the other hand hierarchy of Labour Officers from bottom to top with the strength of 103 posts are eligible for promotion to the post of Assistant Director Labour with 30% quota).

- 8. That in reply to Para No.7 it is submitted that the appellant had withdrawn its previous appeal to avoid dismissal of the appeal on the grounds: (a) The appellant had challenged the seniority list that was in accordance with the service rules 2012 (b) The appellant could not impugn the service rules 2012 in the year 2020, their claim being hopelessly time barred.
- 9. That para-No. 8 pertains to the record.
- 10. That para-No.9 is misconceived and the appellant has been dealt in accordance with law.

ON GROUNDS:

A. That the Inspector Weight & Measures kept silent since long, enjoyed / availed the promotion to the post of Assistant Director Labour (BPS-17) and exhausted their 30% promotion quota in the year 2017 under the impugned rules as already explained in para-6 of the facts. Now when it comes to the turn of promotion of Labour Officers (BPS-16) they

4)

are agitating the criteria / quota in the Service Rules. As already stated in the Para-4 of the facts, the seniority of both cadres was separated in the rules notified in 1989, 1995, 2005, 2012 and 2020 respectively. The appellant has been appointed in the year 2012 and has started to agitate the issue of quota and joint seniority in the year 2020 i.e., remained silent for more than 8 years.

(Copy of the promotion order is attached as Annexure 'C')

- B. That the appellant has been treated as per Law and Rules.
- C. Incorrect. As already explained at Para-4 & 6 of the facts above.
- D. Already explained in Para-6 of the facts.
- E. Already explained in Para-4 & 6 of the facts.
- F. That the appellant has been treated as per Law and Rules.
- G. As per ground F.
- H. In reply to ground-H, relates to judgment of Hon'ble Tribunal and need no comments.
- Respondent seeks permission to advance other grounds and proofs at the time of hearing.

It is therefore, prayed that on acceptance of this instant para-wise comments the appeal of the appellant may kindly be dismissed with cost.

Chief Secretary

Government Knyber Pakhtunkhwa (Respondent No.1) humille

Secretary to Govt. of Khyber Pakhtunkhwa Labour Department

(Respondent No. 2)

-6 h /

Secretary to Govt. of Khyber Pakhtyukhwa Establishment Department

(Respondent No.3)

Secretary to Govt. of Khyber Pakhtunkhwa

Finance Department (Respondent No.4)

Director Labour

Directorate of Labour Khyber Pakhtunkhwa (Respondent No. 5)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR



Appeal No. 785/2022

Versus

- Government of Khyber Pakhtunkhwa through Chief Secretary,
 Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
- 2. The Secretary, to Government of Khyber Pakhtunkhwa Labour Department.
- 3. The Secretary to Government of Khyber Pakhtunkhwa, Establishment Department.
- 4. The Secretary to Government of Khyber Pakhtunkhwa, Finance Department.
- 5. The Director Labour Khyber Pakhtunkhwa, 3rdfloor FC Trust Building Peshawar Cantt. **Respondents.**

AFFIDAVIT

I, Jamil Ahmad Qureshi Assistant Director (Litigation), Directorate of Labour, Khyber Pakhtunkhwa at Peshawar, do hereby solemnly affirm and declare on oath that the contents of the accompanying Comments are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honourable Court.

DEPONENT

CNIC No: 17301-1392156-3

Contact Number: 0343-7779998

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUÑAL PESHAWAR

Appeal No. 785/2022

6

Yasir Samood, Inspector Weights & Measure (BPS-16).

Directorate of Labour, Khyber Pakhtunkhwa, District Peshawar......Appellant.

Versus

- I) Government of Khyber Pakhtunkhwa through Chief Secretary, Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
- II) The Secretary, to Government of Khyber Pakhtunkhwa Labour Department.
- III) The Secretary to Government of Khyber Pakhtunkhwa, Establishment Department.
- IV) The Secretary to Government of Khyber Pakhtunkhwa, Finance Department.
- V) The Director Labour Khyber Pakhtunkhwa, 3rd floor FC Trust Building Peshawar Cantt.

AUTHORITY

Mr. Jamil Ahmad Qureshi, Assistant Director Labour (Litigation), is hereby authorized and deputed to appear before the Honourable, Khyber Pakhtunkhwa Service Tribunal, Peshawar on behalf of the respondents No. 1, 2, 3, 4 and 5 in the above title case and to produce necessary documents to the Honourable Court required during the proceedings of instant service appeal. The officer shall attend the Court regularly on each date of hearing till the decision of the case and will be responsible for obtaining certified copy of the final order/judgment in the above case for submission to the department well in time.

Chief Segretary

Government Khyber Pakhtunkhwa

(Respondent No.1)

Secretary to Govt. of Khyber Pakhtunkhwa

Labour Department

(Respondent No. 2)

Secretary to Govt. of Khyber Pakhtunkhwa

Establishment Department

(Respondent No.3)

Secretary to Govt. of Khyber Pakhtunkhwa

Finance Department

(Respondent No.4)

Director Labour

Directorate of Labour Khyber Pakhtunkhwa

(Respondent No. 5)

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GOVERNMENT OF N'. W.F.P. INDUSTRIES COMMERCE MINERAL DEVELOPMENT, LABOUR & TRANSFORT DEPARTMENT.

Peshawar, dated the 23rd October, 1989. NO. SOI(INU)3-4789, In pursuance of the provisions contained in sub-rule (2) of rule 3 of the North-West Prontier Province Civil Servants (Appointment) Promotion and Transfer) Rules, 1989, the Industries, Commence, Mineral Development, Lahour land, Transport Department; in consultation with the Services and General Administration Department and the Finance Department, hereby directs that in the Dabour Department (Recruitment and Appointment) Rules 1982, the following amendments shall be made, namely:

entriestat Serial No.2 the existing The following shall respectively be

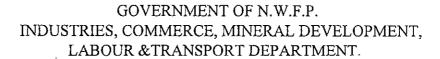
By promotion on the basis of - seniórity-cum-.fitness, from amongst the holders of the posts of Asset Director(Labour), Asstt Director Research, Planning and Statistics and Asstr Contro (W&M) with at leastafive years. eervice os such!":

> for the lexisting entries at Serial No.8 he following shall despectively be substituted, hamely:

Asstt Director or dusiness Research . Adminis-Planning and

21-30所列 (Fifty per cent by promotion on the. basis of cenice. -ity-cum-fitness, from amongst the holders of the grosts of Labour Officer (Macropisa)

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NOTTFICATION

Peshawar, dated the 23rd October ,1989. No. Soi (IND)3-4/89. In pursuance of the provisions contained in sub-rule (2) of rule 3 of the North -West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules,1989, the Industries, Commerce Mineral Development, Labour & Transport Department, in consultation with the Services and General Administration Department and the Finance Department, hereby directs that in the Labour Department (Recruitment and Appointment) Rules, 1989, the following amendments shall be made, namely: -

AMENDMENTS

In the Schedule: -

(1) For the existing entries at Serial No. 2 the following shall respectively be substituted, namely:

1. '2. '''2. Deputy\Director	3.	4.	5.	6. By promotion, on the basis of
(Labour) Assistant Linector (Lorence) Pirectorate of Lab	Labour			seniority-cum-fitness, from amongst the holder of the post of Asstt Director (Labour), Assistant Director Research, Planning and Statistics and Asstt Controller (W&M) with at least five year service as sch;
	(ii) for the mi		131 00 4	

(ii) for the existing entries at the serial No.8 for the following shall respectively be substituted, namely:

"8 (i) Asstt Director Master Degree in any Social Science or 21-30 (Labour)/ Assistant Director Research, Planning and Statistics.

(ii) Assistant Controller M.Sc.in Physics or (W&M) Chemistry (2nd
Division) from a
recognized University

Fifty per cent by promotion, on the basis of seniority-cumfitness, from amongst the holder of the post of Labour Officer (Factories)
Inspector Weights and Measures and Statistical Officer with at least five years' Service as

And
(b) .Fifty per cent by initial recruitment".

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7.	Assistant Director	Deleted vide Notification	on no. SOI (IND)	8-4/88 Vol.11/4	4608 dated 03.04.90.
	Apprenticeship (Manpower and Training Wing).				
8.	Assistant Director Labour / Assistant Controller Weights and Measures / Assistant Director, Planning & Statistics	Master's Degree (2 nd class) in Economies, Public Administration, Statistics' Social Work or sociology, Physics from a recognized University.		21- (a) 30years	50% by promotion on the basis of seniority-com fitness from amongst holder of the posts of Labour Officer (Factories) Inspector, Weights and Measures and Statistic Officer, with at least five years' service as such: And (b) 50% by Initial recruitment
9.	Inspector (Factories Technical.)	Bachelor, degree in Civil, Mechanical, Electrical, Mining or chemical Engineering from a recognized University.		21- 30years	By Initial recruitment.
10.	Inspector of Mines (Mines Wing).	Deleted vide Notif	ication no. SOI (ind)8-4/88 V	ol.11/4608 dated 03.04.90.
11.	Principal, Technical Training Wing (Manpower, Employment and Training Wing).	Deleted vide Notif	ication no. SOI (I	IND)8-4/88 V	ol.11/4608 dated 03.04.90.
12.	Manager Research Officer (Manpower, Employment and Training Wing).				
13.	Apprenticeship Officer Manpower, Employment	· D	eleted vide Notifi	ication no. SC	OI (IND)
14.	and Training Wing). Vice Principal, Technical Training		8-4/88 Vol.11/46	508 dated 03.0	4.90.

15. Labour Officer (Factories).

Centre (Manpower, Employment and Training Wing).

> Law Graduate (@nd Division) from a recognized University

Bachelor's
degree from a
recognized
university.
Note: appliable
in case of
promotion of
superintendent.

21-30 years.

Assistant Curctor Labour

Directorate of Labour KP

- a) 35% by promotion, on the basis of seniority-cum-fitness, from amongst holder of the post of Assistant Labour Officer with at least two years service as such; or if no suitable Assistant Labour Officer is available from among the holder of the post of Labour Inspector, with at least five years of service as such;
- b) 15% by promotion, on the basis of senioritycum-fitness, from amongst holder of the

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Directorate of Labour KP Assistant Director Labour

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	Master's Degree in any Social Science of Business Administration or the firm a cacquised on weekly.	Misc to physics or Chemistry from a recognised University.	Sachelor's Cayree in Civil, Machanical, Siectrical, Mining or Chemical	
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MODITICATION.

In purestance of the provisions contained in Substule (8)/18? rule 3 of the North-Wast Frontier Province Civil Servents (Appointment, Premedon) and Transfer) Rules, 1989, and in supersession of all provious Notifications in this balaif the Industrias, Commerce, Mineral Development, Licour and Technical Education Department, in consultation with the Establishment and Finance Departments, horsely lay down the method of regruinment, qualifications and other coudifiens specified in column 1 to 5 of the Appendix to this Natification which shall be applieshed to the posts bosse in the Directorals of Industries, Commerce and Labour, N WPP, specified in column 3 of the said Appendix-

> Schr Secretary to Sovernment of NWEP, Industries, Commerce, Mineral Develonment, Labour & Technical Education Department

Dated 19-19-3005

Copy forwarded to:-

1. All Administrative Secretaries to Government of HWIR.

2. Secretary to Governor, NWFP, Pushawas.

3. Segretary to Chief Minister, NWSP, Feshawar.

4. All Head of Anached Department.

5. All DGOIs/PA's in NWIP.

6. All Dismict & Session Judges, NWF!

locgistrer, Beshawar High Court, Poskawar.

· E. Socretary Board of Revenue, NV/PP, Peshewar.

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1. The Section Officer (Regulation-l' Covernment of NWFP, Establishment and Zuministration Department Peaboure.

The Director Industries; Commerce & Fabour, NWFP, Belliawar.

recoger Francisco Pieges, Peskaw in Allie the request to provide ten printed copies of the Caratio realifemion for onward estimation to Law Department

Section official (admin)

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Directorate of Labour KP

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	}	Exp promotion, and the lasts of sentantly even-france. Director Labour/Amistant Director Research, Fireness S. Assistent Controller Weights and Measures with five years in the Fifthy per octal by antital resentancial. (ii) Fifthy per octal by antital resentancial. (iii) Awenty-five per cent by promotion, on the basis of sentoring-currently from amongst the Labour Officers, Statistical Officers and Strength and Statistical Officer (Minimum Wages Beard) with the years such such and	(iii) towers five per cont by permitter, out the basis of the four apprings (as first-rivers) which is chearter and departmen, in the basis of the first of the individual of the labour Offices, Statistical Offices (Manimum Wages Board) with the tenth of the tenth of the basis of statistical offices (Manimum Wages Board) which the tenth of tenth of the tenth of tenth of the tenth of tenth of tenth of the tenth of the tenth of tenth of tenth of tenth of tent	
	21 to 30 By years.	24 to 30 years.	27 to 30	
(12)	Second Division Degree in Alechanical Engineering from a recognized University, or Dipterior in Mechanical Technology from a recognized Unstitute with flare yours practical experience in operation and aminimum of tailor linguating Certimum of tailor linguating Certimum or and the Botters Act.	Second Cless Master's Degree in any Social Sciences or Business Administration, Statistics or LL B From recognized University.	Geroud Cin a lauster'h i degraf in Paysies er Chendskey faum vroungrized University.	
- \$4.50 m	7. Inspector of Borlers. (6) (6)	rector purty Weights Meights Director Sistant Custarol, and	Weights and Weights and	Assistant Deer Labour NP



GOVERNMENT



REGISTERED NO. F.

GAZETTE

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, TUESDAY, 29TH JANUARY, 2013.

GOVERNMENT OF KHYBER PAKHTUNKHWA LABOUR DEPARTMENT.

NOTIFICATION Dated: 31st December, 2012

No. SOL(LD)8-12/2012/1232-92.— In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, and in supersession of all previous notifications issued in this behalf, the Labour Department, in consultation with the Establishment Department and Finance Department, hereby lay down the method of recruitment, qualifications and other conditions specified in columns 1 to 5 of the Appendix to this Notification which shall be applicable to the posts borne in the Directorate of Labour, Khyber Pakhtunkhwa, specified in column 2 of the said Appendix.

Secretary to Government of Khyber Pakhtunkhwa Labour Department.

Assistant Director Labour

(Linguison)

Directorate of Labour KP

FOS KHYRER APKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 28TH JANUARY, 2013.

•		APPEND	<u></u>	
5. Hö.	Nomenclature of posts	Minimum qualification prescribed for appointment by initial recruitment or by transfer	Age limit	Method of recruitment
		3	¥	5
1	2			By promotion, on the basis of seniority-cum fitness,
1.	Director Labour (BPS-19)	4		from amongst the Chief Inspectors of Factories,
				Weights & Meausres, with at least twelve years service in BPS-17 and above; provided that if no suitable officer is available for promotion, then by
		;		transfer from amongst the DMG/PMS Officers.
.1	·		1 05 t - 25 warrs	(a) Fifty per cent by promotion, on the basis of
2.	Chief Inspector of Factories (BPS-18)	First Class Bachelor's Dégrée in Mechanical, Electrical, Chemical, Civil, Mining, Electronics	1 .	seniority-cum-fitness, from amongst the Inspector of Factories (Technical) with five years
	(Br-3-10)	for Mechatronics Engineering from a	1	service as such; and
\downarrow		recognized University with five years experience in the relevant field.		
314 ·				By promotion, on the basis of senionly cum-fitness,
3 3	Deputy-Director-Labour/			from amongst Assistant Directors Labour, Assistant
E 1	Deputy Controller Weights	A straight 13	İ	Directors Research Planning and Statistics, Accounts
~	& Measures (BPS-18)	1		Officers and Assistants Controller Weights &
rei Fei				Measures with atleast five years service as such.
関しい			244 200	(a) Thirty per cent by promotion, on the basis of
4	Assistant Director Labour/	For Assistant Director Labour/Assistant	21 to 30 years	seniority-cum-fitness, from amongst the Labour
-	Assistant Director	Director Research and Planning and		Officers, Statistical Officer and Research &
	Research, Planning and	Statistics	j · .	Statistical Officers with atleast five years service
3	Statistics/Assistant	(i) Second Class Master's Degree in any	/	
	Controller Weights &	Social Sciences or Business	51' .	as such,
	Measures (BPS-17)	Administration or Public Administration		(b) thirty per cent by promotion, on the basis of
	None (St.)	or Statistics of LLB. from a recognized	3	(b) thirty per cent by promotors, on the dass of seniority-tum-fitness, from amongst the
		University; and	<u> </u>	[Semony-turn-natess, no
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	:	KHYBERAPKHT	UNKHWA GOVERNMENT GAZETTE.	EXTEROS	THE PARTY OF THE P
L	1	2	3	STANDARDINA	RY, 29" JANUARY, 2013. 557
			For Assistant Controller Weights & Measures: (ii) Second Class Master's Degree in Physics or Chemistry from a recognized University.	1	Inspectors Weights & Measures with attent line years service as such; and (c) forty per cent by initial recruitment.
		Inspector of Factories (Technical) (BPS-17)	First Class Bachelor's Degree in Mechanical, Electrical, Chemical, Civil, Mining, Electronics or Mechatronics Engineering from a recognized University.	,	By initial recruitment.
	6.	Labour Officer (BPS-16) Assistant Labour Officer	LLB or Second Master's degree in Economics Business Administration and Pulic Administration from a recognized University.		(a) Fifty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Labour Officers with alleast seven years service as such; and (b) fifty per cent by initial recruitment.
	8.	Assistant Labour Officer (BPS-11)	a , recognized University with Economics , Statistics, Mathematics, or Law as one of the subjects or in Business Administration.		(a) Seventy-five per cent by promotion, entitle basis of seniority-cum-fitness, from amongst the Labour Inspectors with five years senice as such; and (b) twenty-five per cent by initial recruitment.
			Second Class Bachelor's Degree from a recognized University.	18 to 30 years	By initial recruitment.
-	9.	Inspector Weights and, Measures (BPS-16)	Second Class Bachelors Degree with Physics, Chemistry, Electronics or Mathematics as one of the subjects from a recognized University.	21 to 30 years	(a) Five per cent, on the basis of seniority cum- fitness, from Laboratory Assistants with eight years service as such; and (b) ninely-five per cent by infectors in the continuous contin

Assistant Director Labour (Labour Tradion)
Directorate of Labour KP

EXTRAO ROINARY

GOVERNMENT



REGISTERED NO. FILL

GAZETTE

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 24th SEPTEMBER, 2020.

GOVERNMENT OF THE KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

NOTIFICATION

Dated Peshawar, the 18th September, 2020.

No. SOG(LD)/2-62/2019/5181-5263 --- In exercise of the powers conferred by sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and in supersession of all previous notifications issued in this behalf, the Labour Department, in consultation with the Establishment and Finance Department, hereby lay down the method of recruitment, qualifications and other conditions specified in Column Nos.1 to 5 of the Appendix to this Notification which shall be applicable to the posts borne in the Directorate of Labour, Khyber Pakhtunkhwa, specified in Column No. 2 of the said Appendix.

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Dated -1-10-2-526

Assistant Director Labour (Liberation)

Directorate of Labour KP

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 24th SEPTEMBER, 2020 348

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Labo Assi Wei Mea	istant Director our (BPS-17)/ istant Controller ights and asures S-17).	The Contractor Labour	25 to 35 years.	 (a) Thirty percent (30%) by promotion, on the basis of seniority-cum-fitness, from amongst the Labour Officers, Labour Officers (female), Social Mobilizers with at least five (5) years service as such; (b) thirty percent (30%) by promotion, on the basis of seniority-cum-fitness, from amongst the Inspectors Weights and Measures with at least five (5) years service as such; and
		recognized University; and (ii) six months certificate in Advance Office Automation from a recognized institute. Assistant Controller Weights and Measures (i) First Class Master's Degree in Physics or equivalent qualification in the same		the basis of seniority-cum-fitness, from amongst the Inspectors Weights and Measures with at least five (5) years service as such; and
1 - 1 '	counts Officer S-17)	discipline from a recognized University; and (ii) six months certificate in Advance Office automation from a recognized ketitute		By deputation of a suitable Accounts Officer from the Accountant General's Office.

Assistant Director Labour (Likig dien)

Directorate of Labour KP



EXTRAORDINARY

GOVERNMENT



REGISTERED NO. PHI

GAZETTE

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 24th SEPTEMBER, 2020.

GOVERNMENT OF THE KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

NOTIFICATION

Dated Peshawar, the 15th September, 2020.

No. SOG(LD)/2-62/2019/5181-5263 — In exercise of the powers conferred by sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and in supersession of all previous notifications issued in this behalf, the Labour Department, in consultation with the Establishment and Finance Department, hereby lay down the method of recruitment, qualifications and other conditions specified in Column Nos.1 to 5 of the Appendix to this Notification which shall be applicable to the posts borne in the Directorate of Labour, Khyber Pakhtunkhwa, specified in Column No. 2 of the said Appendix.

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Assistant Surgitor Labour (Liviation)

Directorate of Labour KP

5.	Assistant Director Labour (BPS-17)/ Assistant Controller Weights and Measures (BPS-17).	Section Labour		 (a) Thirty percent (30%) by promotion, on the basis of seniority-cum-fitness, from amongst the Labour Officers, Labour Officers (female), Social Mobilizers with at least five (5) years service as such; (b) thirty percent (30%) by promotion, on the basis of seniority-cum-fitness, from amongst the Inspectors Weights and Measures with at least five (5) years service as such; and (c) forty percent (40%) by initial recruitment.
		(i) First Class Master's Degree in Physics or equivalent qualification in the same discipline from a recognized University; and	,	
		(ii) six months certificate in Advance Office automation from a recognized Institute.	1	
6.	Accounts Officer (BPS-17)	 • 	7	By deputation of a suitable Accounts Office from the Accountant General's Office.

Assistant Director Labour (Littles) icn)
Directorate of Labour KP

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10.	Inspector of Factories (Technical)	Degree in Mechanical, Electrical, Chemical, Civil,	by initial rectulinent.
	(BPS-17)	Mining, Electronics or Mechatronics Engineering or equivalent qualification in the same discipline from a recognized University; and	
		(ii) six months certificate in Advance Office automation from a recognized Institute.	1 1
11.	Statistical Officer (BPS-17).	(i) Atleast Second Class Master's Degree in Statistics, Mathematics or equivalent qualification in the same disciplines from a recognized University; and	cum-fitness, from amongst the Research and Statistical Officers and
		(ii) six months certificate in Advance Office automation from a recognized Institute.	

Assistant Director Labour

Directoral of Labour KI

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14.	System Supervisor (BPS-17).	(i)	Atleast Second Class Master's Degree in Computer Sciences or Information Technology or equivalent qualification in the same disciplines from a recognized University; and six months certificate in Advance Office automation	25 to 35 years	(a)	Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the Computer Operators with at least five (5) years service as such: Provided that if no suitable person is available for promotion, then by deputation or by transfer; and fifty percent (50%) by initial
15.	Labour Officer (BPS-16).	(i)	from a recognized Institute. Atleast Second Class LLB or BS (Law) Degree or Second Class Master's Degree in Economics, Business Administration, Public Administration or equivalent qualification in the same disciplines from a recognized University; and	25 to 35 years	(a)	Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Labour Officers with at least five (5) years service as such; and
		(ii)	six months certificate in Advance Office automation from a recognized Institute.			•
16.	Labour Officer (Female) (BPS-16).	(i)	Atleast Second Class LLB or BS (Law) Degree or Second Class Master's Degree in Economics, Business Administration, Public Administration or equivalent qualification in the same		Ву	initial recruitment.

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1	l		University; and		
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			(ii) six months certificate in Advance	·	
-			Office automation from a	·	
			recognized Institute.		
Г	17.	Inspector Weights	(i) Atleast Second Class	25 to 35 years	(a) Five percent (5%) by promotion, on the
		and Measures	Bachelor's Degree with		basis of seniority-cum-fitness, from
		(BPS-16).	Physics, Electronics or		amongst the Laboratory Assistants with
			Mathematics as one of the		at least five (5) years service as such;
			subject or equivalen		and
1			qualification in the same	1	(b) ninety-five percent (95%) by initial
			disciplines from		recruitment.
			recognized University; and		1001 attitute.
		~	(ii) six months certificate in		,
			Advance Office automation	1	
		,	from a recognized Institute.	·	
Γ	18.	Research and	(i) Atleast Second Class B	25 to 35 years	(a) Thirty-three percent (33%) by
		Statistical Officer	, –	<u>- 1</u>	promotion, on the basis of seniority-
		(BPS-16)/Statistical	Mathematics or equivalen	•	cum-fitness, from amongst the Statistical
		Investigator (BPS-		l l	Assistant with at least five (5) years
		16)/Research	disciplines from	a \ \ \ \ \ \ \	service as such; and
		Assistant (BPS-16).	recognized University; and	1 /\ ([}
			(ii) six months certificate	\mathcal{L}^{\prime}	(b) sixty-seven percent (67%) by initial
			(ii) six months certificate Advance Office automatic		recruitment.
			from a recognized Institute.		
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25.	Assistant Labour Officer (BPS-12).	(i)	Atleast Second Class LLB or Bachelor's Degree or equivalent qualification from a recognized University with Economics, Statistics, Mathematics, or Law as one of the subject or in Business Administration; and	22 to 32 years	 (a) Seventy-five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst the Labour Inspectors, with at least five (5) years service as such; and (b) twenty-five percent (25%) by initial recruitment.
	·	(ii)	six months certificate in Advance Office automation from a recognized Institute.		
26.	Statistical Assistant (BPS-12).	(i)	Atleast Second Class Bachelor's Degree with Statistics as one of the subject or equivalent qualification from a recognized University; and six months certificate in Advance Office automation	22 to 32 years	By initial recruitment.
27.	Laboratory	(i)	from a recognized Institute. Atleast Second Class	22 to 32 years.	D. I. isialitmont
21.	Assistant (BPS-12).		Bachelor's Degree with Physics or Chemistry as one of the subject or equivalent qualification from a recognized University; and		By initial recruitment.
	· .	(ii)	six months certificate in Advance Office automation from a recognized Institute.	Junta	

Assistant Director Labour (Linguista)
Director of Labour KP

29. Labour Inspector (BPS-10). (ii) Atleast Second Class Bachelor's Degree or equivalent qualification from a recognized University; and (ii) six months certificate in Advance Office automation from a recognized Institute. 30. Manual Assistant (BPS-6). (ii) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and (ii) six months certificate in Advance Office automation from a recognized Board; and (ii) six months certificate in Advance Office automation from a recognized Institute. (iii) six months certificate in Advance Office automation from a recognized Institute. (iv) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and (iv) Second Class Matriculate or equivalent qualification from a recognized Hoard Class Matriculate or equivalent qualification from a recognized Board; and (iv) Second Class Matriculate or equivalent qualification from a recognized Hoard Class Matriculate or equivalent qualification from a recognized Hoard Class Matriculate in Advance Office automation from a recognized Institute. (iv) Atleast Second Class Matriculate or equivalent qualification from a recognized Hoard Class Matriculate in Advance Office automation from a recognized Institute. (iv) Atleast Second Class Matriculate or equivalent qualification from a recognized Hoard Class Matriculate or equivalent posts having Secondary School Certificate examination with computer literacy and having two (2) years service as such; and (b) seventy-five percent (75%) by initial recruitment.					Intermediate or its equivalent qualification from a recognized Board, shall not apply for a period of three (3) years from the date of commencement of this Notification to the existing matriculate incumbents of the post of Manual Assistants for promotion to the post of Junior Clerks (BPS-11)
Manual Assistant (i) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and (ii) six months certificate in Advance Office automation from a recognized Institute. (iii) Six months certificate in Advance Office automation from a recognized Institute. (iv) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and (iv) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and (iv) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and (iv) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and (iv) Six months certificate in Advance Office automation from a recognized Institute. (iv) Six months certificate in Advance Office automation with computer literacy and having two (2) years service as such; and (b) seventy-five percent (75%) by initial recruitment.		.	Bachelor's Degree or equivalent qualification from a recognized University; and (ii) six months certificate in Advance Office automation		By initial recruitment.
(Lilivation)	30.		(i) Atleast Second Class Matriculate or equivalent qualification from a recognized Board; and (ii) six months certificate in Advance Office automation from a recognized Institute. Assistant	Lastor Labour	promotion, on the basis of seniority- cum-fitness, from amongst the Daftari, Naib Qasids, Chowkidars and other equivalent posts having Secondary School Certificate examination with computer literacy and having two (2) years service as such; and (b) seventy-five percent (75%) by initial



GOVERNMENT KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

Dated Peshawar, the 25 h July, 2016

NOTIFICATION

The competent authority, on the recommendation of No.SOL(LD)8-4/2016/Vol-I Departmental Promotion Committee, is pleased to promote Mr. Azhar Hussain, Inspector Weights & Measures (BS-16), Peshawar to the post of Assistant Director Labour (BS-17) with immediate effect.

Consequent upon promotion, the following posting/transfer is hereby 2. ordered:-

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S.No. ! Name & Desi of the off		From		To
Mr. Azhar Hus		promotion		stant Director Labour
· · · · · · · · · · · · · · · · · · ·				17) Hatr: Office
	17-39			hawar vice No.2
2. Mr Shakeel A	hmed 📜 As	sistant Direct	or Plar	ning Officer (BS-17)
	diff La	bour, (BS-17), Hq	tr. Hgti	Office Peshawar
	Ot	fice Peshawar		hat the vacant post
				the purpose of pay allowances.
i.	1	10	<u>, , , anu</u>	anewar wes.

The Officer on promotion shall be on probation to a period of one n terms of Rule 15(1) of Appointment, Promotion & Transfer Rues, 1989.

> Secretary to Govt. of Khyber Pakhtunkhwa Labour Department

Dated Peshawar, the 25th July, 2016

Capy forwarded to:-

- The Accountant General, Khyber Pakhtunkhwa, Peshawa
- 2. The Director Labour, Khyper Pakthunkhwa, Reshawar,
- 3. Accounts Offider, Directorate of Labour, Khyber Pakhtunkhwa
- 4. PS to Secretary Labour /Khybe
- 5. Officers concerned.

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Directorate of Labour KI

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SECTION OFFICER (LABC





GOVERNMENT OF KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

Dated Peshawar, the 06th January, 2017

NOTHICATION

The competent authority, on the recommendation of No.SOL(LD)8-4/2016/Vol-I Departmental Promotion Committee, is pleased to promote the following Inspectors Weights. & Measures , 3S-16) to the posts of Assistant Director Labour (BS-17) with immediate effect:

- Mr. Muhammad Asif
- ii. Mr. Mujahid
- Consequent upon their promotion, the following posting/transfer is hereby ordered:-

S.No.	; cffi	cer '	From	To'
T.	Muhammad Asi	if,	On promotion	Assistant Director Labour (BS-17), Kohat against the vacant post Kohat.
2.	Mr. Mujahid,	the esta	On promotion ron	Assistant Director Labour (BS-17), Buner against the newly created post.

The Officers on promotion shall be on probation for a period of one year in terms of Rule 15(1) of Appointment, Promotion & Transfer Rues, 1989.

> Secretary to Govt, of Khyber Pakhtunkhwa Labour Department

No.SOL(LD)8-4/2016/Vol-I Copy forwarded to:-

Dated Peshawar, the 02nd January, 2017

- 1. The Accountant General, Khyber Pakhtunkhwa, Peshawar
- 2. The Director Labour, Khyber Pakthunkhwa, Peshawar.
- 3. Accounts Officer, Directorate of Labour, Khyber Pakhtunkhwa.
- 4. PS to Secretary Labour, Knyber Pal ftunkhwa.

Officers concerned.

(NOOR ALISHAH)

SECTION OFFICER (LABOU

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ust building, 3" Floor, Sunehri Masiid Road