BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Appeal No. 786 of 2022

Muhammad Rafiq

Versus

Government of KPK

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DEPONENT

Assistant Exector Labou

(Askaralon)

Parectorage of Labour KP

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(1)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Appeal No. 786/2022

Muhammad Rafiq, 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 CO. 4MENTS ON BEHALF OF RESPONDENT NO. 1, 2, 3, 4 and 5.

Respectfully Sheweth that the respondent submits as under.

Preliminary Diections:

- 1. That appellant has go no locus standi and cause of action to file the instant appeal.
- 2. That the appellant has not come to this! Ionourable Tribunal with clean hands.
- 3. That the instant appear is not maintainable.
- 4. That the instant appeal is based on malaride 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 me barred.
- 7. That respondents 1, 3,4 areumnecessary arty.

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.
 - 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 partion of the Service Rules 2020 are attached as annexure 'B')

The following table is to clarify the hierarchy and quantity of quota sanctioned to both the cadres

<u> </u>	1.				<u> </u>
Name of Post	No	Quota for	Name of Post	No	Quota for
•	of ·	Promotion	•	of	Promotion
	Posts			Posts	
Inspector		95% by initial	Labour Officers		50% by initial
Weight &	33 3	recruitment 5 %	(B-16)	14	recruitment 50 %
Measure		by promotion			by promotion
(B-16)		amongst the			amongst the
		holder of post of			Assistant Labour
		Laboratory			Officer.
		Assistant	Labour Officer	05	
]			(Female)		100% by initial
					recruitment
	i I				
		• ,	Social Mobiliser		100% by initial
}	ļ		(B-16)	07	recruitment
			, ,		
			Total	(26)	
Laboratory		100% by initial	Assistant		25% by initial
Assistant	02	recruitment	Labour Officer	21	recruitment 75 %
(B-12)	}		(B-12)		by promotion
					amongst the
					Labour Inspectors.
		•			•
			Labour		100% by initial
			Inspector	56	recruitment
			(B-10)		"
Gr	and To	tal = 35	Gran	nd Tota	l = 103
			Ordina Total 200		

(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

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.
 - I. 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.

Government Khyber Pakhtunkhwa
(Respondent No.1)

Secretary to Govt. of Khyber Pakhtunkhwa
Labour Department
(Respondent No. 2)

wa

Secretary to Govt. of Khyber Pakhtunkhwa

Establishment Department (Respondent No.3)

Secretary to Govt. of Rhyber Pakhtunkhwa

Finance Department (Respondent No.4)

Director Labour
Directorate of Labour Khyber Pakhtunkhwa
(Respondent No. 5)

(5)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Appeal No. 786/2022

Muhammad Rafiq, 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.
- 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 TRIBUNAL PESHAWAR



Appeal No. 786/2022

Muhammad Rafiq, Inspector Weights & Measure (BPS-16).

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

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- 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 Secretary

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 Knyber Pakhtunkhwa

(Respondent No. 5)

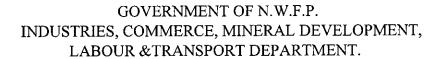
GOVERNMENT OF N.W.F.R. NOUSTRIES COMMERCE MINERAL DEVELOPMENT LABOUR BITT ANS PORT DEPARTMENT. Peshawal gatted the 23rd October, 1989. NO SOI (IND) 3-4/89. In pursuance of the provisions contained of mule 3 of the North-West Frontier in sub-rule(j2 (Appointment) Psomotion and Transfer) ingustries Commerce Minenal Development, in consultation with the dministration pepartment and the inance Department, hereby directs that in the Labour Department (Recruit mentiand Appointment) Rules (1982, the following githe existing entries at Serial No.2 lowing shall respectively be ituted, Mamely Director:

By promou.

on the basis of seniority-cumfitness from amongst the holders of the holders to the posts of Asstt
Director Gebour)
Asstt Director Research Planning and Statistics and Asstt Controller (W&M) with at leastWilve Vears secruce as Such:" (11) for the existing entries at Serial No.8 upstituted, hamely:

(#) Asstron Master's Degree 21 O Go) Fifty Defracent by Directors Linky Degree 21 O Go) Fifty Defracent by Promotion on the Asstronic Or Business 11 Directors Or Business 12 Directors Or Business 12 Directors Or Business 14 Directors Of Senior 14 Directors Of Business 14 Directors Of Senior 15 Directors Or Business 14 Directors Of Senior 15 Director 15 Director 15

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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.	3.	4.	5.	6.
'''2.	Assistant Director Labour Directorate of Labour KP	-	-	-	By promotion, on the basis of 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 existing entri substituted, namely:	ies at the serial No	o.8 for the	e following shall respectively be
1.	`2.	3.	4.	5.	6.
***8	(i) Asstt Director (Labour)/ Assistant Director Research, Planning and Statistics.	Master Degree in any So Business Administration recognized University		21-30 years.	Fifty per cent by promotion, on the basis of seniority-cum- fitness, from amongst the holder of the post of Labour Officer (Factories)
	(ii) Assistant Controller (W&M)	M.Sc.in Physics or Chemistry (2 nd Division) from a recognized University	-	-	Inspector Weights and Measures and Statistical Officer with at least five years' Service as such:
					And (b) Fifty per cent by initial
					(b) .Fifty per cent by initial

recruitment".

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7. Assistant Director Apprenticeship (Manpower and Training Wing).

Deleted vide Notification no. SOI (IND)8-4/88 Vol.11/4608 dated 03.04.90.

8. **Assistant Director** Labour / Assistant Controller Weights and Measures

> / Assistant Director, Planning & Statistics

Master's Degree (2nd class) in Economies, Public Administration, Statistics' Social Work or sociology, Physics from a recognized University.

21-30years (a) 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 vears' service as such: And

(b) 50% by Initial recruitment

9. Inspector (Factories Technical.)

Bachelor, degree in Civil , Mechanical, from a recognized University.

21-30years By Initial recruitment.

10. Inspector of Mines (Mines Wing).

Principal, Technical 11. Training Wing (Manpower, Employment and Training Wing).

12. Manager Research Officer (Manpower, Employment and Training Wing).

13. Apprenticeship Officer Manpower, Employment and Training Wing).

14. Vice Principal, **Technical Training** Centre (Manpower, Employment and Training Wing).

15. Labour Officer (Factories).

Electrical ,Mining or chemical Engineering

Deleted vide Notification no. SOI (IND)8-4/88 Vol.11/4608 dated 03.04.90.

Deleted vide Notification no. SOI (IND)8-4/88 Vol.11/4608 dated 03.04.90.

Deleted vide Notification no. SOI (IND) 8-4/88 Vol.11/4608 dated 03.04.90.

Law Graduate (@nd Division) from a recognized University

Assistand Diffector Labour (Latination)

Directorate of Labour KP

Bachelor's 21-30 degree from a years. recognized university. Note: appliable in case of promotion of superintendent.

a) 35% by promotion, on the basis of senioritycum-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

b) 15% by promotion, on the basis of senioritycum-fitness, from amongst holder of the

of service as such;

INDUSTRIES, COMMERCE,

Dated

Province Civil Servants Act, 1973 (N.W.P.P. Act XVIII of 1973), the Governor of the therth-West Francisc In exercise of the powers conferred by Saction 26 of the North-West Frontier Printnoe is pleased to direct that in the Labour Welfare Papartment (Focruitsent and Appointment) Ending, 1992, for the existing Appendix the following Appendix shall be substituted, mamelyn-

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Directorate of Labour KP

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	2886	a) Twenty five gen on the besis of filtness, from an Officer, Statuschik Research dafficer Board with five such; b) Twenty five gence on the basis of s fitness, from enem Weights and measur years service as s c) Fifty percent by is By initial recruitin	
	(01)	Master's Degree in any Social Science or Business Administration Wears Misc in Physics or Chemistry from A recognised University. Bachelor's Degree in Civily, Machanical. Siectrical, Mining or Chemical Fraces Engineering from a recognised University.	
		(4)1) Assite Director Libour/Assistant Director, Research Planning and Usetistic Confection, (Weights and Readungs). 5. Induction of Factories (Technices).	Assistent Director Labour Line of Labour KP

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novivication.

In pursuance of the provisions contained in Subscule (2)/9? NOSOTAWDB-1/91/Vol.H. rule 3 of the North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, and in supersession of all previous Notifications in this behalf the Industries, Commorce, Mineral Development, Lacour and Technical Education Department, in consultation with the Euphlishment and Finance Departments, hereby lay down the method of recruitment, qualifications and other conditions specificatin column 1 to 5 of the Appendix to this Natification which shall be appliesble to the pasts barns in the Directorals of Industries, Commerce and Labour, MWFP, specified in column 2 of the said Appendix.

> ·BÝNX Secialaty to Government of NWFR. Industries, Companies, Minual Development Labour & Technical Education Repartment.

Enissing SQUAND 12-1/91/NoLIL/ (M74)

Dated 49-19-2005

Copy forwarded to:-

1. All Administrative Segretaries to Government of NWEP.

Secretary to Governor, NWFP, Peshawas.

Scarciary to Chief Minister, NWSP, Pashawar.

All Head of Arrached Department. All DeG's/PA's in NWFP.

5. All Dego s/PA a in NW! 5. 6. All District & Session Judges, NWFP.

logistrar, Poshawar High Court, Peshawar.

8. Scoretary Board of Revenue, NWFP, Peshawar.

9. Lagistran, Service Tribunal, Peshawar.

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12. The Director Industries, Completee & Unbour, NWFP, Peshawer.

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SECTION OFFICER(ADMIN)

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(Litigration)

Directorate of Labour KP

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Second Division Degree in Medianical Engineering from a years.	fechnology from a reorganzed institute with three years practical experience in operation multiplessure from the floorest and	Certificate and the Builtre Act, Deputy Director Labour/Deputy Controller Weights	and Measures. Assistant Director. Social Sciences or Business Labour Assistant Administration, Stalictics or LLB from a precious and accommodated University.	10. Ansistant Controller Second Cliff Phuller is Degree in Propries 2n to 30 Weights and	The state of the s	Assistant Orector Labour Directorite of Labour KP



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Extraordinary Government



REGISTERED NO. P.

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.

595

Assistant Zirector Labour

(Lyigation)

Directorate of Labour KP

KHYBER APKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 29TH JANUARY, 2013.

APPENDIX

		APPEND	<u> </u>	
S. No.	Nomenclature of posts	Minimum qualification prescribed for appointment by initial recruitment or by transfer	Age fimit	Method of recruitment
	2	3	4.	5
1.	Director Labour (BPS-19)		<u>-</u>	By promotion, on the basis of seniority-cum-fitness, from amongst the Chief Inspectors of Factories, Deputy Directors Labour and Deputy Controller 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.
.2.	Chief Inspector of Factories (BPS-18)	First Class Bachelor's Degree in Mechanical, Electrical, Chemical, Civil, Mining, Electronics or Mechatronics Engineering from a recognized University with five years experience in the relevant field.	25 to 35 years	(a) Fifty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Inspector of Factories (Technical) with five years service as such; and
13.	Deputy Director Labour/ Deputy Controller Weights & Measures (BPS-18)			By promotion, on the basis of seniority-cum-fitness, from amongst Assistant Directors Labour, Assistant Directors Research Planning and Statistics, Accounts Officers and Assistants Controller Weights & Masures with atleast five years service as such
11 100 11	Assistant Director Labour/ Assistant Director Research, Planning and Statistics/Assistant Controller Weights & Measures (BPS-17)	For Assistant Director Labour/Assistant Director Research and Planning and Statistics: (i) Second Class Master's Degree in any Social Sciences or Business Administration or Public Administration or Statistics or LL.B. from a recognized University; and		(a) Thirty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Labour Officers, Statistical Officers and Research & Statistical Officers with atleast five years service as such; (b) Unitry per cent by promotion, on the basis of seniority-cum-fitness, from amongst the

Assistant Director Labour
(Litter Con)
Directorate of Labour KP

7	2	UNKHWA GOVERNMENT GAZETTE,		KT, 29" JANUARY, 2013. 597
		For Assistant Controller Weights & Measures: (ii) Second Class Master's Degree in Physics or Chemistry from a recognized University.	4	Inspectors Weights & Measures with attleast years service as such; and (c) forty per cent by initial recruitment.
	Timspector of Ractories (Technical) (BPS-17)	First Class Bachelor's Degree in Mechanical, Electrical, Chemical, Civil, Mining, Electronics or Mechatronics Engineering from a recognized University.	22 to 30 years	By initial recruitment.
.6. 7.	Labour Officer (8PS=16) Assistant Labour Officer	LL.B or Second Master's degree in Economics Business Administration and Pulic Administration from a recognized University.	2146 30 years	(a) Fifty per cent by promotion, on the basis senionity-cum-fitness, from amongst Assistant Labour Officers with atteast service as such, and (b) fifty per cent by initial recruitment.
8.	(BPS-(1)) Labour Inspector (BPS-09)	Lt. B or Second Class Bachelor's Degree from 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, on the lor of seniority cum-fitness, from amongst Labour Inspections with five years service such; and (b) twenty-five per cent by initial recruitment.
9.		Second Class Bachelor's Degree from a recognized University.	18 to 30 years	By initial recruitment
	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.	2110 20 years:	(a) Five per cent, on the basis of seniority-confitness, from Laboratory Assistants with en years service as such; and

Assistant Different Labour (Little Leen)

Directorate of Labour KP

(6)

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 Director Labour (Libration)

Directorate of Labour KP

		for the transfer of the second	the Total State of the State of	and the said was special and the said and th
[5]	Assistant Director Labour (BPS-17)/	Assistant Director Labour	25 to 35 years.	(a) Thirty percent (30%) by promotion, on
The second of th	Assistant Controller Weights and Measures (BPS-17).	(i) At least Second Class Master's Degree in any Social Sciences or Business or Public Administration, Statistics or BS (Law) or equivalent qualification in the same disciplines from a recognized University; and (ii) six months certificate in Advance Office Automation		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
		from a recognized institute. Assistant Controller Weights and Measures		(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.		
6.	Accounts Officer (BPS-17)	1 Sold		By deputation of a suitable Accounts Officer from the Accountant General's Office.

Assistant Director Labour (Litigation)
Directorate of Labour KP

Annex-B

(18)

EXTRAO ROINARY

GOVERNMENT



REGISTERED NO. P.III

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 Director Labour

(Liffration)
Directorate of Labour KP

5.	Assistant Director Labo (* (BPS-17)/ Assistant Controller Weights and Measures (BPS-17).	Assistant Director Labour (i) At least Second Class Master's Degree in any Social Sciences or Business or Public Administration Statistics or BS (Law) or equivalent qualification in the same disciplines from a recognized University; and (ii) six months certificate in Advance Office Automation from a recognized institute. Assistant Controller Weights and Measures		 (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. 	t e i	
6.	Accounts Officer (BPS-17)			By deputation of a suitable Accounts Office from the Accountant General's Office.

Assistant Director Labour (Liliptien)

Directo rate of Labour KP

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14.	System Supervisor (BPS-47).	(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 (ii) six months certificate in Advance Office automation from a recognized Institute. 25 to 35 years (a) Fifty percent (50%) by the basis of seniority-cum amongst the Computer Op least five (5) years service Provided that if no suit available for promotion deputation or by transfer; (b) fifty percent (50%)	a-fitness, from perators with at as such: table person is on, then by
15.	Labour Officer (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 disciplines from a recognized University; and (ii) six months certificate in Advance Office automation from a recognized Institute.	n-fitness, from
16.	Labour Officer (Female) (BPS-16).	(i) Atleast Second Class LLB or 25 to 35 years BS (Law) Degree or Second By initial recruitment.	
	(Temale) (DF3-10).	Class Master's Degree in Economics, Business Administration, Public Administration or equivalent qualification in the same	

Assistant Director Labour (Lity gration)
Directorate of Labour KP

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	3.	disciplines from a recognized University; and		
17.	Inspector Weights and Measures		25 to 35 years	(a) Five percent (5%) by promotion, on the
-	(BPS-16).	Bachelor's Degree with Physics, Electronics or Mathematics as one of the subject or equivalent qualification in the same disciplines from a recognized University; and		basis of seniority-cum-fitness, from amongst the Laboratory Assistants with at least five (5) years service as such; and (b) ninety-five percent (95%) by initial recruitment.
,	•	(ii) six months certificate in Advance Office automation from a recognized Institute.		
18.	Research and Statistical Officer (BPS-16)/Statistical Investigator (BPS- 16)/Research Assistant (BPS-16).	(i) Atleast Second Class BS Degree in Statistics, Mathematics or equivalent	25 to 35 years	(a) Thirty-three percent (33%) by promotion, on the basis of seniority-cum-fitness, from amongst the Statistical Assistant with at least five (5) years service as such; and
		(ii) six months certificate in Advance Office automation from a recognized Institute.	$\int \Delta a$	(b) sixty-seven percent (67%) by initial recruitment.

Assistant Difector Labour (Linyalica)

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	*			
19.	Social Mobilizer (BPS-16).	(i) Atleast Second Class BS Degree in social Work/Sociology or Gender Studies as one of the major subject or equivalent qualification in the same disciplines from a recognized University; and		By initial recruitment.
		(ii) six months certificate in Advance Office automation from a recognized Institute.		
0.	Assistant (BPS-16)	(i) Atleast Second Class Bachelor's Degree or equivalent qualification from a recognized University; and		(a) Sixty percent (60%) by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerks with at least five (5) years service as such; and
		(ii) six months certificate in Advance Office automation from a recognized Institute.		(b) forty percent (40%) by initial recruitment.
1.	Computer Operator (BPS-16).	(i) Atleast Second Class Bachelor's Degree in Computer Science/Information Technology (BCS/BIT) four years or equivalent qualification from a	^	By initial recruitment.
		recognized University; or (ii) Atleast Second Class Bachelor's Degree or	Jail) Labour

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Directorate of Labour KP

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25.	Assistant Labour Off er (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	22 to 32 years	By initial recruitment.
		(ii)	six months certificate in Advance Office automation from a recognized Institute.		
27.	Laboratory Assistant (BPS-12).	(i)	Atleast Second Class Bachelor's Degree with Physics or Chemistry as one of the subject or equivalent qualification from a recognized University; and	22 to 32 years.	By initial recruitment.
		(ii)	six months certificate in Advance Office automation from a recognized Institute.	June	

Assistant Director Labour (it ration)
Directorate of Labour KP

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		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)
Labour Inspector (BPS-10).	(i) Atleast Second Class Bachelor's Degree or equivalent qualification from a recognized University; and (ii) six months certificate in Advance Office automation	By initial recruitment.
Manual Assistant (BPS-6).	from a recognized Institute. (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.	(a) Twenty-five percent (25%) by promotion, on the basis of seniority-cum-fitness, from amongst the Dastari, 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 recruitment.

Assistant Director Labour
(Initiation)
Directoria of Labour KP



GOVERNMENT OF KHYBER PAKHTUNKHWA



Dated Peshawar, the 25th July, 2016

MOTIFICATION

No.30L(LD)8-4/2016/Vol-II The competent authority, on the recommendation of 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 oidered:- -

•		l a series			, , ,			
S.Nu.	Name & Desi of the off	gnation icer		From			To	
	Mr. Azhar Hus		On promo	otion :			stant Direct	,
							17) Hgtr:	
	,	1 - 34	\$	and the second			nawar vice ∫	
2.	Mr Shakeel A	hmed	Assistant	Di	rector	Plan	ning Office	r (BS-17)
•	· ·		Labour,	(BS-17)	Hqtr	Hqtr	Office	Reshawar
			Office Pe	shawar 📈		agai	nst the va	cant post
	· •		edi 1995) 14 avets			for	the purpos	e of pay
;			1 1		1	and,	allowances.	

. The Officer on promotion shall be on probation for a period of one year ir. terms | Rule 15(1) of Appointment, Promotion & Transfer Rules, 1989

> Secretary to Govt. of Khyber Pakhtunkhwa Labour Department

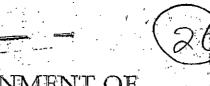
75 Dated Peshawar, the 25th July, 2016

Capy forwarded to:-

- The Accountant General, Khyber Pakhtunkhwa, Peshawa
- 2. The Director Labour, Klyber Pakthunkhwa, Reshawar.
- 3. Accounts Officer, Directorate of Vabour, Khyper Pakhtunkhwa.
- 4. PS to Secretary Labour, Khyder Pakhtunkhwa.
- Officers concerned

for Labour Boll Directorate

(NOOR ALI SHAH) SECTION OFFICER (LABOUR)





GOVERNMEN'T OF KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

Dated Peshawar, the 06th January, 2017

NOTHICATION

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

Mr. Muhammad Asif

Mr. Mujahid

Consequent upon their promotion, the following posting/transfer is hereby ordered:

S.No.	Name & Designat	ion of the	From *-	To
	Muhammad Asif,		On promotion	Assistant Director Labour (BS-17), Kohat against the vacant post Kohat
2.	Mr. Mujahid,	milese, i.		Assistant Director Labour (BS-17), Buner against the newly created post.
1.39		esis pi se	t - 150	

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-1//19-23 Copy forwarded to:-

Dated Peshawar, the 02nd January, 2017

1. The first untant General, Khyber Pakhtunkhwa Peshawar

- 2. The Director Labour, Khyber Pakthunkhwa, Peshawar,
- 3. Accounts Officer, Directorate of abour Khyper Pakhtunkhwa.
- 4. PS to Secretary Labour, Khyber Pakhtunkhwa.
- Officers concerned.

(NOOR ALI SHAH)

CD SECTION OFFICER (LABOU

Assistant Offector Labour

rust building, 3" Floor, Sunehri Masiid Road