

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Appeal No. 1252/2022

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 4871

Dated 14/4/2023

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

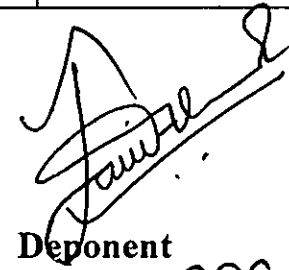
Versus

1. Government of Khyber Pakhtunkhwa through Chief Secretary,
Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
2. The Secretary, to Government of Khyber Pakhtunkhwa Labour Department.
3. The Director Labour Khyber Pakhtunkhwa, 3rd floor FC Trust Building Peshawar.
4. Mr. Altaf Hussain, Assistant Director Labour, (BS-17) District Labour Office Nowshera.
5. Mr. Sharif Ahmad, Assistant Director Labour, (BS-17) District Labour Office Swabi.
6. Mr. Qaiser Farooq, Assistant Director Labour, (BS-17 a.c.b) District Labour Office Charsadda.
7. Mrs. Nabeela Safdar, Assistant Director Labour, (BS-17 a.c.b) District Labour Office Kohat.

..... Respondents

INDEX

S.No	Particulars	Annexure	Page No.
1.	Comments on behalf Respondents No. 2 & 3.	-	1-4
2.	Affidavit	-	5
3.	Authority	-	6
4.	Copy of the relevant portions of the Service Rules 1989,1995, 2005,2012,2020	A	7-24



Deponent

CELL 0343-7779998

CNIC 17301-1392156-3

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Appeal No. 1252/2022

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

Kohat..... Appellant.

Versus

1. Government of Khyber Pakhtunkhwa through Chief Secretary,
Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
2. The Secretary, to Government of Khyber Pakhtunkhwa Labour Department.
3. The Director Labour Khyber Pakhtunkhwa, 3rd floor FC Trust Building Peshawar.
4. Mr. Altaf Hussain, Assistant Director Labour, (BS-17) District Labour Office Nowshera.
5. Mr. Sharif Ahmad, Assistant Director Labour, (BS-17) District Labour Office Swabi.
6. Mr. Qaiser Farooq, Assistant Director Labour, (BS-17 a.c.b) District Labour Office Charsadda.
7. Mrs. Nabeela Safdar, Assistant Director Labour, (BS-17 a.c.b) District Labour Office Kohat.

.....**Respondents**

PARAWISE COMMENTS ON BEHALF OF RESPONDENT NO. 2 and 3.

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 the appeal is bad for mis-joinder and non-joinder of necessary parties.

ON FACTS:

1. Para No. 1 pertains to record.
2. That Para No. 2 pertains to record.
3. That most of the para-3 pertains to record. So far as chances of promotion of the appellant and the private respondents are concerned the same will be discussed in detail in coming paras.

4. That in reply to Para-4, it is submitted that the service rules have been revised from time to time. The seniority of both the cadres i.e., Labour Officers and Inspector Weight & Measures have remained separate in the service rules notified in the years 1989, 1995, 2005, 2012 & 2020. As the appellant has been inducted in service in the year 2012, separate quota of both the cadres was in vogue. The only change that has been made in the service rules of 2012 onward is 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%). 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.

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

Name of Post	No of Posts	Quota for Promotion	Name of Post	No of Posts	Quota for Promotion
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)	14	50% by initial recruitment 50 % by promotion amongst the Assistant Labour Officer.
			Labour Officer (Female)	05	100% by initial recruitment
			Social Mobiliser (B-16)	07	100% by initial recruitment
			Total	(26)	
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

Grand Total = 35

Grand Total = 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).

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

5. That reply to Para No - 5 it is submitted that at the time of promotion of the private respondents no restraining orders from any Court / Tribunal had been conveyed to the replying respondents. Moreover, the promotion of the private respondents had already been delayed by the appellants (and their colleagues) vide an appeal No.10747-2020 which was later on withdrawn by them in order to leave the ground open for promotion of four (4) Inspectors Weight a& Measures who were promoted along with the private respondents through the same promotion order dated 30-06-2022. The aforementioned delay may give rise to further litigation i.e., the one (respondents No.4 and 5) who were eligible to be promoted before filing of the withdrawn appeal, have been promoted along with the officers (appellant and his colleagues) whose quota had already been exhausted by the colleagues of their respective cadre (inspector Weight & Measures) and have to be promoted after availability of vacancy. Through the aforementioned appeal, the appellant and their colleagues first blocked the promotion of respondent No. 4 and 5 and then withdrew the appeal to make the aforementioned inspector s Weight & Measures to get promoted. Now again through multiplicity of litigation the appellant and their colleagues want to attain the same goal.
6. As discussed in detail in para-5
8. That para-No. 7 needs no comments.
9. That para-8 is incorrect.

ON GROUNDS:

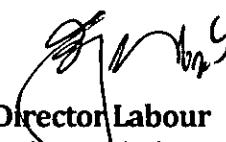
- A. That ground A is misconceived the appellant has been dealt with in accordance with law.

- B. As discussed in detail in Para-5 of the facts. The appellant has already played its role in delaying the impugned promotions.
- C. As per ground B.
- D. As per ground B.
- E. As per ground B above.
- F. As per ground C above.
- G. As per ground C above.
- H. 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.



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



**Director Labour
Directorate of Labour Khyber Pakhtunkhwa
(Respondent No. 3)**

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Appeal No. 1252/2022

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

Kohat..... Appellant.

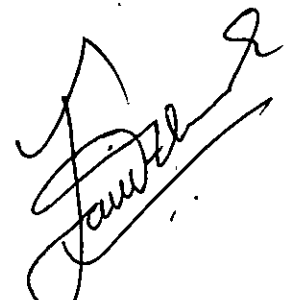
Versus

1. Government of Khyber Pakhtunkhwa through Chief Secretary,
Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
2. The Secretary, to Government of Khyber Pakhtunkhwa Labour Department.
3. The Director Labour Khyber Pakhtunkhwa, 3rd floor FC Trust Building Peshawar.
4. Mr. Altaf Hussain, Assistant Director Labour, (BS-17) District Labour Office Nowshera.
5. Mr. Sharif Ahmad, Assistant Director Labour, (BS-17) District Labour Office Swabi.
6. Mr. Qaiser Farooq, Assistant Director Labour, (BS-17 a.c.b) District Labour Office Charsadda.
7. Mrs. Nabeela Safdar, Assistant Director Labour, (BS-17 a.c.b) District Labour Office Kohat

.....**Respondents**

AFFIDAVIT

I, Jamil Ahmad Qureshi Assistant Director Labour (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.

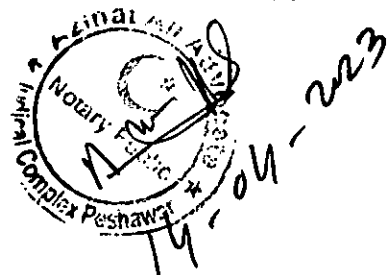


DEPONENT

CNIC No: 17301-1392156-3

Contact Number: 0343-7779998

ATTESTED



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Appeal No. 1252/2022

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

Kohat..... Appellant.

Versus

1. Government of Khyber Pakhtunkhwa through Chief Secretary,
Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
2. The Secretary, to Government of Khyber Pakhtunkhwa Labour Department.
3. The Director Labour Khyber Pakhtunkhwa, 3rd floor FC Trust Building Peshawar.
4. Mr. Altaf Hussain, Assistant Director Labour, (BS-17) District Labour Office Nowshera.
5. Mr. Sharif Ahmad, Assistant Director Labour, (BS-17) District Labour Office Swabi.
6. Mr. Qaiser Farooq, Assistant Director Labour, (BS-17 a.c.b) District Labour Office Charsadda.
7. Mrs. Nabeela Safdar, Assistant Director Labour, (BS-17 a.c.b) District Labour Office Kohat.

.....**Respondents**

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. 2 and 3 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.

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

**Director Labour
Directorate of Labour Khyber Pakhtunkhwa
(Respondent No. 3)**

copy of letter

7

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

NOTIFICATION

Peshawar, dated the 23rd October, 1989.
NO. SOL(IND)3-4/89. In pursuance of the provisions contained in sub-rule (2) of rule 3 of the North-West Frontier Province Civil Services (Appointment, Promotion and Transfer) Rules, 1989, and in Rules, Commence Mineral Development, Labour and 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, 1982, the following amendments shall be made, namely:

AMENDMENTS

(a) In the Schedule -

(i) For the existing entries at Serial No. 2

the following shall respectively be

substituted, namely:

2	Deputy Director (Labour)	by promotion on the basis of seniority-cum-fitness from amongst the holders of the posts of Asstt. Director (Labour), Asstt. Director Research, Planning and Statistics and Asstt. Controller (W&M) with at least five years service as such.
---	--------------------------	---

(ii) For the existing entries at Serial No. 8

the following shall respectively be

substituted, namely:

8	(a) Assistant Masters Degree Director (Labour) Social Science	21-30 (a) Fifty per cent by years promotion on the basis of seniority-cum-fitness from amongst the holders of the posts of Labour
	Asstt. Director of Business Research & Administration	
	Planning and Statistics	
	11. B from	
	at recognised	

BETTER COPY

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

NOTIFICATION

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.	Deputy Director (Labour)	-	-	-	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;

[Signature]
Assistant Director Labour
(Recruitment)
Directorate of Labour KP

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

1.	2.	3.	4.	5.	6.
"8	(i) Asstt Director (Labour)/ Assistant Director Research, Planning and Statistics.	Master Degree in any Social Science or Business Administration or LL.B from a 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) Inspector Weights and Measures and Statistical Officer with at least five years' Service as such:
	(ii) Assistant Controller (W&M)	M.Sc.in Physics or Chemistry (2 nd Division) from a recognized University			

And

(b) Fifty per cent by initial recruitment".

9

GOVERNMENT OF N.W.P.
INDUSTRIES, COMMERCE, MINERAL DEVELOPMENT,
LABOUR AND TRANSPORT DEPARTMENT.

NOTIFICATION

Dated 2/7/1995 /-

IN EXERCISE OF THE POWERS CONFERRED BY SECTION 25 OF THE NORTH-WEST TERRITORIES
EMPLOYMENT ACT, 1973 (N.W.P. ACT VIII OF 1973), THE GOVERNOR OF THE NORTH-WEST TERRITORIES
DOES hereby direct that in the Labour Welfare Department (Recruitment and Appointment)
Rules, 1982, for the existing Appendix shall be substituted, namely:-

[Signature]
Assistant Director Labour
(Recruitment)
Directorate of Labour KP

[Signature]

ATTESTED

Contd. 5/2

<p>4)1) Asstt: Director Labour/Assistant Director, Research, Planning and Statistics.</p>	<p>Master's Degree in any Social Science or Business Administration or I.A. from a recognised University.</p>	<p>21-30 years</p>	<p>a) <u>Twenty five percent</u> by promotion on the basis of seniority-cum-fitness, from amongst the Labour Officer, Statistical Officer and Research Officer. Minimum wages Board with five years service as such;</p>
<p>ii) Asstt: Controller, (Weights and Measures).</p>	<p>M.Sc in Physics or Chemistry from a recognised University.</p>	<p>21-30 years</p>	<p>b) <u>Twenty five percent</u> by promotion, on the basis of seniority-cum-fitness, from amongst the Inspectors, Weights and Measures with three years service as such; and</p>
<p>5. Inspector of Factories (Technical) (BPS-17)</p>	<p>Bachelor's Degree in Civil, Mechanical, Electrical, Mining or Chemical Engineering from a recognised University.</p>	<p>21-30 years</p>	<p>c) <u>Fifty percent</u> by initial recruitment. By initial recruitment.</p>

[Signature]
 Assistant Director Labour
 (Education)
 Directorate of Labour KP

[Signature]
ATTEST

INDUSTRIES, COMMERCE, MINERAL DEVELOPMENT,
LABOUR AND TECHNICAL EDUCATION DEPARTMENT

Government of North-West Frontier Province

NOTIFICATION

NO. S.O. (IND) 12-1/91/50/II. 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, 1949, and in supersession of all previous Notifications in this behalf the Industries, Commerce, Mineral Development, Labour and Technical Education Department, in consultation with the Establishment and Finance Departments, hereby lay down the method of recruitment, qualifications and other conditions specified in column 1 to 5 of the Appendix to this Notification which shall be applicable to the posts borne in the Directorate of Industries, Commerce and Labour, NWFP, specified in column 2 of the said Appendix.

Secretary to Government of NWFP,
Industries, Commerce, Mineral Development,
Labour & Technical Education Department

NO. S.O. (IND) 12-1/91/50/II. (14/10/53)

Dated 19-10-2005

Copy forwarded to:-

1. All Administrative Secretaries to Government of NWFP,
2. Secretary to Governor, NWFP, Peshawar.
3. Secretary to Chief Minister, NWFP, Peshawar.
4. All Head of Attached Department.
5. All DCO's/PA's in NWFP.
6. All District & Session Judges, NWFP
7. Registrar, Peshawar High Court, Peshawar.
8. Secretary Board of Revenue, NWFP, Peshawar.
9. Registrar, Service Tribunal, Peshawar
10. P.O. to Minister for Industries, NWFP
11. The Section Officer (Regulation) Government of NWFP, Establishment and Administration Department, Peshawar.
12. The Director Industries, Commerce & Labour, NWFP, Peshawar.
13. Manager Printing Press, Peshawar for the request to provide ten printed copies of the Gazette notification for onward submission to Law Department

[Signature]
SECTION OFFICER (ADMIN)

[Signature]

[Signature]
Assistant Director Labour
(Litigation)
Directorate of Labour KP

[Signature]
ATTESTE

12

7.	3.	4.	5.
Inspector of Boilers.	Second Division Degree in Mechanical Engineering from a recognized University; or	21 to 30 years.	Initial recruitment.
Deputy Director Labour/Deputy Controller Weights and Measures.	(ii) Diploma in Mechanical Technology from a recognized Institute with three years practical experience in operation/maintenance/repair of boilers; and (iii) First Year Under Engineering Certificate under the Boilers Act, 1927.	21 to 30 years.	By promotion on the basis of seniority from the Deputy Director, Labour/Assistant Director (Research, Planning) and Assistant Controller Weights and Measures with five years service.
Assistant Director Labour/Assistant Director Research, Planning and Statistics.	Second Class Master's Degree in any Social Sciences or Business Administration, Statistics in I.I.I.T from a recognized University.	21 to 30 years.	(i) Fifty per cent by initial recruitment; (ii) Twenty-five per cent by promotion, on the basis of seniority from amongst the Labour Officers, Statistical Officers and Special Officer (Minimum Wages Board) with five years service each; and (iii) Twenty-five per cent by promotion, on the basis of seniority from amongst the Inspectors Weights and Measures, with five years service each.
Assistant Controller Weights and Measures.	Second Class Master's Degree in Physics or Chemistry from a recognized University.	21 to 30 years.	(i) Twenty per cent by initial recruitment; and (ii) Twenty per cent by promotion, on the basis of seniority from amongst the Labour Officers, Statistical Officer and Special Officer (Minimum Wages Board) with five years service each; and (iii) Twenty-five per cent by promotion, on the basis of seniority from amongst the Inspectors Weights and Measures with five years service each.

[Signature]
 Assistant Director Labour
 (1. Division)
 Director Weights and Measures

[Signature]
ATTEST

EXTRAORDINARY
GOVERNMENT



REGISTERED NO. P
G A Z E T T E

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 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.

596
[Signature]

Assistant Director Labour
(Litigation)
Directorate of Labour KP

[Signature]
ATTACHED

595 KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE EXTRAORDINARY, 29TH JANUARY, 2013.

APPENDIX

S. No.	Nomenclature of posts	Minimum qualification prescribed for appointment by initial recruitment or by transfer	Age limit	Method of recruitment
1	2	3	4	5
1.	Director Labour (BPS-19)			By promotion, on the basis of seniority-cum-fitness, from amongst the Chief Inspectors of Factories, Deputy Directors Labour and Deputy Controller Weights & Measures, 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
3.	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 & Measures with at least five years service as such.
4.	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	21 to 30 years	(a) Thirty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Labour Officers, Statistical Officer and Research & Statistical Officers with at least five years service as such; (b) thirty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the

Assistant Director Labour
(Liaison)
Directorate of Labour KP

AT *[Signature]* PTO

15

KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 29TH JANUARY, 2013 537

1	2	3	4	5
		For Assistant Controller Weights & Measures: (ii) Second Class Master's Degree in Physics or Chemistry from a recognized University.		Inspectors Weights & Measures with at least five years service as such; and (c) forty per cent by initial recruitment.
5.	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.	22 to 30 years	By initial recruitment.
6.	Labour Officer (BPS-16)	LL.B or Second Master's degree in Economics Business Administration and Public Administration from a recognized University.	21 to 30 years	(a) Fifty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Labour Officers with at least seven years service as such; and (b) fifty per cent by initial recruitment.
7.	Assistant Labour Officer (BPS-15)	LL.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.	21 to 30 years	(a) Seventy-five per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Labour Inspectors with five years service as such; and (b) twenty-five per cent by initial recruitment.
8.	Labour Inspector (BPS-09)	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) ninety-five per cent by initial recruitment; and

[Signature]
 Assistant Director Labour
 (Litigation)
 Directorate of Labour KP -

[Signature]
ATTESTED

16

EXTRAORDINARY
GOVERNMENT



REGISTERED NO. F11
GAZETTE

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 24th SEPTEMBER, 2020.

GOVERNMENT OF THE KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT

NOTIFICATION

Dated Peshawar, the 13th 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.

1257-
01/10/20

709 346
Dated 1-10-2020

[Signature]
Assistant Director Labour
(Litigation)
Directorate of Labour KP
ATTESTED

EXTRAORDINARY
GOVERNMENT



REGISTERED NO. 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.

Handwritten signature
ATTACHED

12557-
01/10/2020

709 346
Dated 1-10-2020

Handwritten signature

Assistant Director Labour
(Litigation)
Directorate of Labour KP

5.	Assistant Director Labour (BPS-17)/ Assistant Controller Weights and Measures (BPS-17).	<p><u>Assistant Director Labour</u></p> <p>(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</p> <p>(ii) six months certificate in Advance Office Automation from a recognized institute.</p> <p><u>Assistant Controller Weights and Measures</u></p> <p>(i) First Class Master's Degree in Physics or equivalent qualification in the same discipline from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized institute.</p>	25 to 35 years.	<p>(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;</p> <p>(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</p> <p>(c) forty percent (40%) by initial recruitment.</p>
6.	Accounts Officer (BPS-17)			By deputation of a suitable Accounts Officer from the Accountant General's Office.

[Signature]
 Assistant Director Labour
 (Liaison)
 Directorate of Labour KP

[Signature]
ATTESTED

5.	Assistant Director Labour (BPS-17)/ Assistant Controller Weights and Measures (BPS-17).	<p><u>Assistant Director Labour</u></p> <p>(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</p> <p>(ii) six months certificate in Advance Office Automation from a recognized institute.</p> <p><u>Assistant Controller Weights and Measures</u></p> <p>(i) First Class Master's Degree in Physics or equivalent qualification in the same discipline from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years.	<p>(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;</p> <p>(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</p> <p>(c) forty percent (40%) by initial recruitment.</p>
6.	Accounts Officer (BPS-17)			By deputation of a suitable Accounts Officer from the Accountant General's Office.

Assistant Director Labour
(Liaison)
Directorate of Labour KP

Handwritten signature
ATTACHED

10.	Inspector of Factories (Technical) (BPS-17)	<p>(i) First Class Bachelor's Degree in Mechanical, Electrical, Chemical, Civil, Mining, Electronics or Mechatronics Engineering or equivalent qualification in the same discipline from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years	By initial recruitment.
11.	Statistical Officer (BPS-17).	<p>(i) Atleast Second Class Master's Degree in Statistics, Mathematics or equivalent qualification in the same disciplines from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	25 to 35 years.	<p>(a) Seventy-five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst the Research and Statistical Officers and Statistical Investigators; and</p> <p>(b) twenty-five percent (25%) by initial recruitment.</p>

Assistant Director Labour
(Legislation)
Directorate of Labour KP

ATTESTED

21

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 (ii) six months certificate in Advance Office automation from a recognized Institute.	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 (b) fifty percent (50%) by initial recruitment.
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.	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 (b) fifty percent (50%) by initial recruitment.
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	25 to 35 years	By initial recruitment.

Assistant Director Labour
(Liaison)
Directorate of Labour KP

[Signature]
ATTESTED

		disciplines from a recognized University; and (ii) six months certificate in Advance Office automation from a recognized Institute.		
17.	Inspector Weights and Measures (BPS-16).	(i) Atleast Second Class 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 (ii) six months certificate in Advance Office automation from a recognized Institute.	25 to 35 years	(a) Five percent (5%) by promotion, on the 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.
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 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) 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 (b) sixty-seven percent (67%) by initial recruitment.

[Signature]
 Assistant Director of Labour
 (Regulation)
 Directorate of Labour KP

[Signature]
ATTESTED

25.	Assistant Labour Officer (BPS-12).	<p>(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</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	22 to 32 years	<p>(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</p> <p>(b) twenty-five percent (25%) by initial recruitment.</p>
26.	Statistical Assistant (BPS-12).	<p>(i) Atleast Second Class Bachelor's Degree with Statistics as one of the subject or equivalent qualification from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	22 to 32 years	By initial recruitment.
27.	Laboratory Assistant (BPS-12).	<p>(i) Atleast Second Class Bachelor's Degree with Physics or Chemistry as one of the subject or equivalent qualification from a recognized University; and</p> <p>(ii) six months certificate in Advance Office automation from a recognized Institute.</p>	22 to 32 years.	By initial recruitment.

Assistant Director Labour
(Litigation)
Directorate of Labour KP

Handwritten signature
ATTESTED

24

				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)
29.	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 from a recognized Institute.	22 to 32 years.	By initial recruitment.
30.	Manual Assistant (BPS-6).	(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.	18 to 32 years.	(a) Twenty-five percent (25%) by 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 recruitment.

Assistant Inspector Labour
(Liaison)
Directorate of Labour KP

ATTESTED