### BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Appeal No. 1253/2022

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L	<u> 18</u>	<i>Id</i>
piary No.—	14	12023
Dated -		

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

Kohat...... 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 Director Labour Khyber Pakhtunkhwa, 3<sup>rd</sup> 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

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Deponent

CELL 0343 7779998 CNIC 17301-1392156-3



#### BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

#### Appeal No. 1253/2022

Ya	sir	Samood, Inspector Weights & Measure (BPS-16) District
Ko	hat	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, 3 <sup>rd</sup> floor FC Trust Building Peshawar.
	4.	Mr. Altaf Hussain, Assistant Director Labour, (BS-17) District Labour Office Nowshera.
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	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.

#### 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.



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	Quota for	Name of Post	No	Quota for
	of	Promotion		of	Promotion
	Posts			Posts	
Inspector Weight & Measure	33	95% by initial recruitment 5 % by promotion	Labour Officers (B-16)	14	50% by initial recruitment 50 % by promotion
(B-16)		amongst the holder of post of Laboratory			amongst the Assistant Labour Officer.
		Assistant	Labour Officer	05	
			(Female)		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.

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- 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. 1253/2022

Yasir	Samood, Inspector Weights & Measure (BPS-16) District				
Koha	Kohat Appellant.				
	Versus				
1.	Government of Khyber Pakhtunkhwa through Chief Secretary,				
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2.	The Secretary, to Government of Khyber Pakhtunkhwa Labour Department.				
3.	The Director Labour Khyber Pakhtunkhwa, 3 <sup>rd</sup> 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.

*PEFONENT* 

CNIC No: 17301-1392156-3

**Contact Number: 0343-7779998** 

04- w3





#### Appeal No. 1253/2022

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6.	Mr. Qaiser Farooq, Assistant Director Labour, (BS-17 a.c.b) District Labour Office Charsadda
7	Mrs Nahaela Safdar Assistant Director Lahour (RS-17 a.c.h) District Lahour Office Kohat

#### <u>AUTHORITY</u>

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)

Directorate of Labour Khyber Pakhtunkhwa

(Respondent No. 3)

GOMENMENT OF N.W. P. P. COLOR MENT OF THE COMMERCIA TO THE PROPERTY OF A REMENT.

ed the '23rd October, 1989

Pursuance of the provisions contained

3 of the North-West Frontier

s (Appointment, Promption and Transfer)

ties Commence Marial Development,

epartment, in consultation, with the oministication pepartment and the

eby direct; that is the Dabour Depart
Appointment), Rules 1982, the following finance bepa ment (Recrus

one existing entries at Serial No. Ollowing shell respectively he extraction manely:

By Promotion on the basts of sentority cumFitness from amongst the holders of the posts of Wastt Director Danbour Asstallated for Reseasch Planning and Statistics and Asstiventroller (wam) with at

> lexistation entiques at ise 40110Winshishall respectives

#### BETTER COPY

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

#### NOTTFICATION

Peshawar, dated the 23<sup>rd</sup> 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: -

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

Deputy Director (Labour) Assistant Director Labour Charlener. Directorate of Labour KP 5.

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 entries at the serial No.8 for the following shall respectively be substituted, namely: 6.

5.

(i) Asstt Director (Labour)/ Assistant Director Research, Planning and Statistics.

1.

`2.

(ii) Assistant Controller (W&M)

Master Degree in any Social Science or 21-30 Business Administration or LL.B from a recognized University

M.Sc.in Physics or Chemistry (2<sup>nd</sup> 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 such:

(b) .Fifty per cent by initial

sedatent Director appronticable. Ann revenuen) training single

Deletas wide modification no. 401 (1991) 8-4/88 vol. 11/4608 dated Sp. 4.90.

4.

annintant Director Labour/Augustonit Controller, releated & Honourous Registent Diroctor

Ractor & Augrae (Rid Gione) in oction de dinoccor administration . station poolal Planning & Statistion. Work or Bacology. Physical Lien a recognized intversity.

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b) In that you want to oral emant.

9. Inspector of Factorios. Toobmical).

Bachelor's degree in Civil macheiorl. Blockelow, Minter or Chemical Britingering Trois purocounteed Univoridity.

21-30 year'n by imitial recruitment

10 Inspector of Mines (Hings ving)

pelatid vide Notification No. M. (180)8-4/86-401. II/4608 dated 03.4.40.

14.Principal. Technical Training Mark (Manho dal Employment and Predricus sing).

Belevis vice matification no. mar (Imm) 8-14/88 Volume 1608 datak 93.4.90.

12 Marages/Reneworth Of Llour (Many own; Burpleyment and Training Wind).

Octor Labour Assistantial icipalion) Director Labour KP

13. Approutionship Officer (Hanpower Umployment and . Troining wing)

Peloted vide Botlfiertan Borma (IRD) , 1824/88- vol. II/4608 died 6304.90.

The Vice Principal Fuodani cal President Contro Champower, Loplayment and Training wing) -

15. Labour Officer (Feet orfee).

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cum-mness, from amongst holder of the

#### **BETTER COPY**

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

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

Assistant Director Labour (Aitzgation)

Employment and Training Wing).

Labour Officer

(Factories).

15.

Directorate of Labour KP

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

Norm

- 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 post of

WOUR AND TRANSPORT DEPARTMENT.

NOTIFICATION

2/7/1995 /-

In executee of the powers conferred by socition 25 of the worth-west stantist to station) 2-1/93/ Howings Civil Servants Act, 1973 (N.W.F.P. Act XVIII of 1973), the Covernor of the Hostin-West troubler The last is placed to direct that in the Labbur Welfare Papartment (Recruitment and Appointment) miles, 1992, for the existing Appendix the following Appendix shall be substituted, mamely:-

Directorate of Labour KP

Assitt: Director Labour/Assistant Dicector Research, bas palmasia Chatistics.

'Master's Degree in any Social Science or Business' Administration or ILB form a discognised University.

M.Sc in Physics of Chemistry from a recognised university.

on the basis of seniority-curyears fitness, From Aromost the Labour Officer, statistical Darget and Research Quities mingmon Medes Board with five years service as such;

a) Twenty five percent by promotion

51-50 b) Thenty time percent by gromoston, Moats was the basis of schoolity-cumfileness, from emongst the Emergencer Weights and Measures with \$200 years service as summi, ama copplisty percent by instead secretares

By initial recruitment.

5. inspector of Factories (Technical) (EPS-17)

AMedebts and Mcasuses; 1

> Bachelor's Dagree in Civil, Machanical, Electrical "Mining of Chemical Engineering from a recognised University.

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And the superior of the applicance of the production of the superior of the su rule & of the North-Wort Frontier Province Civil Sugrents (Appointment, Promotion and Transfer] Rules, 1989, and in supersession of all provious Molifications in this behalf the Industries, Commerce, Minoral Dovelopment, Lacour and Technical Education Department. in consultation with the Earthlishment and Fingues Departments, hereby lay down the maphas of recruitment, qualifications and other conditions specified in column 1 to 5 of the Appendik to this Notinication which shall be applicable to the posts borns in the Directories. of Industries, Commerce and Labour, NWFP, specified in column Forthersaid Appendix-

> :gaixx Secondy to Covernient of PWIP. Industries, Companies, Minstel Pevelophenh Labour & Prefusical Eduration Persettinens

Bousesto Schall D12-1/31/20111/

Dated 18-10-3008

Copy forwarded to:-

1. All Administrative Assemblies to Government of LIWIR. 2. Secretary to Covernor, NWFF, Pashawar.

2. Socretary to Chief Militister, MWFP, Fosiewer.

4. All Head of Anadied Department.

a winded was a in NALD.

6. All Bismlot & Section Judges, WWF?

7. Jugistrar, Peshawar High Gourt, Postawas. 8. Secretary Board of Rovenue, NWFP, Peshawar.

9. Magistran, Service Tribined, Peshawar

10. PU to Minister for Industries, Nover

1. The Section Officer (Regulation-I Severances of MWFE: Establishment and Australian Dopastmean Pechawa.

The Director Industries-Comerciae & Fabrus, WWEP, Beshawar.

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Directorate of Labour KP

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Assistant Decor Labour KP	Wassers and Comments	2nd Measurs.  2nd Measurs.  Assistant Threson.  Lobour/Assistant  Duroctor Susearch,  Planning and  Statistics.	Depart Director	Inspector of Bollers.
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GAZETTE

KHABER BUKELINKHMV

Published by Authority

PESHAWAR, YUKSBAY, 221H JANUARY, 2013.

GOVERNMENT OF KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

> NOTIPICATION: Dated: 34\* December; 2012

No. SQL(LD)B-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 2/61 the said Appendix.

Secretary to Government of Khyber Pakhtunkhwa Lebour Department.

Assistant Director Labour

(Littgation)

Directorate of Labour KP

North Control

EXTRACRDINARY, 28TH JANUARY, 2013.

-		ARPENDI	<u>X</u>	1,
S. No.	Homeficialure of posts	¥inimum qualification prescribedត់or appointment by initial recruitment or by transfer	Age limit	Method of recruitment
	2	3	4:	5
1.	Director dabour (BPS-49)	₹ ,,		By promotion on the basis of seniority-cum filness, from amongst the Chief Inspectors of Factories. Deputy Directors Labour and Disputy Controller Weights & Meausres, with at least twelve years sentice 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 Mechanicals Engineering from a recognized University with five years expensive in the relevant field.	25 to 35 years	(a) Fifty per cent by promotion; on the basis of seniority-cumi-fitness, from amortist the Inspector of Factories (Technical) with five years service as such; and
M	Beputy-Birector-Labour	· Service ·	·	By promotion on the basis of senionly cum-finess,
	Deputy Controller Weights & Weasures (BPS-16)			from antongs Assistant Directors Lecture Assistant Directors Research Planning and Statistics, Accounts Officers and Assistants Controller Weights &
東 "…			-	Measures with afleast live years service as such
	Assistant Director Labour Assistant Director Research, Planning and Statistics/Assistant Controller-Weights & Weasures (893-17)	For Assistant Director Labour/Assistant Director Research, and Planning and Statistics:  (i) Second Class Master's Degree in any Social Sciences or Business Administration of Public Administration or Statistics of LL.B. from a recognized University, and		(a) Thirty per cent by promotion, on the basis of seniority-cum-filness, from amongst the Labour Officers, Statistical Officer and Research Statistical Officers with atleast five years service as such:  (b) thirty per cent by promotion, on the basis of seniority-cum-filness, from amongst the
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1.	2	UNKHWA GOVERNMENT GAZETTE	EXTRACEDINA	RY, 29TH JANUARY, 2013 SET
Walter Commence		For Assistant Controller Weights & Measures:  (ii) Second Class Master's Degree in Physics or Chemistry from a recognized University.	4	Inspectors Vieigns & Measures with alternations years service as such, and (c) forty per cent by initial recruitment.
T 1 4 7 1 4 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Timspector of Hactories (Technical) (BPS-17)	First Class Bachelor's Degree in Mechanical, Electrical, Chemical, Civil, Mining, Electronics or Mechanics Engineering from a recognized University.	22 to 30 years	By infact recruitment.
6.	Labour Officer (BPS 46)  Assistant Labour Officer	LL.B or Second Master's degree in Economics Business Administration and Pulic Administration from a recognized University.	<b>₩-</b>	(a) Fifty per cent by promotion, on the mass of seniority-our-fitness, from amongst the Assistant Labour Officers with alleast seven years service as such and (b) fifty per cent by finitial repullment.
	(BPS-11)	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 least of senionity countiness, from arranger the Labour Inspectors with the years service as such; and (b) twenty-five per cent by initial recreament.
8	Labour firspector (BPS-09)	Second Class Bachelor's Degree from a recognized University.	18 to 30 (rears	By initial recruitinent
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 semanty-cum- fitness, from Laboratory Assistants with eligit years service as such, and
		1	<u>.</u>	(b) ninety-five per cent by initial second ment can

Assistant Director Labour (L.K. gation)
Directorate of Labour KP

EXTRAORDINARY

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.

Daily 1 - 10 - 2016

Assistant Oilector Labour (Lingarion)

Directorate of Labour KP

	Assistant Director Labour (BPS-17)/ Assistant Controller	Co.	25 to 35 years.	(a) Thirty percent (30%) by promotion, on
e de la companya de l	Weights and Measures (BPS-17).	Master's Degree in any Social Sciences or Business or Public Administration, Statistics or BS (Law) or		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;
		equivalent qualification in the same disciplines from a recognized University; and  (ii) six months certificate in Advance Office Automation		(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 kertitute.	1 . 1	
j.	Accounts Officer (BPS-17)	Wall -		By deputation of a suitable Accounts Office from the Accountant General's Office

Assistant Dittotor Labour (Litightion)
Directorate of Labour KP



EXTRAORDINARY

GOVERNMENT



REGISTERED NO. PIL

GAZETTE

## KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 24th SEPTEMBER, 2020.

### GOVERNMENT OF THE KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

#### **NOTIFICATION**

Dated Reshawar, 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 (Livingation)

Directorate of Labour KP

l l		Director	Assist	ant Director Labour	25 to 35 years.	(a)	Thi-ty (2004) 1
1	.abour (BF					رما	Thirty percent (30%) by promotion, on
		Controller	(i)	At least Second Class	3		the basis of seniority-cum-fitness, from amongst the Labour Officers, Labour
	Veights	and		Master's Degree in any	,		Officers (female), Social Mobilizers
	Measures			Social Sciences or Busines			with at least five (5) years service as
(4	BPS-17).	,	1 1 1	or Public Administration			such
				Statistics or BS (Law) o	f		02043
ł				equivalent qualification in the	<b>;</b>	(b)	thirty percent (30%) by promotion, on
1			<u> </u>	same disciplines from	1	100	the basis of seniority-cum-fitness, from
				recognized University; and			amongst the Inspectors Weights and
İ		•			ļ		Measures with at least five (5) years
		•	(ii)	six months certificate in	· ·	1	service as such; and
				Advance Office Automation	ı		
				from a recognized institute.	1	(c)	forty percent (40%) by initial
- }							recruitment.
		,		ant Controller Weights and	1		•
			Measi	ires			·
			(i)	First Class Master's Degre	ėÅ	•	
			(4)	in Physics or equivaler			•
			•	qualification in the sam			
f			]	discipline from a recognize		1	•
				University, and		ŀ	
		·				<u>.</u>	
			(ii)	six months certificate i	n. F		
			1 /22.3	Advance Office automatio		1	
		:		from a recognized Institute.			
	Accounts	Officer	<del></del>	1+- &		0.	r deputation of a suitable Accounts Offic
_	BPS-17)	÷ ****	:		;		om the Accountant General's Office.
1 33	ST.O.TIL	•				1110	of the Accountant General's Office
	<u></u>		<del> </del>	Tour !	, , , , , , , , , , , , , , , , , , , ,		1/6
			Assi	stant Divertor Labour			
				(Lithyden)	•,		
			Dice	ectorate of Labour KP			•

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T10.	Inspector o	f (i)	**************************************	A 7 . A 4	
10.	Factories	f (i)	First Class Bachelor's	25 to 35 years	By initial recruitment.
ŀ	(Technical)		Degree in Mechanical,	•	
	(BPS-17)		Electrical, Chemical, Civil, Mining, Electronics or	• •	
'			Mining, Electronics or Mechatronics Engineering or		
ľ	1:		equivalent qualification in		
		1	the same discipline from a		
		· ·	recognized University; and		
ŀ				•	
		(ii)	six months certificate in	•	
	<b>†</b>	ŀ	Advance Office automation		į.
	\$		from a recognized Institute.		
ľ				•	
}	∦ :				
IT.	Statistical Office	r (i)	Atleast Second Class	25 to 35 years	(a) Seventy-five percent (75%) b
} .	(BPS-17).		Master's Degree in Statistics,		promotion, on the basis of senionity
			Mathematics or equivalent	·	cum-fitness, from amongst th
‡·· -		-	qualification in the same		Research and Statistical Officers an
Į:			disciplines from a		Statistical Investigators; and
91			recognized University; and		
Ţ.		25.5%	six months certificate in	<u> </u>	(b) twenty-five percent (25%) by initial
		(ii)	Advance Office automation		recruitment.
			from a recognized Institute.		mu
			regit a recognized and regi	• .	N/ SM
		1	1 - 20		N/O
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].		<del></del>			
			Assistant Director Labour		· · · · · · · · · · · · · · · · · · ·
			Assistant Director Labour (Livig don)		
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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  (ii) six months certificate in Advance Office automation from a recognized Institute.	(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).	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.	(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).		25 to 35 years  By initial recruitment.

Assistant Durzior Labour (Luigaron)
Directorate of Labour KP

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		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	25 to 35 years	(a) Five percent (5%) by promotion, on the basis of semiority-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	Statistical Officer (BPS-16)/Statistical	Degree in Statistics, Mathematics or equivalent		(a) Thirty-three percent (33%) by promotion, on the basis of seniority-cum-fitness, from amongst the Statistical
	Investigator (BPS- 16)/Research Assistant (BPS-16).	qualification in the same disciplines from a recognized University; and  (ii) six months certificate in Advance Office automation from a recognized Institute.	1 1	Assistant with at least five (5) years service as such; and  (b) sixty-seven percent (67%) by initial recruitment.

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25,	Assistant Labour	(i)	Atleast Second Class LLB or	22 to 32 years	(a)	Seventy-five percent (75%)	by
	Officer (BPS-12).		Bachelor's Degree or		رم)	promotion, on the basis of senior	-
	``		equivalent qualification from	-		cum-fitness, from amongst the Lab	
	•		a recognized University with			Inspectors, with at least five (5) ye	
			Economics, Statistics,			service as such; and	
			Mathematics, or Law as one	·		20021100	
			of the subject or in Business		(b)	twenty-five percent (25%) by in	itial
:			Administration; and		(-)	recruitment.	
		(ii)	six months certificate in				
		(ii)	Advance Office automation			•	
Ī			from a recognized Institute.			` '	
2 <del>6</del> .	Statistical Assistant	(i)	Atleast Second Class	22 to 32 years	70		<del></del>
ZŲ.	(BPS-12).	(r.)	Bachelor's Degree with	40 4 - Naire	Вуп	nitral recruitment.	
į.	ر چین تا - دی.		Statistics as one of the				
-			subject or equivalent				
			qualification from a	·	1	·	
	,		recognized University; and	; ·			
		- . yesk	As and the second of the	:			
		(ii)	six months certificate in Advance Office automation.		:		
	,		from a recognized Institute.		• •	• •	
<del></del>		7.5	Atleast Second Class	22 to 32 years.		The second secon	<del></del>
7.	Laboratory	(1)	Aueasi Second Class Bachelor's Degree with	zz w oz yeas.	By in	nitial recruitment.	
	Assistant (BPS-12).	,	Physics or Chemistry as one.				
			of the subject or equivalent,				
1 -			qualification from a	:	1		
		,	recognized University; and	Λ	c. A	•	·
			i i i i i i i i i i i i i i i i i i i	/\	L		<b>7</b> d
		(vi)	six months certificate in	· / / , !		<b>/</b>	W
		(21)	Advance Office automation				<u>ي</u>
	<i>*</i>		from a recognized Institute.	- Luly	~ <b>&lt;</b>		
<u></u>	<u>                                     </u>	<del></del> -		Assistant Director	Labou	RT .	—÷
		•		(LitIgation)	•		
				Directors of Lab	our K		
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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)
,29,	Labour Inspector (BPS-10).	(i) Atleast Second Class Bathelor's Degree 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.		
30.	Mānūal Assistant (BPS-6).	(i) Affeast 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 Daftati, Naib Qasids, Chowkidats 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
		(Li	Lighton Labour Lightion) to of Labour KP	recruitment