

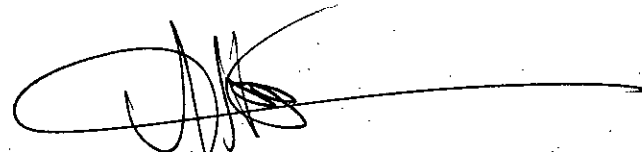
Order

17.04.2018

Counsel for the appellant and Asst: AG alongwith Mr. Murad Khan, Supdt for respondents present. Arguments heard and record perused.

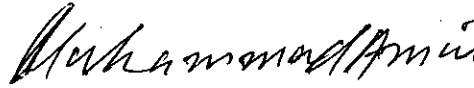
This appeal is also dismissed as per detailed judgment of today placed on file in connected service appeal No. 612/2015 titled "Ms. Sumbla Yousaf-vs- The Govt: of Khyber Pakhtunkhwa through Chief Secretary Civil Secretariat Khyber Pakhtunkhwa, Peshawar and 2 others": Parties are left to bear their own cost. File be consigned to the record room.

Announced:
17.04.2018



(AHMAD HASSAN)

Member



(MUHAMMAD AMIN KHAN KUNDI)

Member

25.09.2017

Since 07.09.2017 has been declared as a public holiday on account of first Muharram. Therefore cases adjourned to 20.12.2017.

READER

20.12.2017

Counsel for the appellant and Mr. Muhammad Jan DDA alongwith Murad khan, Supdt. for the respondents present. Counsel for the appellant seeks adjournment. To come up for arguments on 15.2.2018 before the D.B.


Member


Chairman

15.02.2018

Clerk of the counsel for appellant present. Mr. Zia Ullah DDA for the respondent present. Clerk of the counsel for appellant seeks adjournment as his senior counsel is not in attendance today. Granted. To come up for arguments on 17.04.2018 before D.B.


Member


Chairman

Order

17.04.2018

Counsel for the appellant and Asst: AG alongwith Mr. Murad Khan, Supdt for respondents present. Arguments heard and record perused.

This appeal is also dismissed as per detailed judgment of today placed on file in connected service appeal No. 730/2011 titled "Syed Shabir Hussain Shah-vs- The Govt: of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 37 others". Parties are left to bear their own cost. File be consigned to the record room.

Announced:
07.04.2018

(AHMAD HASSAN)
Member

(MUHAMMAD AMIN KHAN KUNDI)
Member

28.11.2016

Junior to counsel for the appellant and Mr. Muhammad Jan, GP for respondents present. Junior to counsel for the appellant requested for adjournment. Request accepted. To come up for arguments on 5.4.17.




(ABDUL LATIF)
MEMBER



(MUHAMMAD AAMIR NAZIR)
MEMBER

05.04.2017

Counsel for the appellant and Mr. Irfan Assistant Director alongwith Adeel Butt, Addl: AG for the respondents present. Argument could not be heard due to incomplete bench. To come up for final hearing on 30.06.2017 before D.B.




Chairman

30.06.2017

Counsel for the appellant present. Mr. Imran, Assistant alongwith Mr. Muhammad Adeel Butt, Additional AG for the respondents also present. Learned counsel for the appellant requested for adjournment. Adjourned. To come up for arguments on 22.09.2017 before D.B.



(Gul Zeb Khan)
Member



(Muhammad Amin Khan Kundi)
Member

01.03.2016

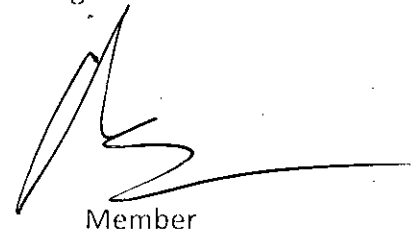
Appellant with counsel and Mr. Irfan, AD alongwith Addl: A.G for respondents present. Para-wise comments submitted. The appeal is assigned to D.B for rejoinder and final hearing for 2.6.2016.


Chairman

2.6.2016

Appellant in person and Mr. Irfan, Assistant Director alongwith Ziaullah, GP for respondents present. Appellant requested for adjournment. Adjourned for arguments on 26.7.2016.

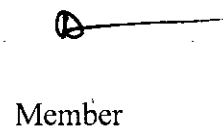

Member


Member

26.07.2016

Clerk to counsel for the appellant and Mr. Murad Khan, Supdt alongwith Mr. Usman Ghani, Sr.GP for respondents present. Clerk to counsel for the appellant requested for adjournment as counsel for the appellant is not available. The case is adjourned. To come up for arguments on 28.11.2016.


Member

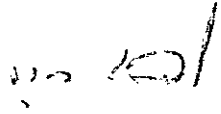

Member

08.06.2015

Counsel for the appellant present. Learned counsel for the appellant argued that the appellant was promoted as Associate Professor on acting charge basis on 10.3.2014 though eligible to promotion on regular basis as she had earned more than 12 years service in BPS-17 which is countable as valid service for consideration of appellant to promotion to BPS-18. That identical service appeal No. 343/2015 has already been admitted to regular hearing.

Points urged need consideration. Admit. Subject to deposit of security and process fee within 10 days, notices be issued to the respondents for written reply for 27.8.2015 before S.B.

Appellant Deposited
Security & Process Fee


Chairman

27.08.2015

Counsel for the appellant and Mr. Siraj Ahmed, Assistant alongwith Addl: A.G for respondents present. Requested for adjournment. To come up for written reply/comments on 24.11.2015 before S.B.


Chairman

24.11.2015

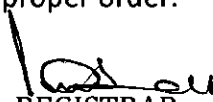
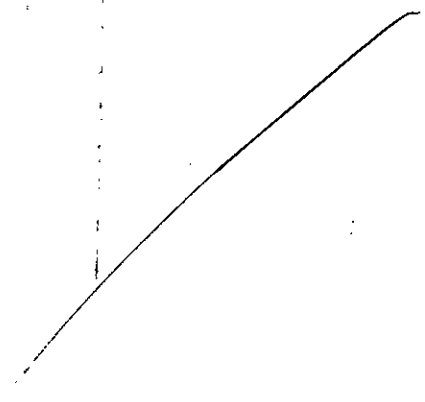
Agent of counsel for the appellant and Addl: A.G for respondents present. Written reply not submitted. Requested for further adjournment. Last opportunity granted. To come up for written reply/comments on 1.3.2016 before S.B.


Chairman

Form- A
FORM OF ORDER SHEET

Court of _____

Case No. 610/2015


S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	05.06.2015	<p style="text-align: center;">The appeal of Mst. Sabiha Zeb resubmitted today by Mr. Ijaz Anwar Advocate, may be entered in the Institution register and put up to the Worthy Chairman for proper order.</p> <p style="text-align: right;"> REGISTRAR</p>
2		<p style="text-align: center;">This case is entrusted to S. Bench for preliminary hearing to be put up thereon _____.</p> <p style="text-align: right;">CHAIRMAN</p> 

The appeal of Mst. Sabiha Zeb Associate Professor GGDC Dara Adam Khel received to-day i.e. on 25.05.2015 is incomplete on the following scores which is returned to the counsel for the appellatant for completion and resubmission within 15 days.

- 1- Page Nos. 20 to 26 of the appeal are illegible which may be replaced by legible/better one.
- 2- Wakalat Nama is not attached with the appeal which may be placed on it.
- 3- Copy of departmental appeal is not attached with the appeal which may be placed on it.

No. 791 /S.T,

Dt. 25/5 /2015


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Mr. Ijaz Anwar Adv. Pesh.

1- Page Nos 20 to 26 Better copy be attached

2- Wakalat Nama to attach with appeal

3- DA is attached with appeal

Ijaz Anwar

BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL PESHAWAR

Appeal No. 610 /2015

Ms. Sabiha Zeb Associate Professor (Acting Charge), Principal GGDC
Dara Adam Khel FR kohat FATA.

(Appellant)

VERSUS

Govt of Khyber Pakhtunkhwa through Chief Secretary Civil
Secretariat Peshawar and others.

(Respondents)

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S. No.	Description of Documents	Annexure	Page No.
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	Copies of the advertisement & appointment notifications as Assistant Professor	B, C & D	11-15
	Copies of the promotion policies	E & F	16-26
	Seniority list & promotion notification	G & H	27-35
	Copy of the representation	I	36
	Copy of the representation		
	Vakalatnama		

Sabiha Zeb
Appellant

Through

(IJAZ ANWAR)
Advocate, Peshawar

1

**BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL PESHAWAR**

A.W.P. Province
Service Tribunal

Diary No. 546

Dated 25/5/2017

Appeal No. 610 /2015

Ms. Sabiha Zeb Associate Professor (Acting Charge), Principal GGDC
Dara Adam Khel FR kohat FATA.

(Appellant)

VERSUS

1. Govt of Khyber Pakhtunkhwa through Chief Secretary Civil Secretariat Peshawar.
2. Secretary to Govt of Khyber Pakhtunkhwa Higher Education, Achieves & Libraries Department Peshawar.
3. Director Higher Education Khyber Pakhtunkhwa, Peshawar.

(Respondents)

Appeal under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974, against the notification dated 10.3.2014 whereby the appellant has been promoted on Acting Charge Basis as Associate Professor, though she was entitled to have been allowed regular promotion, against which the departmental appeal has not been responded.

Prayer in Appeal: -

On acceptance of this appeal the respondents may please be directed to vary/modify the notification dated 10.3.2014 to the extent of allowing her promotion on regular basis to the post of Associate professor BPS-19 with all arrears and benefits.

Respectfully submitted:

- Re-submitted*
- 5/6/15*
1. That the Appellant was initially appointed as Subject Specialist BPS-17 through Public Service Commission in the year 1995/1996/1999 respectively. The Subject specialist are usually posted in Higher Secondary Schools and teaching to FA/FSc

classes. (Copies of the appointment notifications are attached as Annexure A)

2. That the Appellant while serving in the said capacity applied for the post of Assistant Professor BS-18 advertised by the Public Service Commission, participated in the selection process and remained successful, she was thus appointed as Assistant Professor BPS-18 Vide Notification dated 5.7.2008 & 30.8.2008, pursuant to the recommendation of the Public Service Commission. (Copies of the advertisement & appointment notifications as Assistant Professor are attached as Annexure B, C & D)
3. That the next post in the channel of promotion from the post of Assistant Professor BS-18 is Associate Professor BS-19, the post is 100% promotion post to be filled on seniority cum fitness basis. As per the promotion policy the length of service required for the post of Associate Professor BS-19 has been mentioned as 12 years service in BS-17 & above, while those directly appointed in BS-18, 7 year service was required in BS-18. (Copies of the promotion policies are attached as Annexure E & F)
4. That the appellant having her seniority and all eligibilities was duly considered for promotion however, quite illegally was allowed promotion vide notification dated 10.3.2014 to the post of Associate Professor BPS-19 on Acting Charge Basis while ignoring the service of appellant rendered in BS-17 as Subject Specialist. (Copies of the Seniority list & promotion notification are attached Annexure G & H)

5. That the appellant represented against the non allowing promotion on regular basis, albeit no action was taken thereon within the stipulated period. (Copy of the representation is attached as Annexure I)
6. That the above acts and omission of the respondents in not allowing regular promotion & depriving the appellant of their due rights are illegal, unlawful in violation of the rules, since the appellant have got no remedy available in law are thus constrained to invoke the Constitutional jurisdiction of this Honourable Tribunal inter alia on the following grounds: -

GROUND OF APPEAL:

- i. That the Appellant has not been treated in accordance with law and their rights secured and guaranteed under the law have been violated.
- ii. That under the rules the appellant was fit and eligible for promotion to the post of Associate Professor BPS-19 on regular basis, however allowing promotion on acting charge basis is illegal and unlawful.
- iii. That the respondent have acted in violation of section 9 of the Civil Servant Act, 1973 read with Rule 9 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfers) Rules, 1989, in the instant case though the appellant have all the eligibilities and fitness, but their juniors were considered and promoted on regular basis, thus the acts and omissions of the PSB is violative of law and the rules.

- iv. That the length of service of the appellant in BS-17 as Subject Specialist has not been counted for the purpose of promotion, thus deprived her of regular promotion, interestingly similarly placed lecturer who were appointed in colleges were allowed to count their service despite their direct appointment as Assistant Professor BS-18, thus highly discriminated the appellant in the matter of promotion on regular basis.
- v. That under the rules the appellant was fit and eligible for promotion to the post of Associate Professor BS-18 on regular basis, however allowing promotion on acting charge basis is illegal and unlawful.
- vi. That the appellant was the selectees of Public Service Commission as Subject Specialist BS-17 like lecturers and even better as some of the lecturers who were allowed regular promotion were appointed on adhoc Basis are regularized without qualifying Public service commission.
- vii. That the appellant has been promoted on Acting Charge basis on the basis of their seniority, albeit quite illegally the respondents are wrongly interpreting the promotion policy and considering that the appellant having not been promoted on regular basis thus have lost their seniority, though under the law unless superseded the appellant could not be deprived of their seniority.
- viii. That the appellant has initially filed writ petition No. 2462/2014 in the Honorable Peshawar High Court Peshawar, however, the honorable court vide judgment and order dated 25.2.2015, send the writ petition to this honorable Tribunal for treating the same as Service Appeal. Hence, this appeal has been filed in a proper

format as per the requirement of Khyber Pakhtunkhwa Service Tribunal Procedure Rules 1974.

- ix. That the appellant seeks the permission of this Honorable Court to rely on additional grounds at the hearing of this appeal.

It is therefore prayed that on acceptance of this appeal the respondents may please be directed to vary/modify the notification dated 10.3.2014 to the extent of allowing her promotion on regular basis to the post of Associate professor BPS-19 with all arrears and benefits.

Sabiha Zeb
Appellant

Through



IJAZ ANWAR
Advocate Peshawar

AFFIDAVIT

I, Ms. Sabiha Zeb Associate Professor (Acting Charge), Principal GGDC Dara Adam Khel FR kohat FATA, do hereby solemnly affirm and declare on oath that the contents of the above noted appeal are true and correct and that nothing has been kept back or concealed from this Honourable Tribunal.

Sabiha Zeb
Deponent



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ANNEX - A

GOVERNMENT OF N.W.F.P.
EDUCATION DEPARTMENT.

Dated Peshawar, the 8th March, 1999.

NOTIFICATION.

NO.SO(S)5-6/98/SS(F). Consequent upon the recommendations of the NWFP, Public Service Commission and consent of the N.W.F.P. Finance Department through circular letter No.BI/5-8/98-99/FD, dated 31.8.1998, the Governor, NWFP is pleased to appoint the following candidates as Female Subject Specialists (BS-17) in various subjects at the Govt. Girls Higher Secondary Schools mentioned against each from the date of their taking over charge subject to the conditions mentioned below: -

1. Mst. Saeeda Begum D/O Nazar Jan Allaq Surrani Village Kotka Mir Alam Post office Torka Division Bannu.
2. Mst. Madia Hamid D/O Abdul Hamid Lodhi E-9 P.O. F Havelian cantt.
3. Mst. Sarwat Bano D/O Ghulam Nadir Village Safo Bahi Band P.O Maddani Tehsil Tangi District Charsadda.
5. Mst. Shahida D/O Sherin Khan Afridi Street Near Ibadat Hospital, Nishtarabad Peshawar City.
- ✓ 5. Mst. Shakila Masira D/O Prof. Inamullah Jan St. No. 6 Canal Road Afghan Colony Peshawar.
6. Parveen Akhtar D/O Zahir Shah H.No. 440, Mohallah Mulla Baroo Illaq Gunj Near Tehsil Peshawar City.
- ✓ 7. Mst. Faryal Shah D/O S. Naubahar Shah, Shah Medical Hall Khyber Bazar Peshawar City.
8. Mst. Mishat D/O Dalail Khan, Dalail Khan New Makan Bagh Mingora Swat.
9. Mst. Robina Shaheen D/O Muhammad Daud Village Ghor Khan Teh: 8 District Haripur C/O S. Bilal Hussain Mohallah Soha Haripur.
10. Mst. Kaniz Fatima D/O Muhammad Riazul Hussain Gangohi, Mohallah Sahib Shah D.I. Khan.
11. Mst. Zohra Jabeen D/O Haji Muhammad Ashraf Qaisr-e-Sajjad H.No. 2252 Mohallah Risaldaran Haripur.
12. Mst. Naheed Akhtar D/O Fazli Wahab Opposite Shah Colony Rahim Abad Charsadda Road Mardan.
13. Mst. Sajida Khanum D/O Pir Fazli Karim Village Pati Kalan P.O & Tehsil Takht Bhai Mardan.
14. Mst. Najma Sultana D/O Raja Muhammad Akram H. No. 490/E, Bank Street Bannu City.
15. Mst. Gulnar D/O Kamin Khan C/O Ahmad Gul Painter St. No. 12 College Town Pindi Road Kohat.
16. Mst. Nabila D/O Abdul Hamid Khan Mohallah Bazid Khel (Thana.
17. Zahida Nasrin D/O Dilwar Khan H.No. 322/D St. Arya Samaj Bannu.
18. Saeeda Bano D/O Muhammad Jan Moh. Rehan Kot P.O & Teh: Dir.

M
L

19. Mst.Yasin Gul D/O Subhan Ali Khan, Mohallah Fateh Khail Tangi Nuzhatzai Teh: Tangi District Charsadda.
20. Mst.Bibi Halima D/O Abdul Rabi Gal door District Chitral.
21. Mst.Khairun Nisa Badar D/O Sh; Muhammad Mazhar Moh; Kanarrian Wallab D.I.K
22. Mst.Iffat Safina D/O Parhad Hussain Vill: Lotumber Teh: & Distt: Karak.
23. Mst.Iffat Sultana D/O Raja Mushtaq Ahmad 240/1 Kehal Abbottabad.
24. Mst.Majuman Nisa D/O Sufi Subhan Gulbahar No.4 Javed Town Syed Street Peshawar City, C/o Azhar Ali Shahji House.
25. Mst.Nudrat Nadia D/O Ali Muhammad Khan resident of Kchat:
26. Mst.Farzana Rehman Safi D/O Fazlur Rehman Safi Vill: & PO Garoshah Takht Bhai (Mardan).
27. Mst.Salma Masood D/O Shahid Masood Rural Health Centre Havellian A.Abad.
28. Mst.Sabiha Zaid D/O Muhammad Aurangzeb D/O Mohammad XEM (Rtd) House Gulhanizeb Peshawar.
29. Mst.Wazia Kharun D/O Habibur Rehman H.No.43 Yousaf Abad Pesh: City.
30. Mst.Samia Wahid D/O Wahid Ali H.No.4, PCSIR Laboratories Colony Pesh:
31. Mst.Najina Tabassum D/O Hashir Ahmad C/O Asar Khan Office of Deputy Director Agriculture Kanul Road Mardan.
32. Mst.Hamida Begum D/O Syed Fazli Agram Near Khawar Masjid Canal Town Islamic College Colony Masir Bagh Road Peshawar.
33. Mst.Saira Begum D/O Farid Gaiyum, Mohallah Chino Vill: & P.O Kotha District Swabi.
34. Mst.Habiba Bibi D/O Hafiz Muhammad Amir Azam, Mohallah Jang Bazar District Chitral.

TERMS AND CONDITIONS OF THEIR APPOINTMENT.

- i) They will be governed by such rules and regulations as may be prescribed by the Government from time to time for the category of Government Servants to which they belong.
- ii) Their services will be terminable on one month's notice.
- iii) They shall be on probation for a period of 2 years.
- iv) The appointments of the candidates mentioned above, is subject to the condition that they are the domicile of N.W.F.P.
- v) Their inter-se-seniority will be fixed according to the order of merit assigned by the NWFP Public Service Commission.
- vi) They will make declaration of assets if not already done and will submit charge reports to all concerned.
- vii) They should join the post within one month immediately, thereafter Director Secondary Education NWFP should furnish a certificate to the effect that the candidates have joined the post or otherwise.
- viii) They shall have to acquire B.Ed Degree within 3 years after their appointment. In case they fail to acquire this degree within stipulated period, their services will be liable to termination.
- ix) Their appointment will be subject to the satisfactory report on the verification of their character & antecedents.
- x) No XXV/X TA/DA will be paid to them on joining the post.

(Contd.....3.....)

GOVERNMENT OF N.W.F.P.,
EDUCATION DEPARTMENT.

Dated Peshawar, the 8th March, 1999.

NOTIFICATION.

NO. SO(S) 5-6/98/SS(F). Consequent upon the recommendations of the WFP, Public Service Commission and consequent of the N.W.F.P, Finance Department through circular letter No.BI/5-8/98-99/FD, dated 31.8.1998, the Governor, WFP is pleased to appoint the following candidates as Female subject specialists (BS-17) in various subjects at the Govt; Girl Higher Secondary Schools mentioned against each from the date of their taking over charge subject to the conditions mentioned below :-

- 1- Mst. Saeeda Begum D/O Nazar Jan Allaq Surrani Village Kotka Mir Alam Post Office Torka Division Bannu.
- 2- Mst. Nadia Hameed D/O Abdul Hamid Lodhi E-9 P.O.F Havelian Cantt.
- 3- Mst. Sarwat Bano D/O Ghulam Nadir Village safe Bani Band P.O. Maddani Tehsil Tangi District, Charsadda.
- 4- Mst. Shahida D/O Sherin Khan Afridi Street Near Ibadat Hospital, Nishtarabad, Peshawar City.
- 5- Mst. Shakila Nasira D/O Prof; Imamullah Jan St: No.6 Canal Road, Afghan Colony, Peshawar.
- 6- Parveen Akhtar D/O Zahir Shah H.No.440, Moh: Mulla Baroo Illaqa Gunj Near Tehsil Peshawar City.
- 7- Mst. Faryal Shah D/O S.Naubahar Shah, Shah Medical Hall Khyber Bazar, Peshawar City.
- 8- Mst. Nishat D/O Dalail Khan, Dalail Khan New Makan Bagh Mingora Swat.
- 9- Mst. Robina Shaheen D/O Muhammad Daud Village Gher Khan Teh: & District Haripur c/o S.Bilal Hussain Mohallah Sha Haripur.
- 10- Mst. Kaniz Fatima D/O Muhammad Riazul Hussain Cangohi, Mohallah Sahib Shah D.I.Khan.
- 11- Mst. Zohra Jabeen d/o Haji Muhammad Ashraf Waiser-o-Sajjad H.No.2252 Moh: Risaldaran Haripur.
- 12- Mst. Naheed Akhtar d/o Fazli Wahab Opposite Shah Colony Rahim Abad Charsadda Road, Mardan.
- 13- Mst. Sajida Khanum d/o Pir Fazli Karim Vill: Pati Kalan P.O. & Tehsil Takht Bhai Mardan.
- 14- Mst. Najma Sultana d/o Raja Muhammad Akram H.No.490/E, Bank Street, Peshawar City.
- 15- Mst. Gulnar d/o Kamin Khan c/o Ahmad Gul Painter St. Np.12 College Town Pindi Road Kohat.
- 16- Mst. Nabila d/o Abdul Hamid Khan Moh: Bazid Khel (Thana.
- 17- Zahida Nasrin d/o Dilawar Khan H.No.322/D St. Arya Samaj Bannu.
- 18- Saeeda Bano D/o Muhammad Jaf Moh: Rehman Kot PO & Teh: Dir.



On their appointment they are hereby posted as under:-

S.No.	Name & Father's Name	Where proposed	Remarks
1.	Mst: Saeeda Begum D/O Nazar Jan.	SS(Chemistry) GGHSS Mandozai Bannu.	Against vacant post.
2.	Mst:Nadia Hameed D/O Abdul Hameed Lodhi	SS (Chemistry) GGHSS Havelian A/Abad.	-do-
3.	Mst:Serwat Bano D/O Ghulam Nadir.	SS (Chemistry) GGHSS Nowshera.Kalan.	-do-
4.	Mst: Shobida D/C Sherin Khan.	SS (Chemistry) GGHSS Comprehensive Peshawar.	Vice Sl:No.40
5.	Mst:Shamila Nasira	SS(Chemistry) GGHSS Hayat Abad Peshawar.	Against vacant post.
6.	Mst:Farveen Akhtar	SS(Biology)GG Comp: HSS Peshawar.	-do-
7.	Mst:Faryal Shah	SS(Biology)GGHSS Hayat Abad Peshawar.	-do-
8.	Mst: Nishat	SS(Biology)GGHSS Matte (Swat).	-do-
9.	Mst:Robina Shaheen	SS(Biology)GGHSS Kalabat Township (Haripur).	-do-
10.	Mst:Kaniz Fatima	SS(Maths)GGHSS Taharpur(M.I.Khan).	-do-
11.	Mst:Zehra Jabeen	SS(Maths)GGHSS Kalabat Township Haripur.	-do-
12.	Mst:Nahced Akhtar	SS(Maths)GGHSS Gujrat(Mardan).	-do-
13.	Mst:Sajida Ihanum	SS(H/C)GGHSS Kalu Khan Mardan.	-do-
14.	Mst:Najma Sultana	SS(H/C)GGHSS (Karak).	-do-
15.	Mst:Gulnar	SS(H/C)GGHSS Jangle Khel(Khat).	Vice Sl: No.36.
16.	Mst:Nabila	SS (T: Study)GGHSS Timergara(Sir).	Against vacant post.
17.	Mst:Zahida Nasreen	SS(T: Study)GGHSS Mandozai (Bannu).	Vice Sl: No.35.
18.	Mst:Saeeda Bano	SS(Islamiat)GGHSS Timergara(Sir).	Against vacant post.
19.	Mst:Yuseen Gul	SS(Islamiat)GGHSS Cherpac(Charsadda).	-do-
20.	Mst:Bibi Halima	SS(Islamiat)GGHSS Chitral.	-do-

YK
10

<u>Sl:No.</u>	<u>Name & Father's Name</u>	<u>Where proposed</u>	<u>Remarks</u>
21.	Mst:Khairun Nisa B. Sar	SS(Islamiat) GGHSS Mandozai (Bannu).	Against vacant post.
22.	Mst:Iffat Safina	SS(Islamiat)GGHSS Tapi (Swabi).	-do-
23.	Mst:Iffat Sultana	SS(Islamiat)GGHSS Malikpur Abbottabad.	-do-
24.	Mst:Najman Nisa	SS(English)GGHSS Chamkani Peshawar.	Against vacant post.
25.	Mst:Nudrat Nadia	SS(English)GGHSS Hangu(Kohat).	-do-
26.	Mst:Farzana Rehman Safi	SS(Home Econ:) GGHSS Marochinar (FATA).	-do-
27.	Mst:Balma Masood	SS(Home Econ:) Havelian Abbottabad.	Vice Sr:No.38.
28.	Mst:Sabiha Zaib	SS(Home Econ:) Shahdand Baba(Mardan).	Vice Sr:No.37.
29.	Mst:Nazia Khanum	SS(Home Econ:) Teru (Mardan).	Against vacant post.
30.	Mst:Samia Wahid	SS(Home Econ:) Khanpur(Haripur).	-do-
31.	Mst:Nagina Tabassum	SS(Urdu)GGHSS Takht Bai (Mardan).	-do-
32.	Mst:Hamida Begum	SS(Urdu)GGHSS Shahdand Baba Far Hoti Mardan.	Vice Sr:No.39.
33.	Mst:Saira Begum	SS(Urdu)GGHSS Tapi Swabi.	Against vacant post.
34.	Mst:Habiba Bibi	SS(Urdu)GGHSS Khanpur(Haripur).	-do-

CCONSEQUENTIAL TRANSFER

35.	Mst:Shamim Akhtar. SS GGHSS Mandozai (Bannu)	H/M GGHSS Sabir Abad (Karnak).	Against vacant post.
36.	Mst:Harveen Rukhsana SS GGHSS Jangle Khel Kohat.	H/M GGHSS Babli Banda (Kohat).	-do-
37.	Mst:Naeema Bano(H.M) S.S GGHSS Shahda Baba.	H/M GGHSS Badaber Peshawar.	-do-

Attested

[Signature]

8

(5)

- | | | | |
|-----|--|--|-------------------------|
| 38. | Mst:Rukhsana Yunis
S.S GGHSS Paveilian. | S.S GGHSS Comp:
Abbottabad. | Against vacant
post. |
| 39. | Mst:Gul Bahar Begum
SS GGHSS Shah and
Baba Mardan. | S.S GGHSS
Timergara Dir. | -do- |
| 40. | Mst:Rugie Begum
SS GGHSS Comp:
Ieshawar. | SS (Science) GGHSS
Lady Griffith
Ieshawar. | -do- |

SECRETARY TO GOVT OF NWFP
EDUCATION DEPARTMENT.

Undst:No.20(3)/5-6/98/SS(F) Dated Ieshawar the 8th March, 1999.

Copy forwarded for information & necessary action to:-

- 1) The Director Secondary Education NWFP, Ieshawar.
- 2) The Accountant General NWFP, Ieshawar.
- 3) The District Account Officers concerned.
- 4) The Principal GGHSS/GHS concerned.
- 5) The Secretary NWFP Public Service Commission Ieshawar w/r to his letters No.18642 dated 22.10.98, No.18643 dt:22.10.98, No.19386 dt:31.10.98, No.18934 dt:28.10.98, No.18456 dt:10.10.98, No.18223 dt:13.10.98, No.18330 dt:15.10.98, No.18331 dt:15.10.98, No.18160 dt:12.10.98, No.
- 6) The Manager, Government Printing Press NWFP, Ieshawar.
- 7) The candidates concerned.
- 8) The Director information with the request for publication in the newspapers.

M. Fakhr Alam
(Muhammed Fakhr Alam),
Section Officer (Schools).

9/8

9

GOVERNMENT OF N.W.F.P.
EDUCATION DEPARTMENT.

NOTIFICATION.

NO. SO(S)5-6/94/Female. The Governor NWFP on the recommendations of the NWFP Public Service Commission is pleased to order the appointment of the following candidates as Female Subject Specialist in BS-17 in GGHSSs with immediate effect:-

1. Masooma Zaidi D/O S.Saeed Akhtar Zaidi 3-11 Arbab Road Peshawar Cantt:.
2. Miss.Sumbla Yousaf D/O Mohammad Yousaf House No.1457 Zahir Abad Colony Peshawar City.
3. Samina Naz D/O Syed Habib Osman Medical Store Khyber Bazar Peshawar.
4. Rasikha Begum D/O Abdul Razzak Siddiqui UM-130 Upper Malik Pura Abbottabad.

TERMS AND CONDITIONS OF THEIR APPOINTMENT.

- i) They will be governed by such Rules & Regulations as may be prescribed by the Govt: for the category of the Govt:.
- ii) Their services will be terminable on one month's notice.
- iii) They shall be on probation for a period of 2 years.
- iv) They will make declaration of assets if not already done and will submit charge reports to all concerned.
- v) They should join the post within one month. Immediately, thereafter Director Secondary Education should furnish a certificate to the effect that the candidates have joined the post or otherwise.
- vi) They shall have to acquire B.Ed Degree within 3 years after their appointment, in case they fail to acquire this degree within stipulated period, their services will be liable to termination.

On their appointment they are hereby posted as under:-

S.NO.	Name & Father's Name.	Posted as	Remarks.
1.	Masooma Zaidi D/O S. Saeed Akhtar Zaidi.	SS GGHSS University Town, Peshawar. <i>(Home Economics)</i>	Vice Sr.No.5
2.	Mst.Samina Naz	SS GGHSS Nawanshehr Abbottabad. <i>(Home Economics)</i>	Vice Sr.No.7
3.	Mst.Sumble Yousaf	SS GGHSS Toru <i>(Home Economics)</i>	Vice Sr. No.8
4.	Mst.Rasikha Begum	SS GGHSS Havelian <i>(Home Economics)</i>	Vice Sr.No. 9.

P.T.O

Consequential transfers/postings of the following BS-17 Officers are also ordered in the public interest as follows:-

S.NO.	Name of Officer	To be adjusted as	Remarks
5.	Mst. Parveen Shamshad (MSc Maths) SS GGHSS University Town.	SS(Maths)GGHSS BSD Peshawar.	Vice Sr.No.6
6.	Mst. Nasim Akhtar Zia HM working as SS GGHSS BSD Peshawar.	HM GGHS Dosehra Charsadda.	Vice Mst. Nusrat Begum already trans- ferred.
7.	Mst. Sakina Jan HM working as SS GGHSS Nawanshehr A. Abad.	HM GGHS Sherwan A. Abbottabad.	Against vacant post.
8.	Mst. Shaheen Akhtar HM working as SS GGHSS Havelian.	HM GGHS Keri Raiki Mardan.	- do-
9.	Mst. Shamim Akhtar HM working as SS GGHSS Havelian.	HM GGHS Keri Raiki A. Abad.	- do-

SECRETARY TO GOVT: OF NWFP
EDUCATION DEPARTMENT.

Endst: No. SO(S)5-6/94/Female. Dated Peshawar, the 2/10 /1996.

Copy forwarded to the:-

1. Director of Education Secondary & FATA NWFP, Peshawar.
2. Accountant General NWFP, Peshawar.
3. Manager Govt: Printing Press NWFP, Peshawar.
4. District A/Cs Officers, Haripur, Mardan, Mansehra, Abbottabad and Nowshera.
5. Agency Accounts Officer Kurram Agency.
6. Secretary NWFP Public Service Commission.
7. Officers concerned.

(MUHAMMAD ILYAS)
SECTION OFFICER (SCHOOLS)

10

GOVERNMENT OF N.W.F.P.,
EDUCATION DEPARTMENT.

NOTIFICATION.

NO. SO(S) 5-6/94/Female. The Governor, NWFP on the recommendations of the NWFP Public Service Commission is pleased to order the appointment of the following candidates as Female Subject Specialist in EC-17 in CGSSs with immediate effect:-

1. Aneela Durrani D/O Mahfooz Jan Durrani 83 Defence officers Colony Shami Road Peshawar Cantt.
2. Zanib Bibi D/O Amin Jan Vill: Sharif Khana Charnang Bajour Agency.
3. Syed Sumera Bukhari D/O S. Mudassar Shah 49 Haider Shah Town Dalazak Road Peshawar.
4. Jiffat Ara D/O Malik Muhammad Ashraf House No. 565 Street 6 Dabi Manshra Vill: & P.O Mangloer Manshra.
5. Somia Sadiq D/O Khawaja Sadiq Ali House No. 134 ASE No. 17 Gulbahar No. 2 Peshawar City.
6. Zaibun Nisa D/O Abdul Jabbar Khan Cali Dat Mohkhidmat Garan D.T. Khan.
7. Parveen Zeb D/O Muhammad Hussain House C 71 Street Farshi Cali Inside Yaka Toot Peshawar.
8. Aysha Saeed D/O Saeedud Din Siddique House No. 235 Street No. 1 Jinnah Colony Abbottabad.
9. Zubina D/O Niamatullah Jan 126-A Street No. 15 Gulbahar No. 2 Peshawar.
10. Nasira Umar Shah D/O Umar Shah House No. 1537 Street No. 2 Far Baghdad Mardan.
11. Humaira Faz Qureshi D/O Jafar Ali Qureshi 58 Manshra Road Supply Abbottabad.

TERMS AND CONDITIONS OF THEIR APPOINTMENT.

- i) They will be governed by such Rules & Regulations as may be prescribed by the Govt: for the category of the Govt:
- ii) Their services will be terminable on one month's notice.
- iii) They shall be on probation for a period of 2 years.
- iv) They will make declaration of assets if not already done and will submit charge reports to all concerned.
- v) They should join the post within one month. Immediately, thereafter Director Secondary Education should furnish a certificate to the effect that the candidates have joined the post or otherwise.
- vi) They shall have to acquire B.Ed Degree within 3 years after their appointment. In case they fail to acquire this degree within stipulated period, their services will be liable to termination.

on their appointment they are hereby posted as under:-

<u>S.No.</u>	<u>Name & Father's Name.</u>	<u>Posted as</u>	<u>Remarks.</u>
1.	Mst. Parveen Zeb D/O Muhammad Hussain.	SS (Chemistry) CGSS Khanpur Baripur.	Against Vacant post.
2.	Mst. Somia Sadiq D/O Khawaja Sadiq Ali.	SS (Stat.) CGSS Shahdand BABA Mr.	"

3. Mst. Zaibun Nisa D/O Abdul Jabbar Khan. SS (Stay:) GCHSS Parachinar. Against vacant post.
4. Mst. Ayesha Saeed D/O Saeedud Din Siddique GCHSS Balakot Manshara. "
5. Mst. Zubina D/O Niamatullah Jan. SS (History-Cum-Civ) GCHSS Havelian. Vice Sr.No.13.
6. Mst. Nasira Umar Shah D/O Umar Shah. SS (History-Cum-Civ:) GCHSS Pirpai. Vice S.No.12.
7. Mst. Sumaira Naz Qureshi D/O Jafar Ali Qureshi. SS (English) GCHSS Khanpur Haripuri. Against vacant post.
8. Mst. Aneela Durrani D/O Mahfooz Jan Durrani. SS (pak Studies) GCHSS Pirpai. Vice S.No.14.
9. Mst. Zanib Ribi D/O Amin Jan. SS (pak Studies) GCHSS Shahdani Baba Mardan. Against vacant post.
10. Mst. Syeda Sumera Bukhari D/O S. Mudassir Shah. SS (pak Studies) GCHSS Khanpur Haripuri. "
11. Mst. Jffat Ara D/O Malik Muhammad Ashraf. SS (Pak Studies) GCHSS Falakot Manshara. "

Consequential transfers/postings of the following IS-17 officers are also ordered in the Public Interest as follows:-

12. Mst. Surriya parveen HM working as SS GCHSS Pirpai. HM GCHSS Showa Swabi. Against vacant post.
13. Mst. Farhat Jabeen SS (Economics) working against the post of SS (History-Cum-Civics) GCHSS Havelian. SS (English) GCHSS Topi. "
14. Mst. Musarrat Afza HM working against the post of SS (FC) GCHSS Pirpai. SS (English) GCHSS Pirpai. "
15. Mst. Shazia Noor SS (History-Cum-Civ) GCHSS Channar. SS (History-Cum-Civics) GCHSS Jangal Khel Kohat. "

SECRETARY TO GOVT: OF NWFP
EDUCATION DEPARTMENT.

Order No. SO(S) 5-6/94/Female. Dated Peshawar, the 4.4.1995.

Copy forwarded to the:-

1. Directors of Education Secondary & FATA NWFP Peshawar.
2. Accountant General NWFP Peshawar.
3. Manager Govt: Printing Press NWFP Peshawar.
4. District A/Cs Officers, Haripur, Mardan, Manshara, Abbottabad and Nowshera.
5. Agency Accounts Officer Kurram Agency.
6. Secretary NWFP Public Service Commission.
7. Officers concer

(MUHAMMAD ILYAS)
Section Officer (Schools)

GOVERNMENT OF N.W.F.P.,
EDUCATION DEPARTMENT.

NOTIFICATION

No. SO(S) 5-6/94/Female. The Governor NWFP on the recommendations of the NWFP Public Service Commission is pleased to order the appointment of the following candidates as Female Subject Specialist in BS-17 in GCHSSs with immediate effect.:

- 1- Anzela Durrani D/O Mahfooz Jan Durrani 03 Defence Officers Colony Shami Road Peshawar Cantt;
- 2- Zanib Bibi D/O Amin Jan Vill; Sharif Khana Charming Bajgur Agency.
- 3- Syed Sumera Bukhari d/o S. Mudassir Shah 49 Haider Shah Town Dalazak Road, Peshawar.
- 4- Iffat Ara d/o Malik Muhammad Ashraf House No.565 Street 6 Dabi Mansehra Vill; & P.O. Mangloor Mansehra.
- 5- Saima Sadiq D/O Khawaja Sadiq Ali House No.134 ASE No. 17 Gulbahar No.2 Peshawar City.
- 6- Zaibun Nisa d/o Abdul Jabbar Khan Gali Bat Mohkidmat Garani D.I.Khan.
- 7- Parveen Zaeab d/o Muhammad Hussain House C-71 Street Farahi Gali Inside Yaka Toot, Peshawar.
- 8- Aysha Saeed D/O Saeedud Din Siddique No.235 Street No.1 Jinnah Colony, Abbottabad.
- 9- Zabina d/o Niamatullah Jan 26-A Street No.15 Gulbahar No.2 Peshawar.
- 10- Masira Umar Shah d/o Umar Shah H.No.1937 Street No.2 Par Baghdada Mardan.
- 11- Numaira Pak Qureshi d/o Jafar Ali Qureshi 58 Mansehra Road Supply Abbottabad.

TERMS & CONDITIONS OF THEIR APPOINTMENT

- i) They will be governed by such Rules & Regulations as may be prescribed by the Govt. for the category of the Govt.
- ii) Their services will be terminable on one month's notice.
- iii) They shall be on probation for a period of 2 years,
- iv) They will make declaration of assets if not already done and will submit charge reports to all concerned.
- v) They should join the post within one month, immediately, thereafter Director Secondary Education should furnish a certificate to the effect that the candidates have joined the candidates have joint the post or otherwise.
- vi) They shall have to acquire B.Ed Degree within 3 years After their appointment. In case they fail to acquire this degree within stipulated period, their services will be liable to termination.

A. J. Khan

Amir: E B

NWFP PUBLIC SERVICE COMMISSION

Website: www.nwfppsc.gov.pk
 Dated: 26-07-2007
 ADVERTISEMENT NO. 03/2007.

Scouts Building, Sector P-1, Phase-IV, Hayatabad, Peshawar

Applications are invited for the following posts from Pakistani citizens of N.W.F.P./F.A.T.A domicile by 25-08-2007 (10-09-2007 for candidates from abroad). Incomplete applications shall be rejected without intimation to the candidates. Moreover, applications without supporting documents required to prove the claim of the candidates shall also be rejected without intimation to the candidates.

AGRICULTURE LIVESTOCK & CO-OPERATIVE DEPT.

(S. No. 1) 02 Senior Research Officer Plant Pathology.
QUALIFICATION: (a) Ph.D in any of the subjects relating to the groups specified in sch: II & (b) Publication of at least two research papers on problems encountered in OR Relevant to the conditions in NWFP, and of such a quality which have been used as reference by other research scientists of National and international repute.
AGE LIMIT: 25 to 35 years. **PAYSCALE:** BPS-18.
ELIGIBILITY: Male. **ALLOCATION:** Merit.

(S. No. 2) 01 Senior Research Officer Vegetable.
QUALIFICATION: (a) Ph.D in any of the subjects relating to the groups specified in sch: II & (b) Publication of at least two research papers on problems encountered in OR Relevant to the conditions in NWFP, and of such a quality which have been used as reference by other research scientists of National and international repute.
AGE LIMIT: 25 to 35 years. **PAYSCALE:** BPS-18.
ELIGIBILITY: Male. **ALLOCATION:** Merit.

(S. No. 3) 01 Senior Research Officer Horticulture.
QUALIFICATION: (a) Ph.D in any of the subjects relating to the groups specified in sch: II & (b) Publication of at least two research papers on problems encountered in OR Relevant to the conditions in NWFP, and of such a quality which have been used as reference by other research scientists of National and international repute.
AGE LIMIT: 25 to 35 years. **PAYSCALE:** BPS-18.
ELIGIBILITY: Male. **ALLOCATION:** Merit.

(S. No. 4) 02 Senior Research Officer in Cereal/Sugar Crops.
QUALIFICATION: (a) Ph.D in any of the subjects relating to the groups specified in sch: II & (b) Publication of at least two research papers on problems encountered in OR Relevant to the conditions in NWFP, and of such a quality which have been used as reference by other research scientists of National and international repute.
AGE LIMIT: 25 to 35 years. **PAYSCALE:** BPS-18.
ELIGIBILITY: Male. **ALLOCATION:** Merit.

(S. No. 5) 02 Senior Research Officer Chemistry.
QUALIFICATION: (a) Ph.D in any of the subjects relating to the groups specified in sch: II & (b) Publication of at least two research papers on problems encountered in OR Relevant to the conditions in NWFP, and of such a quality which have been used as reference by other research scientists of National and international repute.

(S. No. 19) 09 Male Asstt. Professor
3 each in Electrical, & Civil, 2 in Radio Electronics & 1 in Mechanical In Govt. College of Technology.
QUALIFICATION: i) Ph.D in Engineering from recognized University/Institute with one year teaching/professional experience in the relevant subject as such; OR ii) Master's Degree in Engineering from a recognized University/Institute with Five years, teaching/professional experience as such; OR iii) Bachelor's Degree in Engineering/Associate Member Institute of Engineering in the relevant subject from a recognized University/Institute with seven year's teaching/professional experience as such.
AGE LIMIT: 25 to 40 years. **PAYSCALE:** BPS-18.
ELIGIBILITY: Male. **ALLOCATION:** Merit.

(S. No. 20) 07 Male Asstt. Professor Commerce in govt. Commerce College.
QUALIFICATION: i) Ph.D in relevant subject from a recognized University with Three Years Teaching experience in a recognized College/ Govt Commercial Institute/Govt. Commerce College as Instructor/ Lecturer OR ii) Master's Degree from a recognized University in the relevant subject with five years experience of teaching as Lecturer/Junior Instructor in a recognized College/ Govt. Commercial Training Institute/ Govt. Commerce College.
AGE LIMIT: 25 to 40 years. **PAYSCALE:** BPS-18
ALLOCATION: Merit.

(S. No. 21) 01 Male Instructor In Stats/ Business - Mathematics in Govt. Commerce College.
QUALIFICATION: I) Second Class Master's Degree in Mathematics from a recognized University. OR II) Second Class Master's Degree in statistics with Mathematics/Statistics in B.A/B.Sc from a recognized University OR III) Second Class MBA with Mathematics in B.A/B.Sc from a recognized University.
AGE LIMIT: 21 to 40 years. **PAYSCALE:** BPS-17.
ALLOCATION: Zone-3.

(S. No. 22) 02 Male Instructors (Computer Science)
QUALIFICATION: 2nd Class Master Degree in the relevant Subject OR equivalent qualification from a recognized University.
AGE LIMIT: 21 to 40 years. **PAYSCALE:** BPS-17.
ELIGIBILITY: Male. **ALLOCATION:** one each to Merit and Manshara Earthquake affectedes quota.

(S. No. 23) 01 Data Entry Operator
QUALIFICATION: Intermediate with Statistics, Economic, Mathematics, OR Physics as one the Subject.
AGE LIMIT: 18 to 25 years. **PAYSCALE:** BPS-11.
ELIGIBILITY: Both Sexes. **ALLOCATION:** Zone-2.

DIRECTOR OF PROSECUTION DEPARTMENT.
 (S. No. 24) 52 Posts of Assistant Public Prosecutor.

one each in Sociology and Pashto.
QUALIFICATIONS: 2nd class Master's Degree in the relevant subject or equivalent qualification from a recognized University.
FOR ENGLISH: Third Class Master degree in English with Post Graduate diploma in English language from Allama Iqbal Open University.
FOR LAW: 2nd Class L.L.B degree from recognized University.
FOR BIOLOGY: 2nd Class Master degree in Botany or Zoology provided that the other subject has been studied at graduate level.
AGE LIMIT: 21 to 30 years **PAYSCALE:** BPS-17

Zonal Allocation:-

S.No	Nomenclature of Posts	Zonal (allocation of posts)
1	For Mathematics	Six to zone-1, Five to Zone-3 Four each to Merit, & zone-2 and 2 each to Zone-4 & Zone-5
2	For Computer Science	Three each to merit and zone-2, Five to zone-1 Four to zone-3 and One each to zone-4 and zone-5
3	For Physics	Two each to merit and zone-2, Four to zone-1, Three to zone-3 and One each to zone-4 and zone-5
4	For English	Two each to merit and zone-3, Four to zone-1 and One each to zone-2, 4, and zone-5
5	For Urdu	Two each to merit, zone-2 and zone-3, Three to zone-1 and One each to zone-4 and zone-5
6	For Chemistry	Three to merit, Two each to zone-1, 2, & 3, and one to zone-5
7	For Economics	Two each to merit and zone-1 Three to zone-3 and One each to zone-2, 4 and zone-5
8	For Political Science	Two each to merit, zone-2, 3 and zone-4, and One each to zone-1 and zone-5
9	For Home Economics	Two each to merit and zone-5, Three to zone-1 and One each to zone-2, 3 and Zone-4
10	For Statistics	Three each to Merit and zone-1 and one each to zone-2, 3, 4, and zone-5
11	For Islamiyat	Two each to merit, zone-2 and zone-3, and One each to zone-1, 4 and zone-5
12	For Zoology	Two each to merit, zone-1 and zone-5, and One each to zone-2, 3 and zone-4
13	For Law	Two each to merit, zone-1 and zone-5, and One each to zone-2, 3 and zone-4
14	For Pak Study	Two each to merit, zone-1 and One each to zone-2, 3, 4 and zone-5
15	For Geography	Two each to merit, & zone-1 and One each to zone-2, 3, 4 and zone-5
16	Psychology	Two each to merit, & zone-3 and One each to zone-1, 2, 4 and zone-5
17	For Botany	Two to merit, and One each to zone-1, 2, 3, 4 and zone-5

Anaesthesia, Urology, Nephrology and Cardiology in Mufi Mehmood Teaching Hospital D.I.Khan.
Qualifications:- (a) MBBS or equivalent Medical Qualification recognized by PMDC and (b) FCPS/MSA/ID in the respective subject or equivalent qualification in the specialty recognized by the Council.
Experience:- Three years experience in the respective subject in the following order of preference:-
 1- Teaching experience,
 2- Practical experience after post graduation,
 3- Practical experience before post graduation.
Age Limit:- 28 to 45 years. **Eligibility:-** Both Male & Female.
Allocation:- Merit

(S. No. 47) Nine (9) Senior Registrar (B-15) one each in Gynae, Surgery, Medicine, Gastrology Pulmonology, Nephrology, Cardiology paed and Urology of Mufi Mahmood Hospital D.I.Khan
Qualification:- (a) MBBS or equivalent Medical Qualification recognized by PMDC. And (b) FCPS/MSA/ID in the respective subject or equivalent qualification in the specialty, recognized by the Council.
Age Limit:- 25 to 45 years. **Eligibility:-** Both Male and Female.
Allocation:- Merit.

(S. No. 48) Three (3) Assistant Professor (B-18) One Each In Anatomy, Physiology and Bio-Chemistry In Bannu Medical College.
Qualification:- (a) MBBS or equivalent Medical qualification recognized by the PMDC and (b) D.Sc/Ph.D/FCPS/MS/MD/M.Phil (Pak) in the respective basic subject or FCPS/MD/MS in the related clinical subject or equivalent qualification recognized/registered by the Council. OR (c) Post Graduate minor Diploma in the respective subject recognized/registered by the Council provided that preference shall be given to original research work published in standard Medical Journal.
Experience:- Teaching experience in case of qualification at (b) above shall be preferred, while three years teaching experience as lecturer/demonstrator in case of qualification at (c) above, before or after Post Graduation shall be essential.
Note:- (a) FCPS/MD/MS in the related clinical subject shall have last preference (b) Minor Diploma holder shall be considered only when persons with higher qualification are not available.
Age Limit:- 27 to 45 years. **Eligibility:-** Both Male & Female.
Allocation:- Merit.

(S. No. 49) One lecturer Bio-Physics (B-17) for Bannu Medical College.
Qualification:- (a) 2nd Class M.Sc Physics in Medical or (b) M.Sc in Physics with one subject in Medical specialty.
Age Limit:- 21 to 40 years. **Eligibility:-** Both Male & Female.
Allocation:- Merit.

UPB

qualification in Veterinary Sciences from a recognized University.
 Registration with Pakistan Veterinary Medical Council (PVMC)
AGE LIMIT: 21 to 35 years. **PAYSCALE:** BPS-17.
ELIGIBILITY: Both Sexes.
ALLOCATION: one each to Merit and Zone-3 (for Research) 5 to Merit 4 to Zone-3, 3 each to Zone-1, 2, 4 and 2 to Zone-5 (for Health)
(S. No. 11) 24 Male Agriculture Officers.
QUALIFICATION: M.Sc Agriculture or equivalent qualification from a recognized University.
AGE LIMIT: 21 to 35 years. **PAYSCALE:** BPS-17.
ELIGIBILITY: Male.
ALLOCATION: 06 to Merit, 04 each to Zone-1, 2, 3 and 03 each to Zone-4 and 5.

(S. No. 12) 01 Post of Junior Scale Stenographer.
QUALIFICATION: (a) Intermediate or equivalent qualification from a recognized Board and (b) A speed of 60 words per minute in English Shorthand and 35 words per minute in English Typewriting and knowledge of Computer in using MS Word and MS Excel.
AGE LIMIT: 18 to 30 years. **PAYSCALE:** BPS-12.
ELIGIBILITY: Both Sexes. **ALLOCATION:** Zone-1.

BOARD OF REVENUE (REVENUE & ESTATE DEPARTMENT)

(S. No. 13) 02 Office Assistants
QUALIFICATION: Bachelor's Degree from a recognized University.
AGE LIMIT: 18 to 30 years. **PAYSCALE:** BPS-11.
ELIGIBILITY: Male. **ALLOCATION:** one each to Zone-1 & 5.

CHIEF ENGINEER WORKS & SERVICES DEPARTMENT

(S. No. 14) 03 Asstt. Engineers Civil
QUALIFICATION: Degree in Civil Engineering from a recognized University and registration with Pakistan Engineering Council under Pakistan Engg. Act: 1975.
AGE LIMIT: 21 to 32 years. **PAYSCALE:** BPS-17.
ELIGIBILITY: Both Sexes. **ALLOCATION:** one each to Merit, Zone-1 & 2.

(S. No. 15) 02 Female Junior Scale Stenographer.
QUALIFICATION: (i) Intermediate or equivalent qualification from a recognized Board. (ii) A speed of 60 words per minute in English Shorthand and 35 words per minute in English Typewriting and knowledge of Computer in using MS Word, MS Excel.
AGE LIMIT: 18 to 30 years. **PAYSCALE:** BPS-12.
Eligibility: Female. **ALLOCATION:** one each to Zone-1 & 2.

(S. No. 16) 04 Data Entry Operator.
QUALIFICATION: (a) 2nd Division FA/FSc with one year Diploma in Computer from the recognized Institute. (b) Speed of Ten thousand Key depression per hour for punching / data entry / verification.
AGE LIMIT: 18 to 30 years. **PAYSCALE:** BPS-11.
ELIGIBILITY: Both Sexes. **ALLOCATION:** One each to Zone-1, 2, 3, & 4.

CIVIL SECRETARIAT (E&A) DEPARTMENT

(S. No. 17) 04 Female Junior Scale Stenographer.
QUALIFICATION: (i) Intermediate or equivalent qualification from a recognized Board, and (ii) A speed of 50 words per minute in English Shorthand and 35 words per minute in English Typewriting and knowledge of Computer in using MS Word, MS Excel.
AGE LIMIT: 18 to 30 years. **PAYSCALE:** BPS-12. **Eligibility:** Female.
ALLOCATION: one each to Zone-1, 2, 3 and Zone-4.

DIRECTORATE OF INDUSTRIES, COMMERCE MINERAL DEV. LABOUR & TECHNICAL EDUCATION

(S. No. 18) 05 Male Associate Professor Commerce
 in Govt. Commerce College.
QUALIFICATION: i) Ph.D in relevant subject from a recognized University with Ten Years experience of teaching as Instructor/ Lecturer or seven Years teaching experience as Assistant Professor in Commercial Training Institute/Govt. Commerce College/ University. OR ii) Master's Degree in the relevant subject from a recognized University with fifteen years experience of teaching as Instructor/Lecturer or Twelve years teaching experience as Assistant Professor in a recognized Institute /Govt. Commercial Institute/College/ University.
AGE LIMIT: 25 to 40 years. **PAYSCALE:** BPS-19.
ALLOCATION: Merit.

DIRECTORATE FISHERIES ENVIRONMENT

(S. No. 30) One Asstt. Director Fisheries
QUALIFICATION: Master degree in Fisheries or M.Sc Zoology preferably with specialization in Fisheries/ Fresh Water Biology from a recognized University.
AGE LIMIT: 21 to 35 years. **PAYSCALE:** BPS-17.
ELIGIBILITY: Both Sexes. **ALLOCATION:** Zone-2.

ENVIRONMENT DEPARTMENT

(S. No. 31) 07 Male Research Officers
QUALIFICATION: B.Sc Forestry Or B.Sc (Hons) Agriculture Or Bachelor Degree with subject of Economics Or Sociology.
AGE LIMIT: 21 to 30 years. **PAYSCALE:** BPS-16. **ELIGIBILITY:** Male
ALLOCATION: Two to Merit & One each to Zone 1, 2, 3, 4 & 5.

(S. No. 32) 02 Female Research Officers.
QUALIFICATION: B.Sc Forestry Or B.Sc (Hons) Agriculture Or Bachelor Degree with subject of Economics Or Sociology.
AGE LIMIT: 21 to 30 years. **PAYSCALE:** BPS-16.
ELIGIBILITY: Female. **ALLOCATION:** One each to Merit and Zone-1.

FINANCE DEPARTMENT

(S. No. 33) 11 Posts of Programmers.
QUALIFICATION: First class Master Degree OR equivalent qualification in Computer Science from a recognized University.
AGE LIMIT: 20 to 35 years. **PAYSCALE:** BPS-17.
ELIGIBILITY: Both Sexes. **ALLOCATION:** 02 each to Merit & Zone 2, 3, 4, & 5 and 01 Post to Zone-1.

HUMAN RESOURCE DEVELOPMENT DIRECTORATE

(S. No. 34) 01 Male Media Technician
QUALIFICATION: B.A/B.Sc with one year Diploma in Hardware from a recognized institute and having experience in handling of Audio/Visual equipments.
AGE LIMIT: 18 to 30 years. **PAYSCALE:** BPS-12.
ELIGIBILITY: Male. **ALLOCATION:** Zone-1

HIGHER EDUCATION DEPARTMENT

(S. No. 35) 36 Posts of Male Assistant Professors.
03 each in English, Physics, Chemistry, Maths, History Cum-Civic, Political Science, Computer Science, Pak Study and Economics 02 each to Urdu, Botany, Zoology, and Statistic and 01 to Islamiyat.
QUALIFICATION: i) Ph. D in the relevant subject from a recognized University with Two Years teaching/Research experience in a recognized College/ University OR ii) M.Phil in the relevant subject from a recognized University with Five Year teaching /Research experience in a College/University OR iii) Second Class Master Degree in the relevant subject from a recognized University with Seven Years teaching experience in a College /University OR in Education Administration management.
AGE LIMIT: 25 to 40 years. **PAYSCALE:** BPS-18
ELIGIBILITY: Male. **ALLOCATION:** Merit

(S. No. 36) 46 Posts of Female Assistant Professors.
01 in Islamiyat, 02 each in Urdu and Statistics, 03 each in Botany, Zoology, Mathematics, History cum Civics, Computer Science, Pak Study and Economics, 04 each in English, Physics, Chemistry, Political Science and Home Economics.
QUALIFICATION: i) Ph. D in the relevant subject from a recognized University with Two Years teaching/Research experience in a recognized College/ University OR ii) M.Phil in the relevant subject from a recognized University with Five Year teaching /Research experience in a College/University OR iii) Second Class Master Degree from a recognized University with Seven Years teaching experience in a College /University OR in the relevant Subject in Education Administration management.
AGE LIMIT: 25 to 40 years. **PAYSCALE:** BPS-18
ELIGIBILITY: Female. **ALLOCATION:** Merit

(S. No. 37) One Hundred and Eighty Seven (187) posts Female Lecturer.
23 in Mathematics, 17 in Computer Science, 13 in Physics, 11 each in English, and Urdu, 10 each in Chemistry, Economics, Political Science, Home Economics and Statistics, 9 each in Islamiyat, Zoology and Law, 8 each in Pak Study, Geography and Psychology, 7 in Botany, 2 in Biology and

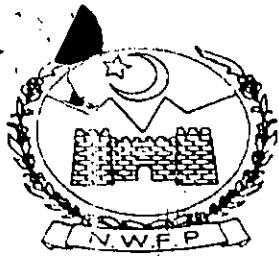
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Annex C

(13)

**GOVERNMENT OF NWFP
HIGHER EDUCATION, ARCHIVES
& LIBRARIES DEPARTMENT**

Dated Peshawar: the July 5th, 2008.

NOTIFICATION

No.SO(FC)HE/3-2/07/Recruitment: Consequent upon the recommendations of NWFP Public Service Commission, the Competent Authority is pleased to appoint the following female Assistant Professors (BPS-18) of Home Economics of College Cadre in Higher Education Department NWFP with immediate effect and to post them in the colleges noted against each:

S.#	Name / Father's Name / Address	Domicile	Proposed posting	Remarks
1.	Sumbia Yousaf -D-/ O Muhammad Yousaf House No. 1457, Zaheerabad, Charsadda Road, Peshawar. Permanent Address: As Above.	Peshawar	GGC Manki (Swabi)	Against Vacant Post
2.	Sabiha Zeb -D- / -O Muhammad Aurangzeb Sabiha Zeb, C / O Ijaz Tariq Instructor, Peshawar Telecom College P.O.B. 1 & SE Jamrud Road Peshawar. Permanent Address: As Above.	Khyber Agency	GGC Ekka Ghund (M. Agency)	Against Vacant Post

The appointment of the above Assistant Professors will be subject to the following terms and conditions.

TERMS AND CONDITIONS

- i. They shall for all purposes be civil servants, except for the purpose of pension and gratuity. In lieu of the same, they shall be entitled to receive Contributory Provident Fund. For the said fund 10 % contribution will be made by the Provincial Govt. and 10 % by the Civil servant concerned in the prescribed manner. Provided further that, in the event of the death of the Civil Servant, whether before or after retirement, her family shall be entitled to receive the said amount, if it has not already been received by the concerned deceased civil servant.
- ii. They will have all rights / privileges contained in the NWFP Civil Servant Act 1973 with all amendments made therein including NWFP Civil Servants (Amendment) Act 2005 and rules made there under.
- iii. In case of resignation, the Assistant Professor will have to give one month's prior notice. In absence of such notice her one month's pay shall be forfeited to the Government.
- iv. The selectees must join their posts within 30 days of the issue this Notification. The Director Higher Education NWFP Peshawar should furnish a certificate to the effect that the selectees have joined the post or otherwise, after one month of the issue of this Notification.

Continued at page 2

- v. In case of the disciplinary matters, NWFP Civil Servants Act 1973 and NWFP Civil Servants Removal from Service (Special Powers) Ordinance 2000 shall be applicable.
- vi. They will get pay in BPS-18 including usual allowances as admissible under the rules. They will be entitled for Annual increment like other civil servants.
- vii. They will be equally considered for appointment against higher post if found eligible on the basis of competence, expertise and experience.

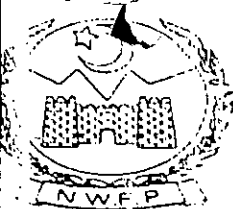
SECRETARY TO GOVT. OF NWFP,
HIGHER EDUCATION DEPARTMENT

Encl: No. & Date Even.

Copy to the:-

1. Accountant General, NWFP Peshawar.
2. Secretary, Public Service Commission, Peshawar.
3. Director, Higher Education, NWFP, Peshawar.
4. District Account Officer Swabi.
5. Agency Accounts Officer Mohmand Agency.
6. Principal, Govt. Girls College Manki (Swabi).
7. Principal, Govt. Girls College Ekka Ghund (Mohmand Agency).
8. Manager Govt. Printing Press, Peshawar.
9. P.S to Minister for Higher Education, NWFP, Peshawar.
10. P.S. to Secretary, Higher Education Department, NWFP Peshawar.
11. Officer concerned.


(ASIFA SARWAR)
SECTION OFFICER (FC)



ANNEX-D

14

GOVERNMENT OF NWFP
HIGHER EDUCATION, ARCHIVES
& LIBRARIES DEPARTMENT

Dated Peshawar: the 30th August 2008.

NOTIFICATION

No.SO(FC)HE/3-2/07/Recruitment: Consequent upon the recommendations of NWFP Public Service Commission, the Competent Authority is pleased to appoint the following female / Assistant Professors (BPS-18) of History Cum Civics/Chemistry of College Cadre in Higher Education Department NWFP with immediate effect and to post them in the colleges noted against each:

S.#	Name / Father's Name / Address	Subject	Domicile	Proposed posting	Remarks
1.	Zubina D / O Niamat-Ul-Fah Jan Postal Address: 126-A, Sherkoti Road, Street -15, Raibahar Colony No. 2, Peshawar City Permanent Address: As Above.	History Cum Civics	Peshawar	GGC Tinergara	A.V.P.
2.	Bibi Rabia D / O Shariq Khan Postal Address: Major Shahid Farooq, ENT Specialist CMH Peshawar. Permanent Address: Husain Farooq, lecturer Theology Islama College Peshawar.	-do-	Karak	GGC Bannu	A.V.P.
3.	Shahana Noreen D / O Muhammad Athar Postal Address: House # 1947, Karim Pura, Link Road Abbottabad. Permanent Address: As Above.	-do-	Abbottabad	GGC Haripur	A.V.P.
4.	Anjuman Arif D / O Muhammad Qamar Khan Postal Address: R-145 1 st Block Attacker City. Permanent Address: Near Civil Hospital Zaidi, District Swabi, NWFP.	Chemistry	Swabi	GGC Kernal Sher Killi (Swabi)	A.V.P.
5.	Humma Iqbal D / O Iqbal Hussain Siddiqui Postal Address: H. No. 272 / 73 Kanju Qadeem, Abbottabad. Permanent Address: As Above.	-do-	Abbottabad	GGC Havelian	A.V.P.
6.	Zakia Shahab D / O Qazi Shahab ud Din (Asst. Prof: Chemistry) Postal Address: lecturer in Chemistry, Government Frontier College for Women, Peshawar. Permanent Address: Chowk Qazian Village & P.O. Batima Khel Talan Tehsil & District Bannu.	-do-	Bannu	GGC Surani (Bannu)	A.V.P.
7.	Shakila Nasir D / O Inamullah Jan Postal Address: Afghan Colony Block-A, Street No. 6, Canal Road, Peshawar. Permanent Address: Sardar Colony Charsadda Road, Peshawar.	-do-	Peshawar	GGC No. 2, Charsadda	A.V.P.

The appointment of the above Assistant Professors will be subject to the following terms and conditions.



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TERMS AND CONDITIONS


- i. They shall for all purposes be civil servants, except for the purpose of pension and gratuity. In lieu of the same, they shall be entitled to receive Contributory Provident Fund. For the said fund 10% contribution will be made by the Provincial Government and 10% by the Civil servant concerned in the prescribed manner. Provided further that, in the event of the death of the Civil Servant(s) amount, if it has not already been received by the concerned deceased civil servant.
- ii. They will have all rights / privileges contained in the NWFP Civil Servant Act 1973 with all amendments made therein including NWFP Civil Servants (Amendment) Act 2005 and rules made there under.
- iii. In case of resignation, the Assistant Professor will have to give one month's notice. In absence of such notice her one month's pay shall be forfeited to the Government.
- iv. The selectees must join their posts within 30 days of the issue this Notification. The Director Higher Education NWFP Peshawar should furnish a certificate to the effect that the selectees have joined the post or otherwise, after one month of the issue of this Notification.
- v. In case of the disciplinary matters, NWFP Civil Servants Act 1973 and NWFP Civil Servants (Removal from Service (Special Powers) Ordinance 2000) shall be applicable.
- vi. They will get pay in BPS-18 including usual allowances as admissible under the rules. They will be entitled for Annual increment like other civil servants.
- vii. They will be equally considered for appointment against higher post if found eligible on the basis of competence, expertise and experience.

SECRETARY TO GOVT. OF NWFP,
HIGHER EDUCATION DEPARTMENT

Endst: No. & Date Even.

Copy to the:-

1. Accountant General, NWFP Peshawar.
2. Secretary, Public Service Commission, Peshawar.
3. Director, Higher Education, NWFP, Peshawar.
4. District Account Officer Swabi.
5. Agency Accounts Officer Mohmand Agency.
6. Principal, Govt. Girls College Manki (Swabi).
7. Principal, Govt. Girls College Ekka Ghund (Mohmand Agency).
8. Manager Govt. Printing Press, Peshawar.
9. P.S to Minister for Higher Education, NWFP, Peshawar.
10. P.S. to Secretary Higher Education Department, NWFP Peshawar.
11. Officer concerned.


(ASHIFA SARWAR)
SECTION OFFICER (FC)


TERMS & CONDITIONS

- i. They shall for all supposed to be civil servants except for the purpose of pension and gratuity. In lieu of the same. They shall be entitled to receive Contributory Provincial Fund For the said fund 10% contribution will be made by the Provincial Govt; and 10% by the Civil servant conference in the prescribed manner. Provided further that in the event of the death of the Civil Servants amount, if it has not already been received by the concerned civil servant.
- ii. They will have all rights / privileges contained in the WFP Civil Servant Act, 1973 with all amendments made therein including WFP Civil Servants (Amendment Act 2005 and rules made there under.
- iii. In case of resignation the Assistant Professor will have to give one months or notice in absence of such notice per one month's pay shall be forfeited by the Government.
- iv. The selection must join their posts within 30 days of the issue this Notification. The Director Higher Education WFP Peshawar should furnish a certificate to the effect that the servants have joined the post of otherwise, after one month of the issue of this Notification.
- v. In case of the disciplinary matters, WFP Civil Servants Act, 1973 and WFP Civil Servants Remova from Service (Special Power) Ordinance 2000 shall be applicable.
- (vi) They will get pay in BPS-18 including usual allowances as admissible under the rules. They will be entitled or annual increment like other civil servants.
- vii. They will be equally considered for appointment against higher post if found eligible on the basis of competence, expertise and experience.

SECRETARY TO GOVT: OF WFP.
HIGHER EDUCATION DEPARTMENT.

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Appointment on Acting Charge Basis.

Amended E


This Department Circular letter No.SORI(S&GAD)1-206/74, dated 15th August, 1981, as amended vide this Department's letter of even number dated 17th October, 1984 and 1st December, 1987, on the subject cited above and to say that in partial modification of the said orders it has been decided that the service rendered on acting charge basis in respect of appointments falling under rules 8-B(1) and 8-B(3) of Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 count in the pay scale applicable to the post for the purpose of accrual of increments, subject to the fulfillment of the following:-

- i) In case of acting charge appointments to posts carrying BPS-18, the incumbents shall have completed 5 years service in BPS-17.
- ii) In case of acting charge appointments to posts carrying BPS-19 and above the incumbents shall have completed the prescribed length of service for respective posts as under:-
 - a) Posts in BPS-19 - 12 years service in BPS-17 and above.
 - b) Posts in BPS-20 - 17 years service in BPS-17 and above.
 - c) Posts in BPS-21 - 22 years service in BPS-17 and above.

Provided that:-

- i) Where initial appointment of a person not being a person in Government service takes place in a post in BPS-18, 19 or 20, the length of service specified in this Department letter No.SORI(S&GAD)1-29/75, dated 23.2.1981 shall be reduced by the following periods:

<u>First appointment in</u>	<u>Reduced by</u>
BPS-18	5 years.
BPS-19	12 years.
BPS-20	17 years.

- ii) Where initial appointment of a person already in Government service takes place, on recommendations of the Public Service Commission, in a post in BPS-18, 19 or 20, the length of service specified in above letter shall be reduced by the periods specified in proviso (i).

2. The above decision shall be effective from the First January, 1985. However, in cases of acting charge appointments made during the period from 12.1.1981 to 31.12.1984, the increments shall be restored from the due dates but no arrears due on account of restoration of increments prior to 1.1.1985 shall be allowed.

3. This issues with the concurrence of Finance Department:

(Authority: Circular letter No.SORI(S&GAD)1-206/74(IV), dated 17.2.1988)

BPS-19 - 12 years.

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Posting of Junior Officers on Posts in Higher Scale

This Department's Circular letter No.SORI(S&GAD)1-29/75(A), dated 13.2.1993, on the subject noted above and to state that it has been noticed that certain Provincial Government Departments are resorting to the practice of posting officers in a lower scale on posts in higher scales. This practice is against the provisions of NWFP Civil Servants Act, 1973 and rules made thereunder as well as the instructions of the Establishment Division reproduced below:-

"The grant of higher appointments to junior officers against senior posts amounts to accelerated promotion in view of the decision given by the Supreme Court of Pakistan in the case of Government of Pakistan Versus Qazi Abdul Karim. The Ministries/Divisions or Provincial Governments can only fill vacancies in a particular grade by officers of the same grade, and officers in a junior grade will not be appointed against a vacancy in a higher grade".

2. It may be pointed out that in the light of rule 9 of the NWFP Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the methods prescribed for posting a junior officer to a higher post are restricted to the following only:-

i) ACTING CHARGE APPOINTMENT AGAINST A HIGHER POST

Where the senior most officer in a cadre is otherwise fully eligible for promotion but does not possess the specified length of service, the competent authority may appoint him to the higher post on acting charge basis, but only on the recommendation of Departmental Promotion Committee/Selection Board and subject to the condition that such officer lacks the prescribed length of service not more than (one year).

ii) CURRENT CHARGE APPOINTMENT OF A HIGHER POST

Only the senior-most officer of a cadre can be given current charge appointment of a higher post with the approval of the competent authority. However, this can only be an arrangement upto a maximum of six months.

iii) ADDITIONAL CHARGE APPOINTMENT OF AN EQUIVALENT POST

An officer can be given the additional charge of a second post but only of a post in an equivalent grade, upto a period of six months by the competent authority.

3. Adherence to the above rules is a legal requirement so that the actions taken by officers are not held at any stage to be irregular. Also, appointments in violation of the rules constitute administrative indiscipline.

4. I am, therefore, directed to request that all such cases of irregular appointments be reviewed and ensure not to resort to such appointments that violate the provisions of the Civil Servants Act and the statutory rules framed thereunder.

5. I am further directed to request that these instructions may be brought to the notice of all concerned for strict compliance.

(Authority: Circular letter No.SORI(S&GAD)1-29/75(A), dated 5.7.1994).

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Appointment against higher post

A point has been raised by the District Accounts Officer, Mansehra whether a higher post can be filled in for indefinite period by appointment of an incumbent holding lower post without having relevancy to the nature of duty and basic qualification of the post etc or otherwise?

2. In this connection attention is invited to the Government of NWFP S&GAD's Circular letter No.SORI(S&GAD)1-29/75(A), dated 5th July,1994 wherein the position has fully been explained. However, the point has carefully been re-examined in the Finance Department. At the very outset it is made clear that for all intents and purposes, the NWFP Civil Servants Act, 1973 being the latest instrument, duly approved by the NWFP Provincial Assembly and the NWFP Civil Servants (Appointment, Promotion & Transfer), Rules,1989 which have been framed under Section 26 of Act ibid have to be followed in the matter of appointments.

3. Under Section 5 of the NWFP Civil Servants Act,1973, the appointment to a Civil Service of the Province or to a post in connection with the affairs of the Province shall be made in the prescribed method by the Governor or by a person authorised by the Governor on that behalf.

4. Under Rule 3 (2) of the NWFP Civil Servants (Appointment, Promotion and Transfer) Rules,1989,the method of appointment, qualifications, and other conditions,applicable to a post shall be such as laid down by the department concerned in consultation with Services & General Admn. Department and Finance Department.

5. Under Rule 10(3) of the above mentioned Rules, a candidate for initial appointment to a post must possess the educational or technical qualifications and experience.

6. The appointment by initial recruitment to a higher post or to a different post has to be made strictly in the prescribed manner and any deviation would not be in accordance with law and rules on the subject. The phrase "adjustment" is also not covered under the above rules. Moreover, an opportunity of appointment against a higher post, is available to serving Government servants and they in accordance with the provisions contained in Rule 9 of the NWFP Civil Servants (Appointment, Promotion and Transfer), Rules,1989 can be appointed on Acting Charge or Current Charge basis.

7. In the circumstances, the reply to the point as raised in para-1 above that whether a higher post can be filled in for indefinite period by appointment of an incumbent holding lower post without having relevancy to the nature of duty and basic qualification of the post etc is in negative.

(Authority: Finance Department's Circular letter No.FD/PRC-5-1/96-97, dated 29.4.97 and re-circulated by S&GAD vide letter No.SORI(S&GAD)1-29/75(B), dated 10.5.1997)

Unauthorised appointments to higher posts.

In continuation of Establishment Division's O.M No.2/25/69-C.I, dated 31.7.1979, the undersigned is directed to say that it has been observed with regret that despite repeated instructions issued by the Establishment Division regarding appointment of Government servants against higher posts other than in accordance with rules and prescribed procedure,



Appointment in Higher Grades/Posts.

Instances have come to the notice where civil servants in lower grades have been appointed to higher posts but the posts have not been downgraded with the result that the concerned civil servants come up with requests for promotion benefits in view of the decision given by the Supreme Court of Pakistan in the case of 'Government of Pakistan Versus Qazi Abdul Karim'. This is in contravention of the above instructions which is not desirable administratively.

2. It appears that either the aforesaid instructions have been lost sight or these instructions have not been brought to the notice of all concerned. It is, therefore, re-iterated that the Provincial Government can only fill vacancies in a particular grade by officers of the same grade and officers of junior grade will not be appointed against a vacancy in a higher grade. If it is necessary to do so, due to exigencies of service, the post should be downgraded with the approval in the first instance of the S&GAD who will seek approval of the Finance Department.

3. This issues with the concurrence of Finance Department.

(Authority: Letter No. SORI(S&GAD)1-29/75, dated 25.2.1986.)

Appointment in Higher Grades/Posts.

The President directed that appointment of officers of lower grades to posts in higher grades without going through the prescribed selection process must cease and that vacancies in a particular grade shall only be filled by officers of the same grade. It has been reported that these instructions are not being followed by some of the departments and Civil Servants in lower grades continue to be appointed against posts in higher scales without downgrading them.

2. While replying to Supplementary question on 21st October, 1987, the Chief Minister, NWFP was pleased to give an assurance to the Provincial Assembly to the effect that as per instructions already issued by Government to all Departments, no officer in lower grades shall henceforth be posted against vacancies in higher grades and that all such posts shall in future be filled in on regular basis by way of promotion or through initial recruitment, as the case may be, in accordance with the prescribed manner.

3. I am, therefore, to request that the above instructions may kindly be brought to the notice of all concerned once again and that they, may be directed to abide by these instructions in letter and spirit.

(Authority: Circular letter No. SORI(S&GAD)1-29/75, dated 19.11.1987)

in a particular grade shall only be filled by officers of the same grade. It has been reported that these instructions are not being followed by some of the departments and Civil Servants in lower grades continue to be appointed against posts in higher scales without downgrading them.

2. While replying to Supplementary question on 21st October, 1987, the Chief Minister, NWFP was pleased to give an assurance to the Provincial Assembly to the effect that as per instructions already issued by Government to all Departments, no officer in lower grades shall henceforth be posted against vacancies in higher grades and that all such posts shall in future be filled in on regular basis by way of promotion or through initial recruitment, as the case may be, in accordance with the prescribed manner.

3. I am, therefore, to request that the above instructions may kindly be brought to the notice of all concerned once again and that they, may be directed to abide by these instructions in letter and spirit.

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APPROVED: F (20)

Promotion Policy

In order to consolidate the existing Promotion Policy, which is embodied in several circular letters issued in piecemeal from time to time, and to facilitate the line departments at every level in prompt processing of promotion cases of Provincial civil servants, it has been decided to issue the "Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2009" duly approved by the competent authority, for information and compliance by all concerned. This Policy will apply to promotions of all civil servants holding appointment on regular basis and will come into effect immediately. The Policy consists of the provisions given hereunder:-

I. Length of service,

(a) Minimum length of service for promotion to posts in various basic scales will be as under:

Basic Scale 18 :	5 years' service in BS-17
Basic Scale 19:	12 years' service in BS-17 & above
Basic Scale 20:	17 years' service in BS-17 & above

No proposal for promotion shall be entertained unless the condition of the prescribed length of service is fulfilled.

(b) Service in the lower pay scales for promotion to BP 18 shall be counted as follows:

- (i) Half of the service in BS-16 and one fourth in Basic Scales lower than 16, if any, shall be counted as service in Basic Scale 17.
- (ii) Where initial recruitment takes place in Basic Scale 18 and 19, the length of service prescribed for promotion to higher Basic Scales shall be reduced as indicated below:

Basic Scale 19	7 years' service in BS-18
Basic Scale 20	10 years' service in BS-18 & above, or 3 years' service in BS-19.

II. LINKING OF PROMOTION WITH TRAINING:

(a) Successful completion of the following trainings is mandatory for promotions of officers of the Provincial Civil Service / Provincial Management Service to various Basic Scales:

- Mid-Career Management Course at National Institute of Management (NIM) for promotion to BS-19
- Senior Management Course at National Management College, Lahore for promotion to BS-20
- National Management Course at National Management College, Lahore for promotion to BS-21

(b) This condition will not be applicable to civil servants in specialized cadres such as Doctors, Teachers, Professors, Research Scientists and incumbents of purely technical posts for promotion within their own line of specialization as envisaged in the existing Promotion Policy.

(c) The qualifying thresholds of quantification of PERs for nomination to these trainings are as under:

Signature

Promotion Policy

In order to consolidate the existing Promotion Policy which is embodied in several circular letters issued in piecemeal from time to time departments at every level in prompt proceeding in promotion cases of provincial civil servants, it has been decided to issue the 'Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2000' duly approved by the competent authority for information and compliance by all concerned. This policy will apply in promotion of all civil servants holding appointments on regular basis and will come into effect immediately. The Policy consists of the provisions given hereunder :

1. Length of service.

GO Minimum length of service for promotion to posts in various basic scales will be as under :-

- Basic Scale 18 5 years in BS-17
 Basic Scale 19 12 years service in BS-17 & above.
 Basic Scale 20 17 Years service in BS-17 & above.

No proposal for promotion shall be entertained unless the condition of the presented length of service is fulfilled.

The service in the lower pay scales for promotion is shall be counted as follows :-

- (i) Half of the service in BS-16 and fourth in Basic Scales lower than 16, if any shall be counted as service in Basic 17.
 (ii) Where initial recruitment takes place in Basic Scale 18 and 19, the length of service prescribed for promotion to higher Basic Scales shall be reduced as indicated below :

Basic Scale 19 7 years service in BS-18 & above or 3 years service in BS-19.

II- LINKING OF PROMOTION WITH TRAINING

(a) Successful completion of the following trainings is mandatory for promotion of officers of the Provincial Civil Service/Provincial Management Service to various Basic Scales.

- * Mid-Career Management Course in National Institute of Management (NIM) for promotion to BS-19
- * Senior Management Course at National Management College, Lahore for promotion to BS-20
- * National Management Course at National Management College Lahore for promotion to BS 21

(b) This condition will not be applicable to civil servants

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in Specialized cadres such as Doctors, Teachers, Professors, Research Scientists and incumbents of purely technical posts for promotion within their own line of specialization as envisaged in the existing Promotion Policies.

(c) The qualifying thresholds of quantification of PERs for nomination to these trainings as under :

SP-21	60
SMR	70
NAR	75

(d) There will be no exemptions from mandatory trainings. An officer may, however, request for temporary exemption in a particular moment in time but grant of such exemption would be at the discretion of the competent authority. No such request with regard to an officer would be made by the Government Departments concerned.

(e) Three officers shall be nominated for each slot of promotion on the basis of their seniority. Those unwilling to attend will be dropped at their own expense without prejudice to the rights of others and without thwarting or minimizing the chance of improving the quality of service.

(f) Officers failing to undergo mandatory training in spite of two time nominations for training shall stand superseded if such failure was not for the reasons beyond the control of the officers concerned.

III Development of Comprehensive Efficiency Index (CEI) for promotion.

(a) The Comprehensive Efficiency Index to be maintained for the purpose of promotion is clarified as under:

(i) The minimum of aggregate marks for promotion to various grades shall be as follows:

Basic Scale	Aggregate marks of Efficiency Index
18	50
19	60
20	70
21	75

Regular BPS-18 officers for promotion to BS-19

- a) PERs will now have weightage of 70 marks.
 - b) MCMC is assigned 15 marks.
 - c) Evaluation of DSB will have 15 marks. The DSB will, however, continue to determine the fitness of a person for promotion from bs-18 to 19 on non-selection basis.
 - d) Exemptions from mandatory training course of MCMC will be evaluated by DSB against 30 marks (inclusive of 15 marks in lieu of training).
- (ii) A panel of two senior most officers shall be placed before the Provincial Selection Board for each vacancy in respect of promotion to BS-18 & 19. Similarly, a panel of three senior most officers shall be submitted to the Provincial Selection Board for each position in respect of promotion to BS-20 and 21 and the officer with the requisite score on the Efficiency Index shall be recommended for promotion.
- (iii) The senior most officer(s) on the panel securing the requisite threshold of the Efficiency Index shall be recommended by the Provincial Selection Board for promotion unless otherwise

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deferred. In case of failure to attain the requisite threshold, he (she)/they shall be superseded and the next officer on the panel shall be considered for promotion.

(b) Marks for quantification of PERS, Training Evaluation Reports and Provincial Selection Board evaluation shall be assigned as under:

S #	Factor	Marks for promotion to BS 18 & 19	Marks for promotion to BS 20 & 21
1	Quantification of PERS relating to present grade and previous grades) @ 60% & 40%	100%	70%
2	Training Evaluation Reports as explained hereafter.	--	15%
3	Evaluation by PSB	--	15%
	Total	100%	100%

(c) A total of 15 marks shall be allocated to the Training Evaluation Reports (Nine marks @ 60% for the training in the existing BPS and Six marks @ 40% in the preceding BS). Evaluation of the reports from the Training Institutions shall be worked out as under:-

(i) It shall be on the basis of Grade Percentage already awarded by the National School of Public Policy (National Management College and Senior Management Wing) and its allied Training Institutions as provided in their reports.

(ii) Previous reports of old Pakistan Administrative Staff College and old NIPAs where no such percentage has been awarded, points shall be worked out on the basis of weighted average of the percentage range of grades followed by these Institutions as reflected in table-A below:

TABLE-A Old PASC & NIPAs

Category	Range	Weighted Average	Points of PASC @ 60%=9	Points of NIPAs @ 40%=6
A. Outstanding	91-100%	95.5%	8.60	5.73
B. Very Good	80-90%	85%	7.65	5.10
C. Good	66-79%	72.5%	6.52	4.35
D. Average	50-65%	57.5%	5.17	3.45
E. Below Average	35-49%	42%	3.78	2.52

(iii) Grades from National Defence University will be computed according to the weighted average based on the Grading Key for the range provided by the NDU as reflected in Table-B below:

TABLE-B NATIONAL DEFENCE UNIVERSITY

Category	Range	Weighted Average	Points @ 60% =9
A Outstanding	76-100%	88%	7.92
B-Plus Very Good	66-75.99%	71%	6.39
B-High Good	61-65.99%	63.5%	5.71
B-Average Average	56-60.99%	58.5%	5.26
B-Low Below Average	51-55.99%	53.5%	4.81
B-Minus Below Average	46-50.99%	48.5%	4.36
C Below Average	40-45.99%	43%	3.87
E Below Average	35-39.99%	37.5%	3.37

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(d) The officers who have been granted exemption from mandatory training having attained the age of 56 years or completed mandatory period of serving in a Training Institution upto 27-12-2005, may be awarded marks on notional basis for the training factor (for which he/she was exempted) in proportion to the marks obtained by them in the PERs.

*W.e.f 20-3-2009, Civil officers in BS-19 and BS-20 who attain the age of 58 years or above on the scheduled date for commencement of the following training courses will be exempted from the said training courses fro promotion to BS-20 and BS-21 posts respectively.

- I. Senior Management Course (SMC)
- II. National Management Course (NMC)
- III. National Defence Course (NDC)

*No. SOR-V/E&A/1-6/2008/Vol-VI Dt: 30-6-2010.

(e) Status quo shall be maintained in respect of officers of special cadres such as teachers, doctors, professors, research scholars and incumbents of technical posts for promotion within their own line of specialty. However, for calculation of their CEI, 70% marks shall be assigned to the quantified score of PER s and 30% marks shall be at the disposal of the PSB.

(f) For promotion against selection posts, the officer on the panel securing maximum marks will be recommended for promotion. Thirty marks placed at the disposal of the Provincial Selection Board in such cases shall be awarded for technical qualification, experience and accomplishments (research publications relevant to the field of specialism).

(g) Since three of the aspects of performance i.e. moral integrity, intellectual integrity, quality and output of work do not figure in the existing PER forms, the grades secured and marks scored by the officer in overall assessment shall be notionally repeated for the other complementary evaluative aspects and form the basis of quantification.

(h) The performance of officers shall be evaluated in terms of the following grades and scores:

		Upto 11 th June, 2008	From 12 th June, 2008
1.	Outstanding	--	10 Marks
2.	Very Good	10 marks	8 marks
3.	Good	7 marks	7 marks
4.	Average	5 marks	5 marks
5.	Below Average	1 mark	1 mark

(i) The outstanding grading shall be awarded to officers showing exceptional performance but in no case should exceed 10% of the officers reported on. The grading is not to be printed in the PER form but the reporting officer while rating an officer as "outstanding" may draw another box in his own hand in the form, initial it and write outstanding on the descriptive side. Convincing justification for the award shall be recorded by the reporting /countersigning officer. The discretion of awarding "outstanding" is to be exercised extremely sparingly and the award must be merited.

(j) The quantification formula and instructions for working out quantified score are annexed.

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IV. PROMOTION OF OFFICERS WHO ARE ON DEPUTATION, LONG LEAVE, FOREIGN TRAINING:

- a) The civil servants who are on long leave i.e. one year or more, whether within or outside Pakistan, may be considered for promotion on their return from leave after earning one calendar PER. Their seniority shall, however, remain intact.
- b) The civil servants who are on deputation abroad or working with international agencies within Pakistan or abroad, will be asked to return before their cases come up for consideration. If they fail to return, they will not be considered for promotion. They will be considered for promotion after earning one calendar PER and their seniority shall remain intact.
- c) In case of projects partially or fully funded by the Federal or Provincial Government, where PERs are written by officers of Provincial Government, the condition of earning one calendar PER shall not be applicable. The officers on deputation to projects shall be considered for promotion. However, after promotion they will have to actualize their promotion within their cadre.
- d) The civil servants on deputation to Federal Government, Provincial Government, and autonomous/semi T autonomous organization shall be considered for promotion and informed to actualize their promotion within their cadres. They shall have to stay and not be allowed to go back immediately after promotion. Such stay shall be not less than a minimum of two years. If he/she declines his/her actual promotion will take place only when he/she returns to his/her parent cadre. His/her seniority in the higher post shall, however, stand protected.
- e) The cases of promotion of civil servants who have not successfully completed the prescribed mandatory training (MCMC, SMC & NMC) or have not passed the departmental examination for reasons beyond control, shall be deferred.
- f) Promotion of officers still on probation after their promotion in their existing Basic Scales shall not be considered.
- g) A civil servant initially appointed to a post in a Government Department but retaining lien in a department shall not be considered for promotion in his parent department. However, in case he returns to parent department, he would be considered for promotion only after he earns PER for one calendar year.
- h) A civil servant who has resigned shall not be considered for promotion no matter the resignation has yet to be accepted.

V. DEFERMENT OF PROMOTION:

- (a) Promotion of a civil servant will be deferred, in addition to reasons given in para- IV, ii
 - (i) His inter-se-seniority is disputed/subjudice.
 - (ii) Disciplinary or departmental proceedings are pending against him.

- (iii) The PER dossier is incomplete or any other document/ information required by the PSB/DPC for determining his suitability for promotion is not available for reasons beyond his control
- (b) The civil servant whose promotion has been deferred will be considered for promotion as soon as the reasons for deferment cease to exist. The cases falling under any of the above three categories do not warrant proforma promotion but the civil servant will be considered for promotion after determining his correct seniority over the erstwhile juniors.
- (c) If an officer is otherwise eligible for promotion but has been inadvertently omitted from consideration in the original reference due to clerical error or plain negligence and is superseded, he should be considered for promotion as soon as the mistake is noticed.
- (d) If and when an officer, after his seniority has been correctly determined or after he has been exonerated of the charges or his PER dossier is complete, or his inadvertent omission for promotion comes to notice, is considered by the Provincial Selection Board/ Departmental Promotion Committee and is declared fit for promotion to the next higher basic scale, he shall be deemed to have been cleared for promotion alongwith the officers junior to him who were considered in the earlier meeting of the Provincial Selection Board/Departmental Promotion Committee. Such an officer, on his promotion will be allowed seniority in accordance with the proviso of sub-section (4) of Section 8 of the Khyber Pakhtunkhwa Civil Servants Act, 1973, whereby officers selected for promotion to a higher post in one batch on their promotion to the higher post are allowed to retain their inter-se-seniority in the lower post. In case, however, the date of continuous appointment of two or more officers in the lower post/grade is the same and there is no specific rule whereby their inter-se-seniority in the lower grade can be determined, the officer older in age shall be treated senior.
- (e) If a civil servant is superseded he shall not be considered for promotion until he earns one PER for the ensuing one full year.
- (f) If a civil servant is recommended for promotion to the higher basic scale/post by the PSB/DPC and the recommendations are not approved by the competent authority within a period of six months from such recommendations, they would lapse. The case of such civil servant would require placement before the PSB/DPC afresh.

VI. DATE OF PROMOTION:

Promotion will always be notified with immediate effect.

VII. NOTIONAL PROMOTION:

In respect of civil servants who retire (or expire) after recommendation of their promotion by the PSB/DPC, but before its approval by the competent authority, their promotion shall be deemed to have taken effect from the date of recommendation of the PSB/DPC, as the case may be, and their pension shall be calculated as per pay which they would have received had they not retired/expired.

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PENALTIES.VIII. PROMOTION OF CIVIL SERVANTS WHO ARE AWARDED MINOR

- (a) The question of promotion to BS-18 and above in case of civil servants who have been awarded minor penalties has been settled by the adoption of quantification of PERs and CEI which allows consideration of such cases for promotion subject to deduction of 5 marks for each major penalty, 3 marks for each minor penalty and 1 mark for each adverse PER from the quantified score and recommendation for promotion on attaining the relevant qualifying threshold.
- (b) However, the CEI policy is not applicable to civil servants in BS-16 and below. In this case, the concerned assessing authorities will take into consideration the entire service record with weightage to be given for recent reports and any minor penalty will not be a bar to promotion of such a civil servant.

IX. PROMOTION IN CASE OF PENDING INVESTIGATIONS BY NAB:

If there are any NAB investigations being conducted against an officer, the fact of such investigations needs to be placed before the relevant promotion forum which may take a considered decision on merits of the case.

2. All the existing instructions on the subject shall stand superseded to the above extent, with immediate effect.



GOVT. OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION ARCHIVES & LIBRARIES
DEPARTMENT

Approved: G

Dated Peshawar the 24-10-2013

Notification :- SO(FC)/HE/13-2/13/Seniority List

In exercise of Powers conferred under sub-section(1) of section-8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973 read with 4(B)a of Khyber Pakhtunkhwa Civil Servant Act 1989 Establishment Department letter No. SOR-1(E&AD)3-15/88 (Vol.I) dated 9-5-2002, the Competent Authority is pleased to approve the Seniority List of 352 (Female) Assistant Professor (B-18) of College Cadre under Higher Education Department as it stood on 21-10-2013.

FINAL SENIORITY LIST OF ASSISTANT PROFESSOR B-18 (FEMALE) OF COLLEGE CADRE

CORRECTED UPTO 01-10-2013 (Total Sanctioned posts=689)

S.No of Officer	Name of Officer with Academic qualification/ Address	Date of Birth Domicile	Date of 1st Entry in to	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of	BPS	Date	Mode of Apptt.
86	Anjuman Ara Zaman D/O Muhammad Qamar M.Sc. Chemistry GGC, Manki Swabi	12.1.1972 Swabi	30.8.2008	30.8.2008	BPS-18	Initial recruitment	BPS-18	30.8.2008	Initial recruitment
87	Sabrina Begum D/O Jamshed Nisar M.Sc. Botany GGC, Nowshera	14.11.1969 Peshawar	20.5.2000	20.5.2000	BPS-17	Initial recruitment	BPS-18	27.6.2008	Initial recruitment
88	Nargis Noor D/O Noor Ul Hakam MA Islamiyat cum Arabic GPGGC, Mardan	10.05.1969 Mardan	14.01.2002	14.01.2002	BPS-17	Initial recruitment	BPS-18	14.01.2008	Initial recruitment
89	Bilqees Irshad D/O Irshad Ahmad MA Pak Study GGC, No. 1 Abbottabad	10.3.1973 Manshera	3.2.2002 (S.S 20.2.2002)		BPS-17	Initial recruitment	BPS-18	08.04.2008	Initial recruitment
90	Rehana Parveen D/O Master Hakeem ud Din R M.Sc. Physics GFC(W), Peshawar	15.1.1974 D.I.Khan	2.9.2002	2.9.2002	BPS-17	Initial recruitment	BPS-18	31.7.2008	Initial recruitment

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91	Hussan Ara D/O Wahid Ullah M.A English GGC, Mardan	BPS-17	2.4.1968	10.8.2006 (S. 10.8.2006)	BPS-17	Initial recruitme BPS-18	28.8.2008	Initial recruitment
92	Zarifa Rani D/O Abdul Wahid M.Sc. Physics GCGC, Peshawar	BPS-17	8.2.1965	17.07.1999(S. 17.07.1989)	BPS-17	Initial recruitme BPS-18	28.7.2008	Initial recruitment
93	Zubina D/O Nimatullah M.A History-cum civics GGC, Eakka Ghund	BPS-17	4.11.1968	2.5.1995 (S.S 2.5.1995)	BPS-17	Initial recruitme BPS-18	20.12.2008	Initial recruitment
94	Huma Iqbal D/O Iqbal Hussain M.Sc. Chemistry GGC, Havelian	BPS-17	28.2.1977	6.1.2003 6.1.2003	BPS-17	Initial recruitme BPS-18	1.9.2008	Initial recruitment
95	Sumbla Yousaf D/O Muhammad Yousaf M.A Home Economics, GGC, Tajo Bibi Charsa Peshawar	BPS-17	2.12.1967	5.10.1996 (S. 5.10.1996)	BPS-17	Initial recruitme BPS-18	1.8.2008	Initial recruitment
96	Faryal Shah D/O Syed Naubahar Shah M.Sc. Botany GFC(W), Peshaw	BPS-17	1.1.1970	22.3.1999 (S. 22.3.1999)	BPS-17	Initial recruitme BPS-18	1.8.2008	Initial recruitment
97	Fauzia Altaf D/O Altaf Hussain M.Sc Maths, GGC, Saidu Sharif Swat.	BPS-17	18.07.1971	17.02.2000 17.02.2000	BPS-17	Initial recruitme BPS-18	28.7.2008	Initial recruitment
98	Zakia Shahab D/O Qazi Shahab ud Din M.Sc. Chemistry GGC, Surani (Bannu)	BPS-17	10.9.1974	7.8.2002 7.8.2002	BPS-17	Initial recruitme BPS-18	30.8.2008	Initial recruitment
99	Ansa Anjum D/O Farid Khan M.Sc Physics, GGC, Hayatabad (Peshawar)	BPS-17	25.04.1969	17.11.1998 17.11.1998	BPS-17	Initial recruitme BPS-18	28.8.2008	Initial recruitment
100	Sumera Gul D/O Shafee M.A Urdu GPGGC, Mardan	BPS-17	18.3.1976	7.2.2003 7.2.2003	BPS-17	Initial recruitme BPS-18	28.8.2008	Initial recruitment
101	Bibi Rabia D/O Sharif Khan M.A History Cum Civics (Deputation)	BPS-17	11.2.1968	2.9.1997 (S.S 2.9.1997)	BPS-17	Initial recruitme BPS-18	1.9.2008	Initial recruitment

102	Ambreen Yousaf D/O Muhammad Yousaf MA Statistics GGC, Ghazi	Peshawar	19.1.1973	17.07.2001	17.07.2001	BPS-17	Initial recruitme	BPS-18	17.7.2008	Initial recruitment
103	Saima Najeeb D/O Najab Khan MA English, GGC, Nawan Sher (Abbottabad)	Abbottabad	9.3.1974	26.8.2002	26.8.2002	BPS-17	Initial recruitme	BPS-18	28.7.2008	Initial recruitment
104	Shakeela Nasira D/Inamullah Jan M.Sc. Chemistry GGC, Gulshan Rehman Pesh	Peshawar	4.3.1969	11.03.1999	11.03.1999	BPS-17	Initial recruitme	BPS-18	30.8.2008	Initial recruitment
105	Ghazala Saeed Siddiqui D/O Muhammad Saeed, M.Sc Phy: GGC Ghazi	Mansehra	23.10.1973	23.07.2001	23.07.2001	BPS-17	Initial recruitme	BPS-18	29.7.2008	Initial recruitment
106	Shagufta D/O Muanber Khan MA Political Science GGC, Mardan	Mardan	13.8.1968	1.9.1997	1.9.1997	BPS-17	Initial recruitme	BPS-18	15.5.2008	Initial recruitment
107	Sabiha Zeb D/O Muhammad Auragnzeb MA Home Economics, FATA Directorate	Khyber Agency	21.4.1972	20.3.1999	20.3.1999	BPS-17	Initial recruitme	BPS-18	5.7.2008	Initial recruitment
108	Saima Shams D/O Qazi Shams ud Din M.Sc Economics,	Manshera	20.6.1977	09.09.2002	09.09.2002	BPS-17	Initial recruitme	BPS-18	5.7.2008	Initial recruitment

109	Khola Anwar D/O Anwar Khan M.Sc. Computer Science GGC, Hangu	Kohat	13.12.1973	02.06.2008	02.06.2008	BPS-18	Initial recruitme	BPS-18	02.06.2008	Initial recruitment
110	Nabiha Gul D/O Abdullah Khan MA Political Science GGC, Mandan (Bannu)	Bannu	17.4.1976	27.05.2008	27.05.2008	BPS-18	Initial recruitme	BPS-18	27.5.2008	Initial recruitment
111	Tayyaba Siddiqui D/O Rehman Siddiqui MA Political Science GGC, Havelian	Abbottabad	16.3.1971	15.5.2008	15.5.2008	BPS-18	Initial recruitme	BPS-18	15.5.2008	Initial recruitment
112	Sadia Khan D/O Muhammad Isa Khan MA Economics, GGC, Hayatabad	Peshawar	12.6.1973	15.5.2008	15.5.2008	BPS-17	Initial recruitme	BPS-18	15.5.2008	Initial recruitment

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113 Roshan Zohra D/O Syed Najmul Hassan 22.12.1964 8.6.2000 8.6.2000 BPS-17 Initial recruitme BPS-18 15.5.2008 Initial recruitment
Hangu MA Urdu GFC(W), Peshawar Hangu

- 11 Subject specialsts
- 5 Direct Selectee From semi govt or private
- 12 college cadre

TOTAL :28

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Approved: H

**GOVERNMENT OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION, ARCHIVES &
LIBRARIES DEPARTMENT**

Dated Peshawar: 10th March, 2014

NOTIFICATION

No. SO(FC)HE/4-1/12/Promotion BS-18 TO BS-19. The Competent Authority on the recommendation of the Provincial Selection Board (PSB) has been pleased to promote the following Female Assistant Professors (BS-18) to the post of Associate Professors (BS-19) on regular/acting charge basis of College cadre of Higher Education Department with immediate effect, and to post them in the Colleges noted against each. They will remain on probation for a period of one year extendable up to two years in terms of Section 6(2) of Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule-15 (1) of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules 1988.

S.#	Name, Designation, present posting	Posted AS Assoc; Prof;(BPS-19) AT	Remarks
1.	Ghazala Yousaf Assistant Professor of English GCGC, Peshawar	GCGC, Peshawar	Against V/post
2.	Robina Samad Assistant Professor of Psych; GGC, Jamrud.	GGC, Nowshera	Against V/post
3.	Mussarat Perveen Assistant Professor of Maths, GFC(W), Peshawar	GGC, Takht Bhai Mardan	Against V/post
4.	Rubina Shafiq Assistant Professor of English, GGC No.1 Mansehra	GGC, Parhina (Mansehra)	A.V.P as Principal
5.	Meher Nigar Assistant Professor of Islamiyat, GGC Sheikh Maltoon.	GGC, Sheikh Maltoon (Mardan)	Against V/post
6.	Durri-I-Shahwar Assistant Professor of Law GFC (W) Pesh:	GFC(W), Peshawar	Against V/post
7.	Zohra Jabeen Assistant Professor of Law GGC No.1 Abbottabad.	GGC No.1 Abbottabad	Against V/post
8.	Rana Naheed Assistant Professor of law GGC, Dara Adam Khel	GGC, Katlang (Mardan)	Against V/post
9.	Bibi Fatima Assistant Professor of Computer Sc: GGC, Pabbi	GGC, Pabbi	Against V/post
10.	Jalees Fatima Assistant Professor of English; GGC, Pirpai.	GGC, Nowshera	Against V/post
11.	Zahida Bano Assistant Professor of English, GGC, Thana (Malakand Agency)	GGC, Thana (Mkd;Agency)	Against V/post
12.	Noor-us Saba Assistant Professor of H/Economics, GGC, Gulshan Rehman Peshawar	GCGC, Peshawar	Against V/post
13.	Saadia Afzal Assistant Professor of Botany, GGC No.1 Abbottabad	GGC No.1 Abbottabad	Against V/post
14.	Salara Aman Assistant Professor of Physics, GGC, Gulshan Rehman Colony Peshawar	GGC, Mathra Peshawar	Against V/post
15.	Farzana Hilal Assistant Professor of Biology, GGC, Saidu Sharif Swat	GGC, Khawaza Khela (Swat)	A.V.P as Inch;Principal
16.	Kishwar Sultana Assistant Professor of Physics, GPGGC Bannu	GPGGC, Bannu	Against V/post
17.	Shakila Begum Assistant Professor of Maths, GGC, Mardan	GGC No.2 Charsadda	Against V/post
18.	Amina Begum Assistant Professor of Physcis. GGC, Takht Bhai	GGC, Dargai Malakand	Against V/post

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19.	Narmeen Zainab Assistant Professor of English, GPGGC, Haripur	GPGGC, Haripur	Against V/post
20.	Farah Saeed Assistant Professor of English, GGC Chitti Dheri (Mansehra)	GGC, Sarai saleh (Haripur)	Against V/post
21.	Ghazala Shaheen Assistant Professor of H/Econ: GPGGC, Kohat	GPGGC, Kohat	Against V/post
22.	Riffat Naz Assistant Professor of Law GGC, Pabbi Nowshera	GGC, No.1 Charsadda	Against V/post
23.	Saeeda Begum, Assistant Professor of Electronics GFC (W) Peshawar	GFCW Peshawar	Against V/post
24.	Tehmina Naz Assistant Professor of Urdu, GGC, No.2 Mansehra	GGC No.2 Mansehra	Against V/post
25.	Khalida Adeeb Khanum Assistant Professor of Pashto GGC, Maneri (Swabi)	GGC, Barikot Swat	Incharge Principal Against V/post
26.	Yasmin Akhtar Assistant Professor of Urdu, GFC(W), Peshawar	GGDC Mardan	Against V/post
27.	Shabnam Rani Assistant Professor of History, cum Civic, GGC, Nowshera	GGC, Nowshera	Against V/post
28.	Nafeesa Nasirud-din Assistant Professor of Maths, GGC, Mardan	GGC, Sheikh Maltoon (Mardan)	Against V/post
29.	Mussarat Shaheen Assistant Professor of Biology, GGC Mandan (Bannu)	GGC, Mandan (Bannu)	Against V/post
30.	Shamim Ara Assistant Professor of Islam: GGDC No.2 Mansehra	GGDC No.2 (Mansehra)	Against V/post
31.	Gul Bano Assistant Professor of Urdu, GGC, Hayat Abad	GGDC, Chaghrmatti Peshawar	Against V/post
32.	Saboohi Jehan Assistant Professor of Islamiyat GPGGC, Bannu	GPGGC, Bannu	Against V/post
33.	Rabia Sikandar Assistant Professor of Maths, GGC, No. 1 Charsadda	GGC Katlang Mardan	Against V/post
34.	Farhat Jabeen Assistant Professor of Geog: GGC, Mardan	GGC, Lund Khwar (Mardan)	Against V/post
35.	Safia Rehana Assistant Professor of Islam: GGC, Maneri (Swabi)	GGC, Maneri (Swabi)	Against V/post
36.	Maimoona Jabeen Assistant Professor of Chem: GGC No. 2 D.I.Khan	GGC No.2 DIKhan	Against V/post
37.	Tahira Nigar Assistant Professor of History, GGC, No. 1 Abbottabad	GGC No.2 Abbottabad	Against V/post
38.	Tehmina Gul Assistant Professor of Chemistry, GGC No.1 Manshera	GPGC (W) Haripur	Against V/post
39.	Nihayat Begum Assistant Professor of Pashto, GGC, Chagarmati (Peshawar)	Karnal Sher Kally Swabi	Against V/post
40.	Saqiba Bibi Assistant Professor of Botany, GGC, Manki (Swabi)	GGC, Panjpir (Swabi)	Against V/post
41.	Tahammul Assistant Professor of Pashto, GGC, Thana (Mkd; Agency)	GGC, Thana (Mkd; Agency)	Against V/post
42.	Humaira Bibi Assistant Professor of Physics, GFC (W) Peshawar	GFC(W) Peshawar	Against V/post
43.	Anila Ghani Assistant Professor of Botany, GFC(W), Peshwar	GFC(W) Peshawar	Against V/post
44.	Robina Imad Assistant Professor of Chemistry, GGDC, Mardan	GGDC, Mardan	Against V/post
45.	Tahira Rashid Assistant Professor of Islam: GGC No.2 Haripur	GGC, Mankarai (Haripur)	Against V/post
46.	Rabia Khatoon Assistant Professor of Islam: GGC, Mardan	GGC, Rustam (Mardan)	Against V/post
47.	Bibi Salma Assistant Professor of English, GGC, Sheikh Maltoon Mardan	GGC, Sheikh Maltoon (Mardan)	Against V/post
48.	Noor Jehan Assistant Professor of Physics, GGC, Dargal	GGC, Dargal (Mkd; Agency)	Against V/post
49.	Sadia Mahjabeen Assistant Professor of Botany, GGC, Nawanshehr (A/Abad)	GGC, Khalabat Township Haripur	Against V/post
50.	Kalsoom Assistant Professor of Islamiyat at GGC, Dir	GGC, Dir Upper	Against V/post
51.	Rasheeda Rahman Assistant Professor of Pol: Sc, GGC, Hayatabad	GGDC Mathra Peshawar	Against V/post

52.	Uma-Tuz-Zohra Assistant Professor of Physics, GGC No. 1 Abbottabad	GGC No.1 Abbottabad	Against V/post
53.	Nosheen Kunwal Assistant Professor of History, GGC, Takht Bhai (Mardan)	GGC, Takht Bhai (Mardan)	Against V/post
54.	Noshaba Noreen Assistant Professor of Eco: GGC Mankarai Haripur	GGC, Mankarai (Haripur)	Against V/post
55.	Mussarat Assistant Professor of Pol:Sc, GPGGC Kohat.	GGDC, Thall Hangu	Against V/post
56.	Nishat Aziz Assistant Professor of History, GFC(W), Peshawar	GFC(W) Peshawar	Vice S.No.4 below adjustment
57.	Zakia Waheed Assistant Professor of Urdu, GGC No.1, Abbottabad	GGC, Sarai Saleh (Haripur)	Against V/post
58.	Nayyar Yousaf Assistant Professor of Zoology, GGC No.2 Abbottabad.	GGC No.2 Abbottabad	Against V/post
59.	Shahana Sameen Assistant Professor of Pol:Sc, GGC Pabbi Nowshera	GGC, Takht Bhai Mardan	Against V/post
60.	Roheena Afshan Assistant Professor of History, GGC, Hayatabad (Peshawar)	GGDC Chargharmatti Peshawar	Against V/post
61.	Shahida Parveen Assistant Professor of English, GGC No.2 D.I.Khan	GGC Tank	Against V/post
62.	Falak Naz Assistant Professor of Urdu, GGC, Karak	GGC, Tank	Against V/post
63.	Munazza Noor Assistant Professor of Botany, GGC No.1 D.I.Khan	GGC No.1 DIKhan	Against V/post
64.	Bakht Tasleem Assistant Professor of Stats, GGC, Saidu Sharif Swat	GGC, S/Sharif, Swat	Against V/post
65.	Neelum Gul Assistant Professor of Pol:Sc GGC, Pabbi	GGC, Julagram	Against V/post
66.	Farida Khanum Assistant Professor of Urdu, GGC, Kanju Swat.	GGC, Kanju (Swat)	Against V/post
67.	Zubaida Khanum Assistant Professor of Pak Study, GGC, No. 2 Mansehra	GGC No.2 Mansehra	Against V/post
68.	Rukhsana Shaheen Assistant Professor of Philosophy GFC(W)Pesh:	GFC(W) Peshawar	Against V/post
69.	Naheed Begum Assistant Professor of Islam: GGC, Takht Bahi Mardan.	GGC, Barikot Swat	Against V/post
70.	Samina Gul Assistant Professor of Islam: GGC, Nowshera.	GGDC Nowshera	Against V/post
71.	Mukhtaram Bibi Assistant Professor of Urdu, GGC No.1 Charsadda	G.T.B.G.C, Charsadda	Against V/post
72.	Farhana Jadoon Assistant Professor of Botany, GGC, No.1 Abbottabad.	GGDC Nawanshehr (Abbottabad)	Against V/post
73.	Shomaila Bangash Assistant Professor of Eco: GGC, Havelian.	GGC, Havelian (A/Abad)	Against V/post
74.	Zohra Usman Assistant Professor of Physics, GGC, Timergara	GGC, Timergara (Dir)	Against v/post
75.	Noureen Sayed Assistant Professor of Zoology, GGC No. 1 Charsadda.	GGC, Pabbi	Against V/post
76.	Naveed Akhtar Assistant Professor of English, GGC, No.2 Abbottabad	GGC.No.2 Abbottabad	Against V/post
77.	Aysha Saddiqa Assistant Professor of English, GGC Ghazi	GGC, Ghazi (Haripur)	Principal vice S.No.6 below adjustment
78.	Anjuman Ara Zaman Assistant Professor of Chemistry GGC, Manki Swabi	GGC, Manki (Swabi)	Against V/post On acting charge basis
79.	Sabrina Begum Assistant Professor of Botany GGC, Nowshera	GGDC Kernal Sher Khan Killi Swabi	Against V/post
80.	Nargis-Noor Assistant Professor of Islamiyat cum Arabic GPGGC, Mardan	GGDC, Lunkhunkhwar Mardan	Against V/post On acting charge basis
81.	Rehana Parveen Assistant Professor of Physics GFC(W), Peshawar	GGDC Chagharmatti Peshawar	Against V/post On acting charge basis
82.	Hussan Ara Assistant Professor of English GGC, Mardan	GGC Mardan	Against V/post On acting charge basis
83.	Zubina Assistant Professor of History-cum civics GGC, Eakka Ghund	GGDC Nowshera	Against V/post On acting charge basis
84.	Huma Iqbal Assistant Professor of Chemistry GGC, No.1 Abbottabad	GGC, Nawanshehr (A/Abad)	Against V/post On acting charge basis

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85.	Sumbla Yousaf Assistant Professor of Home Economics, GTBGC Charsadda	GGDC Pabbi	Against V/post On acting charge basis
86.	Faryal Shah Assistant Professor of Botany GFC(W), Peshawar	GGC, Mathra Peshawar	Against V/post On acting charge basis
87.	Fauzia Altaf Assistant Professor of Maths, GGC, Saidu Sharif Swat.	GGC, S/Sharif, Swat	Against V/post
88.	Zakia Shahab Assistant Professor of Chemistry GGC, Surani (Bannu)	GGC, Surrani (Bannu)	Against V/post On acting charge basis
89.	Ansa Anjum Assistant Professor of Physics, GGC, Hayatabad (Peshawar)	GGC Maneri	Against V/post On acting charge basis
90.	Bibi Rabia Assistant Professor of History Cum Civics (Deputation) GPGGC, Bannu	GPGGC, Surrani (Bannu)	Against V/post On acting charge basis
91.	Saima Najeeb Assistant Professor of English, GGC, Nawan Sher (Abbottabad)	GGC, Nawanshehr (Abbottabad)	Against V/post On acting charge basis
92.	Ghazala Saeed Siddiqui Assistant Professor of Physics GGC Ghazi	GGC, Ghazi	Against V/post
93.	Shagufta Assistant Professor of Political Science GGC, Mardan	GGC, Rustam (Mardan)	Against V/post On acting charge basis
94.	Sabiha Zeb Assistant Professor of Home Economics, FATA Directorate	Placed at the disposal of D.E.FATA	Against V/post On acting charge basis
95.	Saima Shams Assistant Professor of Economics, GGC, Mandian (A/Abad) (Deputation)	GGC, Khalabat Township Haripur	Against V/post On acting charge basis
96.	Khola Anwar Assistant Professor of Computer Science GGC, Hangu	GGC, Hangu	Against V/post On acting charge basis
97.	Nabiha Gul Assistant Professor of Political Science GGC, Mandan (Bannu)	Principal Kakki (Bannu)	Against V/post On acting charge basis
98.	Tayyaba Siddiqui Assistant Professor of Political Science GGC, Havelian	GGC, Havelian (A/Abad)	Against V/post On acting charge basis
99.	Sadia Khan Assistant Professor of Economics, GGC, Hayatabad	GGC, Hayatabad Peshawar	Vice S.No.5 of below adjustment On acting charge basis
100.	Roshan Zohra Assistant Professor of Urdu GFC(W), Peshawar	GFC(W) Peshawar	Against V/post
101.	Gul Rukh Afridi Assistant Professor of H/Econ: GGC Ghazi.	GGC, Ghazi	Against V/post
102.	Saman Begum Assistant Professor of Botany, GGC, Pir Pai (Nowshera)	G.T.B.G.C Charsadda	Against V/post
103.	Zaib-un-Nisa Assistant Professor of History, GGC, Gulshan Rehman Peshawar	GGC, Panjpir (Swabi)	Against V/post
104.	Shabana Noreen Assistant Professor of M.A History, GGC No. 2 Abbottabad	GGC Havelian Abbottabad	Against V/post
105.	Alia Khatoon Assistant Professor of Chemistry, GGC, Parachinar	Placed at the disposal of D.E.FATA	Against V/post
106.	Robina Akram Assistant Professor of Geog: GGD, Sheikh Maltoon Mardan	GGC, Nowshera	Against V/post
107.	Ruqia Bibi Assistant Professor of Chemistry GPGGC, Haripur	GGDC, Mankarai Haripur	Against V/post
108.	Shah Guloon Assistant Professor of Zoology, GCGC, Peshawar	GTBGC Charsadda	Against V/post
109.	Tahneed Bano Assistant Professor of Chem: GFC(W), Peshawar	GGC, Pabbi Nowshera	Against V/post
110.	Farzana Begum Assistant Professor of Botany, GFC(W), Peshawar	GGDC Chagharmatti Peshawar	Against V/post
111.	Lubna Begum Assistant Professor of Urdu, GGC, Dargai	GGC, Dargai (Mkd;Agency)	Against V/post
112.	Nasira Azam Assistant Professor of Physics, GPGGC, Haripur	GPGGC, Haripur	Against V/post
113.	Saeeda Shah Naz Assistant Professor of Islam: GFC(W), Peshawar	GGC, Manki Swabi	Against V/post
114.	Humaira Kamal Assistant Professor of Chem: GGC, Maneri Swabi	GGC, Maneri (Swabi)	Against V/post
115.	Hussan Bano Assistant Professor of Islam: GGC, No. 1 Abbottabad	GGC KTS Haripur	Against V/post
116.	Ambreen Gul Assistant Professor of Zoology, GGC, No. 1 Mansehra	GGC No.1 Mansehra	Against V/post
117.	Rehmania Begum Assistant Professor of Botany: GFC(W), Peshawar	GGDC Pabbi	Against V/post

118.	Firdous Jehan Assistant Professor of Islamiyat, GGDC, Takht-e-Nasrati(Karak)	GGC, Takht-e-Nasrati (Karak)	A.V.P as Principal On acting charge basis
119.	Alia Mustafa Assistant Professor of Islam: GGC, Ekka Ghund	Placed at the disposal of D.E.FATA	Against V/post On acting charge basis
120.	Farah Naz Assistant Professor of Chem: GGC, Haripur	GGC, Khalabat Township (Haripur)	Against V/post
121.	Tayyaba Bibi Assistant Professor of H/Eco:, GGC, Pabbi	GGDC Takhtbai Mardan	Against V/post
122.	Naila Aman Assistant Professor of Pak Study, GGC, Surani Bannu	GPGGC, Bannu	A.V.P
123.	Nusrat Shaheen Assistant Professor of Islam: GFC(W), Peshawar	GGC, Karak	Against V/post On acting charge basis
124.	Itrat Fatima Assistant Professor of History, GGC, Jamrud Khyber Agency	GGC, Manki (Swabi)	Against V/post On acting charge basis
125.	Bushra Zaheen Mona Assistant Professor of History, G.T.B.G.C, Charsadda	GGC Kernal Sher Kailay Swabi	Against V/post On acting charge basis
126.	Shaista Islam Assistant Professor of Physics, GGC, Ekka Ghund	GGC, Nowshera	Against V/post
127.	Syeda Zoonia Ali Assistant Professor of Pol:Sc, GGC No.1 Mansehra	GGC No.1 Mansehra	Against V/post
128.	Yasmeen Begum Assistant Professor of Islam: GGC No.1 Abbottabad	GGC, No.1 Abbottabad	Against V/post On acting charge basis
129.	Saira Ilyas Assistant Professor of Pak Study, GGC, No. 2 Abbottabad	GGC No.2 Abbottabad	Against V/post
130.	Shakeela Tariq Assistant Professor of Urdu, GGC, Sheikh Maltoon Mardan	GGC, Sheikh Maltoon (Mardan)	Against V/post On acting charge basis
131.	Zakia Ilyas Assistant Professor of English, GGC, Kanju Swat	GGC, Kanju (Swat)	Against V/post On acting charge basis
132.	Azra Khatoon Assistant Professor of Urdu, GGC,Havelian.	GGC, Havelian (Abbottabad)	Against V/post On acting charge basis
133.	Nida Bukhari Assistant Professor of Chem: GGC, Hayatabad Peshawar	GGDC Mathra Peshawar	Against V/post
134.	Saima Azhar Assistant Professor of Batony, GGC, No. 1 Abbottabad	GGC, Mankarai (Haripur)	Against V/post
135.	Rukhsana Bibi Assistant Professor of English, GGC, Sarai Saleh	GGC, Sarai Saleh (Haripur)	Against V/post On acting charge basis.
136.	Najma Assistant Professor of History, GGC, Khawaza khela (Swat)	GGC, Khawaza Khela (Swat)	Against V/post On acting charge basis
137.	Mussarat Jabeen Assistant Professor of Zoology, GGC, Chitral.	GGC, Booni Chitral	As Incharge Principal Against V/post
138.	Rubina Masood Assistant Professor of English, GGC No.1 D.I.Khan	GGC No.1 DIKhan	Against V/post On acting charge basis
139.	Zahida Khatoon Assistant Professor of Pol:Sc GGC, Mathra Peshawar	Placed at the disposal of D.E.FATA.	Against V/post
140.	Noreen Haleem Assistant Professor of Urdu, GCGC, Peshawar	GGC, Nowshera	Against V/post On acting charge basis
141.	Rehana Yasmin Assistant Professor of Urdu, GFC(W), Peshawar	GCGC, Peshawar	Against V/post On acting charge basis
142.	Shaheen Begum Assistant Professor of Stats, GGC, Parachinar.	Placed at the disposal of D.E.FATA.	Against V/post On acting charge basis
143.	Irum Naz Assistant Professor of Chimiistry GPGGC, Haripur.	GPGGC, Haripur	Against V/post On acting charge basis
144.	Sadia Rana Assistant Professor of H/Eco: GGC, K.D.A Kohat	GGC, KDA, Kohat	Against V/post
145.	Shakila Begum Assistant Professor of Isl. GPGGC, Kohat	GPGGC, Kohat	Against V/post On acting charge basis
146.	Tabassum Ara Assistant Professor of Physics, G.T.B.G.C, Charsadda	G.G.D.C No.1, Charsadda	Against V/post On acting charge basis
147.	Nusrat Shaheen Assistant Professor of Psychology , GGC, Kanju Swat	GGC, Kanju (Swat)	Against V/post
148.	Mussarat Begum Assistant Professor of History, GGC, Maneri (Swabi)	GGC, Maneri (Swabi)	Against V/post On acting charge basis
149.	Kausar Shabana Assistant Professor of Urdu GFC(W), Peshawar	GGDC Manki	Against V/post On acting charge basis

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ADJUSTMENTS

1.	Ms. Talat Qamar Assoc; Professor of Urdu GGC, Kanju (Swat)	GPGGC, S/Sharif, Swat.	Against V/post
2.	Ms. Anwar Noor Assoc; Professor of History GGC, Khawaza Khela	Principal GGC, Sarai Naurang, (Lakki)	Against V/post
3.	Ms. Jehan Ara Assoc; Professor of Islamiyat GGC, Hangu.	GPGGC, Kohat	Against v/post
4.	Roblna Shaheen, Associate Professor of Home Economics, GFC (W) Peshawar.	GGDC Chagharmatti	Against vacant post.
5.	Rukhsana Anwar, Associate Professor of Botany, GGDC Hayatabad, Peshawar.	GFC(W) Peshawar	Against vacant post
6.	Ms. Tahreen Akhtar, Assoc; Professor of Maths, Principal at GGDC Ghazi	GGDC Marghuz Swabi	As Incharge Principal
7.	Ms. Gul Afshan, Associate Professor of Islamiyat, under transfer to GGDC Kakki Bannu.	GGDC Surani Bannu	Against vacant post.
8.	Nadia Ashraf, Associate Professor of Political Science, GGDC Thall, Hangu.	GPGC(W) Kohat	Against vacant post.
9.	Shabnam Tabinda, Associate Professor of Statistics, GGDC No. 1, Charsadda.	GFC(W) Peshawar	Vice S.No.10 below
10.	Jehan Ara, Associate Professor of Statistics, GFC (W) Peshawar.	GGDC No.1 Charsadda	Vice S.No.9 above adjustments
11.	Aliya Aslam Assistant Professor of Chemistry GGC, No.2 Charsadda	GFC(W), Peshawar	Against vacant post.
12.	Nazia Shaheen Assistant Professor of Physics GGC, No.2 Charsadda	GFC(W), Peshawar	Against vacant post.
13.	Shagufta Begum Assistant Professor of Physics (waiting for adjustment)	GGC, Hayatabad Peshawar	Against vacant post.
14.	Irum Naz Assistant Professor of Urdu GGC, Sheikh Maltoon Mardan	GGDC Mathra, Peshawar	Against vacant post.
15.	Sadia Ishtiaq Assistant Professor of Islamiyat GGC, Parhina	GGC, No. 1 Mansehra	Against vacant post.
16.	Shagufta Begum Lecturer in Pashto GGC, Bacha Khan Peshawar.	GGC, Chagharmatti Peshawar	Against vacant post of BS-18 in her own pay and scale.
17.	Fozia Naheed Assistant Professor of Maths GGC, No.2 Charsadda	GFC(W), Peshawar	Against vacant post.
18.	Nadia Nisar Assistant Professor of Zoology GGC, Mandan Bannu	GGC, No. 1 Charsadda	Against vacant post.
19.	Isma Yousaf Assistant Professor of Urdu GGC, Sarai Saleh	GGC, No. 1 Abbottabad	Against vacant post.
20.	S. Nasira Anwar Assistant Professor of Zoology GGC, No. 2 Charsadda	GGC, Hayatabad Peshawar	Against vacant post.
21.	Naila Shabnam Assistant Professor of Physics GGC, Sheikh Maltoon Mardan	GGC, No. 2 Charsadda	Against vacant post.
22.	Sakina Bibi Assistant Professor of Botany GGC, Mathra Peshawar	GFC(W), Peshawar	Against vacant post.
23.	Shaheen Akhtar Assistant Professor of Physics GGC, Mathra Peshawar	GFC(W), Peshawar	Against vacant post.
24.	Ruqia Assistant Professor of Physics GGC, Chagharmatti Peshawar	GGC, Gulshan Rehman Colony Peshawar	Against vacant post.
25.	Fozia Anjum Assistant Professor of Geography GGC, Nowshera	GGC, Pabbi	Against vacant post.
26.	Seema Gul Assistant Professor of Political Science GGC, Takht Bhai Mardan	GPGGC, Mardan	Against vacant post.
27.	Nazia Khwaja Assistant Professor of Chemistry GGC, Sarai Saleh	GGC, No. 1 Abbottabad	Against vacant post.
28.	Saeeda Begum Assistant Professor of Urdu GTBGC Charsadda	GFC(W), Peshawar	Against vacant post.
29.	Navela Khanum Assistant Professor of Urdu GGC, Mathra Peshawar	GFC(W), Peshawar	Against vacant post.
30.	Ms. Sehrish Lecturer in Physics GGC, No.1 Mansehra	GGC, No. 1 Abbottabad	Against vacant post of BS-18 in her own pay and scale.

31.	Itrat Sabeen Lecturer in Zoology GGC, Rustam Mardan	GGC, Bacha Khan Peshawar	Against vacant post.
32.	Lubna Lecturer in Zoology GGC, Kakki (Bannu).	GCGC, Peshawar	Against vacant post of BS-18 in her own pay and scale.
33.	Sajida Qadoos Lecturer in Botany GGC, Mandan, Bannu.	GGC, Hayatabad, Peshawar.	Against vacant post of BS-18 in her own pay and scale.
34.	Sabin Nadir Lecturer in Political Science GPGGC, Mardan.	GGC, Hayatabad, Peshawar	Against vacant post of BS-18 in her own pay and scale.
35.	Gulalai Lecturer in Law GGC, No. 1 Charsadda	GGC, Pabbi Nowshera	Against vacant post of BS-18 in her own pay and scale.
36.	Farida Begum Lecturer in Islamiyat GGC, Ekka Ghund.	GGC, Rustam Mardan	Against vacant post of BS-18 in her own pay and scale.
37.	Amina Shahzad Lecturer in English GGC, Mathra	GCGC, Peshawar	Against vacant post of BS-18 in her own pay and scale.
38.	Uzma Nasib Lecturer in Maths GGC, Karnal Sher Killi Swabi	GGC, Gulshan Rehman Colony Peshawar.	Against vacant post of BS-18 in her own pay and scale.
39.	Aliya Liaqat Lecturer in Bontany GGC, Chagharmatti.	GFC(W), Peshawar	Against vacant post of BS-18 in her own pay and scale.
40.	Shazia Mehmood Lecturer in Urdu GGC, Chagharmatti.	GGC, Hayatabad Peshawar	Against vacant post of BS-18 in her own pay and scale.
41.	Beenash Shabeer Lecturer in History GGC, Chagharmatti.	GGC, Hayatabad, Peshawar	Against vacant post of BS-18 in her own pay and scale.
42.	Zuhra Sattar Lecturer in Urdu GGC, Nowshera	GFC(W), Peshawar	Against vacant post of BS-18 in her own pay and scale.
43.	Salma Fazal Lecturer in History GGC, Nowshera.	GGC, Pir Pai Nowshera	Against vacant post of BS-18 in her own pay and scale.
44.	Tabassum Habib Lecturer in Physics GGC, Nowshera	GGC, Maneri Swabi	Against vacant post of BS-18 in her own pay and scale.
45.	Farakh Naz Lecturer in Chemistry GGC, Khalabat	GPGGC, Haripur	Against vacant post of BS-18 in her own pay and scale.
46.	Aisha Sikandar Lecturer in Computer Science GGC, Sarai Saleh.	GGC, No.1 Abbottabad	Against vacant post of BS-18 in her own pay and scale.
47.	Musarrat Alam Lecturer in Political Science GGC, Daggar	GGC Pabbi	Against vacant post of BS-18 in her own pay and scale.
48.	Nabila Rehman Lecturer in History GGC Pir Pai Nowshera	GGC, Gulshan Rehman Colony	Against vacant post of BS-18 in her own pay and scale.
49.	Shandana Ihsan Lecturer in Islamiyat GGC Mathra	GFC(W) Peshawar	Against vacant post of BS-18 in her own pay and scale.
50.	Bushra Zeb Lecturer in English GGC, Havelian Abbottabad	GGC, Qalandar Abad Abbottabad	Against vacant post
51.	Shahab Lecturer in Home Economics GGC, Chagharmatti Peshawar	GTBGC Charsadda	Against vacant post of BS-18 in her own pay and scale.
52.	Aqeela Naz Lecturer in English GGC, Nowshera	GGC, PirPai Nowshera	Against vacant post of BS-18 in her own pay and scale.

53.	Saima Sadiq Lecturer in Urdu Tank	GDC No. 1 D.I.Khan	Against vacant post of BS-18 in her own pay and scale.
54.	Shagufta Nawaz Lecturer in Geography GGDC, Sarai Naurang Lakki Marwat	GGDC, Lakki Marwat	Against vacant post
55.	Jabeen Akhtar Lecturer in English GGC, Qalandar Abbottabad	GGC, No.1 Abbottabad	Against vacant post of BS-18 in her own pay and scale.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION DEPARTMENT

Endst: No. & Date Even

Copy forwarded to the:-

1. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
2. Accountant General Khyber Pakhtunkhwa Peshawar.
3. Director Higher Education, Khyber Pakhtunkhwa Peshawar.
4. Director Education FATA, Warsak Road Peshawar
5. District Accounts Officers concerned.
6. Principals of the Colleges concerned.
7. Manager, Govt. Printing Press, Khyber Pakhtunkhwa, Peshawar.
8. P.S to Chief Secretary Govt. of Khyber Pakhtunkhwa,
9. P.S to Secretary, Establishment Department, Peshawar.
10. P.S to Special Assistant to Minister of Education, Khyber Pakhtunkhwa.
11. P.S to Secretary, Higher Education Department, Khyber Pakhtunkhwa Peshawar.
12. Officers Concerned.


SECTION OFFICER (C-III)

REGISTERED

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W.F.P. PUBLIC SERVICE COMMISSION
2 Fort Road, Peshawar Cantt, (Near Governor House)
PH No. 9213563



No. NWFP-PSC-SR-VII/4270037

Dated: 17/16

To

Zubina D/O Niamat Ullah Jan
126-A, Sher Koti Road, Street No. 15,
Gulbahar No.2, Peshawar

Subject: - RECTT: OF FEMALE ASSISTANT PROFESSOR HISTORY-CUM-CIVICS (B-18)

The Commission has recommended you to the Government for appointment, but please do not treat this as a letter of appointment for which Government is the final authority. The Commission cannot entertain any correspondence from you in this regard.


(SIRAJ-UD-DIN)
DEPUTY SECRETARY-III
NWFP PUBLIC SERVICE COMMISSION



Dairy # 5123. 16/4/14.

To

The Chief Secretary,

Khyber Pakhtunkhwa.

SUBJECT: APPEAL FOR REGULAR PROMOTION AS ASSOCIATE PROFESSOR BPS 19

Respected Sir,

With due respect and reverence it is stated that I have been promoted as Associate Professor in BPS -19 on acting charge basis by Khyber Pakhtunkhwa government vide notification No. SO (FC) HE /4-1/12Promotion BS-18 TO BS 19. Dated 10th March 2014. (Copy attached)

Few points are being presented to your good self, please.

That my previous service of 9 years (from 20th March 1999- August 2008) as subject Specialist Home Economics, teaching to first year and second year was a regular Government service by all canons.

That my 9 years regular service as Subject Specialist may please be added and counted as regular service.

That I have completed 14 years of regular government gazzetted service (1999-till date) surpassing the mandatory 12 years' service for regular promotion in BPS 19.

In light of the above facts and figures it is requested that kindly promote me as Associate Professor in BPS 19 on regular basis.

I shall be very much thankful to you.

Your' Obediently,

Sabiha Zeb

SABIHA ZEB

Associate Professor

Dated:

[Handwritten signature]

POWER OF ATTORNEY

In the Court of KPK Service Tribunal Peshawar.

Sabiha Zaid

} For
} Plaintiff
} Appellant
} Petitioner
} Complainant

VERSUS

Govt of KPK and others

} Defendant
} Respondent
} Accused
}

Appeal/Revision/Suit/Application/Petition/Case No. _____ of _____

Fixed for _____

I/We, the undersigned, do hereby nominate and appoint

IJAZ ANWAR ADVOCATE, SUPREME COURT OF PAKISTAN

and Saïed Amin Alee my true and lawful attorney, for me in my same and on my behalf to appear at Peshawar to appear, plead, act and answer in the above Court or any Court to which the business is transferred in the above matter and is agreed to sign and file petitions. An appeal, statements, accounts, exhibits. Compromises or other documents whatsoever, in connection with the said matter or any matter arising there from and also to apply for and receive all documents or copies of documents, depositions etc, and to apply for and issue summons and other writs or subpoena and to apply for and get issued and arrest, attachment or other executions, warrants or order and to conduct any proceeding that may arise there out; and to apply for and receive payment of any or all sums or submit for the above matter to arbitration, and to employ any other Legal Practitioner authorizing him to exercise the power and authorizes hereby conferred on the Advocate wherever he may think fit to do so, any other lawyer may be appointed by my said counsel to conduct the case who shall have the same powers.

AND to all acts legally necessary to manage and conduct the said case in all respects, whether herein specified or not, as may be proper and expedient.

AND I/we hereby agree to ratify and confirm all lawful acts done on my/our behalf under or by virtue of this power or of the usual practice in such matter.

PROVIDED always, that I/we undertake at time of calling of the case by the Court/my authorized agent shall inform the Advocate and make him appear in Court, if the case may be dismissed in default, if it be proceeded ex-parte the said counsel shall not be held responsible for the same. All costs awarded in favour shall be the right of the counsel or his nominee, and if awarded against shall be payable by me/us

IN WITNESS whereof I/we have hereto signed at _____
the _____ day to _____ the year _____

Executant/Executants _____

Accepted subject to the terms regarding fee _____

Accepted
to
Saïed Amin
Alee

Sabihazeb
Sabiha zeb

Ijaz Anwar

Advocate High Courts & Supreme Court of Pakistan

ADVOCATES, LEGAL ADVISORS, SERVICE & LABOUR LAW CONSULTANT
FR-3/34, Fourth Floor, Bilour Plaza, Saddar Road, Peshawar Cantt
Ph.091-5272154 Mobile-0333-9107235

BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.

Service Appeal No.610/2015

Ms. Sabiha Zeb..... Appellant

VERSUS

Director Higher Education and others Respondents

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H. Raywal
1/3/2016.
Respondents

BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.

Service Appeal 613/2015

Ms. Sabiha Zeb..... Appellant

VERSUS

Govt of Khyber Pakhtunkhwa through Chief Secretary & Director Higher Education Respondents. KPK

SUBJECT:- PARAWISE COMMENTS:-

PRELIMINARY OBJECTIONS:-

Respectfully Sheweth:-

1. That the appellant has got no cause of action to file the instant appeal.
2. That the appellant has concealed material facts from the Hon'able Tribunal.
3. That the Hon'able Tribunal lacks jurisdiction to entertain the instant appeal.
4. That the appellant has not come to the court with clean hands.
5. That the appeal is bad for mis-joinder and non joinder of unnecessary parties.

REPLY ON FACTS:-

1. Pertains to record.
2. Pertains to record.
3. Pertains to record.
4. Incorrect. The appellant is not eligible as per rules for regular promotion as she lacks the required period for promotion to higher post as per rule-9 of the NWFP Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 it is mentioned in clause 1 that acting charge appointment against a higher post, where the senior most officer in a cadre is otherwise fully eligible for promotion but does not possess the specified length of service, the competent authority may appoint him/her to the higher post on acting charge basis . (Attached as Annexure- A). Further promotion is not a vested right, nor did come within the jurisdiction of this Hon'able Tribunal(Annexure-B) (PLD-2008 Supreme Court 395). As far as services of appellant as subject specialist are concerned, it is pertinent to mention here that there is difference between Secondary School and College cadre. As per judgment of Peshawar High Court Peshawar (WP No. 3116/2010 titled Miss. Naheed Akhtar), the Petitioner was appointed as Subject specialist in Elementary & Secondary Education Department. As subject specialist her experience is not at per with the teaching staff of Higher Education Department (Annexure-C).
5. Pertains to record.
6. Incorrect. Promotion is not a vested right nor this Hon'able Tribunal has the jurisdiction to entertain the appeal (Annexure-B supra).

ON GROUNDS:-


- I. Incorrect. The appellant has been dealt with as per law and rules.


year.


- III. Incorrect. Furthermore, as per rule-9, the applicant lacks the required length of service for promotion hence denied.
- IV. Incorrect. The appellant was directly appointed in BPS 18 by public service commission according to the prescribed formula considering her previous service as already mentioned but the appellant lacks the prescribed length of service. No discrimination has been committed by the respondent.
- V. Incorrect, already mentioned in para-IV above.
- VI. Incorrect. The appellant was appointed as subject specialist in Elementary & Secondary Education in School cadre. The subject specialist are not like lecturer as per judgment of Peshawar High Court Peshawar (Annexure-C Supra).
- VII. Correct to the extent that the appellant has been promoted on acting charge basis on the basis of seniority as there was vacant post of Principal, the appellant has been promoted on basis of seniority but due to lack of required length of service she was appointed as acting principal remaining in the same scale as associate professor.
- VIII. Correct. As the Hon'able High Court lacks jurisdiction in the service matters.
- IX. Respondents also seek permission of this Hon'able Tribunal to advance further grounds at the time of arguments.

PRAYERS:-

It is therefore, humbly prayed that the appeal is not maintainable as it is based on misconception hence the appeal may graciously be dismissed.

for 
Chief Secretary Khyber Pakhtunkhwa
Respondent No.1


Secretary Higher Education Department
Khyber Pakhtunkhwa Respondent No.2


Director Higher Education
Khyber Pakhtunkhwa, Peshawar
Respondent No.3

BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.

Service Appeal 610 of 2015

Ms Sabiha Zeb Associate Professor..... Appellants

VERSUS

- 1. Chief Secretary Govt of Khyber Pakhtunkhwa, Civil Secretarial, Peshawar
- 2. Secretary Higher Education Department Khyber Pakhtunkhwa
- 3. Director Higher Education Department..... Respondents.

AFFIDAVIT

I Irfan Ullah khan Assistant Director Litigation Higher Education Department do hereby declare and affirm on oath that the contents of Para Wise Comments are correct to the best of my knowledge and belief and that nothing has been concealed from this Hon'able Court.

Irfan Ullah
Deponent 1/3/2016

CNIC No.11101-6409112-3

Identify by

Annex A

20

Appointment on Acting Charge Basis.

Approved E

16

This Department Circular letter No.SORI(S&GAD)1-206/74, dated 15th August, 1981, as amended vide this Department's letter of even number dated 17th October, 1984 and 1st December, 1987, on the subject cited above and to say that in partial modification of the said orders it has been decided that the service rendered on acting charge basis in respect of appointments falling under rules 8-B(1) and 8-B(3) of Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 count in the pay scale applicable to the post for the purpose of accrual of increments, subject to the fulfillment of the following:-

- i) In case of acting charge appointments to posts carrying BPS-18, the incumbents shall have completed 5 years service in BPS-17.
- ii) In case of acting charge appointments to posts carrying BPS-19 and above the incumbents shall have completed the prescribed length of service for respective posts as under:-
 - a) Posts in BPS-19 12 years service in BPS-17 and above.
 - b) Posts in BPS-20 17 years service in BPS-17 and above.
 - c) Posts in BPS-21 22 years service in BPS-17 and above.

9.1. a
st Dec
aid
Promotion
purpose

Provided that:-

- i) Where initial appointment of a person not being a person in Government service takes place in a post in BPS-18, 19 or 20, the length of service specified in this Department letter No.SORI(S&GAD)1-29/75, dated 23.2.1981 shall be reduced by the following periods:

First appointment in	Reduced by
BPS-18	5 years.
BPS-19	12 years.
BPS-20	17 years.

- ii) Where initial appointment of a person already in Government service takes place, on recommendations of the Public Service Commission, in a post in BPS-18, 19 or 20, the length of service specified in above letter shall be reduced by the periods specified in proviso (i).

2. The above decision shall be effective from the First January, 1985. However, in cases of acting charge appointments made during the period from 12.1.1981 to 31.12.1984, the increments shall be restored from the due dates but no arrears due on account of restoration of increments prior to 1.1.1985 shall be allowed.

3. This issues with the concurrence of Finance Department.

(Authority: Circular letter No.SORI(S&GAD)1-206/74(IV), dated 17.2.1988)

BPS-19 12 years.

person already in Government service takes place, on recommendations of the Public Service Commission, in a post in BPS-18, 19 or 20, the length of service specified in above letter shall be reduced by the periods specified in proviso (i).

Posting of Junior Officers on Posts in Higher Scale

This Department's Circular letter No. SOR1(S&GAD)1-29/75(A), dated 13.2.1993, on the subject noted above and to state that it has been noticed that certain Provincial Government Departments are resorting to the practice of posting officers in a lower scale on posts in higher scales. This practice is against the provisions of NWFP Civil Servants Act, 1973 and rules made thereunder as well as the instructions of the Establishment Division reproduced below:-

"The grant of higher appointments to junior officers against senior posts amounts to accelerated promotion in view of the decision given by the Supreme Court of Pakistan in the case of Government of Pakistan Versus Qazi Abdul Karim. The Ministries/Divisions or Provincial Governments can only fill vacancies in a particular grade by officers of the same grade, and officers in a junior grade will not be appointed against a vacancy in a higher grade".

2. It may be pointed out that in the light of rule 9 of the NWFP Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the methods prescribed for posting a junior officer to a higher post are restricted to the following only:-

(i) ACTING CHARGE APPOINTMENT AGAINST A HIGHER POST

Where the senior most officer in a cadre is otherwise fully eligible for promotion but does not possess the specified length of service, the competent authority may appoint him to the higher post on acting charge basis, but only on the recommendation of Departmental Promotion Committee/Selection Board and subject to the condition that such officer lacks the prescribed length of service not more than (one year).

ii) CURRENT CHARGE APPOINTMENT OF A HIGHER POST

Only the senior-most officer of a cadre can be given current charge appointment of a higher post with the approval of the competent authority. However, this can only be an arrangement upto a maximum of six months.

App:iii) ADDITIONAL CHARGE APPOINTMENT OF AN EQUIVALENT POST

An officer can be given the additional charge of a second post but only of a post in an equivalent grade upto a period of six months by the competent authority.

3. Adherence to the above rules is a legal requirement so that the actions taken by officers are not held at any stage to be irregular. Also, appointments in violation of the rules constitute administrative indiscipline.

4. I am, therefore, directed to request that all such cases of irregular appointments be reviewed and ensure not to resort to such appointments that violate the provisions of the Civil Servants Act and the statutory rules framed thereunder.

iii) ADDITIONAL CHARGE APPOINTMENT OF A HIGHER POST

5. I am further directed to request that these instructions may be brought to the notice of all concerned for strict compliance.

(Authority: Circular letter No. SOR1(S&GAD)1-29/75(A), dated 5.7.1994).

Annex - B

P L D 2008 Supreme Court 395

Present: Muhammad Moosa K. Leghari and Syed Sakhi Hussain Bokhari, JJ

ABDUL HAMEED---Petitioner

Versus

**MINISTRY OF HOUSING AND WORKS, GOVERNMENT OF PAKISTAN, ISLAMABAD
through Secretary and others---Respondents**

Civil Petition No.279 of 2008, decided on 17th March, 2008.

(On appeal from the judgment and order of the Federal Service Tribunal, Islamabad, dated 11-12-2007, passed in Appeal No.641(R) CS of 2004).

(a) Civil service---

---Promotion---Principles---Promotion is not a vested right of civil servant---Promotion in non-selection post, is made on the basis of seniority-cum-fitness and civil servant cannot ask for, or claim a promotion as a matter of right as it is within the exclusive domain of the government---Neither the promotion could take place automatically, nor the seniority alone is the deciding factor, as number of factors constitute fitness for promotion---Act of mere technical irregularity with regard to promotion of civil servant having been instantaneously ratified by the authorities after being pointed out, per se would not be sufficient to hold that such action had any dent of malice on the part of authorities in the matter of promotion.

1997 PLC (C.S.) 77; 1998 SCMR 736; PLD 1991 SC 1118; 1998 PLC (C.S) 980; 1991 PLC (C.S) 587; 1985 SCMR 1158; PLD 1997 SC 84; PLD 2003 SC 110; 2007 SCJ 41; 1997 PLC (C.S) 1210 and 2001 PLC (C.S) 654 ref.

(b) Civil service---

---Promotion---Civil servant, who, during pendency of his appeal, stood retired, could not be considered for promotion with retrospective effect.

Sh Iftikhar Ahmad, Advocate Supreme Court with Ejaz M. Khan, Advocate-on-Record for petitioner.

Nemo for Respondents.

Date of hearing: 17th March, 2008.

JUDGMENT

MUHAMMAD MOOSA K. LEGHARI, J.---Instant petition for leave to appeal is directed against the judgment dated 11-12-2007, passed by Federal Service Tribunal, Islamabad, whereby service appeal filed by the petitioner was dismissed.

2. The facts forming the background of this petition are that the petitioner was initially appointed as a Garden Supervisor in 1964 and was promoted as Sub-Divisional Officer (BS-16) and

7
Subsequently as, Assistant Executive Engineer (BS-17) in 1992. The petitioner was further promoted to the post of Executive Engineer/Deputy Director (BS-18) on 13-11-1995. In 1992 a new post of Director/Superintending Engineer (Horticulture) was notified on 25-4-1992, which was to be filled through promotion from Deputy Director (Horticulture) (BS-18) having 12 years service in (BS-17) and above or 7 years service in (BS-18). As claimed by the petitioner, he had legitimate expectation for such promotion being sole candidate having requisite eligibility. However, Ministry of Housing and Works converted/re-designated this post of Director (Horticulture) into that of Superintending Engineer (Planning and Design), which was allocated to the office of Chief Engineer, Central Zone vide letter dated 1-4-2004. Being aggrieved of the said conversion/re-designation, the petitioner approached the Federal Service Tribunal after rejection of his departmental appeal.

3. Learned Advocate Supreme Court for the petitioner mainly contended that the conversion/re-designation was violative of law as it was objected to by the Ministry of Finance, resultantly, the said re-designation has to be withdrawn. It was argued that such re-designation of the post was tainted with malice in order to deprive the petitioner of his vested right of being promoted to the said post. Learned Advocate Supreme Court contended that the petitioner was entitled to all the benefits of promotion after his retirement. In support of his contentions, learned Advocate Supreme Court for the petitioner has placed reliance on 1997 PLC (C.S.) 77, 1998 SCMR 736, PLD 1991 SC 1118, 1998 PLC (C.S.) 980, 1991 PLC (C.S.) 587, 1985 SCMR 1158, PLD 1997 SC 84, PLD 2003 SC 110, 2007 SCJ 41, 1997 PLC (C.S.) 1210 and 2001 PLC (C.S.) 654.

4. Having considered the submissions made on behalf of the petitioner, we find the same to be without force. It goes without saying that promotion to a certain post, has never been considered to be a vested right of a civil servant. It is well recognized principle of law that in case of non-selection post, the promotion is made on the basis of senioritycum-fitness and no civil servant can ask for, or claim a promotion as a matter of right as it is within the exclusive domain of the government. Neither the promotion could take place automatically, nor the seniority alone is the deciding factor, as number of factors constitute fitness for promotion. The learned Advocate Supreme Court for the petitioner has not been able to show that there was any malice on the part of the respondents, so far as the conversion/re-designation of the post is concerned. An act of mere technical irregularity having been instantaneously rectified by the respondents after being pointed out by Ministry of Finance, per-se would not be sufficient to hold that such action has any dent of malice on the part of respondent Ministry. The conversion of the post was notified on 1-4-2004 and it is not the case of the petitioner that he was denied the right of consideration for promotion before the said date. It appears that soon after the rectification of the irregularity on 12-11-2005, the petitioner was allowed the charge of Director (Horticulture) (BS-19) on 31-1-2006 and after assuming the charge of higher post he was allowed special pay also for the same. Subsequently, on 4-8-2006, the petitioner was notified to be promoted on the said higher post on regular basis.

5. It is an admitted fact that during the pendency of his appeal the petitioner stood retired, as such could not be considered for promotion with retrospective effect.

6. It may be noted that the question of ante-dating the promotion would only arise, in case if, the petitioner was already promoted, which was admittedly not the case of the petitioner. We have had the benefit of considering the case law relied upon by learned Advocate Supreme Court for the petitioner, but it was found to be of no help to advance the case of the petitioner. The Federal Service Tribunal has dealt with the case of the petitioner strictly in accordance with settled principles of law. There is no illegality or perversity in the impugned judgment as such it requires no interference. The petition being without merit is therefore dismissed and leave declined.

M.B.A./A-10/S

Petition dismissed.

Annex C

8

8

JUDGMENT SHEET
IN THE PESHAWAR HIGH COURT, PESHAWAR
JUDICIAL DEPARTMENT

W.P. No. 3116 of 2010

CM 1841-P/2012

JUDGMENT



Date of hearing 25/11/2014

Petitioner Mrs. Nahed Akhtar by Mr. Khalid P. Khan

Respondent Govt of KPK etc. by Mr. M. Sarwar

NISAR HUSSAIN KHAN, J. Petitioner by way of instant

petition seeks issuance of an appropriate writ with the following

prayer :-

"(i). Declare that the Appendix to Notification No.SO(Colleges)XI-11/2000, dated Peshawar 30.1.2002 to the extent of entry at Serial No.6 Column No.3 Item No.(iii) pertaining to the teaching experience required for the post of Assistant Professor and the letter No.SO(AO)/HE/XIII-1/06/Vol.II/Req;B-19 dated Peshawar 7.6.2010 issued by the High Education Department and letter No.OP.5(27)/LD/2-10/9988, Peshawar, dated 26.2010

ATTESTED

EXAMINER
Peshawar High Cour

14 JAN 2015

issued by the Law Department are ultra-vires, unreasonable, discriminatory and hence ineffective upon the rights of petitioner.

- (ii). Strike Down the appendix to the Notification and letters ibid to the extent and limit it excludes the teaching experience of Subject Specialists as not at par with the teaching experience of Lecturers at Colleges/Universities.
- (iii). Direct the respondents to act in the matter in accordance with law and to suitably amend the Appendix to the Notification ibid so as to include the Teaching experience of Subject Specialists teaching in Higher Secondary Schools as sufficient/adequate and at par with the teaching experience of Lecturer for the purpose of appointment as Assistant Professor.
- (iv). Direct the respondents to act in the matter in accordance with law and to consider petitioner and her experience for appointment against the post of Assistant Professor (Maths) and to appoint her on the post as such."

2. Petitioner alleged in her petition that she joined Higher Education Department as Subject Specialist on 8.3.1999. The respondents advertised the posts of Assistant Professors, for which

ATTESTED
EXAMINER
Peshawar High Court
14 JAN 2015

she applied because of having prescribed qualification, in response to which she was called for interview. But she was refused with the plea that the Higher Education Department on the advice of Law Department has not accepted the teaching experience of Subject Specialist at par with the teaching experience of Lecturers of the Colleges/Universities. She filed W.P.No.2700/2010 which was withdrawn with permission to file afresh one for challenging the vires of the impugned Notification, hence the instant writ petition. She urged that the impugned Notification is offending the fundamental rights of the petitioner being violative of Articles-4, 25 and 27 of the Constitution of the Islamic Republic of Pakistan, 1973 being discriminatory, unreasonable and irrational. She maintained that Subject Specialists teaching in Higher Secondary Schools, also teach the Students of FA/FSc, so the classification made by the respondents is wrong and illegal being not based on intelligible differentia. She maintained that the subject Specialists are extra qualified as compared to Lecturers. It is also contended that Subject Specialists and Lecturers are serving in the same BPS-17, so stand on the same pedestal.

3. Respondents in their comments have refuted petitioner's stance that she joined Higher Education Department. Rather it is contended that she joined Elementary and Secondary

ATTESTED
EXAMINER
Peshawar High Court
14 JAN 2015

Education Department as Subject Specialist and as such her experience is not at par with that of teaching staff of Higher Education Department. They defended their stance that petitioner in view of the Notification of the Higher Education Department, affirmed by the Law Department, was rightly declined to be interviewed due to lack of prescribed experience. With regard to appointment of three incumbents in violation of the Rules, it is responded that they were appointed in violation of the Rules but prior to framing of the same and one wrong cannot justify the other one.

4. We have heard learned counsel for the parties and have gone through the record carefully with their valuable assistance.

5. Respondents through advertisement dated 29.2.1999, invited applications for six posts of Female Assistant Professors in Higher Education Department, two in Pakistan Studies, one each in Computer Science, Math, Islamiat and Home Economics. Petitioner applied for the post of Math and was called for interview but was not interviewed because of lack of required experience. The required qualification as stipulated in the advertisement is Ph.D in the relevant subject from a recognized University with two years teaching/research experience in a

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recognised college/university, or M.Phil in the relevant subject from a recognized university with five years teaching/research experience in a college/university; or Second Class Master Degree in the relevant subject from a recognized university with seven (07) years teaching experience in College/University or in Educational Administration Management. Petitioner, as per her version, is Subject Specialist of Math and is teaching in Higher Secondary Schools, having experience of teaching of higher secondary classes since 1999, so possesses the prescribed experience which has not been considered by the respondents for appointment against post of Assistant Professor.

6. The only controversy relating to the experience of the petitioner is of teaching in Higher Secondary Schools which has not been considered by the respondents at par with the teaching experience in Colleges/Universities. The petitioner assailed the impugned Notification being discriminatory and violative of the Fundamental Rights because Subject Specialists teaching in Higher Secondary Schools also teaches the College Classes of FA/Fsc, so be treated at par with teaching experience of College/University. The learned counsel for petitioner provided a self prepared Classification Table of educational institutions, according to which Subject Specialists and Teachers of High Schools are teaching

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 PETITIONER
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FA/FSc classes in Higher Secondary Schools while Lecturers of Colleges and Universities teach FA/FSc and BA/BSc in the Colleges and MA/MSc in the Universities. Though this table of classification has not been issued by any competent authority so is signed by none. However, even if it is assumed to be correct, it itself is indicative of the fact that the Subject Specialists only teaches FA/FSc students in the Higher Secondary Schools. Whereas Lecturers in the Colleges teach not only FA/FSc but BA/BSc classes and if a Lecturer is posted in the University, he also teaches MA/MSc classes as per the table provided by the petitioner's counsel. Thus it would not advance the cause of petitioner.

7. The advertisement is based on the requirement of Notification No. SO(Colleges)XI-11/2000, dated 30.1.2002 which provides same minimum qualification for appointment by initial requirement, as provided in the advertisement. In Column of Mode of recruitment, it is provided that 20% posts of Assistant Professors are to be filled by initial recruitment and 80% on promotion, on seniority cum fitness from amongst the persons holding the posts of Lecturers having at least 5 years experience in BPS-17. This column clarifies the position that 80% posts of Assistant Professor are to be filled through promotion of Lecturers having 5 years experience while admittedly a subject specialist teaching in the

ATTEST
 EXAMINE
 14 JAN 2015

Higher Secondary School cannot be promoted as Assistant Professor.

8. Vide impugned Notification, the competent authority while exercising the delegated powers has framed Rules of Procedure for initial recruitment and promotion as a matter of policy to streamline the smooth functioning of the concerned Department. It is the sole domain of the concerned authority to formulate policy to enhance efficiency by recruitment of eligible and qualified persons. As a matter of policy, it may enhance the standard of qualification as well as experience to boost the functioning capacity of the faculty and consequently the department concerned. Our system is based on trichotomy of powers; Legislature, Executive and the Judiciary, each one of which has its own domain of powers. One may not interfere or encroach in the field of the others. The executive has got its own spheres of formulation of policy and implementation thereof which may not and should not be interfered with. Same principle was laid down by the august Supreme Court in the case titled Executive District Officer (Revenue), District Khusab at Jauharabad Versus Ijaz Hussain (2011 SCMR - 1864).

9. Though petitioner has claimed discrimination viz-a-viz the three individuals mentioned in her petition who have been

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JAN 2015

appointed in violation of the policy. It is settled that one wrong cannot justify the other. If those individuals have been inducted in violation of the rules and policy formulated for recruitment, that may not become a ground for pressing into service the principle of discrimination which can only be agitated in positive sense, and not vice versa.

10. For what has been discussed above, this petition fails and is accordingly dismissed.

JUDGE

JUDGE

Announced on
25th Nov., 2014.

Office
 06/12/14

Sd/- Misab Hussain Khan
Sd/- Syed Ahsab Shah

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 M. J. A. Khan



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VAKALAT NAMA

NO. 610 /2015

IN THE COURT OF Service Tribunal, Peshawar

Sabiha Zeb

(Appellant)
(Petitioner)
(Plaintiff)

VERSUS

Higher Education Deptt.

(Respondent)
(Defendant)

I/We, Sabiha Zeb. Appellant

Do hereby appoint and constitute **M. Asif Yousafzai, Advocate Supreme Court Peshawar**, to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate/Counsel on my/our costs.

I/We authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter. The Advocate/Counsel is also at liberty to leave my/our case at any stage of the proceedings, if his any fee left unpaid or is outstanding against me/us.

Dated _____/20

Sabiha Zeb
(CLIENT)

ACCEPTED

M. Asif Yousafzai

M. ASIF YOUSAFZAI
Advocate Supreme Court
Peshawar.

Taimur Ali Khan

Taimur Ali Khan
Advocate High Court

Syed Nauman Ali Bukhari

Syed Nauman Ali Bukhari
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