

D 28

**BEFORE THE HON'ABLE K.P.K SERVICE TRIBUNAL, PESHAWAR.**

In Service Appeal No. 903 /2022

**Muhammad Saeed Khan.....VS..... Govt of KPK Through IG Police & others**

**I N D E X**

S/N	Description of Documents	Annexure	Page No.
1	Application Along with Affidavit		1-5
2	Notification dated: 30-10-2019	"C-1"	6-7
3	Notification dated: 12-02-2020	"C-2"	8-9
4	Notification dated: 18-02-2020	"C-3"	10-12
5	Final Seniority list of DSP of KPK dated: 05-08-2022	"C-4"	13-15
6	Letter for Promotion of the appellant vide letter dated: 18-02-2019	"C-5"	16
7	Letter for providing information of Inspectors BS-16 for promotion to DSP, BS-17, vide letter dated: 21-05-2021	"C-6"	17-18
8	Letter of postponement of DSC meeting dated: 02-01-2020	"C-7"	19
9	Fitness Certificate, No Enquiry Certificate issued SPO Malakand, Certificate of working at CTD, Malakand, No Enquiry Certificate issued SPO, CTD Malakand at Swat	"C-8, C-9, C-10 & C-11"	20, 21, 22 23, 24 25-26
10	Notification dated: 05-07-2021, whereby Inspector Sher All M/110 was granted notional promotion to the rank of DSP after retirement	"C-12"	27
11	Copy of COC No.284-P/2020 & order dated: 19-07-2020	"C-13"	28-29
12	Copy of judgment passed in Service appeal No.81/2011, decided on 18-12-2012 by this Hon'able Tribunal & judgment of August Supreme Court of Pakistan dated: 02-10-2019	"C-14 & C-15"	30, 32- <del>33</del> 33-34
13	Notification dated: 01-03-2023 whereby 98 Inspectors were promoted to DSP rank	"C-16"	35-36
14	Copy of instructions	"C-17"	37-42
15	Standing Order No.03/2016	"C-18"	43-45

Dated: 28/04/2023

Through:-

Petitioner/Appellant.



(Umar Sadiq)  
Advocate High Court,

Cell- 0345. 9514 011

**BEFORE THE HON'ABLE K.P.K SERVICE TRIBUNAL , PESHAWAR.**

C.M No \_\_\_\_\_ /2023

In Service Appeal No. 903 /2022**Muhammad Saeed Khan**

.....Petitioner/Appellant

**VERSUS****Govt of KPK Through IG Police and others**

.....Respondent.

**Application For place on record document  
annexed with the instant C.M in the above titled  
Service Appeal pending before this Hon'able  
tribunal.**

**That the petitioner/appellant respectfully submits as under.**

1. That the above titled service appeal is pending before this Hon'able tribunal wherein next date of hearing is fixed for 04 -05-2023.
2. That on the previous date of hearing, during proceeding of the instant appeal reference was made to some documents by the appellant, which were not placed on file, as such this hon'able tribunal advised the counsel for the appellant to place the same on file, hence the following documents are filed to the instant C.M, so the same could be placed on file and be considered accordingly.
3. That documents to be placed on file are as under;
  - i. Revised Seniority/Confirmation in the rank of ASI/SI, List "E", of Malakand Region, Issued by RPO, Malakand vide Notification No. 11644-68/E, Dated: 30-10-2019.  
(Notification dated: 30-10-2019 is annexed as C-1)

- ii. Recommendation of Departmental Promotion Committee meeting held on 31-01-2020 in CPO, Peshawar and revised seniority of DSs.p, vide Notification No.CPO/E-II/Revised Seniority/61, dated: 12-02-2020.  
**(Notification dated: 12-02-2020 is annexed as C-2)**
- iii. Revised Seniority of inspectors, of Malakand Region, vide Notification No. CPO/E-II/Revised Seniority/68, dated: 18-02-2020.  
**(Notification dated: 18-02-2020 is annexed as C-3)**
- iv. Final Seniority List of DSsP, BS-17 of Khyber Pakhtunkhwa Police, dated: 05-08-2022.  
**(Final Seniority List of DSsP of KPK Police, dated: 05-08-2022 is annexed as C-4)**
- v. Letter of Promotion of the appellant/petitioner by the IG Police of KPK, vide letter No.48/CPB, Dated: 18-02-2019, whereby name of the appellant is mentioned at serial No.11.  
**(Letter for promotion of the appellant vide letter dated: 18-02-2019 is annexed as C-5)**
- vi. Letter No. CPO/CPB/DSC/118, Dated: 21-05-2021, whereby information/documents were sought regarding Inspectors BS-16 in connection with their promotion to the rank of DSP, BS-17, from the concern departments of Police, whereby name of the appellant was mentioned at serial No.08.  
**(Letter for providing information of inspectors BS-16 for promotion to DSP, BS-17, vide letter daed: 21-05-2021 is annexed as C-6)**
- vii. Letter for Postponement of meeting of Departmental Selection Committee going to be held on 02-01-2020 for promotion of Inspectors, BS-16 to the rank of DSP, BS-17.  
**(Letter of postponement of DSC meeting dated: 02-01-2020 is annexed as C-7)**
- viii. Fulfilling all the required criteria by the appellant by providing the following documents;
  - a. Medical Fitness Certificate, dated: 09-08-2018.
  - b. No Departmental Enquiry Certificate issued by SPO, Malakand Region, dated: 20-02-2019.
  - c. Certificate for working in CTD, Malakand Region at District Bajaur, dated: 01-02-2019.

4

- d. No Departmental Enquiry Certificate issued by SPO, CTD, Malakand Region at Swat dated: 29-05-2020.  
**(Fitness Certificate, No Enquiry Certificate issued SPO Malakand, Certificate of working at CTD, Malakand, No Enquiry Certificate issued SPO, CTD Malakand at Swat are annexed as C-8, C-9, C-10 & C-11 respectively)**
- ix. Notification No.CPO/E-I/Promotion/1178, dated: 05-07-2021, whereby Inspector namely Sher Ali No.M/110, BS-16 was promoted to the rank of DSP, BC-17 after retirement on notional basis.  
**(Notification dated: 05-07-2021, whereby similarly place Inspector Sher Ali M/110 was granted notional promotion to the rank of DSP after retirement is annexed as C-12)**
- x. C.O.C petition No.284-P/2020, filed by Sher Ali M/110, before the Hon'able Peshawar High Court for non-compliance of the court order, which was decided on 19-07-2021 by granting him notional promotion to the rank of DSP.  
**(Copy of COC No.284-P/2020 & order dated: 19-07-2020 is annexed as C-13)**
- xi. Judgment of this Hon'able Tribunal passed in service appeal No.81/2011, Decided on 18-12-2012 whereby Sher Ali (Appellant) was superseded from promotion to List "F", and after considering the same, appeal of Sher Ali was allowed, while the August Supreme Court of Pakistan, has also upheld the promotion of Sher Ali with effect from 12-08-2010, whereby department appeal was dismissed, vide judgment dated: 02-10-2019.  
**(Copy of judgment passed in Service appeal No.81/2011, decided on 18-12-2012 by this Hon'able Tribunal & judgment of August Supreme Court of Pakistan dated: 02-10-2019 are annexed as C-14 & C-15)**
- xii. Notification dated: 01-03-2023 whereby 89 Inspectors of BC-16 were promoted to the rank of DSsP, BS-17.  
**(Notification dated: 01-03-2023 whereby 98 inspectors were promoted to DSP rank is annexed as C-16)**

5

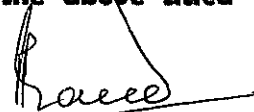
xiii. Instructions for guidance, marks awarding steps & criteria, date of promotion, Notional Promotion etc.

(Copy of Instructions for Guidance is annexed as C-17)

xiv. Standing order No.03/2016 relating to advance course for inspector.

(Copy of Standing Order No.03/2016 is annexed as C-18)

**It is therefore respectfully prayed that on acceptance this application documents annexed with the instant application may kindly place on record and be considered as part & parcel of the above titled service appeal.**



Petitioner/appellant

0345-9704774

Dated: 28 /04/2023

Through:-



(Umar Sadiq)

Advocate High Court

0345-9514011

6

C-1

(E) محمد ذوالفقار  
(P) 01/10



OFFICE OF THE  
REGIONAL POLICE OFFICER, MALAKAND  
REGION SWAT.

Email: diqmalakand@yahoo.com

**NOTIFICATION**

No. 11644-68/E, Dated 30/10/2019, Revised Confirmation/Admission to List "E": In the light of Regional Departmental Committee recommendation minutes of the meeting held on 11/07/2019 under the chairmanship of the then RPO, Malakand and co-members DPO, Swat, DPO, Buner, DPO, Dir Lower and DSP, Legal Swat, the revised seniority /confirmation in the rank of ASI/SI List-E of Malakand Region was considered by the constituted committee for evaluation of petitions of those who suffered due to late confirmation in the rank of ASI/SI. Provisional revised confirmation in the rank of ASI/SI and Admission to List "E" was circulated to all concerned for objection if any one be submitted within stipulated period of three months. As per direction of CPO Peshawar vide Memo: No. 451-62/PPO, dated 23/07/2019 and Police Rules 13.11, 13.12 and 13.13, the revised confirmation as ASI & admission to List "E" and confirmation as SI of the following Police Officers are hereby issued /notified against each their names:-

S #	Name & No.	Category	D.O.B	D.O Joining service	D.O Promotion as ASI Direct Appointee	Revised D.O confirm: as ASI	Revised D.O of Admission to List "E" ASI	D.O Promotion as offg: SI	Revised D.O Confirm: as SI
1.	PASI Rizq Ahmad No. M/26	PASI	01/01/1960	01/04/1983	01/04/1983	01/04/1983	01/04/1986	05/03/1998	According to the revised seniority, he is brought on list-E w.e.f 01/04/1986 and consequently confirmed as SI w.e.f 01/04/1988.
2.	PASI Bakht Zada No. M/33	PASI	15/02/1962	01/04/1983	01/04/1983	01/04/1983	01/04/1986	27/08/1998	According to the revised seniority, he is brought on list-E w.e.f 01/04/1986 and consequently confirmed as SI w.e.f 01/04/1988.
3.	PASI Amjad Ali No. M/147	PASI	18/03/1963	10/11/1987	10/11/1987	10/11/1987	10/11/1990	16/05/2000	According to the revised seniority, he is brought on list-E w.e.f 10/11/1990 and consequently confirmed as SI w.e.f 10/11/1992.
4.	ASI Muzakir Shah No. 185/M	SO No. 11	01/09/1961	01/09/1980	09/12/1991	09/12/1994	09/12/1994	16/04/2005	17/04/2007
5.	ASI Muhammad Nacem No. 2/M	SO No. 11	10/10/1960	01/11/1978	10/02/1992	10/02/1995	10/02/1995	16/04/2005	16/04/2007
6.	ASI Sher Ali No. M/110	SO No. 11	01/04/1960	06/10/1977	11-05-1994	11/05/1997	11/05/1997	16-04-2005	16/04/2007
7.	PASI Muhammad Khalid No. 128	PASI	01/01/1970	25/01/1995	25-01-1995	25/01/1995	25/01/1998	01-12-2001	01/12/2003
8.	ASI Zahir Shah No. M/196	SO No. 11	01/04/1962	05/03/1982	03/06/1995	03/06/1998	03/06/1998	16/04/2005	On acceptance of his application, the date of promotion in the light of revised confirmation in the rank of SI has been corrected and consequently confirmed as SI w.e.f 16/04/2007.
9.	ASI Zafer Khan No. M/197	SO No. 11	10/01/1963	01/04/1982	03/01/1996	03/01/1999	03/01/1999	16/04/2005	16/04/2007
10.	ASI Muhammad Sattar No. M/198	SO No. 11	19/09/1964	29/09/1983	20/02/1996	12/02/1999	12/02/1999	13/07/2005	13/07/2007
11.	ASI Muhammad Saqib No. 317/M	Promotee	01/04/1960	05/01/1977	15/02/1999	15/02/2001	15/02/2001	20/10/2007	20/10/2009

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20/10/2019

11/11/2019

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S #	Name & No.	Category	D.O.B	D.O Joining service	D.O Promotion as ASI Direct Appointee	Revised D.O confirm: as ASI	Revised D.O of Admission to 'List - E' ASI	D.O Promotion as offg: SI	Revised D.O Confirm: as as SI
12.	ASI Muhammad Zaman No. 279/M	SO No. 11	01/01/1965	04/07/1984	26/06/1999	26/06/2002	26/06/2002	13/07/2005	13/07/2007
13.	ASI Riaz Muhammad No. 281/M	SO No. 11	10/12/1962	03/04/1983	05/07/1999	05/07/2002	05/07/2002	13/07/2005	13/07/2007
14.	ASI Hayat Ullah No. 280/M	SO No. 11	04/08/1965	15/10/1983	05/07/1999	05/07/2002	05/07/2002	13/07/2005	13/07/2007
15.	ASI Shah Mumtaz No. 282/M	SO No. 11	20/02/1965	28/06/1986	21/11/2000	21/11/2003	21/11/2003	27/05/2006	27/05/2008
16.	PASI Zahoor Ahmad No. M/127	PASI	01/01/1980	15/01/2001	15/01/2001	15/01/2001	15/01/2004	27/05/2006	27/05/2008
17.	PASI Zafar Ahmad No. M/178	PASI	10/01/1979	15/01/2001	15/01/2001	15/01/2001	15/01/2004	27/05/2006	27/05/2008
18.	PASI Waheed Ullah No. M/160	PASI	01/04/1981	15/01/2001	15/01/2001	15/01/2001	15/01/2004	27/05/2006	27/05/2008
20.	PASI Navid Iqbal No. 176/M	PASI	13/03/1981	28/12/2001	28/12/2001	28/12/2001	28/12/2004	20/10/2007	20/10/2009
21.	ASI Saidul Amin No. 195/M	Promotee	18/03/1961	10/10/1979	23/12/2004	23/12/2006	23/12/2006	20/03/2008	20/03/2010
22.	PASI Ajmal Khan No. 151/M	PASI	15/15/1982	14/01/2004	14/01/2004	14/01/2004	14/01/2007	20/10/2007	20/10/2009
23.	PASI Atiq Ur Rahman No. 261/M	PASI	01/11/1981	14/01/2004	14/01/2004	14/01/2004	14/01/2007	20/10/2007	20/10/2009
24.	ASI Zahid Khan No. 302/M	SO No. 11	08/04/1967	25/09/1986	24/03/2004	24/03/2007	24/03/2007	20/10/2007	20/10/2009
25.	ASI Badshah Hazrat No. 303/M	SO No. 11 PSC-2006 opted for	15/02/1969	28/03/1987	24/03/2004	24/03/2007	24/03/2007	20/10/2007	20/10/2009
26.	ASI Ghulam Sadiq No. 269/M	SO No. 11	01/02/1968	27/03/1986	28/05/2005	28/05/2008	28/05/2008	05/08/2008	05/08/2010

DSR/16  
of  
20/10/09

Regional Police Officer,  
Malakand, at Saidu Sharif Swat

No. 11644-68/E,

Copy of above for information and necessary action to the:-

1. Worthy/ Inspector General of Police, Khyber Pakhtunkhwa Peshawar.
2. Addl: Inspector General of Police, Special Branch Khyber Pakhtunkhwa Peshawar.
3. Addl: Inspector General of Police, HQrs: of Police, Khyber Pakhtunkhwa Peshawar.
4. Commandant, Elite Force, Khyber Pakhtunkhwa Peshawar.
5. Commandant, PTC Hangu.
6. Deputy Inspector General of Police, HQrs: Khyber Pakhtunkhwa Peshawar.
7. Chief of Staff to Worthy/ IGP, Khyber Pakhtunkhwa Peshawar.
8. Deputy Inspector General of Police, CTD Khyber Pakhtunkhwa Peshawar.
9. AIG/Establishment of Police, Khyber Pakhtunkhwa Peshawar.
10. All District Police Officers, in Malakand Region.
11. All SPs, Investigation in Malakand Region.
12. SP, CTD/ Elite Force, Malakand Region Swat.
13. AIG/Legal of Police, Khyber Pakhtunkhwa Peshawar.
14. Principal Police Training School, Swat.

Regional Police Officer,  
Malakand, at Saidu Sharif Swat



8

C-2

(Q) 4/6

OFFICE OF THE  
INSPECTOR GENERAL OF POLICE,  
KHYBER PAKHTUNKHWA  
CENTRAL POLICE OFFICE,  
PESHAWAR.  
PH: 091-9210239 Fax: 091-9210927

No. 60 /:-II/Notification

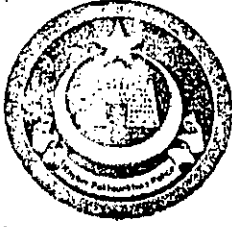
dated, 12.02.2020

**NOTIFICATION.**

No.CPO/E-II/Revised Seniority/ 61. In the light of Notification of Regional Police Officer, Malakand Region issued vide his office No. 11644-68/E. dated 30.10.2019 and recommendations of Departmental Promotion Committee meeting held on 31.01.2020 in Central Police Office, Peshawar duly approved by the Competent Authority, the following DSs.P are hereby assigned revised seniority in the light of Rule 12.2(3) of Police Rules 1934 with their colleagues in List "F" in the ranks of Inspector and Deputy Superintendent of Police in the Seniority List of DSs.P issued vide CPO No.347/SE-I, dated 19.03.2019:-

S.No.	Name, Rank & No.	Present Rank	Recommendation of Committee
1.	Mr. Riaz Ahmad	DSP	Above the name of Mr. Arif Javed
2.	Mr. Bakht Zada	DSP	Below the name of Mr. Riaz Ahmad and above the name of Mr. Arif Javed.
3.	Mr. Amjad Ali	DSP	Below the name of Mr. Bakht Zada and above the name of Mr. Arif Javed.
4.	Mr. Muhammad Khalid	DSP	Below the name of Mr. Muhammad Arif and above the name of Mr. Tariq Habib.
5.	Mr. Muhammad Naeem	DSP	Below the name of Mr. Muhammad Ashraf and above the name of Mr. Zia Hassan.
6.	Mr. Zahir Shah	DSP	Below the name of Mr. Muhammad Naeem and above the name of Mr. Zia Hassan.
7.	Mr. Zafar Khan	DSP	Below the name of Mr. Zahir Shah and above the name of Mr. Zia Hassan.
8.	Mr. Mirzakhir Shah	DSP	Below the name of Mr. Zahir Shah and above the name of Mr. Zia Hassan.
9.	Mr. Muhammad Sattar	DSP	Below the name of Mr. Zia Hassan and above the name of Mr. Abdus Salam Khalid.
10.	Mr. Muhammad Zaman	DSP	Below the name of Mr. Muhammad Sattar and above the name of Mr. Abdus Salam Khalid.
11.	Mr. Riaz Muhammad	DSP	Below the name of Mr. Muhammad Zaman and above the name of Mr. Abdus Salam Khalid.
12.	Mr. Hayat Ullah	DSP	Below the name of Mr. Riaz Muhammad and above the name of Mr. Abdus Salam Khalid.
13.	Mr. Shah Mumtaz	DSP	Below the name of Mr. Rehmat Ullah and above the name of Mr.





9

22

OFFICE OF THE  
INSPECTOR GENERAL OF POLICE,  
KHYBER PAKHTUNKHWA  
CENTRAL POLICE OFFICE,  
PESHAWAR.  
PH: 091-9210239 Fax: 091-9210927

No. \_\_\_\_\_ /E-II/Notification

dated, 12 .02.2020

14.	Mr. Zafar Ahmad	DSP	Below the name of Mr. Shah Mumtaz and above the name of Mr. Alamzeb.
15.	Mr. Farman Ullah	DSP	Below the name of Mr. Zafar Ahmad and above the name of Mr. Alamzeb.
16.	Mr. Muhammad Saced	DSP	Below the name of Mr. Amir Hussain and above the name of Mr. Gran Ullah.
17.	Mr. Navid Iqbal	DSP	Below the name of Mr. Muhammad Saeed and above the name of Mr. Gran Ullah.
18.	Mr. Ajmal Khan	DSP	Below the name of Mr. Navid Iqbal and above the name of Mr. Gran Ullah.
19.	Mr. Zahid Khan	DSP	Below the name of Mr. Ajmal Khan and above the name of Mr. Gran Ullah.
20.	Mr. Badshah Hazrat	DSP	Below the name of Mr. Zahid Khan and above the name of Mr. Gran Ullah.
21.	Mr. Ghulam Sadiq	DSP	Below the name of Mr. Muhammad Altaf and above the name of Mr. Amjid Ali.

Mr. Saeed ✓

✓

Sd/-

(DR. ISHTIAQ AHMAD) PSP/PPM  
Addl: Inspector General of Police HQrs  
For Inspector General of Police,  
Khyber Pakhtunkhwa, Peshawar.

Endst: No. & date even.

Copy forwarded to the:-

1. Addl: Inspector General of Police HQrs Khyber Pakhtunkhwa.
2. Deputy Inspector General of Police HQrs Khyber Pakhtunkhwa.
3. All Heads of Police in Khyber Pakhtunkhwa.
4. The COS to W/IGP Khyber Pakhtunkhwa Peshawar.
5. Assistant Inspector General of Police Legal CPO Peshawar.
6. The Register CPO Peshawar.
7. Office Supdts: Establishment-I, Career Planning Branch & Secret Branch, CPO Peshawar.
8. U.O.P File.

(ZAIIB ULLAH KHAN) PSP  
AIG/ Establishment  
For Inspector General of Police,  
Khyber Pakhtunkhwa, Peshawar.

12/2/2020

12/2



OFFICE OF  
INSPECTOR GENERAL OF POLICE  
KHYBER PAKHTUNKHWA  
CENTRAL POLICE OFFICE  
PESHAWAR.  
Ph:091-9210239 Fax:091-9210927

date: 18.02.2020

NOTIFICATION.

No.CPO/E-II/Revised Seniority/ 68, In the light of Notification of Regional Police Officer, Malakand Region issued vide his Office No. 11644-681/1, dated 30-10-2019 and Recommendation of departmental Promotion Committee meeting held on 30-01-2020 in central Police Office, Peshawar duly approved by the Competent Authority, the following Inspectors are Hereby assigned revised seniority in the light of rule 12.2(3) of police Rule 1934 with there Colleagues in List "F of Inspector and in the Seniority List of Inspectors issued vide CPO No.262/SE-II, dated 26-02-2019

S.No	Name, Rank & No	Present Rank	Recommendation of Committee
1	Mr. Sher Ali No.M/110	Inspector	Above the name of Mr Mazhar Jehan K/19
2	Mr. Zahoor Ahmad No.M/127	Inspector	Below the name of Mr sher Ali No.M/110 and above the name of Mr Mazhar Jehan k/19
3	Mr. Wahid Ullah No.M/160	Inspector	Below the name of Mr Zahoor Ahmad No M/127 and above the name of Mr Mazhar Jehan No K/19
4	Mr. Mazhar Jehan No.K/19	Inspector	Below the name of Mr Wahid Ullah No M/160 and above the name of Muhammad Saeed Khan No 317/M
5	Mr. Muhammad Saeed Khan No.317/M	Inspector	Below the name of Mr Mazhar Jehan K/19 and above the name of Mr Muhammad Riaz (name mention in the notification No.60/EII/Notification, dated 12-02-2020 may be read as Inspector Instead of DSP)
6	Mr. Atiq Ur Rahman No.261/M	Inspector	Below the name of Muhammad Saeed Khan No317/M and above the name of Mr Muhammad Riaz.
7	Mr. Said Ul Amin No.195/M	Inspector	Below the name of Mr Atiq Ur Rahman No.261/M and the above the name of Mr Muhammad Riaz K/107

Sd

(DR.ISHTIAQ AHMAD)PSP/PPM

Addl:Inspector General of Police HQrs

For Inspector General of Police.

Khyber Pakhtunkhwa, Peshawar

Endst: No & date even.

Copy Forwarded to the:-

1. Addl: Inspector General of Police HQrs Khyber Pakhtun khwa.
2. Deputy Inspector General of Police HQrs Khyber Pakhtunkhwa.



11

OFFICE OF  
INSPECTOR GENERAL OF POLICE  
KHYBER PAKHTUNKHWA  
CENTRAL POLICE OFFICE  
PESHAWAR.

Ph:091-9210239 Fax:091-9210927

3. All Head of Poice in Khyber Pakhtunkhwa.
4. The COS to W/IGP Khyber Pakhtunkhwa.
5. Assistant Inspector General of Police Legal CPO Peshawar.
6. The Register CPO Peshawar.
7. Office Supdts. Establishment-I, Creer Planing Branch & Secret Branch ,CPO.Peshawar
8. U.O.P File.

(ZAIB ULLAH KHAN)PSP

AIG/Establishment

For Inspector General of Police.

Khyber Pakhtunkhwa Peshawar.





(13) C-4

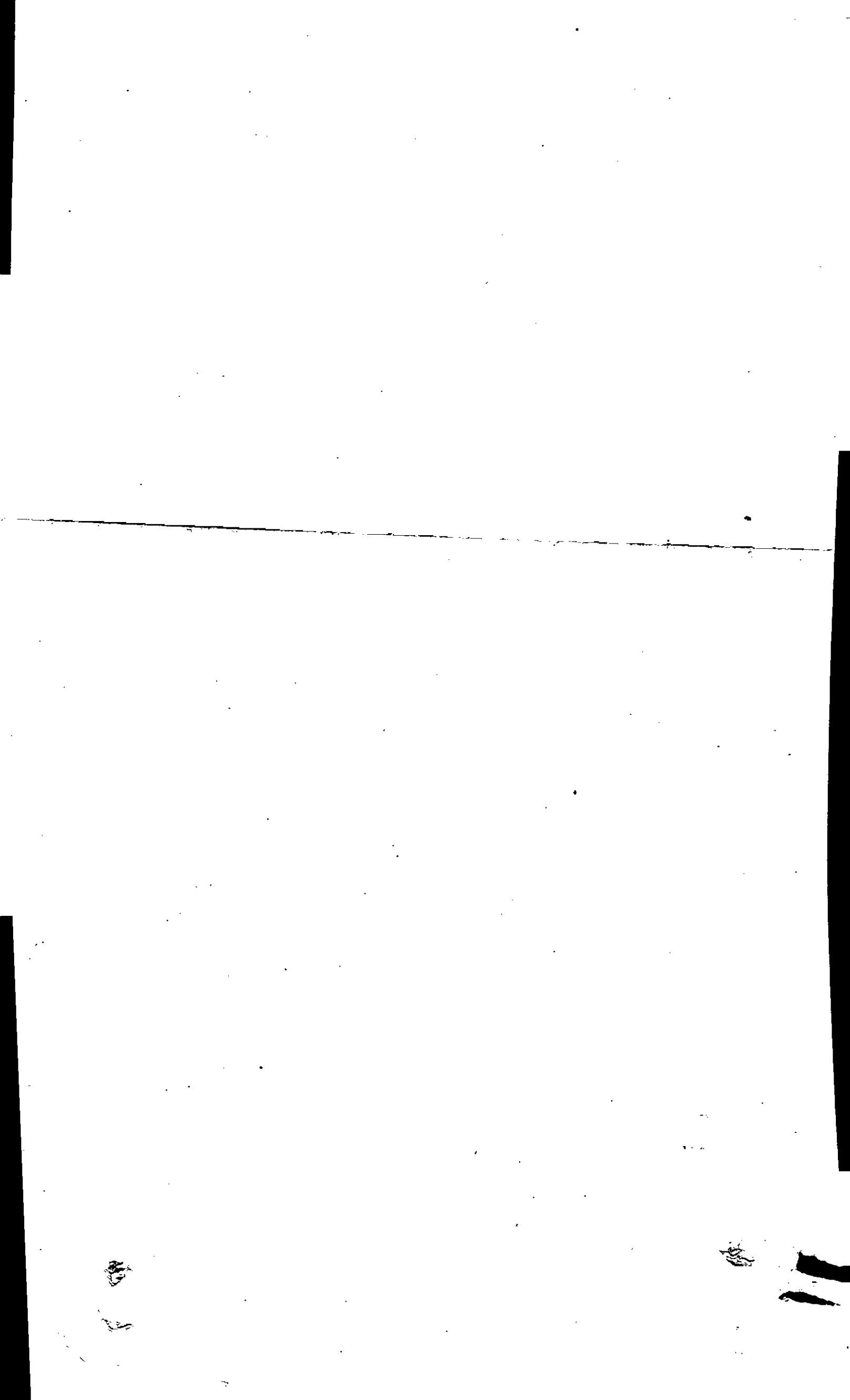
**OFFICE OF THE  
INSPECTOR GENERAL OF POLICE  
KHYBER PAKHTUNKHWA  
Central Police Office,  
Peshawar**

**FINAL SENIORITY LIST OF DSsP BS-17 OF KHYBER PAKHTUNKHWA POLICE**

Dated: 05/08/2022

No. 1594/ISE-I, The Final Seniority List of DSsP BS-17 of Khyber Pakhtunkhwa Police is hereby published for information to all concerned

Sr. No	Name of Officers	Date of Birth	Domicile	Date of SI Promotion	Date of confirmation as SI as per Police Rules 13.18	D.O Promotion as DSP
1.	Mr. Qaid Kamal	01.01.1963	Charsadda	01.01.1994	01.01.1996	07.11.2012
2.	Muhammad Aleem Jan	11.04.1967	Peshawar	30.01.1996	30.01.1998	24.01.2014
3.	Mr. Aamir Shahzad	09.08.1968	Peshawar	30.01.1996	30.01.1998	30.06.2011
4.	Mr. Muhammad Arif	10.03.1969	Peshawar	30.01.1996	30.01.1998	19.03.2012
5.	Mr. Waqar Ahmad	03.01.1968	Nowshera	01.04.1997	01.04.1999	19.03.2012
6.	Mr. Muhammad Shafiq	13.01.1963	Bannu	01.10.1997	01.10.1999	19.03.2012
7.	Mr. Muhammad Arif	22.04.1964	Bannu	01.10.1997	01.10.1999	07.11.2012
8.	Mr. Gul Naseeb	09.11.1968	Bannu	01.10.1997	01.10.1999	19.03.2012
9.	Mr. Sanallah	10.01.1969	Lakki	01.10.1997	01.10.1999	31.03.2012
10.	Mr. Amir Muhammad Khan	07.01.1970	Buner	14.10.1997	14.10.1999	19.03.2012
11.	Mr. Ali Hassan	06.03.1965	K.Agency	28.01.1998	28.01.2000	24.08.2020
12.	Mr. Mukhtiar Ahmad	04.02.1969	Abbottabad	20.02.1998	20.02.2000	30.06.2011
13.	Mr. Tahir ur Rahman	28.02.1969	Haripur	20.06.1998	20.06.2000	19.03.2012
14.	Mr. Muhammad Suleman	28.07.1970	Mansehra	20.06.1998	20.06.2000	30.06.2011
15.	Mr. Janas Khan	10.02.1965	Abbottabad	20.06.1998	20.06.2000	20.01.2011
16.	Mr. Zulfiqar Khan Jadoon	15.06.1963	Abbottabad	26.05.1987	20.06.2000	25.03.2013
17.	Mr. Asad Mehmood	08.03.1968	Swabi	-	07.09.2000	24.10.2014
18.	Mr. Asif Gohar	07.08.1964	Mansehra	26.04.2000	26.04.2002	20.01.2011
19.	Mr. Tahir Iqbal	20.01.1969	Haripur	26.04.2000	26.04.2002	25.03.2013



14

Sr. No	Name of Officers	Date of Birth	Domicile	Date of SI Promotion	Date of confirmation as SI as per Police Rules 13.18	D.O Promotion as DSP
90.	Muhammad Atiq Shah	01.09.1978	Charsadda	22.11.2004	22.11.2006	06.02.2014
91.	Mr. Yasir Aman	11.08.1970	Peshawar	22.11.2004	22.11.2006	02.04.2015
92.	Mr. Naseer Ali	03.10.1975	Charsadda	22.11.2004	22.11.2006	30.09.2016
93.	Mr. Murad Ali	13.04.1965	Charsadda	22.11.2004	22.11.2006	15.11.2016
94.	Mr. Aurang Zeb	05.01.1970	Mansehra	04.12.2004	04.12.2006	30.09.2016
95.	Mr. Sajjad Haider	20.04.1970	Abbottabad	04.12.2004	04.12.2006	15.11.2016
X 96.	Mr. Muhammad Ilyas	01.04.1973	Mardan	07.12.2004	07.12.2006	18.08.2015
97.	Mr. Arshad Khan	30.05.1974	Peshawar	08.12.2004	08.12.2006	07.03.2017
98.	Ms. Nazia Naureen	01.12.1970	Abbottabad	09.12.2004	09.12.2006	12.09.2014
99.	Mrs. Shahzadi Noshad	10.04.1972	Hangu	09.12.2004	09.12.2006	12.09.2014
100.	Mr. Alamzeb	12.02.1980	Mardan	23.12.2004	23.12.2006	24.10.2014
101.	Mr. Aqiq Hussain	01.04.1965	Kohat	10.01.2005	10.01.2007	18.08.2015
102.	Mr. Falak Nawaz	03.02.1969	Kohat	10.01.2005	10.01.2007	25.03.2016
X 103.	Mr. Mazhar Jehan X	12.12.1970	Kohat	10.01.2005	10.01.2007	24.08.2020
X 104.	Mr. Khalid Usman X	06.01.1967	Karak	10.01.2005	10.01.2007	(18.08.2015)
105.	Mr. Asad Zubair	15.01.1980	Kohat	10.01.2005	10.01.2007	29.11.2018
X 106.	Mr. Muhammad Riaz X	13.08.1973	Karak	10.01.2005	10.01.2007	24.08.2020
107.	Mr. Zafar Khan	10.01.1963	Buner	16.04.2005	16.04.2007	24.10.2014
108.	Mrs. Rozia Altaf	30.07.1969	Peshawar	13.05.2005	13.05.2007	02.04.2015
109.	Ms. Hamida Bano	04.12.1970	Peshawar	13.05.2005	13.05.2007	02.04.2015
110.	Mr. Muhammad Ismail	12.01.1966	Lakki	07.06.2005	07.06.2007	25.03.2016
111.	Mr. Mehmood Nawaz	07.03.1974	Lakki	02.07.2005	02.07.2007	30.01.2018
112.	Mr. Muhammad Sattar Khan	04.04.1964	Chitral	13.07.2005	13.07.2007	25.03.2016
X 113.	Mr. Muhammad Zaman	01.01.1965	Buner	13.07.2005	13.07.2007	25.03.2016
X 114.	Mr. Riaz Muhammad	10.12.1962	Swabi	13.07.2005	13.07.2007	15.11.2016
115.	Mr. Rizwan Habib	19.04.1974	Mansehra	28.12.2005	28.12.2007	12.09.2014
116.	Mr. Jehangir Khan	10.11.1965	Abbottabad	28.12.2005	28.12.2007	24.10.2014
X 117.	Mr. Shah Mumtaz	20.02.1965	Dir Lower	27.05.2006	27.05.2008	30.01.2018
118.	Mr. Zahoor Ahmed	01.01.1980	Dir Lower	27.05.2006	27.05.2008	24.08.2020
X 119.	Mr. Zafar Ahmad	10.01.1979	Chitral	27.05.2006	27.05.2008	30.01.2018
120.	Mr. Farmanullah	27.10.1978	Dir Lower	27.05.2006	27.05.2008	30.01.2018
X 121.	Mr. Wahid Ullah	01.04.1981	Dir Lower	27.05.2006	27.05.2008	24.08.2020
122.	Mr. Iftikhar Ali Shah	11.05.1976	Bannu	25.08.2006	25.08.2008	15.11.2016
X 123.	Mr. Amir Hussain	25.05.1965	Swabi	07.11.2006	07.11.2008	(30.09.2016)
124.	Mr. Sher Afsar	09.02.1963	Swabi	23.11.2006	23.11.2008	29.11.2018

فوری طور پر  
18/08/2015  
DSP

25/3/2016  
DSP

25/3/2016  
DSP

30/1/2018  
DSP

30/1/2018  
DSP

30/9/2016  
DSP

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15

Sr. No	Name of Officers	Date of Birth	Domicile	Date of SI Promotion	Date of confirmation as SI as per Police Rules 13.18	D.O Promotion as DSP
230.	Mr. Muhammad Fazil	03.12.1978	Swabi	20.03.2010	20.03.2012	18.02.2022
231.	Mr. Imtiaz Ali	03.01.1977	Mardan	20.03.2010	20.03.2012	18.02.2022
232.	Mr. Sabir Gul	04.03.1984	Mardan	20.03.2010	20.03.2012	18.02.2022
233.	Mr. Azmat Ali	01.04.1978	Kohat	11.07.2010	11.07.2012	18.02.2022
234.	Mr. Sadat Khan	06.04.1983	Kohat	24.08.2010	24.08.2012	18.02.2022
235.	Mr. Fazal Hanif	01.01.1974	Karak	24.08.2010	24.08.2012	18.02.2022
236.	Mr. Nazar Hussain	10.01.1975	Hangu	24.08.2010	24.08.2012	18.02.2022
237.	Mr. Muhammad Yousaf	10.04.1975	Karak	24.08.2010	24.08.2012	18.02.2022
238.	Mr. Nazir Khan	02.04.1977	Kohat	24.08.2010	24.08.2012	18.02.2022
239.	Mr. Abid Khan	01.03.1979	Kohat	24.08.2010	24.08.2012	18.02.2022
240.	Mr. Umar Hayat	01.02.1984	Karak	24.08.2010	24.08.2012	18.02.2022

  
(DR. ZAHID ULLAH) P.S.P

AIG/Establishment  
For Inspector General of Police,  
Khyber Pakhtunkhwa,  
Peshawar

Endst: No. & date even.

Copy to all concerned



16

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C-5

17

DSP OF H/P

18-FEB-2019 16:27 FROM

TO 0946710253

P. 21



OFFICE OF THE  
INSPECTOR GENERAL OF POLICE,  
KHYBER PAKHTUNKHWA  
CENTRAL POLICE OFFICE,  
PESHAWAR

No. 48 / CPB, dated Peshawar the 18 / 02 / 2019

To:

- The Addl. Inspector General of Police, Investigation, Khyber Pakhtunkhwa, Peshawar.
- The Commandant Elite Force, Khyber Pakhtunkhwa, Peshawar.
- The Deputy Inspectors General of Police, Training, Special Branch, Operations CTD, Traffic, Khyber Pakhtunkhwa, Peshawar.
- The Capital City Police Officer, Peshawar.
- The Regional Police Officers, Mardan, Hazara, Malakand, Kohat, Bannu and D.I. Khan Regions.
- The Commandant, FRP, Khyber Pakhtunkhwa, Peshawar.
- The Commandant, Police Training College, Hangu.
- The Director, ACE, Khyber Pakhtunkhwa, Peshawar.

Subject:

**PROMOTION OF INSPECTORS BS-16 (EXECUTIVE) TO THE RANK OF DSP (BS-17).**

Memo:-

Please furnish the following informations/documents regarding Inspectors BS-16 (Executive) serving in your Regions/Units in connection with their promotion to the rank of Deputy Superintendents of Police BS-17 immediately:-

- i. Present posting.
- ii. Detail of one (01) year mandatory tenure of posting (i.e. Investigation Branch or CTD, Special Branch or any Police Training Institution) according to amended Police Rules 13.16A, dated 16.03.2017.
- iii. No Departmental Enquiry & Medical Fitness Certificates.
- iv. Two (2) fresh Passport size photographs.

S. NO	NAME & NO.	S. NO	NAME & NO.
1 ✓	Said Khan No. K/05	19	Azam Ali Shah No. H/32
2 ✓	Muhammad Fayaz No. MR/68	20	Arshad Hussain No. H/33
3 ✓	Muhammad Sajjad No. K/30	21	Matloob Khan No. H/34
4 ✓	Fazal Dad No. P/181	22	Shah Nawaz No. H/35
5 ✓	Muhammad Riaz No. K/107	23	Shad Muhammad No. H/36
6 ✓	Muhammad Ishaq No. P/165	24	Raja Mukhtiar No. H/49
7 ✓	Ali Khan No. P/174	25	Fazal Wahab No. H/37
8 ✓	Wahed Ullah No. M/160	26	Jehanzeb Khan No. H/39
9 ✓	Ajmal Khan No. M/151	27	Muhammad Amin No. H/42
10 ✓	Atiq ur Rehman No. M/261	28	Ihsan Shuh No. H/44
11 ✓	Muhammad Saad No. M/317	29	Muhammad Yousef No. H/46
12 ✓	Ghulam Sadique No. M/269	30	Muhammad Sajjad No. H/47
13 ✓	Muhammad Irfan No. K/87	31	Fida Muhammad No. H/48
14 ✓	Saifullah Khan No. K/39	32	Zaboor Ahmad No. M/127
15 ✓	Muhammad Iqbal No. K/10	33	Habib Ullah Khan No. M/168
16 ✓	Hussain Ghulam No. K/87	34	Abdullah Jan No. P/182
17 ✓	Muhammad Iqbal No. H/29	35	Gohar Khan No. P/183
18 ✓	Farhad Ali No. H/30		

(SADIQ BALUCH) PSP  
AIG/Establishment,  
For Inspector General of Police,  
Khyber Pakhtunkhwa, Peshawar.

Endat: No. and dated given

Copy forwarded to the:-

Addl. Inspector General of Police, Headquarters, Khyber Pakhtunkhwa, Peshawar

17

C-6



OFFICE OF THE INSPECTOR GENERAL OF POLICE, KHYBER PAKHTUNKHWA CENTRAL POLICE OFFICE, PESHAWAR

No. CPO/CPB/DSC/119

Dated Peshawar 21 May, 2021

MOST IMMEDIATE

- To: The Addl: Inspector General of Police, Investigation, Khyber Pakhtunkhwa, Peshawar. The Commandant, Elite Force Khyber Pakhtunkhwa, Peshawar. The Commandant, Police Training College Hangu. The Deputy Inspectors General of Police, Special Branch, Operations, Training, Traffic, CT and Finance Khyber Pakhtunkhwa, Peshawar. The Capital City Police Officer, Peshawar. The Regional Police Officers, Mardan, Hazara, Malakand, Kohat, Bannu and D.I.Khan Regions. The Commandant, Frontier Reserve Police, Khyber Pakhtunkhwa, Peshawar. The Assistant Inspectors General of Police, Legal and BDU, Khyber Pakhtunkhwa, Peshawar. The Directors, ACE, CPC and FSL Khyber Pakhtunkhwa, Peshawar.

Subject: PROMOTION OF INSPECTORS BS-16 (EXECUTIVE) TO THE RANK OF DSs (BS-17).

Memo:-

Please furnish the following Informations/documents regarding Inspectors BS-16 (Executive) serving in your Regions/Units in connection with their promotion to the rank of Deputy Superintendents of Police BS-17 immediately:

- i. Present posting.
ii. Detail of one (01) year mandatory tenure of posting (i.e. Investigation Branch or CTD, Spec Branch or any Police Training Institution) according to amended Police Rules 13.16A, dated 16.03.2017.
iii. No Departmental Enquiry & Medical Fitness Certificates.
iv. Two (2) fresh Passport size photographs.

Table with 4 columns: S. NO, NAME & NO., S. NO, NAME & NO. containing names and numbers of inspectors for promotion.

Handwritten notes in Urdu including dates like 19-8-2020 and 24-8-2020, and names like 'عاشق احمد', 'ملائی', 'صبر کورنر'.

Handwritten numbers in circles: 18, 19, 20, and other notes.

18



OFFICE OF THE  
INSPECTOR GENERAL OF POLICE,  
KHYBER PAKHTUNKHWA  
CENTRAL POLICE OFFICE,  
PESHAWAR

51	Muhammad Zaman No. M/304	64.	Nizar Ali No. MR/89
52	Liaqat Khan No. H/54	65.	Asif Mehmood No. B/01
53	Attaullah No. D/18	66.	Sardad Khan No. B/02
54	Syed Sajjad Hussain No. K/109	67.	Sabir Gul No. MR/90 CID Mardan
55	Sadat Khan No. K/25	68.	Bahar Ali No. MR/85
56	Fazal Hanif No. K/48	69.	Farid No. B/33
57	Muhammad Yousaf No. K/71	70.	Gul Nawaz No B/29
58	Nazir Khan No. K/72	71.	Asad Ali Shah No. B/36 CID Bannu
59	Abid Khan No. K/74	72.	Adil Abdal No. P/201
60	Umar Hayat No. K/20	73.	Abu Ali Shah No. P/202
61	Muhammad Akbar No. MR/86	74.	Muhammad Daud No. P/203
62	Zarcef Khan No. MR/87	75.	Badshah Khan No. P/204 CID Peshawar
63	SI Mushtaq Hussain No. MR/88		

Note:

This office may also be informed if any Inspector of your region has been retired or reverted or dismissed from service.

(DR. ZAFAR ULLAH) PSP  
A/C Establishment,  
For Inspector General of Police,  
Khyber Pakhtunkhwa,  
Peshawar.

Endst: No. and dated even

Copy forwarded to the:-

1. Addl: Inspector General of Police, Headquarters, Khyber Pakhtunkhwa, Peshawar.
2. Deputy Inspector General of Police, Headquarters, Khyber Pakhtunkhwa, Peshawar.
3. COS to Worthy Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.
4. DSP Operations CPO with the direction to fax the subject letter to all concerned Police Offices.
5. Registrar, CPO Peshawar.
6. Supdt: Establishment-I & II, CPO, Peshawar.
7. Supdt: Secret to provide synopsis to Career Planning Branch.

C-7

(19)

21/11/2007 DSRs/DPG/51/23

DATE: 21/11/2007

- DEPARTMENTAL MEETING**
- 1. Addl. Inspector General of Police, Hyderabad
  - 2. Addl. Inspector General of Police, Special Branch
  - 3. Addl. Inspector General of Police, Operations
  - 4. Addl. Inspector General of Police, Internal Security
  - 5. Addl. Inspector General of Police, Crime Investigation
  - 6. Addl. Inspector General of Police, Hyderabad
  - 7. Addl. Inspector General of Police, Hyderabad
  - 8. Addl. Inspector General of Police, Hyderabad
  - 9. Addl. Inspector General of Police, Hyderabad
  - 10. Addl. Inspector General of Police, Hyderabad
  - 11. Addl. Inspector General of Police, Hyderabad
  - 12. Addl. Inspector General of Police, Hyderabad
  - 13. Addl. Inspector General of Police, Hyderabad
  - 14. Addl. Inspector General of Police, Hyderabad
  - 15. Addl. Inspector General of Police, Hyderabad
  - 16. Addl. Inspector General of Police, Hyderabad
  - 17. Addl. Inspector General of Police, Hyderabad
  - 18. Addl. Inspector General of Police, Hyderabad
  - 19. Addl. Inspector General of Police, Hyderabad
  - 20. Addl. Inspector General of Police, Hyderabad

Please to be... No. CPD/PB/DSC/390, dated 12.01.2007

Meeting by the Local Authority, a meeting of the Departmental Selection Commission...

On 02.01.2007 Thursday 11:00 hours... Hyderabad

Inspector General of Police (Legal), Hyderabad

Inspector BS-17 has been suspended till further orders

subject matter will be communicated in due course...

(ZAB ULJAH KHAN) PSP  
 - AIO/Establishment  
 For Inspector General of Police  
 Hyderabad  
 Peshawar

Inspector, Hyderabad  
 DSI Admin. PO Peshawar  
 Registrar (PO), Peshawar  
 Superintendent Secret, CTO, Peshawar  
 Establishment Establishment, CTO, Peshawar

20

C-8

8/8/2018 30 سپتامبر 177/CPB DSP



**OFFICE OF THE  
MEDICAL SUPERINTENDANT  
SERVICES HOSPITAL, PESHAWAR**

Phone: (Off) 091 9210509 (Exch) 091 9223472 Fax: 091 9210543

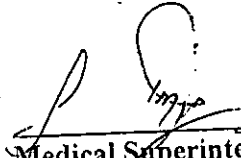
Dated: 09/08/2018

**MEDICAL FITNESS CERTIFICATE**

Certified that Mr. Muhammad Saeed S/O Fateh Gul working as Inspector having CNIC No. 15307-4527903-3 appeared before me on 09.08.2018 for medical examinations.

He was examined thoroughly and found medically and physically FIT for Promotion.

Mark of Identification: - Nil.

  
Medical Superintendent  
Services Hospital  
Peshawar  
Medical Superintendent  
Police/Services Hospital  
Peshawar

09/08/18

(21)

C-9

نوڈیہا (جنرل) ، سپرنٹنڈنٹ پولیس ، پشاور  
ڈسپ 37 / 1 / 2019

نورالہ ہیر / 48 / CPB / 10 / 2 / 2019



OFFICE OF THE:-  
SUPERINTENDENT OF POLICE,  
COUNTER TERRORISM DEPARTMENT  
MALAKAND REGION AT SWAT.  
No. 245 / CTD, MKD  
Dated. 20-02-2019.

To: The Deputy Inspector General of Police,  
Counter Terrorism Department,  
Khyber Pakhtunkhwa, Peshawar.

SUBJECT NO DEPARTMENTAL ENQUIRY CERTIFICATE.

R/Sir:-

Kindly refer to the Worthy Inspector General of Police, KPK good office Letter No. 48/CPB, Dated 10-02-2019.

It is submitted that Inspector Muhammad Saeed Khan No.M/317 is working in CTD Malakand Region. There is no pending departmental enquiry against him with this police unit, please.

Superintendent of Police,  
Counter Terrorism Department,  
Malakand Region at Swat.  
(Signature)

22

جواز برائے عہدہ 48/CPB/2019  
2019

**OFFICE OF THE INCHARGE THQH CHAKDARRA**

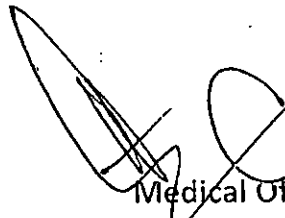


**MEDICAL FITNESS CERTIFICATE**

Certified that Mr. Muhammad Saeed S/O Fateh Gul working as inspector having CNIC No. 15307-4527903-3 appeared before me on 20/02/2019 for medical examinations.

He was examined thoroughly and found medically and physically fit for promotion

Mark of Identification; - Nil

  
Medical Officer  
THQ Hospital Chakdara  
MEDICAL OFFICER  
THQ HOSPITAL  
CHAKDARRA


(23)

C-10

**NO DEPARTMENTAL ENQUIRY CERTIFICATE.**

It is submitted that Inspector Muhammad Saccd No.317/M is working in CTD Malakand Region at District Bajaur. There is no pending departmental enquiry against him with this police unit.

No. 1247/CTD/MKD, Dated 01/8/2019.

  
Superintendent of Police,  
Counter Terrorism Department,  
Malakand Region at Swat.



24



**OFFICE OF THE  
MEDICAL SUPERINTENDANT  
SERVICES HOSPITAL, PESHAWAR**

Phone: (Off) 091 9210509 (Exch) 091 9223472 Fax: 091 9210543

Dated: 02/08/2019/

**MEDICAL FITNESS CERTIFICATE**

Certified that Muhammad Saeed S/O Faith Gul having CNIC No. 15307-4527903-9 District: Swat D.O.B 01/04/1960 appeared before me on 02/08/2019 for medical examinations.

He was examined thoroughly and found medically/physically and mentally FIT For Promotion.

Mark of identification: Nil.

*M. Saeed*  
Medical Superintendent  
Police/ Services, Hospital  
Peshawar  
Medical Superintendent  
Services Hospital  
Peshawar.  
02/08/19



(25)

(-11)



مقام سپرٹینڈنٹ آف پولیس  
سی ڈی جی / سی ڈی / ڈی سی / 118  
پشاور  
21/5/2020

**OFFICE OF THE:-**  
SUPERINTENDENT OF POLICE,  
COUNTER TERRORISM DEPARTMENT  
MALAKAND REGION AT SWAT.  
NO. 1341 /CTD/MKD.  
DATED. 29. 05 /2020.  
PHONE & FAX: 0946-9240380.

To: The Deputy Inspector General of Police,  
CTD, Khyber Pakhtunkhwa,  
Peshawar.

Subject: **NO DEPARTMENTAL ENQUIRY CERTIFICATE.**

R/Sir,

Kindly refer to the office of Worthy Inspector General of Police, Khyber Pakhtunkhwa, CPO Peshawar Letter No.CPO/CPB/DSC/118, dated 21-05-2020, on the subject cited above.

It is submitted that Inspector Muhammad Saeed No.M/317 who was posted in CTD Malakand Region has been retired on 01-04-2020 on account of 60 years age completion and he has completed one year mandatory tenure of posting in this unit.

It is further submitted that there is no pending departmental enquiry against him with this police unit.

  
Superintendent of Police,  
Counter Terrorism Department,  
Malakand Region at Swat.  
(SIKANWAR JAN)

26



**OFFICE OF THE INCHARGE THQ HOSPITAL CHAKDRA LOWER DIR**  
**MEDICAL FITNESS CERTIFICATE**

Certified that Mr. Muhammad Saeed S/O Mr. Fathi Gul having CNIC No. 15307-4527903-9 District: Swat D.O.B 01/04/1960 appeared before me on 28/05/2020 for medical examination.

He was examined thoroughly and found medically/physically and mentally FIT for Promotion.

Medical Officer  
THQ Hospital Chakdara

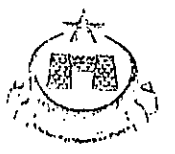
*Medical Officer*  
THQ Hospital Chakdara

A handwritten signature in black ink, appearing to be 'A. M.', written over the typed name.

27

C-12

نوٹیفکیشن نمبر 1178



OFFICE OF THE  
INSPECTOR GENERAL OF POLICE  
KHYBER PAKHTUNKHWA  
Dated Peshawar the 05/07/2021

NOTIFICATION

No. GPO/ Promotion / 1178 In compliance with the judgment passed by the Honourable Service Tribunal, Khyber Pakhtunkhwa in service appeal No.81/2011, direction of the Apex Court in CPLA vide order dated 13.03.2017 and COC No.284-P/2020 in COC No.65/19/2017 in CP No.111-P/2013, duly approved by the Competent Authority, on the recommendation of Sub-Committee meeting held on 22.02.2021 Mr. Sher Ali No M/110 Inspector (BS-16) (now retired from service on 31.03.2020) of Khyber Pakhtunkhwa Police is hereby promoted to the rank of Deputy Superintendent of Police (BS-17) on notional basis with effect from 30.09.2016 with his colleagues/batchmates.

Sd/-  
Moazzam Jah Ansari, PSP  
(OPM, UNPM, NSW/C)  
PROVINCIAL POLICE OFFICER  
KHYBER PAKHTUNKHWA

Encls: No. & date even.

Copy forwarded to the:-

1. Chief Secretary Government of Khyber Pakhtunkhwa Peshawar.
2. Principal Secretary to Governor Khyber Pakhtunkhwa.
3. Principal Secretary to Chief Minister Khyber Pakhtunkhwa.
4. Secretary, Govt. of Khyber Pakhtunkhwa Estt: & Admn: Deptt: Peshawar.
5. Secretary, Govt. of Khyber Pakhtunkhwa Home & T.As Deptt: Peshawar.
6. Secretary, Govt. of Khyber Pakhtunkhwa Finance Deptt: Peshawar.
7. Accountant General Khyber Pakhtunkhwa Peshawar.
8. Addl: Inspectors General of Police Investigation, Operations & HQrs: Khyber Pakhtunkhwa.
9. Deputy Inspector General of Police HQrs: Khyber Pakhtunkhwa
10. Regional Police Officer, Malakand.
11. Director IT CPO Peshawar.
12. AIG Legal CPO Peshawar with the request to inform the officer.
13. Registrar Peshawar High Court Peshawar.
14. PSO to IGP Khyber Pakhtunkhwa.
15. All concerned District Accounts Officers in Malakand Region.
16. Registrar, CPO Peshawar
17. Supdt: Secret and Supdt:E-II CPO Peshawar.
18. Supdt: CPB and Accountant CPO Peshawar.
19. Central Registry CPO.
20. Officer concerned.
21. U.O.P File.

Handwritten signature and initials

IRFAN ULLAH KHAN, PSP  
Assistant Inspector General of Police,  
Establishment, Khyber Pakhtunkhwa

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C-13

1778 / 06 / 2020

**BEFORE THE HONOURABLE PESHAWAR HIGH COURT,  
PESHAWAR**

C.O.C.No. 284P/2020

In

C.O.C No.539-P/2017

In Cr.Misc. No.1-P/2018

In C.O.C.No.884-P/2018

In C.O.C.No.523-P/2019



Sher Ali Khan S/o Hussain Khan

Sub-Inspector (Belt No.110/M), Police Department, Khyber  
Pakhtunkhwa Peshawar. . . . . **PETITIONER**

**VERSUS**

1. Mr. Sana Ullah Abbasi, Inspector General of Police,  
Khyber Pakhtunkhwa, Police Lines, Peshawar.
2. Dr. Ishtiaq Marwat, Additional Inspector General,  
Police Department, Khyber Pakhtunkhwa, Police Lines,  
Peshawar.
3. Dr. Zahid Ullah, Deputy Inspector General of Police,  
Establishment, Peshawar. . . . . **RESPONDENTS**

**PETITION UNDER SECTION 4 OF THE**

**CONTEMPT OF COURT ORDINANCE, 2003**

**R/W ARTICLE 204(2)(A) & (D) OF THE**

**CONSTITUTION OF PAKISTAN, 1973.**

FILED TODAY

Deputy Registrar

02 JUN 2020

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**ATTESTED**  
EXAMINER  
Peshawar High Court

24

**PESHAWAR HIGH COURT, PESHAWAR.**

**FORM OF ORDER SHEET**

Court of.....

Case No.....of.....



Date of Order of Proceedings	Order or other Proceedings with Signature of Judge
1	2
19.07.2021	<p><b><u>COC No. 284-F/2020</u></b></p> <p>Present: Mr. Hazrat Said Khan, Advocate, for the petitioner.</p> <p>Ms. Shakeela Begum, AAG alongwith Tariq Umar, Inspector Legal, CPO.</p> <p>***</p> <p><b><u>SAHIBZADA ASADULLAH, J.-</u></b> At the very outset, learned AAG appearing on behalf of the respondents produced copy of notification bearing No. CPO/E-I/Promotion/1178, which reflects that the applicant has been promoted as DSP on notional basis with effect from <u>30.09.2016</u> with his colleagues / batchmates. When learned counsel for the petitioner was provided the copy of the said notification, he stated that he apprehends that this notification would not be acted upon. On this, the learned AAG stated at the bar that this notification shall be implemented in its letter and spirit. If the petitioner still aggrieved feels, he shall be at liberty to knock the door of proper forum for redressal of his grievance.</p> <p style="text-align: right;">JUDGE</p> <p style="text-align: right;">JUDGE</p>

No. 2370 (Arshad Iqbal)

Date of Presentation of Application 26/7/21

No of Pages 3

Copying fee 20

Total 20

Date of Preparation of Copy 26/7/21

Date of Delivery of Copy 26/7/21

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Hon'ble Justices Shakoel Ahmed & Sahibzada Asadullah

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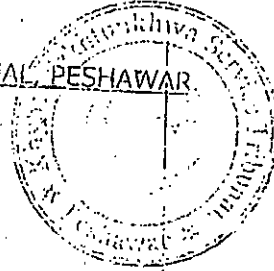
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Authorized Under Article 27 of the Constitution of Pakistan  
26 JUL 2021

30

C-14

18 = 14

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.



Appeal No. 81/2011

Date of Institution. ... 27.12.2010

Date of Decision ... 18.12.2012

Sher Ali Khan, No. 110/M, Sub Inspector,  
Police Dir Upper.

(Appellant)

VERSUS

1. The Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
2. The D.F.C of Police, Malakand Region, Saidu Sharif Swat.
3. The Capital City Police Officer, Peshawar.
4. The District Police Officer, Dir Upper.
5. The DPC through its Chairman (PPO) Peshawar.

(Respondents)

APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT 1974 AGAINST NOTIFICATION DATED 12.8.2010 RECEIVED TO THE DPO DIR UPPER ON 13.8.2010 WHEREIN THE APPELLANT PROMOTION TO LIST 'F' HAS BEEN SUPERCEDED DUE TO IN DIFFERENT RECORD AND AGAINST NOTIFICATION ACTION ON THE DEPARTMENTAL APPEAL OF THE APPELLANT

MR. MUHAMMAD ASIF YOUSAFZAI,  
Advocate

For appellant.

MR. SHERAFGAN KHATTAK,  
Addl. Advocate General

For respondents

MR. SULTAN MAHMOOD KHATTAK,  
MR. FAREEDULLAH KHAN,

MEMBER  
MEMBER

*Handwritten signatures and dates*

JUDGMENT

SULTAN MAHMOOD KHATTAK, MEMBER. This appeal has been filed by Sher Ali Khan, the appellant under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974, against the order dated 12.8.2010 whereby the appellant has been superceded from promotion to List "F" due to different record. It has been prayed that on acceptance of the appeal, the impugned order may be set aside and the respondents may be directed to enlist his name in List "F" from the date when his juniors were enlisted in the said list.



(31)

(10) = 15-  
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2. Brief facts of the case are that the appellant joined the Police Force in the year 1977 and promoted upto the rank of Sub Inspector. He has more than 33 years service at his credit without any adverse entry against him. Meeting of DPC for admission of Sub Inspectors to List "F" was held on 19.7.2010 in which the appellant was superseded without mentioning any specific deficiency or adverse remarks. Other colleagues/batch-mate of the appellant were recommended for enlistment in list "F" while he has been superseded. The impugned notification dated 12.8.2010 received to the District Police Dir Lower on 13.8.2010. Feeling aggrieved, the appellant filed departmental appeal on 10.9.2010, which elicited no response within the statutory period of ninety days, hence the present appeal.

3. The appeal was admitted to regular hearing on 24.3.2011 and notices have been issued to the respondents. The respondents have filed their joint written reply and contested the appeal. The appellant also filed rejoinder in rebuttal.

4. Arguments heard and record perused.

5. The learned counsel for the appellant argued that the appellant was appointed in the year 1977 and promoted upto the rank of Sub Inspector. He has received no adverse entry of any kind in his service as Sub Inspector but has been superseded while his other colleagues have been considered and their names have been included in List "F". He further argued that other colleagues of the appellant have been promoted while the appellant has been discriminated. The DPC acted in arbitrary manner as no specific deficiency or adverse remarks has been mentioned in its remarks. He requested that the appeal may be accepted as prayed for.

6. The learned AAG argued that the appellant has not been discriminated. His name alongwith other colleagues placed before the DPC. Other colleagues of the appellant have been enlisted in List "F" while the appellant has not been recommended due to "C" report received by the appellant in the year, 2009. He requested that the appeal may be accepted as prayed for.

7. The Tribunal observes that the appellant has been superseded from promotion list "F" on the basis of indifferent record of service but no adverse remarks communicated. In his letter dated 29.6.2010, the Deputy Inspector General of Police, Malakand Range stated that the adverse remarks from 14.1.2009 to 31.12.2009 may be conveyed to the appellant but was not conveyed to him till holding of the DPC meeting on 19.7.2010. Hence the appellant cannot be deprived

ABJ  
ATTESTED  
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(32)

(16)

3

his legitimate right of promotion - on the basis of uncommunicated adverse remarks.

In view of the above, the appeal is accepted, the impugned order dated 1.2010 to the extent of appellant is set aside and the respondents are directed to include his name in the seniority list "F" from the date when his junior were enlisted. Respondents are to bear their own costs. File be consigned to the record.

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Sd/- Sultan Mahmood Khattak  
Member  
Sd/- Faweedullah Khan,  
Member.

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33

C-15

**IN THE SUPREME COURT OF PAKISTAN**  
(Appellate Jurisdiction)

**PRESENT:**

Mr. Justice Asif Saeed Khan Khosa, CJ  
Mr. Justice Maqbool Baqar  
Mr. Justice Sardar Tariq Masood

**Criminal Appeal No. 2-P of 2018**

(Against the judgment dated 12.04.2018 passed by the Peshawar High Court, Peshawar in C.O.C. No. 539-P of 2017 in Civil Petition No. 111-P of 2013)

***Inspector General of Police, etc.***

*...Appellants*

*versus*

***Sher Ali Khan***

*...Respondent*

For the appellants:

Malik Akhtar Hussain Awan,  
Additional Advocate-General,  
Khyber Pakhtunkhwa

For the respondent:

Mr. Hazrat Said, ASC

Date of hearing:

02.10.2019

**ORDER**

**Asif Saeed Khan Khosa, CJ:** In his capacity as a Station House Officer the respondent had not been considered for promotion whereafter the Service Tribunal had directed the appellants to include the respondent's name in the seniority list from the date his juniors were enlisted. The said order passed by the Service Tribunal was interfered with by this Court and the matter was remanded by this Court to the Departmental Authority to consider the respondent's case afresh. After that a Notification was issued on 11.04.2018 through which the respondent was promoted as Inspector with effect from 25.05.2015 but through a contempt petition the High Court had interfered with that

**ATTESTED**

Senior Court Associate  
Supreme Court of Pakistan  
Islamabad

(34)

Criminal Appeal No. 2-P of 2018

2

Notification and had held that earlier on the respondent was denied promotion on the basis of an adverse entry in his P.E.R. but the said adverse entry was never communicated to the respondent and, thus, the same could not stand in the way of the respondent in the matter of his promotion treating him at par with those who had been promoted earlier and were junior to him. In that backdrop the High Court had directed that the respondent was to be promoted by the appellants with effect from 12.08.2010. In the above mentioned backdrop we have found the impugned judgment passed by the High Court to be just and fair and, thus, the same does not warrant any interference by this Court. This appeal is, therefore, dismissed.

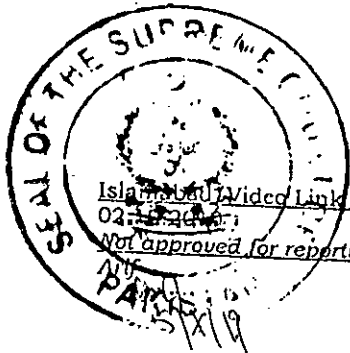
Criminal Miscellaneous Application No. 67-P of 2018

2. As the main appeal has been dismissed by this Court, therefore, this miscellaneous application seeking interim relief has lost its relevance. Dismissed.

Sd/-HCJ  
Sd/-J  
Sd/-J

Certified to be True Copy

Senior Court Associate  
Supreme Court of Pakistan  
Islamabad



Islamabad Video Link at Peshawar  
02-11-2019  
Not approved for reporting.

732 P/19

GP No: \_\_\_\_\_  
Date of Presentation: 28.10.19  
No of Words: \_\_\_\_\_  
No of Folios: \_\_\_\_\_  
Requisition Fee Rs: \_\_\_\_\_  
Copy Fee in: \_\_\_\_\_  
Court Fee Stamps: \_\_\_\_\_  
Date of Completion of Copy: 31.10.19  
Date of delivery of Copy: 11-11-19  
Compared by/Prepared by: \_\_\_\_\_  
Received by: \_\_\_\_\_

35

C-16



OFFICE OF THE  
INSPECTOR GENERAL OF POLICE,  
KHYBER PAKHTUNKHWA  
CENTRAL POLICE OFFICE,  
PESHAWAR.

Dated Peshawar the 01/03/2023

NOTIFICATION

No. CPO/PE 1, Promotion/425, in pursuance of the provision contained in Section 5 of the promotion Rules-2007 and on the recommendation of Departmental Selection Committee meeting held on 8<sup>th</sup> December, 2022, the following Inspector (BS-16) of Khyber Pakhtunkhwa Police are hereby promoted to the rank of Deputy Superintendent of Police (BS-17) on regular basis with immediate effect.

The officers on promotion shall remain on probation for a period of one year in terms of Section 6 (2) of the Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule-15 (1) of Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989.

The promotion shall take effect from the date they actually take charge of their higher responsibilities:-

S#	Name of officers & No.	S#	Name of officers & No.
1.	Mr. Adil Abdul No. P/201	31.	Mr. Hashir Ahmad No. P/224
2.	Mr. Bahar Ali No. MR/85	32.	Mr. Shams-ur-Rehman No. P/230
3.	Mr. Haider Ali No. MR/91	33.	Mr. Sajjad Hussain No. P/235
4.	Mr. Atta Muhammad No. MR/93	34.	Mr. Shafiq Hussain No. P/236
5.	Mr. Raseem Khan No. H/01	35.	Mr. Asad Ali Shah No. H/36
6.	Mr. Hastam Khan No. P/226	36.	Mr. Mushafiq Hussain No. MR/88
7.	Mr. Javed Khan No. P/215	37.	Mr. Shakeel Khan No. MR/92
8.	Mr. Muhammad Hanif No. P/216	38.	Mr. Sidat Khan No. MR/98
9.	Mr. Badshah Khan No. P/204	39.	Mr. Farooq Zaman No. MR/92
10.	Mr. Ibad-ur-Rehman No. P/254	40.	Mr. Jawad Khan No. MR/14
11.	Mr. Muhammad Tariq No. K/75	41.	Mr. Rooh-ul-Amin No. MR/10
12.	Mr. Qazi Asmatullah No. MR/96	42.	Mr. Fahad Khan No. 25/M
13.	Mr. Jehan Akbar No. P/218	43.	Mr. Raees Khan No. M/119
14.	Mr. Bahat Shah No. P/206	44.	Mr. Abbar Zeb No. 120/M
15.	Mr. Riaz Khan No. P/238	45.	Mr. Iqbal Khan No. 161/M
16.	Mr. Saifullah No. P/221	46.	Mr. Akbar Muhammad No. 220/M
17.	Mr. Sivar Muhammad No. P/211	47.	Mr. Faqir Gul No. M/215
18.	Mr. Abdul Nazir No. P/222	48.	Mr. Roshan Zada No. 288/M
19.	Mr. Fazal Rubbi No. P/207	49.	Mr. Farooq Jan No. 291/M
20.	Mr. Amir Hussain No. P/258	50.	Mr. Muhammad Bahar No. M/35
21.	Mr. Javed Iqbal No. P/208	51.	Mr. Sher Wali No. 300/M
22.	Mr. Muhammad Asmat Shah No. P/209	52.	Mr. Pir Said No. 299/M
23.	Mr. Dost Muhammad No. P/229	53.	Mr. Abar Hayat No. 294/M
24.	Mr. Mukhtar Ali No. P/250	54.	Mr. Rehman Yousuf No. 295/M
25.	Mr. Turab Khan No. P/212	55.	Mr. Shoukat Ali No. 301/M
26.	Mr. Shah Jehan Afridi No. P/213	56.	Mr. Tika Khan No. 289/M
27.	Mr. Sardar Gul No. P/230	57.	Mr. Attaullah Khan No. M/297
28.	Mr. Sher Afzal No. P/231	58.	Mr. Ahmad Essa No. 290/M
29.	Mr. Syed Muzaffar Shah No. P/232	59.	Mr. Hisanullah Khan No. M/296
30.	Mr. Muhammad Shabir No. P/233	60.	Mr. Sher Hassan No. 298/M
61.	Mr. Muhammad Shah No. 30/M	81.	Mr. Sher Muhammad No. 475/M
62.	Mr. Saeed-ur-Rehman No. 31/M	82.	Mr. Muhammad Iqbal No. D/20
63.	Mr. Muhy-ud-Din No. 50/M	83.	Mr. Saeed Shah No. P. 239
64.	Mr. Mubarak Ahmad No. 60/M	84.	Mr. Saz Wali No. P/242

over

over

- 65 ✓ Mr. Dada Gulam No. 11/M
- 66 ✓ Mr. Muhammad Ghulam No. 12/M
- 67 ✓ Mr. Iqbal Korma No. 13/M
- 68 ✓ Mr. Haseenullah No. 14/M
- 69 ✓ Mr. Ghulam Ali No. 15/M
- 70 ✓ Mr. Anwar Shah No. M/134
- 71 ✓ Mr. Shaukat Hayat No. K/13
- 72 ✓ Mr. Syed Iqbal Shah No. P/217
- 73 ✓ Mr. Hameed Shah No. P/107
- 74 ✓ Mr. Naveed Khan No. M/147
- 75 ✓ Mr. Muhammad Shah No. M/154
- 76 ✓ Mr. Gulzar Khan No. M/154
- 77 ✓ Mr. Muhammad Naveed Shah No. 161/M
- 78 ✓ Mr. Asad Shah No. M/144
- 79 ✓ Mr. Faraz ul Din No. M/171
- 80 ✓ Mr. Azeemullah No. 172/M

- 85 Mr. Syed Farid Shah No. P/217
- 86 Mr. Muhammad Arif No. P/264
- 87 Mr. Fazal Rehman No. P/264
- 88 Mr. Husein Gul No. P/295
- 89 Mr. Ghulam Ali No. P/291

Their posting Notification will be issued separately.

Note:

According to Manual of Civil Service Rules (Promotion Policy-VII) titled National Promotion, the Inspector mentioned in above S/No. 14, 61, 65, 80 and in are promoted to the rank of DSP (BS-17) on national basis with effect from the date of recommendation of DSR i.e. 08.12.2022 as they have retired on superannuation.

Sd/-  
 (SABIR AHMED) PSP  
 Additional Inspector General of Police,  
 Headquarters, Khyber Pakhtunkhwa  
 Peshawar

37

C-17

ANNEX: II

INSTRUCTIONS FOR GUIDANCE

While filling in the quantification Form and working out quantification marks the following factors may be kept in view to avoid in error:-

- (i) DEDUCTION is to be made as indicated below:-
  - (a) One mark for each adverse report;
  - (b) 3 marks for each minor penalty imposed on a civil servant in a disciplinary case under E&D Rules, 1973/Disciplinary Rules prevailing at the time;
  - (c) 5 marks for each major penalty imposed on a civil servant in a disciplinary case under E&D Rules, 1973/Disciplinary Rules prevailing at the time.
- (ii) Addition of 2 marks is to be made for service in a (specified training) institutions for a period of two years or more.
- (iii) If more than one PERs have been initiated on an officer during the calendar year, their average marks would be the marks for the whole calendar year.
- (iv) Writing of a PER covering part periods of two calendar years is not permissible.
- (v) If a period of report is less than 3 months, it shall be ignored for purposes of quantification.
- (vi) Quantification marks should be in round figure.
- (vii) If the overall grading in a PER is ambiguous e.g. placed between 'Good' and 'Average' the quantification will be based on the lower rating.
- (viii) Where Only two reports or less are available on an officer against posts in a particular basic pay scale, these PERs will be added to the PERs earned in the lower post for calculating the average marks.
- (ix) Where an officer appointed to a higher post on acting charge basis is considered for regular promotion that post, the PER earned during acting charge appointment will be added to PERs earned in the lower post for calculating average marks.

ANNEX: I**First Step**

Arithmetic mean will be calculated for each calendar year containing 2 or more PERs to derive the PER score for that year as follow:

$$M = \frac{\sum M_y}{N_y}$$

Where

$M_y$  = marks for each PER recorded in calendar year 'y',

$N_y$  = Number of PERs recorded in year 'y',

and  $\Sigma$  stands for summation.

**Second Step**

Average marks for each level will be calculated according to the following formula:

$$\text{Average marks} = \frac{\sum M}{T}$$

Where

$M$  = Marks for PERs; and

$T$  = Total number of PERs in posts at that level.

**Third Step**

Weightage for posts held at each level will be given as follows in computing the aggregate score against a uniform scale of 100 marks for promotion:

- |       |                                     |                   |
|-------|-------------------------------------|-------------------|
| (i)   | to post carrying basic pay scale 18 | 10xA              |
| (ii)  | to post carrying basic pay scale 19 | (6xB)+(4xA)       |
| (iii) | to post carrying basic pay scale 20 | (5xC)+(3xB)+(2xA) |
| (iv)  | to post carrying basic pay scale 21 | (5xD)+(3xC)+(A+B) |

Where

A = Average marks for reports in posts carrying basic pay scale 17

B = Average marks for reports in posts carrying basic pay scale 18

C = Average marks for reports in posts carrying basic pay scale 19

D = Average marks for reports in posts carrying basic pay scale 20



39

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.

VIII. Promotion of Civil Servants who are awarded minor penalties.

(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 fora 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.

*Yours faithfully,*

( MUHAMMAD ABID MAJEED )  
Special Secretary (Regulations)

40

- 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 to officer on deputation and the officer on return to his/her cadre shall be considered for promotion.
- d) The civil servants on deputation to Federal Government, Provincial Government, autonomous/semi-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, if
  - (i) His inter-se-seniority is disputed/sub-judice.

41

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
F. Below Average	35-39.99%	37.5%	3.37

(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.

(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 speciality. However, for calculation of their CEI, 70% marks shall be assigned to the quantified score of PERs and 30% marks shall be at the disposal of the PSB.

42

- 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:

MCMC	60
SMC	70
NMC	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.

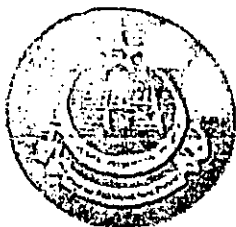
(f) Officers failing to undergo mandatory training in spite of two time nominations for a training shall stand superseded if such failure was not for the reasons beyond the control of the officers concerned.

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



(43) C-18

**OFFICE OF THE  
THE INSPECTOR GENERAL OF POLICE  
KHYBER PAKHTUNKHWA  
Central Police Office, Peshawar**

**STANDING ORDER NO. 03/2016**

**Advance Course for Inspectors**

This Standing Order is issued under Article 10(3) of Police Order 2002.

2. **Aim:-** The standing order aims at regulating the promotion of Inspectors to the rank of Deputy Superintendents of Police (DSsP) through Advance Course which will equip Inspectors with requisite skills and knowledge to assume and discharge higher responsibilities in a professional manner.
3. **Advance Course shall be mandatory for promotion from the rank of Inspector to the rank of DSP. No Inspector shall be promoted to the next rank unless he/she has successfully completed Advance Course in accordance with the standards and in the manner set forth to that count.**
4. **Duration and Schedule:** Duration of the course will be 14 weeks divided into two terms. The 1<sup>st</sup> course will be started in mid March whereas the 2<sup>nd</sup> course will take start in mid July. It will be conducted twice a year.
5. **Venue:** The course will be conducted at Police Training School Swat. Some of the modules to be arranged at Specialized Schools in other Regions. The venue of the course has been shifted from PTC Hangu to PTS Swat due to difficulty in arranging competent visiting faculty over there. Swat being divisional headquarters has High Court Bench, University of Swat and Saidu Shrif Medical College in its fold. Thus experienced and competent visiting faculty can easily be arranged to conduct modules in disciplines of criminal justice, medico legal and personality development etc.
6. **Nomination:** For each course maximum 25 participants will be nominated and nomination for Advance Course shall strictly be in accordance with order of seniority.
7. **Exemption:** There shall be no exemption from Advance Course on any ground whatsoever provided in case when an Inspector has attained the age of 58 years before the first day of a Advance Course for which such Inspector is otherwise due to be nominated on the basis of seniority. Such Inspector, if otherwise eligible for promotion in accordance with rules, shall be promoted without qualifying Advance Course.
8. **In case an Inspector fails to join Advance Course for which he/she is nominated in accordance with seniority, on any ground whatsoever, shall not be entitled for exemption on the grounds of reaching the age of 58 years subsequently. Such an Inspector shall be required to qualify Advance Course before promotion, even if he/she has attained the age of exemption, i.e. 58 years. Otherwise he/she shall not be promoted.**
9. **Exemption from the physical component of Advance Course for an Inspector shall be subject to the prior approval of the Inspector General of Police on the recommendation of committee headed by Addl: IG HQrs, DIG/Trg, AIG/Establishment and Medical Officer.**
10. **Advance Course Syllabus:-**The Advance Course Syllabus shall include the following academic modules:
  - a) Police related subjects, including police administration, crime management, police operations, security, intelligence, IT in policing and modern policing concepts.
  - b) General subjects, including management, leadership, human resource management, financial management, public administration, IT, etc.
  - c) Any other subject approved by the Provincial Police Officer.

The Advance Course Syllabus is attached at Annexure-I.

44

11. **Training Activities:** Training will be module based followed by assessment after each module and written test at the end of term. Training activities include physical training, class room and extension lectures, study tours, syndicate discussions, class presentation, research papers, synopsis of the lecture delivered, conduct of Police Station inspection etc. Module will be as followed:-

Module	Activities	Duration	Venue
Module- 1	<b>CRIMINAL CASE STUDIES</b> 1.1 Major Case Studies 1.2 Miscal Writing. 1.3 Mock Trial.	6 days	PTS Swat
Module- 2	Police Rules 1975, OGs, PGs & Standing Orders.	4 days	PTS Swat
Module- 3	<b>ADMINISTRATIVE SUPERVISION &amp; MANAGERIAL SKILLS</b> 3.1 Role of Supervisory officer 3.2 Modern Management Concept 3.3 Formal and Informal Inspection* 3.4 Office Correspondence * One formal & one Informal inspection of any Police Station must be carried out by each participant.	6 days	PTS Swat
Module- 4	<b>CRIMINAL SCENE INVESTIGATION</b> 4.1 Crime Scene Investigation (Theory) 4.2 Crime Scene Investigation (Practical) 4.3 Medical Jurisprudence 4.4 Interrogation Interviews 4.5 Cellular Forensic	6 days	School of Investigation Peshawar Hayatabad
Module- 5	<b>SECURITY &amp; INTELLIGENCE</b> 5.1 Intelligence 5.2 Terrorism and counter terrorism 5.3 Security 5.4 Preparation of Security Orders and Plan 5.5 Intelligence/ Surveillance Exercises (Practical)	6 days	School of Intelligence Abbottabad.
Module- 6	<b>MODREN POLICING CONCEPT</b> 6.1 Community Policing 6.2 Zero Tolerance Policing-Broken Window Concept 6.3 Target Hardening 6.4 Neighborhood Watch 6.5 Problem oriented Policing 6.6 Fire Brigade Policing 6.7 Crime Analysis, Crime Mapping 6.8 Geo Tagging/Hotspot policing 6.9 ADR (DRC)	4 days	PTS Swat
Module- 7	<b>HUMAN RIGHTS &amp; PUBLIC RELATIONS</b> 7.1 Fundamental Right in the Constitution of Islamic Republic of Pakistan 7.2 Handling of Vulnerable Groups 7.3 Victim Support and Witness Protection 7.4 Islamic Ethics 7.5 Public Relations	4 days	PTS Swat
Module- 8	<b>RECENT ENACTMENTS AND COOPERATION WITH OTHER LEAs</b> 8.1 KPK Sensitive Establishments & Vulnerable Places Ordinance 2014. 8.2 KPK Rented Buildings Ordinance 2014. 8.3 KPK Hotels Security Restriction Ordinance 2014. 8.4 Right to information Act 8.5 Right to Services Act 8.6 External Accountability Institution 8.7 Cooperation with Sister Law Enforcement Agencies 8.8 Relevant Sections of Mineral, Forest, Food Laws & Custom Acts.	4 days	PTS Swat
Module-9(I)	<b>COMMUNICATION SKILLS</b> 9.1 Media Management 9.2 Public Speaking 9.3 Power Point Presentation 9.4 Stress Management 9.5 Syndicate discussions	6 days	PTS Swat

45

Module-9(II)	GROUP RESEARCH PAPER 9.5 Research Methodology 9.6 Group discussion 9.7 Report Writing • Allocation of topic (1 <sup>st</sup> week) • Statement of problems & Outlines (3 <sup>rd</sup> week) • 1 <sup>st</sup> Draft (6 <sup>th</sup> week) • Final Draft (10 <sup>th</sup> week)	2 days	PTS Swat
Module- 10	COMPUTER LITERACY AND IT BASED POLICING TOOLS 10.1 Basics of Computer (Continues) 10.2 Microsoft World 10.3 Microsoft Power point 10.4 Basics of Internet 10.5 CRVS, VVS, IVS 10.6 E-Learning	Daily	PTS Swat
Module- 11.	EXPLOSIVE HANDLING 11.1 Kinds of Explosives 11.2 Explosive Handling techniques	3 days	School of Explosive Handling Nowshera
Module- 12	PUBLIC DISORDER MANAGEMENT 12.1 Handling of Law & Order situation & negotiation with stakeholders. 12.2 Rescue & Evacuation Operation 12.3 Psychological issues 12.4 Vulnerable groups	3 days	School of Disorder & Riot Management Mardan
Module- 13	BASIC COUNTER TERRORISM TACTICS 13.1 Planning Operations & mock operations 13.2 Map Reading 13.3 GPS Navigation	3 days	School of Tactics Peshawar
Module- 14	PHYSICAL TRAINING 14.1 PT, Physical endurance (Running/jogging) 14.2 Basic techniques of self defence. 14.3 Fortnightly Cross country 14.4 Parade/Guard Inspection 14.5 Weapon Handling 14.6 Firing practice (all weapons) 14.7 Weekly parade	Daily	PTS Swat

Note: - The whole course will be divided in two terms. There will be term break of three days.

12. Power to remove difficulties:-If any difficulty arises in giving effect to this order, the Provincial Police Officer may, by Notification, make such provisions as deemed appropriate.
13. Amendment:- All previous orders on the subject, to the extent of the provisions of this order, shall stand amended.

(QASIR KHAN DURRANI)  
Provincial Police Officer  
Khyber Pakhtunkhwa  
Peshawar

No:- 376-455/18B dated Peshawar the 08/13/2016

Copy of the above is forwarded for information and necessary action to:

1. All Heads of Police Offices in Khyber Pakhtunkhwa;
2. PRO to PPO;
3. Registrar CPO.

(Muhammad Alam Shinwari) PSP  
DIG Headquarters  
Khyber Pakhtunkhwa,  
Peshawar