

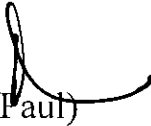
01.03.2023


Clerk of learned counsel for the appellant present.

Mr. Muhammad Jan, District Attorney for the respondents present.

Lawyers are on strike. To come up for arguments on 15.03.2023 before the D.B. Parcha Peshi given to the parties.

SCANNED
KPST
Peshawar


(Fareeha Paul)
Member (E)



(Salah-ud-Din)
Member (J)


15th March, 2023

Learned counsel for the appellant present. Mr. Fazal Shah Mohmand, Additional Advocate General for the respondents present.

Learned counsel for the appellant seeks further time for arguments. Last opportunity is given to learned counsel for the appellant to argue the appeal on the next date positively. To come up for arguments on 12.05.2023 before the D.B. Parcha Peshi given to the parties.

SCANNED
KPST
Peshawar


(Salah-ud-Din)
Member (J)



(Kalim Arshad Khan)
Chairman


20.01.2023

Appellant present in person, Muhammad Adeel Butt
learned Additional Advocate General for respondents
present.

Former requested for adjournment on the ground that
learned counsel for the appellant is busy before Hon'ble
Peshawar High Court, Peshawar. Adjourned. To come up
for arguments on 14.02.2023 before D.B.

SCANNED
KPST
Peshawar


(Fareeha Paul)
Member (E)



(Rozina Rehman)
Member (J)


14.02.2023

Mr. Muhammad Kamran, Advocate for the appellant present.
Mr. Muhammad Adeel Butt, Additional Advocate General for the
respondents present.

To come up for arguments alongwith connected Service
Appeal bearing No. 8827/2020 on 01.03.2023 before the D.B.

SCANNED
KPST
Peshawar


(Fareeha Paul)
Member (E)


(Salah-ud-Din)
Member (J)


22.07.2022

Appellant present through counsel.

Naseer Ud Din Shah learned Assistant Advocate General alongwith Wajid Khan ASI for respondents present.

Request for adjournment was made on behalf of learned counsel for appellant in order to prepare the brief. Adjourned. To come up for arguments on 26.09.2022 before D.B.


(Fareeha Paul)
Member(E)


(Rozina Rehman)
Member (J)

26.09.2022

Appellant present through counsel.

Muhammad Riaz Khan Paindakheil learned Assistant Advocate General for respondents present.

Former made a request for adjournment in order to prepare the brief. Adjourned. To come up for arguments on 29.11.2022 before D.B.


(Fareeha Paul)
Member (E)


(Rozina Rehman)
Member (J)

29th Nov. 2022

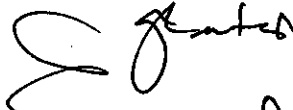
Member of counsel for the appellant present.

29th Nov. 2022

present. Person: Mr. Muhammad Adeel Butt, Addl. Advocate General for the respondents present. Adeel Butt, Addl. Adv. General for the respondents present.

Former seeks adjournment due to engagement of learned senior counsel of the appellant in Honourable Peshawar High Court today. Granted. To come up for arguments on 20.01.2023 before the D.B.

Last opportunity is


(Fareeha Paul)
Member (E)



(Kalim Arshad Khan)
Chairman

SCANNED
Peshawar

21/11/2021


Proper D.B is not available, therefore, case is adjourned to 31 / 01 / 2022 for the same as before.

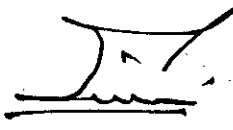

Reader


31.01.2022

Learned counsel for the appellant present. Mr. Naseer ud Din Shah Assistant Advocate General for the respondents present.

Learned counsel for the appellant requested for adjournment on the ground that he has not prepared the brief. Adjourned. To come up for arguments on 10.05.2022 before the D.B.



(Rozina Rehman)
Member (J)


(Salah-Ud-Din)
Member (J)

10 May, 2022

Counsel for the appellant present. Mr. Muhammad Riaz Khan Paindakhel, Asstt. AG for the respondents present.

Learned counsel for the appellant requested for adjournment in order to further prepare the brief. Last opportunity is granted. To come up for arguments on 22.07.2022 before the D.B.

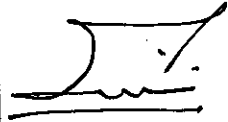

(Fareeha Paul)
Member(E)


Chairman

24.08.2021

Mr. Noor Muhammad Khattak, Advocate, for the appellant present. Mr. Wajid Khan, ASI (CTD) alongwith Mr. Muhammad Adeel Butt, Additional Advocate General for the respondents present.

Learned counsel for the appellant sought time for submission of rejoinder. Adjourned. To come up for submission of rejoinder as well as arguments before the D.B on 24.11.2021.

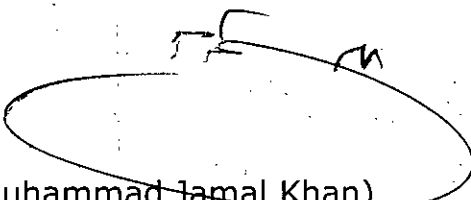


(SALAH-UD-DIN)
MEMBER (J)

11.11.2020

Nemo for the appellant. Mr. Kabirullah Khattak, Additional Advocate General for the respondents is present.

Reply/comments on behalf of respondents not submitted. Learned Additional AG request for further time to contact the respondents and furnish reply/comments. Adjourned to 28.01.2021 on which date to come up for reply/comments before S.B.


(Muhammad Jamal Khan)
Member (Judicial)

28.01.2021

Appellant is present alongwith his counsel Mr. Noor Muhammad Khattak, Advocate. Mr. Kabirullah Khattak, Additional Advocate General and Mr. Wajid, ASI, for the respondents are also present.

Representative of the department submitted reply on behalf of the respondents which is placed on file. File to come up for preliminary hearing on 06.05.2021 before S.B.


(MUHAMMAD JAMAL KHAN)
MEMBER (JUDICIAL)

06.05.2021

Due to demise of the Worthy Chairman the Tribunal is defunct, therefore, case is adjourned to 24.08.2021 for the same as before.


Reader

Form- A




FORM OF ORDER SHEET

Court of

9599

Case No.-

/2020

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	20/08/2020	<p>The appeal of Mr. Muhammad Aftab presented today by Mr. Noor Muhammad Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p> REGISTRAR</p> <p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>05/10/20</u></p> <p> CHAIRMAN</p>
2-	05.10.2020	<p>Counsel for the appellant present.</p> <p>Pre-admission notice be issued to the respondents for submission of reply/comments of the appeal. Adjourned to 11.11.2020 before S.B.</p> <p> Chairman</p>

SCANNED
KPST
Peshawar

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

APPEAL NO. 9599 /2020

MUHAMMAD AFTAB

VS.

POLICE DEPTT:

INDEX

S.NO.	DOCUMENTS	ANNEXURE	PAGE
1	Memo of appeal	1- 4.
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3	Extension order	B	6.
4	Advertisement	C	7- 15.
5	Forwarding letter	D	16.
6	Notification dated 10.12.2010	E	17.
7	Relieving order	F	18.
8	Charge Assumption	G	19.
9	Departmental appeal	H	20- 21.
10	Notifications	I	22- 28.
11	Judgment	J	29- 35.
12	Vakalat nama	36.

APPELLANT

THROUGH:

NOOR MOHAMMAD KHATTAK
ADVOCATE

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. _____/2020

Mr. Muhammad Aftab, Deputy Director-I.T,
CTD HQrs, Peshawar.

..... **APPELLANT**

VERSUS

- 1- The Government of Khyber Pakhtunkhwa through Chief Secretary, Khyber Pakhtunkhwa, Peshawar.
- 2- The Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.
- 3- The Secretary Finance Department, Khyber Pakhtunkhwa, Peshawar.
- 4- The Deputy Inspector General of Police, CTD, Khyber Pakhtunkhwa, Peshawar.

..... **RESPONDENTS**

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE INACTION OF THE RESPONDENTS BY NOT COUNTING THE PROJECT SERVICE OF THE APPELLANT TOWARDS REGULAR SERVICE I.E. w.e.f. 22-07-2006 TILL 09-01-2011 FOR THE PURPOSE OF PAY PROTECTION AND AGAINST NOT TAKING ACTION ON THE DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS.

PRAYER:

That on acceptance of this appeal the respondents may kindly be directed to count the project service of the appellant towards regular service i.e. w.e.f. 22-07-2006 till 09-01-2011 with all back benefits in light of Rule 2.3 of the West Pakistan Civil Services Pension Rules, 1963 and Article 371(A)(i) of the Civil Services Regulations. Any other remedy which this august Service Tribunal deems fit that may also be awarded in favor of the appellant.

R/SHEWETH:

ON FACTS:

Brief facts giving rise to the present appeal are as under:

1. That appellant was initially appointed as MIS Manager on fixed pay equivalent to (BPS-17) in the project named "Computerization of Driving License and Ticketing System" in the Department of Science and Technology & Information Technology Department of Khyber Pakhtunkhwa vide office order dated 20-07-2006. Copy of the appointment order dated 20.07.2006 is attached **as annexure** **A.**
2. That the appellant joined his assigned duty in Science & Technology and Information Technology Department Khyber Pakhtunkhwa and performing his duty was further extended from time to time vide order dated 15-02-2008. Copy of the extension order dated 15.02.2008 is attached **as annexure** **B.**
3. That in the meanwhile the Police Department advertised a post of Database Administrator at Serial No. 36 through Public Service Commission vide advertisement No. 08/2009 dated 24-10-2009 in which last date for submission of application was placed as 21-11-2009. Copy of the advertisement is attached **as Annexure** **C.**
4. That in response to the above mentioned advertisement the appellant applied for the post of Database Administrator on the prescribed form through proper channel, which was properly forwarded vide letter dated 18-11-2009 along with relevant documents. Copy of forwarding letter is attached **as Annexure** **D.**
5. That appellant after successfully gone through the recruitment process was finally recommended for the post of Database Administrator (BS-17) and accordingly was issued appointment notification vide dated 10-12-2010. Copy of Notification dated 10.12.2010 is attached **as Annexure** **E.**
6. That in response to the appointment notification dated 10.12.2010 applied requested Information Department for relieving to join his new assignment which was accepted vide notification dated 15-12-2010 and as such the appellant assumed the charge of the post of Database administrator in Police Department vide dated 10-01-2011. Copies of the relieving order and Charge Assumption are attached **as Annexure** **F & G.**
7. That as appellant had served in the project of Directorate of Information Technology Government of Khyber Pakhtunkhwa namely "Computerization of Driving License and Ticketing Management System in Khyber Pakhtunkhwa" for more than six years, therefore, in light of Rule 2.3 of the West Pakistan Civil services Pension Rules, 1963 and in light of Article 371 A (i) of

the Civil service Regulations the appellant is fully entitle for counting of his previous service rendered in the project and pay protection with all back benefits.

8. That for the said benefit the appellant submitted Departmental appeal before the appellate authority i.e. respondent No.2 in light of various notification issued from Finance Division Islamabad as well as Finance Department of Khyber Pakhtunkhwa but the respondent No.2 succumbed on the Departmental appeal of the appellant. Hence, the appellant filed writ petition no. 2491-P/2020 which was disposed with direction to the respondents to decide the Departmental Appeal of the appellant within One month positively vide judgment dated 06-05-2020. Copy of the Departmental Appeal, notifications & judgment dated 06.05.2020 is attached as **Annexure** **H, I & J**

9. That feeling aggrieved and having no other remedy the appellant filed the instant appeal on following grounds inter alia:

GROUND:

- A- That the inaction of respondents by not counting the previous service of the appellant rendered in the "Computerization of Driving License and Ticketing Management System in Khyber Pakhtunkhwa" project i.e. project period towards regular service of the Police Department in light of Rule 2.3 of the West Pakistan Civil services Pension Rules, 1963 and in light of Article 371 A (i) of the Civil service Regulations is against the law, facts, norms of natural justice and materials on the record.
- B- That appellant has not been treated in accordance with law and rules by the respondent Department on the subject noted above and as such the respondents violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- C- That the respondents acted in arbitrary and mala fide manner by not counting the previous service of the appellant rendered in the "Computerization of Driving License and Ticketing Management System in Khyber Pakhtunkhwa" i.e. project period towards regular service of Police Department in light of Rule 2.3 of the West Pakistan Civil services Pension Rules, 1963 and in light of Article 371 A (i) of the Civil service Regulations.
- D- That the inaction of the respondents by not counting the previous service of the appellant rendered in the "Computerization of Driving License and Ticketing Management System in Khyber Pakhtunkhwa" i.e. project period towards regular service of Police Department in light of Rule 2.3 of the West Pakistan Civil services Pension Rules, 1963 and in light of

Article 371 A (i) of the Civil service Regulations is discriminatory and against the norms of Natural Justice, therefore the same is not tenable in the eye of law.

- E- That under Article 38 (e) of the Constitution of Pakistan, 1973 state is bound to reduce disparity in the income and earning of the individuals including persons in the various services of Pakistan, therefore in light of the above mentioned Article the appellant is fully entitle for the counting of his previous service rendered in the "Computerization of Driving License and Ticketing Management System in Khyber Pakhtunkhwa" i.e. project period towards regular service in Police Department.
- F- That there is no break in service of appellant from the date of initial appointment i.e. 22-07-2006 till his regular appointment upon recommendation by KP Public Service Commission and appointment order dated 10-12-2010.
- G- That in light of Rule-2.3 of the West Pakistan Pension Rules, 1963 the appellant is fully entitle for the counting of his previous service served the Directorate of Information Technology Government of Khyber Pakhtunkhwa.
- H- That the act of the respondents by not counting the previous service of the appellant served in the project namely "Computerization of Driving License and Ticketing Management System in Khyber Pakhtunkhwa" of the Directorate of Information Technology Government of Khyber Pakhtunkhwa for a period of more than six years is also against the notification issued by Finance Division Islamabad and also of the notification issued by Finance Department.
- I- That appellant seeks permission to advance other grounds and proofs at the time of hearing.

It is therefore, most humbly prayed that the appeal of the appellant may be accepted as prayed for.

APPELLANT

M.A.T.S.

MUHAMMAD AFTAB

Through:

N.M.K.

NOOR MOHAMMAD KHATTAK,

&

M.Z.S.
MIR ZAMAN SAFI
ADVOCATES

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5

**GOVERNMENT OF NWFP
SCIENCE & TECHNOLOGY AND INFORMATION
TECHNOLOGY DEPARTMENT
District offices Complex
SDU Building, Khyber Road, Peshawar
Dated Peshawar, the 2006**

NOTIFICATION:

No.SO/E/ST&IT/NWFP/2-5/Dirtes/2006. On the recommendations of the Departmental Selection Committee, the competent authority is pleased to appoint the following in the project "computerization of Driving License and ticketing system" of the department of science and technology & information technology on a fixed pay as mentioned against each on the following terms and conditions:

S.NO	<u>name & father's name</u>	<u>post</u>	<u>salary per month</u>
1.	Mr. Muhammad Aftab son of Gauhar ali	MIS manager	Rs.30, 000/-
2.	Mr. Nauman Rafi son Mohammad Rafi	Network Administrator	Rs.25,000/-
3.	Mr. Javed Iqbal son of Salih Mand Khan	Database administrator	Rs.25,000/-

- 1- Either party can terminate the contract on two months' notice or two months' salary in lieu thereof.
- 2- They will produce a medical fitness certificate from the medical superintendent concerned.
- 3- Their appointments will be initially for a period from 20.7.2006 to 22.03.2008 or till the completion of the project whichever is earlier.
- 4- On expiry/completion of the contract/project, whichever is earlier, the services of the appointees shall stand terminated automatically and shall not confer on the individually any right of absorption elsewhere or regularization of their services.

Sd/-
SECRETARY TO GOVT OF NWFP
Science & technology and
Information Technology Department

Endst No.SO(E)/ST&IT/NWFPT/2-5/DIRECTORATE/APPOINT/04 DATED 20.7.2006

ATTESTED

4

GOVERNMENT OF NWFP
SCIENCE & TECHNOLOGY AND
INFORMATION TECHNOLOGY DEPARTMENT

District Office Complex
SDU Building, Khyber Road, Peshawar
Dated Peshawar, 11th 2006

NOTIFICATION

No. SO(E)/ST&IT/NWFP/2-5/Direct/03. On the recommendations of the Departmental Selection Committee, the Competent Authority is pleased to appoint the following in the project "Computerization of Driving Licenses and Ticketing System" of the Department of Science and Technology & Information Technology on a fixed pay as mentioned against each on the following terms and conditions:

S.No.	Name & Father's name	Post	Salary per month
1.	Mr. Muhammad Altaf son of Gaultar Ali.	MIS Manager	Rs.30,000/-
✓ 2.	Mr. Nauman Rafi son of Mohammad Rafi.	Network Administrator	Rs.25,000/-
3.	Mr. Javed Iqbal son of Salih Masud Khan.	Database Administrator	Rs.25,000/-

1. Either party can terminate the contract on two months notice or two months salary in lieu thereof.
2. They will produce a medical fitness certificate from the Medical Superintendent concerned
3. Their appointments will be initial for a period from 20-7-2006 to 22-3-2008 or till the completion of the project whichever is earlier.
4. On expiry/completion of the contract/project, whichever is earlier, the services of the appointees shall stand terminated automatically and shall not confer on the individual any right of absorption elsewhere or regularization of their services.

Sd/-
SECRETARY TO GOVT OF NWFP
Science & Technology and
Information Technology Department.

Encl: No. SO(E)/ST&IT/NWFP/2-5/Direct/03/ Appoin/01 Dated 20.7.2006.

Copy forwarded for information to:

1. The Accountant General, NWFP, Peshawar.
2. The Director, Information Technology Directorate, NWFP, Peshawar.
3. The Project Director, Directorate of Information Technology, NWFP.
4. P.S to Chief Secretary, NWFP.
5. P.S to Secretary, ST&IT Department, Government of NWFP.
6. P.A to DS (Admn), ST&IT Department, Government of NWFP.
7. Officers concerned for information and with the direction to report to the Secretary to Government of NWFP, ST&IT within seven days positively.

[Signature]
SECTION OFFICER (ESTABLISHMENT)

ATTESTED

[Handwritten signature]

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GOVERNMENT OF NWFP
SCIENCE & TECHNOLOGY AND INFORMATION
TECHNOLOGY DEPARTMENT
SDU Building, Khyber Road, Peshawar
Dated 15.02.2008

Order:

No.SOE/ST&ITNWFP/2-29/Prof:D,License/08: In Continuation of this department notifications Nos. SOE/ST&NWFP/2-5/Dir/06 dated 20.07.2006 and 24.01.07 the competent authority has been pleased to extend the services tenure of the following officers of directorate of information technology NWFP, for the period noted against their names for the project titled "COMPUTERIZATION OF DRIVING LICENSES" on same terms and conditions as laid down in appointment offer with immediate effect, by the approval of competent Forum (DDWP).

S.No	Names	Designation	Salary P.M (RS)	Period Of Contract
1	Mr. Muhammad Aftab Khan, S/O Gohar Ali	MIS Manager	Rs. 30000/-	22.03.08 To 30.06.2009
2	Mr. Nauman Rafi S/O Muhammad rafi	Network Administrator	Rs. 25000/-	23.03.08 to 30.06.2009
3	Mr. khawar Abbas S/O Bashir Ahmed	Database Administrator	Rs. 25000/-	23.01.08 to 30.06.2009

SECRETARY

Encost: No:SOE/ST&IT/NWFP/2-29/Proj: Dr/license/08 dated 15-02-2008

ATTESTED

GOVERNMENT OF NWFP
SCIENCE & TECHNOLOGY AND INFORMATION TECHNOLOGY
DEPARTMENT
SDD Building Khyber Road Peshawar
Dated 15.02.2008

B-6

Order

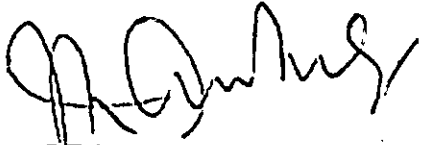
No. SOE/ST&IT/NWFP/2-29/Proj/Dr/License/08: In continuation of this Department Notification No. SOE/ST&IT/NWFP/2-5/Dir/06 dated 20-07-2006 and 24-01-07 the Competent Authority has been pleased to extend the Service Tenure of the following officers of Directorate of Information Technology NWFP, for the period noted against their names for the project titled "COMPUTERIZATION OF DRIVING LICENSES" on same terms and conditions as laid down in appointment offer with immediate effect, by the approval of competent Forum (I. S. No. 1/07).

S.No.	Names	Designation	Salary P.M (RS)	Period of Contract
1.	Mr. Muhammad Aftab Khan. S/O Gohar Ali	MIS Manager	Rs. 30000/-	22-03-08 to 30-06-2009
2.	Mr. Nauman Rafi S/O Muhammad Rafi	Network Administrator	Rs. 25000/-	23-03-08 to 30-06-2009
3.	Mr. Khawar Abbas S/O Bashir Ahmed	Data Base Administrator	Rs. 25000/-	23-01-08 to 30-06-2009

SECRETARY

Encost: No: SOE/ST&IT/NWFP/2-29/Proj: Dr/ License/08 dated 15-02-2008. 1207

1. The Accountant General NWFP, Peshawar.
2. The Director, Information Technology Directorate, NWFP, Peshawar.
3. P.S to Chief Secretary, NWFP.
4. P.S to Secretary, ST&IT Department, Government of NWFP.
5. P.A. to DS (Admin) ST&IT Department, Government of NWFP.
6. Officers concerned for information.


SECTION OFFICER (E)

ATTESTED
4

(7)

C - (7)

NWFP PUBLIC SERVICE COMMISSION
2- Fort Road Peshawar Cantt:
Website: www.nwfppsc.gov.pk
Tele: Nos. 091-9214131, 9213563, 9213750, 9212897

Dated: 24.10.2009

ADVERTISEMENT No. 08 / 2009.

Applications, on prescribed form, are invited for the following posts from Pakistani citizens having domicile of N.W.F.P / F.A.T.A by 21-11-2009 (candidates applying from abroad by 05-12-2009). Incomplete applications and applications without supporting documents required to prove the claim of the candidates shall be rejected without intimation to the candidates

DIRECTORATE OF ARCHIVES & LIBRARIES, NWFP

1.	<p>FIVE (05) POSTS OF FEMALE LIBRARIAN IN DIRECTORATE OF ARCHIVES & LIBRARIES, NWFP.</p> <p>QUALIFICATION: B.A/B.Sc with Diploma in Library Science from a recognized University. NOTE: Bachelor Degree holder in Library Science from A.I.O.U is not eligible. AGE LIMIT: 21 to 35 years. PAY SCALE: BPS-16 ELIGIBILITY: Female. ALLOCATION: Two in Zone-1 & Three in Zone-3.....</p>
2.	<p>FOUR (04) POSTS OF FEMALE DPE IN DIRECTORATE OF ARCHIVES & LIBRARIES, NWFP</p> <p>QUALIFICATION: B.A/B.Sc with Senior Diploma in Physical Education from a recognized University/ Institute. AGE LIMIT: 21 to 35 years. PAY SCALE: BPS-16 ELIGIBILITY: Female. ALLOCATION: Zone-1</p>
3.	<p>ONE (01) POSTS OF SYSTEM SUPERVISOR IN DIRECTORATE OF ARCHIVES & LIBRARIES, NWFP</p> <p>QUALIFICATION: 1. M.Sc Computer Science or M.C.S in 2nd Division from a recognized University; And 2. Two years experience in Government/Semi Government /Reputed Private Organization in the relevant field. AGE LIMIT: 25 to 30 years. PAY SCALE: BPS-16 ELIGIBILITY: Both Sexes. ALLOCATION: Zone-1</p>
4.	<p>ONE (01) POST OF ASSISTANT RESEARCH OFFICER IN DIRECTORATE OF ARCHIVES & LIBRARIES, NWFP</p> <p>QUALIFICATION: Second Class Master degree in History, Pakistan Studies or in Sociology from a recognized University. AGE LIMIT: 21 to 30 years. PAY SCALE: BPS-16 ELIGIBILITY: Both Sexes. ALLOCATION: Zone-1</p>
5.	<p>TWO (02) POSTS OF COMPUTER OPERATOR IN DIRECTORATE OF ARCHIVES & LIBRARIES, NWFP</p> <p>QUALIFICATION: 1. Intermediate Second Class or equivalent from a recognized Board. 2. One year Diploma in Computer Science or Information Technology from a recognized Board. AGE LIMIT: 18 to 28 years. PAY SCALE: BPS-12 ELIGIBILITY: Both Sexes. ALLOCATION: One each to Zone-1 & Zone-2</p>

ATTESTED

(13)
(8)

<u>ELEMENTARY AND SECONDARY EDUCATION DEPTT:</u>	
6.	<p>SIXTEEN (16) POSTS OF FEMALE PRINCIPAL/VICE PRINCIPAL</p> <p>QUALIFICATION: Master Degree with M.Ed/ M.A (Education) from Recognize University with Nine Years Teaching / Administrative Experience in recognized Secondary Schools/Higher School.</p> <p>Note: - Experience shall be counted after MA/ MSc or Méd.</p> <p>AGE LIMIT: 25 to 40 years. PAY SCALE: BPS-18 ELIGIBILITY: Female.</p> <p>ALLOCATION: Merit.</p>
7.	<p>TWO (02) POSTS OF PLANNING OFFICER</p> <p>QUALIFICATION: Master Degree in Economics or Business Administration, Public Administration or Commerce from a recognized University.</p> <p>AGE LIMIT: 22 to 35 years. PAY SCALE: BPS-17 ELIGIBILITY: Both - Sexes.</p> <p>ALLOCATION: One each to Zone-1 & Zone-2.</p>
<u>FINANCE DEPARTMENT</u>	
8.	<p>ONE (01) POST OF AUDIT OFFICER (FEMALE) IN DIRECTORATE OF LOCAL AUDIT FUND</p> <p>QUALIFICATION: 2nd Class Master's Degree in Statistics, Economics, Business Administration or Commerce from a recognized University.</p> <p>AGE LIMIT: 22 to 35 years. PAY SCALE: BPS-16 ELIGIBILITY: Female.</p> <p>ALLOCATION: Merit.</p>
<u>HEALTH DEPARTMENT</u>	
9.	<p>NINE (09) POSTS OF PROFESSOR ONE EACH FOR RADIOLOGY, ORTHOPEDICS, EYE, ENT, SURGERY, PAEDRIATRICS, ANESTHESIA, PSYCHIATRIC AND DERMATOLOGY FOR BANNU MEDICAL COLLEGE</p> <p>QUALIFICATION: a) MBBS or equivalent medical qualification recognized by the council and b) FCPS/MS/MD in the respective subjects or equivalent qualifications in the specialty recognized by the council with at least two papers on research work in the relevant specialties published in standard Medical journal as principal author in the capacity of Associate Professor;</p> <p>EXPERIENCE: a) Three years teaching experience as an Associate Professor in the respective subject and a total teaching experience of eight years as Assistant Professor and Associate Professor; OR</p> <p>b) Nine years teaching experience as Assistant Professor and Associate Professor in the respective subject.</p> <p>AGE LIMIT: 40 to 55 years. PAY SCALE: BPS-20 ELIGIBILITY: Both Sexes.</p> <p>ALLOCATION: Merit.</p>
10.	<p>THIRTEEN (13) POSTS OF ASSOCIATE PROFESSOR TWO EACH FOR RADIOLOGY, AND GENERAL MEDICINE AND ONE EACH FOR GYANE, ORTHOPEDICS, EYE, ENT, SURGERY, PAEDRIATRICS, ANESTHESIA, PSYCHIATRIC AND DERMATOLOGY FOR BANNU MEDICAL COLLEGE BANNU</p> <p>QUALIFICATION: a) MBBS or equivalent medical qualification recognized by the council and b) FCPS/MS/MD in the respective subjects or equivalent qualifications in the specialty recognized by the council with three papers on research work of which at least two shall be as principal author in the capacity of Assistant Professor in the relevant specialty published in standard Medical journal.</p> <p>EXPERIENCE: Five years teaching experience as Assistant Professor in the relevant subject.</p> <p>AGE LIMIT: 35 to 45 years. PAY SCALE: BPS-19 ELIGIBILITY: Both Sexes.</p> <p>ALLOCATION: Merit.</p>

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11.	<p>ONE (01) POST OF PROJECTIONIST IN BANNU MEDICAL COLLEGE</p> <p><u>QUALIFICATION:</u> (i) Secondary School Certificate from a recognized Board and (ii) Two years experience in the field in any recognized Government Institute OR Five years experience in a private firm.</p> <p><u>AGE LIMIT:</u> 18 to 25 years. <u>PAY SCALE:</u> BPS-11 <u>ELIGIBILITY:</u> Both Sexes.</p> <p><u>ALLOCATION:</u> Zone-1</p>
12.	<p>ONE (01) POST OF ARTIST IN BANNU MEDICAL COLLEGE</p> <p><u>QUALIFICATION:</u> (i) Secondary School Certificate from a recognized Board and (ii) Diploma in Fine Arts from a recognized Government Institute.</p> <p><u>AGE LIMIT:</u> 18 to 25 years. <u>PAY SCALE:</u> BPS-11 <u>ELIGIBILITY:</u> Both Sexes.</p> <p><u>ALLOCATION:</u> Zone-1</p>
<u>HIGHER EDUCATION DEPARTMENT</u>	
13.	<p>SEVENTY FOUR (74) POSTS OF MALE ASSISTANT PROFESSOR IN HIGHER EDUCATION DEPARTMENT</p> <p>Eight (08) each in English, Urdu, Physics, Chemistry & Maths; Six (06) in Islamiat; Five(05) each in History-cum-Civics & Political Science; Four(04) each in Economics, Botany, Zoology & Statistics; Two(02) in Arabic.</p> <p><u>QUALIFICATION:</u></p> <ol style="list-style-type: none"> 1. Ph.D in the relevant subject from a recognized University with two years teaching/research experience in a recognized College/University; OR 2. M.Phil in the relevant subject from a recognized University with five years teaching/research experience in a College/University; OR 3. Second Class Master Degree in the relevant subject from a recognized University with seven (07) years teaching experience in a College /University or in Education Administration Management. <p><u>AGE LIMIT:</u> 25 to 40 years. <u>PAY SCALE:</u> BPS-18 <u>ELIGIBILITY:</u> Male.</p> <p><u>ALLOCATION:</u> Merit.....</p>
14.	<p>SIX (06) POSTS OF FEMALE ASSISTANT PROFESSOR IN HIGHER EDUCATION DEPARTMENT</p> <p>Two in Pak Studies; One each in Computer Science, Maths, Islamiat & Home-Economics;</p> <p><u>QUALIFICATION:</u></p> <ol style="list-style-type: none"> 1. Ph.D in the relevant subject from a recognized University with two years teaching/research experience in a recognized College/University; OR 2. M.Phil in the relevant subject from a recognized University with five years teaching/research experience in a College/University; OR 3. Second Class Master Degree in the relevant subject from a recognized University with seven (07) years teaching experience in College /University or in Education Administration Management. <p><u>AGE LIMIT:</u> 25 to 40 years. <u>PAY SCALE:</u> BPS-18 <u>ELIGIBILITY:</u> Female.</p> <p><u>ALLOCATION:</u> Merit.....</p>
15.	<p>TWO (02) POSTS OF MALE LECTURER IN ZOOLOGY.</p> <p><u>QUALIFICATION:</u> 2nd Class Master Degree in relevant subject or equivalent qualification from a recognized University.</p> <p><u>AGE LIMIT:</u> 21 to 30 years. <u>PAY SCALE:</u> BPS-17 <u>ELIGIBILITY:</u> Male.</p> <p><u>ALLOCATION:</u> Zone-5.....</p>

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INDUSTRIES, COMMERCE, MINERAL DEVELOPMENT, LABOUR & TECHNICAL EDUCATION DEPARTMENT.

16.	<p>TEN (10) POSTS OF ASSISTANT PROFESSOR IN COMMERCE IN TECHNICAL EDUCATION DEPARTMENT:</p> <p>QUALIFICATION: a) Ph. D in the relevant subject from a recognized University with three years teaching experience in recognized College/ Government Commercial Institute/ Government Commerce College as Instructor/ Lecturer or ; b) Master Degree from a recognized University in the relevant subject with five years experience of teaching as Lecturer / Junior Instructor in a recognized College/ Government Commercial Institute/ Government Commerce College.</p> <p>AGE LIMIT: 25 to 40 years. PAY SCALE: BPS-18. ELIGIBILITY: Male. ALLOCATION: Merit.....</p>													
17.	<p>FOUR (04) POSTS OF FEMALE INSTRUCTOR / LECTURER IN COMMERCE FOR GOVT: COLLEGE OF COMMERCE/ GOVT: COMMERCIAL TRAINING INSTITUTES</p> <p>QUALIFICATION: 2nd Class Master's Degree in the relevant Subject or equivalent qualification from a recognized University.</p> <p>AGE LIMIT: 21 to 40 years. PAY SCALE: BPS-17. ELIGIBILITY: Female. ALLOCATION: Merit.</p>													
18.	<p>ONE (01) POST OF MALE INSTRUCTOR / LECTURER IN COMMERCE (DISABLE QUOTA) FOR GOVT: COLLEGE OF COMMERCE/ GOVT: COMMERCIAL TRAINING INSTITUTES</p> <p>QUALIFICATION: 2nd Class Master's Degree in the relevant Subject or equivalent qualification from a recognized University.</p> <p>AGE LIMIT: 21 to 40 years. PAY SCALE: BPS-17. ELIGIBILITY: Male. ALLOCATION: Merit.</p>													
19.	<p>ONE (01) POST OF MALE INSTRUCTOR / LECTURER IN COMMERCE (MINORITY QUOTA) FOR GOVT: COLLEGE OF COMMERCE/ GOVT: COMMERCIAL TRAINING INSTITUTES</p> <p>QUALIFICATION: 2nd Class Master's Degree in the relevant Subject or equivalent qualification from a recognized University.</p> <p>AGE LIMIT: 21 to 40 years. PAY SCALE: BPS-17. ELIGIBILITY: Male. ALLOCATION: Merit.</p>													
20.	<p>NINE (09) POSTS MALE INSTRUCTOR/ LECTURER IN COMMERCE FOR GOVT: COLLEGE OF COMMERCE/ GOVT: COMMERCIAL TRAINING INSTITUTES</p> <p>QUALIFICATION: 2nd Class Master's Degree in the relevant Subject or equivalent qualification from a recognized University.</p> <p>AGE LIMIT: 21 to 40 years. PAY SCALE: BPS-17. ELIGIBILITY: Male. ALLOCATION:</p> <table border="1" data-bbox="196 2116 1379 2222"> <thead> <tr> <th>Merit</th> <th>Zone-1</th> <th>Zone-2</th> <th>Zone-3</th> <th>Zone-4</th> <th>Zone-5</th> </tr> </thead> <tbody> <tr> <td align="center">03</td> <td align="center">01</td> <td align="center">01</td> <td align="center">01</td> <td align="center">01</td> <td align="center">02</td> </tr> </tbody> </table>	Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone-5	03	01	01	01	01	02	
Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone-5									
03	01	01	01	01	02									

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21.	<p>FIVE (05) POSTS MALE INSTRUCTOR/ LECTURER IN COMPUTER SCIENCE FOR GOVT: COLLEGE OF COMMERCE/ GOVT: COMMERCIAL TRAINING INSTITUTES.</p> <p><u>QUALIFICATION:</u> 2nd Class Master's Degree in the relevant Subject or equivalent qualification from a recognized University. <u>AGE LIMIT:</u> 21 to 40 years. <u>PAY SCALE:</u> BPS-17 <u>ELIGIBILITY:</u> Male. <u>ALLOCATION:</u></p> <table border="1" data-bbox="161 504 1339 592"> <thead> <tr> <th>Merit</th> <th>Zone-1</th> <th>Zone-2</th> <th>Zone-3</th> <th>Zone-4</th> <th>Zone5</th> </tr> </thead> <tbody> <tr> <td>02</td> <td>--</td> <td>--</td> <td>01</td> <td>01</td> <td>01</td> </tr> </tbody> </table>	Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5	02	--	--	01	01	01	
Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5									
02	--	--	01	01	01									
22.	<p>Five (05) Posts Male Instructor/ Lecturer in English for Govt: College of Commerce/ Govt: Commercial Training Institutes.</p> <p><u>QUALIFICATION:</u> 2nd Class Master's Degree in the relevant Subject or equivalent qualification from a recognized University. <u>AGE LIMIT:</u> 21 to 40 years. <u>PAY SCALE:</u> BPS-17 <u>ELIGIBILITY:</u> Male. <u>ALLOCATION:</u></p> <table border="1" data-bbox="161 869 1339 957"> <thead> <tr> <th>Merit</th> <th>Zone-1</th> <th>Zone-2</th> <th>Zone-3</th> <th>Zone-4</th> <th>Zone5</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>01</td> <td>--</td> <td>01</td> <td>01</td> <td>01</td> </tr> </tbody> </table>	Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5	01	01	--	01	01	01	
Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5									
01	01	--	01	01	01									
23.	<p>FOUR (04) POSTS MALE INSTRUCTOR/ LECTURER IN ECONOMICS FOR GOVT: COLLEGE OF COMMERCE/ GOVT: COMMERCIAL TRAINING INSTITUTES</p> <p><u>QUALIFICATION:</u> 2nd Class Master's Degree in the relevant Subject or equivalent qualification from a recognized University. <u>AGE LIMIT:</u> 21 to 40 years. <u>PAY SCALE:</u> BPS-17 <u>ELIGIBILITY:</u> Male. <u>ALLOCATION:</u></p> <table border="1" data-bbox="161 1260 1339 1348"> <thead> <tr> <th>Merit</th> <th>Zone-1</th> <th>Zone-2</th> <th>Zone-3</th> <th>Zone-4</th> <th>Zone5</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>01</td> <td>01</td> <td>--</td> <td>--</td> <td>01</td> </tr> </tbody> </table>	Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5	01	01	01	--	--	01	
Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5									
01	01	01	--	--	01									
24.	<p>FOUR (04) POSTS MALE INSTRUCTOR/ LECTURER IN URDU FOR GOVT: COLLEGE OF COMMERCE/ GOVT: COMMERCIAL TRAINING INSTITUTES</p> <p><u>QUALIFICATION:</u> 2nd Class Master's Degree in the relevant Subject or equivalent qualification from a recognized University. <u>AGE LIMIT:</u> 21 to 40 years. <u>PAY SCALE:</u> BPS-17 <u>ELIGIBILITY:</u> Male. <u>ALLOCATION:</u></p> <table border="1" data-bbox="161 1738 1339 1827"> <thead> <tr> <th>Merit</th> <th>Zone-1</th> <th>Zone-2</th> <th>Zone-3</th> <th>Zone-4</th> <th>Zone5</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>01</td> <td>01</td> <td>01</td> <td>--</td> <td>--</td> </tr> </tbody> </table>	Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5	01	01	01	01	--	--	
Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5									
01	01	01	01	--	--									
25.	<p>TWO (02) POSTS MALE INSTRUCTOR/ LECTURER IN ISLAMIAT FOR GOVT: COLLEGE OF COMMERCE/ GOVT: COMMERCIAL TRAINING INSTITUTES</p> <p><u>QUALIFICATION:</u> 2nd Class Master's Degree in the relevant Subject or equivalent qualification from a recognized University. <u>AGE LIMIT:</u> 21 to 40 years. <u>PAY SCALE:</u> BPS-17 <u>ELIGIBILITY:</u> Male. <u>ALLOCATION:</u></p> <table border="1" data-bbox="161 2255 1339 2328"> <thead> <tr> <th>Merit</th> <th>Zone-1</th> <th>Zone-2</th> <th>Zone-3</th> <th>Zone-4</th> <th>Zone5</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>--</td> <td>--</td> <td>--</td> <td>--</td> <td>01</td> </tr> </tbody> </table>	Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5	01	--	--	--	--	01	
Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone5									
01	--	--	--	--	01									

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26. ONE (01) POST MALE INSTRUCTOR/ LECTURER IN STATISTICS/ BUSINESS MATHS FOR GOVT: COLLEGE OF COMMERCE/ GOVT: COMMERCIAL TRAINING INSTITUTES

QUALIFICATION: (i) 2nd Class Master's Degree in Maths from a recognized University.
(ii) 2nd Class MBA with Maths/ Statistics in B.A/B.Sc from a recognized University.
(iii) 2nd Class Master's Degree in Statistics with Maths in B.A/B.Sc from a recognized University.

AGE LIMIT: 21 to 40 years. PAY SCALE: BPS-17 ELIGIBILITY: Male.
ALLOCATION: Merit.

27. ONE POST OF FEMALE INSTRUCTOR (RELATED STUDIES) IN FOOD IN TECHNICAL EDU: DEPTT.

QUALIFICATION: Master Degree in the relevant field from a recognized University.
AGE LIMIT: 21 to 35 years. PAY SCALE: BPS-17 ELIGIBILITY: Female.
ALLOCATION: Merit.

28. FOUR (04) POSTS OF MALE DIRECTOR PHYSICAL EDUCATION IN TECHNICAL EDUCATION AND MANPOWER TRAINING DEPTT:

QUALIFICATION: 2nd Class Bachelor Degree from recognized University and Senior Diploma in Physical Education from a recognized Institute.
AGE LIMIT: 21 to 35 years. PAY SCALE: BPS-16 ELIGIBILITY: Male.
ALLOCATION:

Merit	Zone-2	Zone-3	Zone-4
01	01	01	01

Note: The Candidates, who have already applied in response to our advertisement No. 03/2008 at Serial No.29, need not apply again.

29. THREE (03) POSTS OF MALE JUNIOR INSTRUCTORS ARITHMATICS IN TECHNICAL EDUCATION DEPARTMENT

QUALIFICATION: 2nd Division B.Sc Maths or B.A with Maths as one of the subject from a recognized University.
AGE LIMIT: 18 to 32 years. PAY SCALE: BPS-14 ELIGIBILITY: Male.
ALLOCATION: One each to Zone-2, Zone-3 and Zone-4.

30. TWENTY (20) POSTS OF MALE JUNIOR INSTRUCTOR IN COMMERCE IN TECHNICAL EDUCATION DEPTT:

QUALIFICATION: 2nd Class Bachelor Degree in Commerce from a recognized University.
AGE LIMIT: 18 to 32 years. PAY SCALE: BPS-14 ELIGIBILITY: Male.
ALLOCATION: Four each to Zone-1, 2 & 5, Five to Zone-3 and Three to Zone-4.....

31. ONE (01) POST OF FEMALE JUNIOR INSTRUCTOR IN COMMERCE

QUALIFICATION: 2nd Division Bachelor Degree in Commerce from a recognized University.
AGE LIMIT: 18 to 32 years. PAY SCALE: BPS-14 ELIGIBILITY: Female.
ALLOCATION: Merit.....

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NWFP PUBLIC SERVICE COMMISSION

32. ONE (01) POST OF ASSISTANT.

QUALIFICATION: Bachelor Degree from a recognized University.

AGE LIMIT: 18 to 30 years. **PAY SCALE:** BPS-14 **ELIGIBILITY:** Both Sexes.

ALLOCATION: Zone -5.

33. TWO (02) POSTS OF SENIOR SCALE STENOGRAPHER.

QUALIFICATION: i) Bachelor Degree or equivalent qualification from a recognized University. (ii) A speed of 100 words per minute in Shorthand in English and 35 words per minute in English typing.

AGE LIMIT: 18 to 30 years. **PAY SCALE:** BPS-15 **ELIGIBILITY:** Both sexes.

ALLOCATION: One each to Zone 2 & 3

34. TWO (02) POSTS OF JUNIOR SCALE STENOGRAPHER.

QUALIFICATION: i) Intermediate or equivalent qualification from a recognized Board. (ii) A speed of 60 words per minute in Shorthand in English and 35 words per minute in typing in English and Knowledge of Computer in using MS Word and MS Excel

AGE LIMIT: 18 to 30 years. **PAY SCALE:** BPS-12 **ELIGIBILITY:** Both Sexes.

ALLOCATION: One each to Zone 4 & 5

NWFP SERVICE TRIBUNAL PESHAWAR.

35. ONE (01) POST OF READER

QUALIFICATION: Bachelor Degree from Recognized University.

AGE LIMIT: 18 to 25 years. **PAY SCALE:** BPS-11 **ELIGIBILITY:** Male.

ALLOCATION: Zone-2.

POLICE DEPARTMENT.

36. ONE (01) POST OF DATABASE ADMINISTRATOR

QUALIFICATION: (a) First Class M.Sc Computer Science/ MCS / MIT or equivalent Degree from HEC recognized University.

(b) Three year (03) post qualification experience of Database Administration.

AGE LIMIT: 25 to 35 years. **PAY SCALE:** BPS-17 **ELIGIBILITY:** Both Sexes.

ALLOCATION: Merit.

37. ONE (01) POST OF NETWORK ADMINISTRATOR.

QUALIFICATION: (a) First Class M.Sc Computer Science/ MCS / MIT or equivalent Degree from HEC recognized University.

(b) Three year (03) post qualification experience of Network and System Administration.

AGE LIMIT: 25 to 35 years. **PAY SCALE:** BPS-17 **ELIGIBILITY:** Both Sexes.

ALLOCATION: Merit.

38. ONE (01) POST OF DATA PROCESSING OFFICER

QUALIFICATION: (a) First Class M.Sc Computer Science/ MCS / MIT or equivalent Degree from HEC recognized University.

(b) Three year (03) post qualification experience of Data Processing and Validation.

AGE LIMIT: 25 to 35 years. **PAY SCALE:** BPS-17 **ELIGIBILITY:** Both Sexes.

ALLOCATION: Merit.

39. TWO (02) POSTS OF ASSISTANT NET WORK ADMINISTRATOR

QUALIFICATION: (a) First Class M.Sc Computer Science/ MCS / MIT or equivalent Degree from HEC recognized University.

(b) Two year (02) post qualification experience of Network and System Administration.

AGE LIMIT: 23 to 35 years. **PAY SCALE:** BPS-16 **ELIGIBILITY:** Both Sexes.

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40.	NINE (09) POSTS OF COMPUTER OPERATOR				
<p>QUALIFICATION: (a) 2nd Class F.A/F.Sc from recognized Board with one year Diploma of Computer Science or Information Technology. (b) One year (01) Relevant experience. AGE LIMIT: 18 to 30 years. PAY SCALE: BPS-11. ELIGIBILITY: Both Sexes. ALLOCATION:</p>					
Zone-1		Zone-2		Zone-3	
02		02		02	
Zone-4		Zone-5			
02		01			
<u>ZAKAT, USHR SOCIAL WELFARE & WOMEN DEVELOPMENT DEPARTMEN.</u>					
41.	ONE (01) POST OF COMPUTER PROGRAMMER.				
<p>QUALIFICATION: a) 1st Class Master's Degree in Computer Science, Maths, Statistics, Physics, Economics or Engineering and b) Diploma in Computer Science of at least one year duration from a recognized Institute for persons not possessing Master's Degree in Computer Science. AGE LIMIT: 22 to 35 years. PAY SCALE: BPS-17. ELIGIBILITY: Both Sexes. ALLOCATION: Zone-1</p>					

CORRIGENDUM

The conditions for the posts of Sub-Accountant appearing at S.No.9 and 10 of this Commission's Advertisement No.7/2009 may be read as follow: -

Male Sub Accountant

Allocation: - 10 each to Zone-1,2 & 3 and 08 each to Zone-4 & Zone-5. Age Limit: - 18 - 30 years.

Female Sub Accountant

Allocation: - Merit. Age Limit: - 18 - 30 years.

GENERAL CONDITIONS

- (i) Age shall be reckoned on 21/ 11/ 2009. Maximum age limit as prescribed in the recruitment rules shall be relaxed upto 10 years for Govt Servants who have completed 2 years continuous service and upto 3 years for candidates belonging to backward areas specified in the appendix attached to the NWFP Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 2008. However, a candidate shall be allowed relaxation in age in one of the above categories provided that the candidates from backward areas, in addition to automatic relaxation of three years shall be entitled to one of the relaxations available to Govt Servants, general or disabled candidates, whichever is relevant and applicable to them.
- (ii) Degrees / Diploma / Experience Certificates / Testimonials of unrecognized Institution are not accepted. Only original Degrees / Certificates are accepted. However, the candidates can apply on provisional certificate signed by the Controller of Examination of the respective Institution but candidates shall produce original degrees / certificates before their selection. Detail Marks Certificates for all the examinations shall necessarily be required and these should be attached with the application forms.
- (iii) Ex-armed Forces Personnel must send copy of Discharge Certificate with their applications. Govt. / Semi Govt. / Autonomous / Semi Autonomous Bodies employees may apply direct but their Departmental Permission Certificates should reach within 30 days of the closing date.
- (iv) Applications should be on the prescribed application form obtainable from the listed below branches of the NATIONAL BANK OF PAKISTAN. Application Fee is Rs.285/- (Rupees Two Hundred Eighty Five only) for all the candidates. In addition to the application fee, the candidates will have to

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required for each advertised category of posts. Application forms obtained other than the specified branches of the National Bank will be considered invalid and such applications will not be entertained. The applications on plain paper or Photostat shall not be accepted. Incomplete and late applications shall also be ignored.

- (v) Applications must be submitted within time as no extra time is allowed for postal transit. The applications if submitted on the last date for receipt of applications must reach the Commission's office by the closing hours.
- (vi) Applicants married to Foreigners are considered only on production of the Govt. Relaxation Orders.
- (vii) No applicant shall be considered in absentia on paper qualifications unless, he/she possesses exceptionally higher qualifications than the minimum prescribed qualification for a particular post(s).
- (viii) Govt. reserves the right not to fill any or fill more or less than the advertised post(s).
- (ix) Candidates who have already availed three chances by physical appearance before the Commission and have failed for the post(s) having one and the same qualifications and scale of pay shall be ineligible.
- (x) Experience wherever prescribed shall be counted after the minimum qualifications for the post(s), if not specifically provided otherwise against the advertised post(s).
- (xi) In case the number of applications of candidates is disproportionately higher than the number of posts, short listing will be made in any one of the following manner: -
 - (a) Written Test in the Subject.
 - (b) General Knowledge or Psychological General Ability Test.
 - (c) Academic and/or Professional record as the Commission may decide.

SPECIFIED BRANCHES OF THE NATIONAL BANK OF PAKISTAN.

Main Branches of:

- (i) Parachinar, Mardan, Swabi, Malakand, Shangla, Chitral, Timargara, Daggar, D.I.Khan, Bannu, Karak, Kohat, Hangu, Lakki Marwat, Abbottabad, Haripur, and Manshera.
- (ii) Saddar Road Branch, Tehkal Payan Branch, and G.T Road (Nishtar Abad) Branch Peshawar.
- (iii) Tehsil Bazar Branch Charsadda, Nowshera Cantt: Branch, Bank Square Branch Mingora and city Branch Tank.

Note: - The candidate who apply for the post(s) are advised to make sure that they are eligible for the post in all respects because eligibility of the candidate will be determined strictly according to the rules after conduct of all essential tests.

(ATTA-UR-REHMAN)
Secretary
NWFP Public Service Commission
Peshawar

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GOVERNMENT OF NWFP
DIRECTORATE OF INFORMATION TECHNOLOGY

1-B/C/D Chinar Road, University Town, Peshawar.
Tel: 0092-91-9216889;
sysadmin@nwfp.gov.pk; www.nwfp.gov.pk

No. Directorate-IT/NWFP/DLMS/PSC/09/1160
Dated: 18th November, 2009

To

The Secretary,
NWFP Public Service Commission,
Peshawar.

Subject: APPLICATION FOR THE POST OF DATABASE ADMINISTRATOR IN POLICE DEPARTMENT

I am directed to refer to your department advertisement No. 08/2009 dated 24-10-2009 on the subject noted above and to enclose herewith application form along with the relevant documents of Mr. Muhammad Affab, MIS Manager working under the project titled as "Computerization of Driving Licenses in NWFP" for your consideration please.

The enclosed documents may kindly be considered for the subject post. Furthermore, this Directorate has no objection in his recruitment through Public Service Commission in concern Department.

Faithfully Yours,


Coordinator Projects-I

Copy for information to:-

1. P.A. to Director-IT NWFP.
2. PS to Secretary, ST&IT Department.


Coordinator Projects-I

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(Signature)
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**FOR PUBLICATION IN THE KHYBER
PAKHTUNKHWA POLICE GAZETTE PART-II
ORDERS BY THE PROVINCIAL POLICE OFFICER
KHYBER PAKHTUNKHWA, PESHAWAR**

NOTIFICATION

Dated: 10/12/2010

No. 27455 /E-III, APPOINTMENT AS DATA BASE

ADMINISTRATION BS-17:- On the recommendation of Secretary KPK Public Service Commission Peshawar vide letter No. KPK/PSC/SR-V/54816 dated: 25.11.2010, Mr. Muhammad Aftab s/o Gouhar Ali r/o Village Daulatpora post office Ambadher Tehsil & District Charsadda is hereby appointed as Data Base Administration BS-17 purely on temporary basis in the KPK Police with effect from the date he actually report for duty at his place of posting subject to medical fitness and verification of character and antecedents.

The term and condition of his service will be as under:-

1. His services are liable to be terminated on 14 days notice without assigning any reason.
2. On appointment the above name candidate is posted to Malakand Region Swat.

(Signature)
(FIAZ AHMAD KHAN TORU)
Provincial Police Officer,
Khyber Pakhtunkhwa,
Peshawar.

No. 27456-60 /E-III

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

1. Deputy Inspector General of Police, Malakand Region Swat in continuation of this office Memo No. 24138/E-III dated: 20.10.2010 (his academic certificates may please be verified from his respective Board /University. His application alongwith other documents are also attached.
2. District Police Officer, Swat
3. Secretary, KPK Public Service Commission, Peshawar w/r to his letter quoted above.
4. Office Supdt: Secret CPO
5. Mr. Muhammad Aftab s/o Gouhar Ali r/o Village Daulatpora post office Ambadher Tehsil & District Charsadda

(Signature)
(FIAZ AHMAD KHAN TORU)
Provincial Police Officer,
Khyber Pakhtunkhwa,
Peshawar.

(Signature)

ATTESTED

(Signature)

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



GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF INFORMATION TECHNOLOGY

Unit TF-203-210, Deans Trade Center, Islamia Road, Peshawar Cantt.
Tel: 0092-91-9211789

(Handwritten initials)
F-10

NOTIFICATION:

Directorate-IT/DLMS/KPK/Resignation/10/1649 Subsequent upon the Notification No: 27455/E-III, dated 10/12/2010 of Provincial Police Officer, Khyber Pakhtunkhwa regarding appointment of Mr. Muhammad Aftab as Database Administrator BS-17, the competent authority is pleased to accept one-month advance notice as resignation and relieve Mr. Muhammad Aftab from duties as MIS Manager under the project titled as "Computerization of Driving License and Ticketing Management System in Khyber Pakhtunkhwa" on 09-01-2011.

Director- IT
Directorate of IT

Endst: Directorate-IT/DLMS/KP/Resignation/10/1649

Dated: 15/12/2010

Copy for information:

- 1) Provincial Police Officer Khyber Pakhtunkhwa, Peshawar in response to his office Notification No. 27455/E-III, dated 10-12-2010.
- 2) P. S. to Secretary ST&IT Department, Government of Khyber Pakhtunkhwa.
- 3) PA to Director-IT, Government of Khyber Pakhtunkhwa.
- 4) Accounts Section for perusal please.
- 5) Concerned Officer.

(Handwritten signature)
Coordinator Projects-I

ATTESTED
(Handwritten signature)

CHARGE ASSUMPTION REPORT

~~19~~ 19

In pursuance of the Provincial Police Officer, Khyber Pukhtoonkhwa, Peshawar Notification No. 27455/E-III dated 10/12/2010, Muhammad Aftab assume the charge of Data Base Administrator (BPS-17) today on 10th January, 2011 (forenoon).

Muhammad Aftab
(MUHAMMAD AFTAB)
Data Base Administrator,
(BPS-17)

**OFFICE OF THE DEPUTY INSPECTOR GENERAL OF POLICE
MALAKAND REGION, SAIDU SHARIF, SWAT.**

No. 238-40 /E, dated Saidu Sharif the 10/1/2011.

Copy for Information and necessary action to the:-

1. Provincial Police Officer, Khyber Pukhtoonkhwa, Peshawar.
2. District Police Officer, Swat.
3. District Accounts Officer, Swat.

[Handwritten signature]

Shabuddin
Deputy Inspector General of Police,
Malakand Region, Saidu Sharif, Swat.
"SAIF"

ATTESTED
[Signature]

[Handwritten marks]

The Worthy Inspector General of Police,
Khyber Pakhtunkhwa Peshawar.

30 H-20

Through Proper Channel

Subject: - PAY PROTECTION

Sir,

With due respect it is submitted that I was appointed as Data base Administrator (BS-17) in Police Department through Public Service Commission vide Police Department Notification No 27455/E-III dated 10/12/2010 (Annexure-I). I join police Department on 10-01-2011.

Before appointment in police department I was serving as MIS Manager in the developmental Project titled "Computerization of Driving License and Ticketing System" reflected in the ADP of ST&IT department from 22 July 2006 to 09-01-2011. On joining the Police Department my salary was fixed in the first stage of BPS-17 without any pay protection which was my due right.

Finance division regulation wing Government of Pakistan issued notification/office memorandum time to time for gazetted and non-gazetted employees that the pay of contract employee on their regularization /appointment on regular basis should be protected which was adopted by government of Khyber Pakhtunkhwa (Annexure-II). On regularization of various projects, in different departments of Pakhtunkhwa pay protection was granted to all contract employees from date of appointment (Annexure-III).

It is therefore requested that pay protection may kindly be granted of the project period i.e. from 22-07-2006 to 09-01-2011.

Ec

Thanks

Yours faithfully

[Signature]
SP-HON
02-07-19

[Signature]
(Muhammd Aftab)
Deputy Director-IT
CTD HQrs Peshawar

ATTESTED

[Signature]



OFFICE OF THE,
DEPUTY INSPECTOR GENERAL OF POLICE,
COUNTER TERRORISM DEPARTMENT,
KHYBER PAKHTUNKHWA.

No. 9248 /EC/CTD dated Peshawar the 8/7 /2019

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

SUBJECT: APPLICATION

MEMO:

Enclosed please find herewith an application alongwith other relevant documents submitted by Muhammad Aftab Deputy Director IT of this Unit requesting therein for the grant of pay protection is send herewith for consideration, please.

SP/QHrs:

For Deputy Inspector General of Police,
CTD, Khyber Pakhtunkhwa,
Peshawar. o/c

ATTESTED

Government of Pakistan
Finance Division
(Regulations Wing)

F. No. 7(9)R-I/2012-

Islamabad, the 31st May, 2013

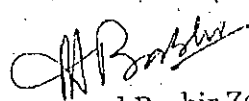
OFFICE MEMORANDUM

Subject: - PROTECTION OF PAY OF CONTRACT EMPLOYEES ON
REGULARIZATION/APPOINTMENT ON REGULAR BASIS

The undersigned is directed to say that the proposals for protection of pay last drawn by the contract employees on their regularization/appointment on regular basis are received in Finance division and considered/decided on case to case basis. The existing rules/orders on the subject do not provide for protection of pay of contract employees on their regularization. The Courts have held from time to time that the pay of contract employees on their regularization/appointment on regular basis should be protected. The matter has been examined in the light of Court's Judgments and it has been decided to issue general policy guidelines in this regard. Pay of a non-Gazetted contract employee on his regularization/appointment on regular basis will be protected subject to the following conditions:-

- i) That the contract appointment has been made on standard terms and conditions circulated by Establishment Division as amended for time to time.
- ii) That the contract employee has applied through proper channel and has been properly relieved by the appointing authority. This condition shall not apply in case of regularization on the same post.
- iii) That regularization/regular appointment has been made with the approval of competent authority.
- iv) That there is no break/interruption between contract service and regular service.
- v) That the service rendered on contract basis shall not qualify for pension/gratuity.
- vi) That in case of regular appointment in lower grade pay shall not be protected.

2. Ministries/Divisions/Departments are authorized to protect/fix pay in terms of above guidelines. Only those cases may be referred to Finance Division where some clarification or advice of Finance Division is required.


(Muhammad Bashir Zahid)
Accounts Officer(R-I)
Tele: 9245843


All Ministries/Divisions/Departments

ATTESTED



Copy also forwarded for information to:-

1. President's Secretariat (Public), Islamabad.
2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Secretariat (Internal), Islamabad.
4. Prime Minister's Secretariat (Public), Islamabad.
5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
13. Military Accountant General, Rawalpindi.
14. All Financial Advisers/Deputy Financial Advisors attached to Ministries/Divisions and all officers of Finance Division.
15. Chief Accounts Officer, M/o Foreign Affairs, Islamabad.
16. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
17. All Chief Secretaries/Finance Secretaries of the Government of Punjab/Sindh/KPK/Balochistan & Azad State of Jammu & Kashmir.
18. Capital Development Authority, Islamabad.
19. Office of the Chief Commissioner, Islamabad.
20. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
21. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
22. Pakistan Atomic Energy Commission, Islamabad.
23. Central Directorate of National Savings, Islamabad.
24. National Accountability Bureau, Islamabad.
25. Member (Finance), KRL, P.O. Box No.1384, Islamabad.
26. Intelligence Bureau, Islamabad.
27. Pakistan Mint, Lahore.
28. DG Post Offices, Islamabad.
29. Secretariat Training Institute, Islamabad.
30. Directorate General of Inspection & Training, Customs & Central Excise, 8th Floor, New Customs House, Karachi.
31. National Re-Construction Bureau, Prime Minister's Secretariat, Islamabad.
32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), P.M. Sectt. (Public), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.


(Muhammad Bashir Zahid)
(Section Officer(R-II))
Tele: 9245843

Government of Pakistan
Finance Division
(Regulations Wing)

F.No. 7(9) R-I/2012-1388

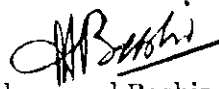
Islamabad, the 6th March, 2014

OFFICE MEMORANDUM

Subject: - CLARIFICATION REGARDING PROTECTION OF PAY OF CONTRACT EMPLOYEES ON REGULARIZATION/ APPOINTMENT ON REGULAR BASIS

The undersigned is directed to refer to this Division's O.M. of even number dated 31st May, 2013 and state that AGPR, Islamabad and certain Ministries/Divisions/ Departments have raised certain queries for clarification which have been examined and clarified as under:-

S. No	Queries raised	Clarification
i.	Finance Division's O.M. dated 31 st May, 2013 does not contain effective date of implementation. From which date will it take effect.	The said O.M. will take effect from the date of its issue i.e. 31-05-2013.
ii.	Whether the pay of employees working on daily wages, short-term vacancies and on contract basis, regularized by the Cabinet Sub-Committee is protectable.	The pay of only those contract employees. (Non-gazetted), whose appointments have been made on standard terms and conditions in BPS by the competent authority, is protectable.
iii.	Whether employees whose services were transferred from development to non-development side are entitled to pay protection.	Pay is protectable of those employees only whose contract appointment in development side was made in BPS- 1 to 16 on standard terms and conditions.
iv.	Whether the pay of contract employees on their regularization in lower grade is protectable or otherwise.	Finance Division's O.M. clearly states that in case of regular appointment in lower grade pay shall not be protected.
v.	Whether the contract employees of BPS-1 to 4 who were moved one scale up w.e.f. 01-07-2007 are entitled to protection of pay on regularization.	Yes.
vi.	In case the pay protection is allowed w.e.f. 31-05-2013 to all back date cases, please clarify about the date of pay fixation regarding date of regularization or implementation of this policy and whether payment of arrear after 31-05-2013 payable or not.	As stated against (i) above.
vii.	Whether an employee working in a Development Project on his appointment on regular basis in the Ministry, Division and Department is protectable.	As stated against (iii) above.
viii.	Whether the pay of an employee working on contract basis in the Provincial Government who later on joins a regular post in a Federal Government is also protectable.	Yes, subject to conditions, as stated against (ii) above.


(Muhammad Bashir Zahid)
Accounts Officer(R-I)

All Ministries/Divisions/Departments

ATTESTED

Copy also forwarded for information to:-

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3. Prime Minister's Secretariat (Internal), Islamabad.
4. Prime Minister's Secretariat (Public), Islamabad.
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6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
13. Military Accountant General, Rawalpindi.
14. All Financial Advisers/Deputy Financial Advisors attached to Ministries/Divisions and all officers of Finance Division.
15. Chief Accounts Officer, M/o Foreign Affairs, Islamabad.
16. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
17. All Chief Secretaries/Finance Secretaries of the Government of Punjab/Sindh/KPK/Balochistan & Azad State of Jammu & Kashmir.
18. Capital Development Authority, Islamabad.
19. Office of the Chief Commissioner, Islamabad.
20. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
21. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
22. Pakistan Atomic Energy Commission, Islamabad.
23. Central Directorate of National Savings, Islamabad.
24. National Accountability Bureau, Islamabad.
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26. Intelligence Bureau, Islamabad.
27. Pakistan Mint, Lahore.
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29. Secretariat Training Institute, Islamabad.
30. Directorate General of Inspection & Training, Customs & Central Excise, 8th Floor, New Customs House, Karachi.
31. National Re-Construction Bureau, Prime Minister's Secretariat, Islamabad.
32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), P.M. Sectt. (Public), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.



(Muhammad Bashir Zahid)
(Section Officer(R-II))
Tele: 9245843



GOVERNMENT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT
(REGULATION WING)

NO. FD (SOSR-1) 12-7/2014
Dated Peshawar the 6th February, 2014

To:

1. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
2. The Senior Member, Board of Revenue, Khyber Pakhtunkhwa.
3. The Secretary to Governor, Khyber Pakhtunkhwa.
4. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
5. The Secretary, Provincial Assembly, Khyber Pakhtunkhwa.
6. The Secretary Finance FATA, FATA Secretariat, Peshawar.
7. All Heads of Attached Departments in Khyber Pakhtunkhwa.
8. All Divisional Commissioners in Khyber Pakhtunkhwa.
9. All Political Agents / District & Sessions Judges in Khyber Pakhtunkhwa.
10. The Registrar, Peshawar High Court, Peshawar.
11. The Chairman, Public Service Commission, Khyber Pakhtunkhwa.
12. The Chairman, Services Tribunal, Khyber Pakhtunkhwa.
13. The Accountant General, Khyber Pakhtunkhwa, Peshawar.


Subject: PROTECTION OF PAY OF CONTRACT EMPLOYEES ON
REGULARIZATION / APPOINTMENT ON REGULAR BASIS.

Dear Sir,

In pursuance to the Finance Division's Office Memorandum No.7(9)R-II/2012 dated 31st May, 2013, the competent authority is pleased to allow the pay protection to non-Gazetted contract employees on their regularization / appointment on regular basis with immediate effect subject to the following conditions:-

- i) That the contract appointment has been made on standard terms and conditions, circulated by this Provincial Government as amended from time to time.
- ii) That the contract employee has applied through proper channel and has been properly relieved by the appointing authority. This condition shall not apply in case of regularization on the same post.
- iii) That regularization / regular appointment has been made with the approval of competent authority.
- iv) That there is no break / interruption between contract service and regular service.
- v) That the service rendered on contract basis shall not qualify for pension / gratuity.
- vi) That in case of regular appointment in lower grade, pay shall not be protected.

Yours faithfully,


(RAZAULLAH KHAN)
Addl. Secretary (Regulation)

P.T.O

ATTESTED



23

F. No. 4 (2) R-2/2014-237

Islamabad, the 7th April, 2015

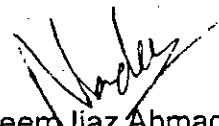
OFFICE MEMORANDUM

Subject:- **PROTECTION OF PAY OF GAZETTED CONTACT EMPLOYEES
ON REGULARIZATION/APPOINTMENT ON REGULAR BASIS**

The proposal for protection of pay last drawn by the contract employees on their regularization/appointment on regular basis are received in Finance Division and considered/decided on case to case basis. The existing rules/orders on the subject do not provide for protection of pay of gazetted contract employees on their regularization. The Courts have held from time to time that the pay of gazetted contract employees on their regularization/appointment on regular basis should be protected. The matter has been examined in the light of Court's Judgments and it has been decided to issue general policy guidelines in this regard. Pay of gazetted contract employee on his regularization/appointment on regular basis will be protected subject to the following conditions:-

- i. That the contract appointment has been made in a BPS on standard terms and conditions circulated by Establishment Division as amended for time to time.
- ii. That the contract employee has applied through proper channel and has been properly relieved by the appointing authority. This condition shall not apply in case of regularization on the same post.
- iii. That regularization/regular appointment has been made with the approval of competent authority.
- iv. That there is no break/interruption between contract service and regular service.
- v. That the service rendered on contract basis shall not qualify for pension/gratuity.
- vi. That in case of regular appointment from higher grade to lower grade, pay shall not be protected.

2. Accountant General of Pakistan Revenues (AGPR) will make fixation of pay in terms of above guidelines. Only those cases may be referred to Finance Division where some clarification or advice of this Division is required.


(Nadeem Ijaz Ahmad)
Section Officer (R-2)
Ph. 9245846

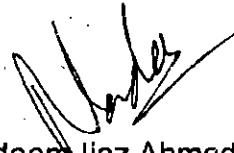
All Ministries/Divisions/Departments

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32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), P.M. Sectt. (Public), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.
35. Web Master

26


(Nadeem Ijaz Ahmad)
Section Officer(R-2)
Tele: 9245846

ATTESTED



OFFICE MEMORANDUM

Subject: **CLARIFICATION ON PROTECTION OF PAY OF GAZETTED CONTRACT EMPLOYEES ON REGULARIZATION/ APPOINTMENT ON REGULAR BASIS**

The undersigned is directed to refer to this Division's OM of even number dated 07.04.2015 on the subject noted above

2. The clarifications to the queries raised by Ministries/Divisions/ Departments and AGPR, Islamabad are conveyed as under:

S.No	QUERIES RAISED	CLARIFICATION
1	Finance Division's OM dated 07.04.2015 does not contain effective date of implementation from which date will it take effect.	The said O.M will take effect from the date of its issuance i.e 07.04.2015
2	Whether the officer regularized from contract service prior to issuance of the said OM i.e; 07.04.2015 will also be entitled for protection of pay or otherwise.	Yes. However, no arrears are admissible prior to 07.04.2015.
3	Whether the officer whose services were regularized from development side to non development side on regular basis (development post to regular post) are entitled to pay protection.	Pay is protectable for those employees only whose contract appointment on development side, was made in BPS on standard terms and conditions issued by Establishment Division.
4	Whether arrears/back benefits to those employees are admissible whose service were regularized prior to the issuance of the said OM on 07.04.2015	No arrears/back benefits are admissible prior to the issuance of the said OM on 07.04.2015
5	Whether the concurrence of FPSC is required for all the cases of contract appointment/re-appointment beyond 02 years against civil post in BS-16 to BS-22 made or continue after 25.03.2010.	Being an administrative nature of issue, relates to Establishment Division/ FPSC.

(Nadeem Ijaz Ahmad)
Section Officer (R-2)
Ph. 9245846

ATTESTED

All Ministries/Divisions/Departments

Copy also forwarded to:-

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3. Prime Minister's Office (Internal), Islamabad.
4. Prime Minister's Office (Public), Islamabad.
5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Supreme Court of Pakistan, Islamabad.
8. Election Commission of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
13. Military Accountant General, Rawalpindi.
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15. Chief Accounts Officer, M/o Foreign Affairs, Islamabad.
16. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
17. All Chief Secretaries/Finance Secretaries of the Government of Punjab/Sindh/KPK/Balochistan/Azad State of Jammu & Kashmir and Gilgit-Baltistan.
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19. Office of the Chief Commissioner, Islamabad.
20. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
21. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
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32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), P.M. Sectt. (Public), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.
35. Web Master, Finance Division, Islamabad.

(Nadeem Ijaz Ahmad)
Section Officer(R-2)
Tele: 9245846

ATTESTED

A

BEFORE THE HONORABLE PESHAWAR HIGH COURT
PESHAWAR

W.P No. _____/2020

Muhammad Aftab (Data Base Administrator) (BPS-18) S/O Gauhar Ali,
Police Department, Government of Khyber Pakhtunkhwa

.....Petitioner

VS

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat Peshawar
2. Chief Secretary, Government of Khyber Pakhtunkhwa, Civil Secretariat Peshawar
3. Provincial Police Officer (PPO), Khyber Pakhtunkhwa Peshawar
4. Secretary to Government of Khyber Pakhtunkhwa, Establishment Department, Civil Secretariat Peshawar
5. Secretary to Government of Khyber Pakhtunkhwa, Finance Department, Civil Secretariat Peshawar
6. Secretary to Government of Khyber Pakhtunkhwa, Home Department, Civil Secretariat Peshawar



.....Respondents

WRIT PETITION UNDER ARTICLE 199 OF THE CONSTITUTION OF ISLAMIC REPUBLIC OF PAKISTAN 1973 FOR THE ISSUANCE OF DIRECTIONS TO THE RESPONDENTS TO EXTEND THE BENEFITS OF PAY PROTECTION TO THE PETITIONER TOWARDS HIS PREVIOUS SERVICE KEEPING IN VIEW THE PROBITY THAT THE PETITIONER HAS SERVED IN A PROJECT NAMEDLY "COMPUTERIZATION OF DRIVING LICENSE & TICKETING SYSTEM" FROM 20/07/2006 TILL HIS APPOINTMENT AS "DATA BASE ADMINISTRATOR" IN THE KHYBER PAKHTUNKHWA POLICE DEPARTMENT THROUGH KHYBER

ATTESTED

EXAMINER

Peshawar High Court

(S)

(20)

PAKHTUNKHWA PUBLIC SERVICE COMMISSION VIDE
NOTIFICATION NO. 27455/E-III DATED: 10/12/2010

The petitioner is pleased to beseech before this Honorable Court as under;

1. That the petitioner was appointed as "MIS Manager" on the recommendation of Departmental Selection Committee (DSC) in the "Science & Information Technology Department Khyber Pakhtunkhwa" on contract basis in a project namely "Computerization of Driving License and Ticketing System" vide Notification No. SO(E)/ST&IT/NWFP/2-5/Directorate:/2006 Dated: 20/07/2006 which was rightly reflected in the ADP of the ST&IT Department. (Copy of Appointment Notification Dated: 20/07/2006 & Pay Slip is attached as F/A)
2. That after serving for more than one year in the said project, the petitioner was granted further extension from 22/03/2008 to 30/06/2009 through Notification No. SOE/ST&IT/NWFP/2-29/PROJ:D/LICENSE/08 Dated: 15/02/2008. (Copy of Notification Dated: 15/02/2008 is attached as F/B)
3. That the Khyber Pakhtunkhwa Public Service Commission advertised different posts including the post of "Database Administrator" at Serial No. 36 of the advertisement in Police Department Khyber Pakhtunkhwa vide advertisement No. 08/2009. (Copy of Advertisement No. 08/2009 is attached as F/C)
4. That the petitioner being equipped with the required qualification, applied for the said post and was recommended by the K-P PSC. It is also added that the petitioner applied to the said post through proper channel and he was issued N.O.C NO. Directorate-IT/NWFP/DLMS/PSC/09/1150 Dated: 18th November, 2009 by the Government of NWFP (Khyber Pakhtunkhwa), Directorate of Information Technology. (Copy of NOC Dated: 18th November, 2009 is attached as F/D)
5. That it is important to bring into the notice of this Honorable Court that the K-P PSC recommended the petitioner through Notification No. 27455/E-III, Dated: 10/12/2010 and the petitioner was appointed as "Database Administrator". It is further stated that before joining the post of "Database Administrator", the petitioner was relieved from the post of "MIS Manager" of the above mentioned project on 10/12/2010. (Copy of Appointment Notification, Relieving Certificate & Pay Slip is attached as F/E)
6. That the petitioner after his relieving, submitted his charge assumption Report as "Database Administrator" (BPS-17) on 10th January, 2011. (Copy of Charge Assumption Report is attached as F/F)

ATTESTED

EXAMINER
Peshawar High Court

- (3)
7. That it is indispensable to submit that the Government of Pakistan, Finance Division (Regulation Wing) was pleased to issue different notifications time after time for non-gazetted & gazetted employees qua pay protection on their regularization which was also adopted by the Government of Khyber Pakhtunkhwa. (Copy of the Notifications is attached as F/G)
8. That it is also indispensable to submit that initially, only non-gazetted officials were allowed to get the benefit of pay protection but later on, the federal government of Pakistan issued office memorandum and the gazetted employees were incorporated in the beneficial sphere pertaining to pay protection. (Copy of the Notification Dated: 07/04/2015 is attached as F/H)
9. That it is pertinent to mention here that after joining the police department the salary of the petitioner was fixed in the first stage of BPS-17 without any pay protection which was his due right. So feeling aggrieved from that very act of the respondents the petitioner moved a departmental appeal/application to the competent authority for granting pay protection but no heed was paid. (Copy of Departmental appeal dated 01/07/2019 is attached as F/I)
10. That feeling aggrieved from such unlawful act of the respondents the petitioner approached this Honorable Court on the following grounds inter alia;

GROUND:

- A. That the act of the Respondents not to grant the benefit of pay protection of the project period from 22/07/2006 to 09/01/2011 to the petitioner is unlawful, illegal, void ab-initio and against the fundamental rights guaranteed by the Constitution of Islamic Republic of Pakistan 1973.
- B. That the Government of Pakistan Finance Division (Regulation wing) issued notification/office memorandum for gazetted and non-gazetted employees that the pay of the contract employees on their regularization should be protected which was adopted by Government of K-P and on regularization of various projects in different departments of K-P, the pay protection was granted to all the contract employees from date of their appointment but the respondents are reluctant to grant the benefits of pay protection to the petitioner which is tantamount to crippling the fundamental rights of the petitioner and unwarranted by law.

ATTESTED

EXAMINER
Peshawar High Court

- (32)
- C. That the act of the respondents is brazen violation of the fundamental rights of the petitioner because other departments of K-P have granted pay protection to their employees who were appointed on adhoc/contract basis during the period from 2014, 2015, & 2017-18 but the Respondents are adamant to consider the case of the petitioner for pay protection which is no doubt sheer violation of Article 4, 11, 14 and 25 of the Constitution of Islamic Republic of Pakistan. (Copy of the Notification Dated: 25/1/2019 of Directorate of E&S Education is attached as F/J)
- D. That through the notification issued by the Government of Pakistan Finance Division (Regulation wing), the pay of gazetted contract employees on their regularization was protected but the respondents are reluctant to grant pay protection to the petitioner which is unwarranted by law.
- E. That the Respondents have adopted the pay protection notification issued by the Government of Pakistan, Finance Division for the non-gazetted employees but adamant to extend such benefits to the gazetted employees which is also equivalent to sabotaging the fundamental rights bestowed upon by the constitution of Pakistan 1973.
- F. That the petitioner has served in the mentioned above project duly reflected in the ADP and has been appointed on the post of "Database Administrator" in the Police Department K-P through K-P PSC in conjunction with the fact that the petitioner applied for the post of "Database Administrator" through proper channel and was also properly relieved by the competent authority. Apart from it, there is no break/intervention between his previous service and regular appointment but still the Respondents are reluctant to extend the pay protection to the petitioner for his previous service which is sheer violation of the fundamental right of the petitioner.
- G. That any other ground may be raised at the time of arguments

PRAYER:

In light of the foregoing submissions, it is therefore most convivially and humbly prayed that on acceptance of the instant writ petition, this Honorable Court may graciously be pleased to;

ATTESTED

EXAMINER
Peshawar High Court

- (3)
- (3)
1. Declare the act of Respondents not to grant pay protection to the petitioner as illegal, unlawful, void ab-initio and against the fundamental rights guaranteed by the constitution of Islamic Republic of Pakistan 1973 keeping in view the fact that the non-gazetted employees have been granted the benefit of pay protection on their regularization/appointment on regular basis by the Khyber Pakhtunkhwa Finance Department vide No. FD (SOSR-1) 12-7/2014 Dated: Peshawar the 6th February, 2014 in pursuance to the Finance Division's Office Memorandum No. 7(9)R-1/2012 Dated: 31st May, 2013
 2. Declare the indifference of the Respondents regarding extending the benefits of the pay protection to the gazetted contract employees on their regularization/regular appointment as un-lawful, void ab-initio, and against Article 04, 25, 27 and 38(e) of the Constitution of Islamic Republic of Pakistan 1973 keeping in view the fact that the Government of Pakistan Finance Division (Regulation Wing) has already extended same benefits to the gazetted contract employees on their regularization/appointment on regular basis vide Office Memorandum F.NO.4(2)R-2/2014-241 Dated: 20th September, 2016
 3. Direct the Respondents to grant pay protection to the Petitioner for his previous service in the project namely "Computerization of Driving license and Ticketing System" in the Science and Information Technology Department Khyber Pakhtunkhwa from 22/07/2006 to 10/12/2010 keeping in view the probity that the petitioner got his appointment as "Data Base Administrator" (BPS-17) in the Police Department Khyber Pakhtunkhwa through Khyber Pakhtunkhwa Public Service Commission on 10/12/2010

ATTESTED

EXAMINER
Peshawar High Court

4. Any other relief may also be awarded in favor of the petitioner

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INTERIM RELIEF:

By the way of interim relief, the Respondents may be directed not to take any adverse action against the petitioner till the final disposal of the instant writ petition

Petitioner

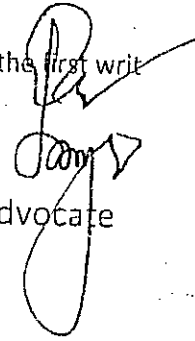
Through



(Mian Muhammad Imran)
Advocate High Court
BC-13-4213

Certificate:

As per instruction of my client (petitioner), this is the first writ petition having the same subject-matter.



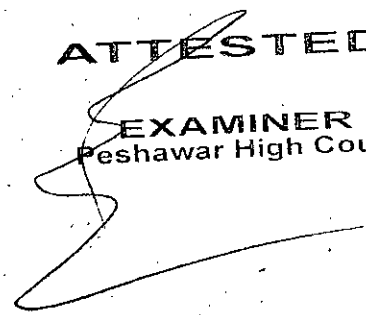
Advocate

List of Books:

1. Constitution of Islamic Republic of Pakistan 1973
2. Any other book as per need

ATTESTED

EXAMINER
Peshawar High Court



PESHAWAR HIGH COURT, PESHAWAR

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ORDER SHEET

Date of Order of Proceedings	Order or other Proceedings with Signature of Judge.
1	2
06.05.2020	<p><u>W.P No.2491-P/2020.</u></p> <p>Present: Mian Muhammad Imran, Advocate for the petitioner.</p> <p align="center">***</p> <p><u>MOHAMMAD IBRAHIM KHAN, J:</u> Learned counsel for the petitioner has come up with the request that if the respondents are directed to dispose of the appeal pending before such office, he will withdraw this petition. As such on accord of request of learned counsel for the petitioner, this petition is dismissed as withdrawn and the respondents may decide the appeal pending before them within one month positively.</p> <p><i>Announced</i> Dt. 06.05.2020</p> <p align="right">JUDGE</p> <p align="right">JUDGE</p>

41037

No. _____

Date of Presentation of Application. 30/6/2020

No of Pages 77

Copying fee _____

Total 26

Date of Preparation of Copy 30/6/2020

Date of Delivery of copy 30/6/2020

(M.Fiaz) *D.B* Hon'ble Mr. Justice Mohammad Ibrahim Khan, J
 Hon'ble Mr. Justice S.M Attique Shah, J

-ENTRUSTED TO BE TRUE COPY-

Peshawar High Court, Peshawar
 Quoted under Article 67 of
 the Qanun-e-shahadat Order 1988

30 JUN 2020

VAKALATNAMA

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

_____ OF 2020

Muhammad Aftab

(APPELLANT)
(PLAINTIFF)
(PETITIONER)

VERSUS

Police Deptt.

(RESPONDENT)
(DEFENDANT)

I/We Muhammad Aftab

Do hereby appoint and constitute **NOOR MOHAMMAD KHATTAK, Advocate, 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 cost. 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.

Dated. ____/____/2020

Aftab

CLIENT

A
ACCEPTED

NOOR MOHAMMAD KHATTAK

KAMRAN KHAN

Mir Zaman Safi
MIR ZAMAN SAFI

&

Afrasiab Khan Wazir
AFRASIAB KHAN WAZIR
ADVOCATES

OFFICE:

Flat No.4, 2nd Floor, Juma Khan
Plaza, near FATA Secretariat,
Warsak Road, Peshawar.
Mobile No.0345-9383141

BEFORE THE HONORABLE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR

Service Appeal No. 9599/ 2020.

Muhammad Aftab Deputy Director IT/ CTD HQrs: KPK etc..... (Appellant)

VERSUS

Govt: of KP through Chief Secretary KPK etc..... (Respondents)

SUBJECT: **PARA-WISE COMMENTS BY RESPONDENTS NO. 1 TO 4.**

RESPECTFULLY SHEWETH:

PRELIMINARY OBJECTIONS:-

- a) That the appeal is not based on facts.
- b) That the appellant has got no cause of action and locus standi to file present appeal.
- c) That the appeal is bad for non-joinder and miss-joinder of necessary parties.
- d) That the appellant is estopped by his own conduct to file the present appeal.
- e) That the appellant has not come to this Honorable Tribunal with clean hands.
- f) That the appellant has wrongly invoked the Jurisdiction of this Honorable Tribunal.
- g) That during contract period i.e. 22.07.2006 to 09.01.2011, the appellant was not a civil servant under the Khyber Pakhtunkhwa Civil Servants, Act, 1973 and Civil Servants (Appointment, Promotions and Transfer) Rules, 1989.

FACTS:-

1. Pertains to record of Information & Technology, Department of Khyber Pakhtunkhwa. During service in the said department, he was contract/ fixed pay employee.
2. Pertains to record of Information & Technology, Department of Khyber Pakhtunkhwa but the said service was purely on contract basis/ fixed pay and he was not regular civil servant under the ibid act/ rules.

3. Correct to the extent that on the requisition of Police Department, Khyber Pakhtunkhwa, Public Service Commission had advertised the Posts of Database Administrator.
4. Correct to the extent that the appellant has directly applied to Khyber Pakhtunkhwa, Public Service Commission for the said post and on the recommendations of Secretary, Public Service Commission, appellant was appointed as Database Administrator (BPS-17), purely on temporary basis in Khyber Pakhtunkhwa, Police vide Notification No. 27455/ E-III, dated 10.12.2010. Copy enclosed as Annexure "A".
5. As explained above hence needs no comments.
6. Correct to the extent that appellant submitted Charge Assumption Report on 10.01.2011 (F/N) being first appointee in Police Department.
7. Incorrect. The appellant has remained employee of Directorate of Information Technology, Khyber Pakhtunkhwa, Peshawar purely on contract basis and during this period he was not regular civil servant under the rules therefore, the contract period/ pay could not be counted to the subsequent regular service in Police Department. Moreover the referred rules have no application on this case.
8. Pertains to record. Departmental appeal of the appellant is not based on cogent reasons being meritless. Contract service cannot be counted in subsequent regular service under the law/ rules.
9. Incorrect. The appellant has wrongly arrayed the respondents in false and malicious litigation through unsound Grounds.

GROUND:-

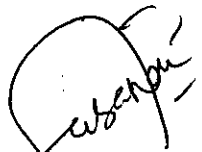
- A. Incorrect. Respondents have acted and performed their lawful duties in accordance with basic rules and policy of the Government. Previous contract/ pay could not be counted to subsequent regular service in Police department under the existing policy/ rules.
- B. Incorrect. Appellant has been treated in accordance with law/ rules and respondents have never violated any provision of the Constitution of Islamic Republic of Pakistan, 1973 while disposing the case of the appellant.
- C. Incorrect. Respondents have acted in fair, transparent manners while dealing the grievances of appellant. Under the law/ rules, contract employee is not a civil servant under the Khyber Pakhtunkhwa Civil

Servants Act, 1973 and the benefits of contract/ fixed pay services could not be considered in subsequent regular service in Police Department.

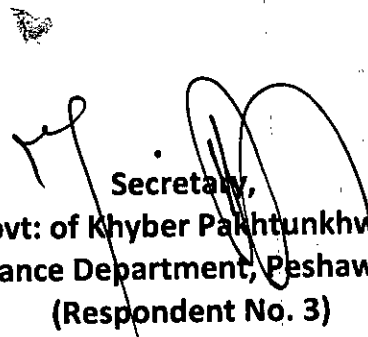
- D. Incorrect. As explained in the preceding Paras.
- E. Incorrect. That the demand of appellant regarding regularization of contract service is completely misleading and against the provision of Khyber Pakhtunkhwa, Civil Servant rules, 1973 and Khyber Pakhtunkhwa Civil Servants (Appointment, Promotions and Transfer) Rules, 1989.
- F. Incorrect. As explained above. Contract period of appellant in Information & Technology Department, Government of Khyber Pakhtunkhwa, Peshawar cannot be counted in subsequent regular service of Police Department.
- G. Incorrect. Appellant was contract/ fixed pay employee of Information & Technology Department and was not regular civil servant under the ibid Act and rules.
- H. Incorrect. As already explained in detail in preceding Paras. Pension Rules are not applicable to the contract service therefore, pay of contract period could not be counted towards subsequent regular service in Police Department.
- I. The respondents may be allowed to raise additional Grounds at the time of the instant Service Appeal.

PRAYERS:-

In view of the above narrated facts, it is, humbly prayed that the appeal is not being maintainable may kindly be dismissed with costs, please.



Chief Secretary,
Govt: of Khyber Pakhtunkhwa,
Peshawar.
(Respondent No. 1)



Secretary,
Govt: of Khyber Pakhtunkhwa,
Finance Department, Peshawar.
(Respondent No. 3)



Deputy Inspector General of Police,
CTD, Khyber Pakhtunkhwa ,
Peshawar.
(Respondent No. 4)



Inspector General of Police,
Khyber Pakhtunkhwa ,
Peshawar.
(Respondent No. 2)

BEFORE THE HONORABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 9599/ 2020.

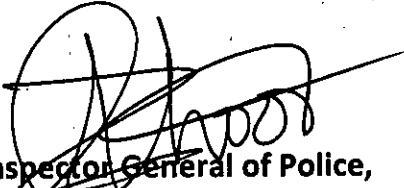
Muhammad Aftab Deputy Director IT/ CTD HQrs: KPK etc..... (Appellant)

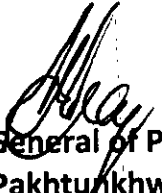
VERSUS

Govt: of KP through Chief Secretary KPK etc..... (Respondents)

AFFIDAVIT

We, the under mentioned respondents do here by solemnly affirm and declare on oath that the contents of reply submitted is correct and true to the best of our knowledge and believes and that nothing has been kept concealed from this Honorable Court.


Deputy Inspector General of Police,
CTD, Khyber Pakhtunkhwa ,
Peshawar.
(Respondent No. 4)


Inspector General of Police,
Khyber Pakhtunkhwa ,
Peshawar.
(Respondent No. 2)

The Worthy Inspector General of Police,
Khyber Pakhtunkhwa Peshawar.

Through Proper Channel

Subject: PAY PROTECTION

Sir,

With due respect it is submitted that I was appointed as Data base Administrator (BS-17) in Police Department through Public Service Commission vide Police Department Notification No 27455/E-III dated 10/12/2010 (Annexure-I). I join police Department on 10-01-2011.

Before appointment in police department I was serving as MIS Manager in the developmental Project titled "Computerization of Driving License and Ticketing System" reflected in the ADP of ST&IT department from 22 July 2006 to 09-01-2011. On joining the Police Department my salary was fixed in the first stage of BPS-17 without any pay protection which was my due right.

Finance division regulation wing Government of Pakistan issued notification/office memorandum time to time for gazetted and non-gazetted employees that the pay of contract employee on their regularization /appointment on regular basis should be protected which was adopted by government of Khyber Pakhtunkhwa (Annexure-II). On regularization of various projects in different departments of Pakhtunkhwa pay protection was granted to all contract employees from date of appointment (Annexure-III).

It is therefore requested that pay protection may kindly be granted of the project period i.e. from 22-07-2006 to 09-01-2011.

Thanks

Yours faithfully

(Muhammad Aftab)
Deputy Director-IT
CTD HQrs Peshawar

ATTESTED

SP-HBn

02-07-19