

11<sup>th</sup> May, 2023

on 23/05/2023  
Counsel was informed  
telephonically for the  
date fixed (01/06/23)  
Fazl  
Moharrir

SCANNED  
KPST  
Peshawar

1. The matter was fixed for 21.03.2023 but on that date because of non-availability of Bench it was adjourned on Note Reader. Thereafter, the office had not placed file before the Bench, therefore, we direct that let the parties be issued notices to argue it on 01.06.2023 before D.B.



(Kalim Arshad Khan)  
Chairman

\*Adnan Shah, P.A\*

1<sup>st</sup> June, 2023

1. Learned counsel for appellant present. Mr. Muhammad Jan, District Attorney alongwith Farhan Superintendent for respondents present.

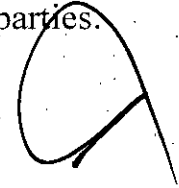
2. Learned counsel for appellant requested for adjournment in order to prepare the brief. Adjourned. To come up for arguments on 11.09.2023 before D.B. P.P given to the parties.

SCANNED  
KPST  
Peshawar



(Salah-Ud-Din)  
Member (J)

\*Mutazem Shah\*




(Kalim Arshad Khan)  
Chairman

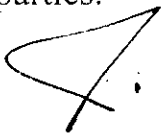
01.03.2023

Appellant alongwith clerk of his counsel present. Mr. Muhammad Jan, District Attorney for official respondents No. 1 to 3 present. Private respondents No. 6 & 8 also 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  
KFST  
Peshawar


  
(Fareeha Paul)  
Member (E)


  
(Salah-ud-Din)  
Member (J)

15<sup>th</sup> March, 2023

Appellant alongwith his counsel Mr. Inayat Ullah Khan, Advocate present. Mr. Asif Masood Ali Shah, Deputy District Attorney alongwith Mr. Atta-ur-Rehman, Administrative Officer on behalf of official respondents present. Mr. Adnan Aman, Advocate on behalf of private respondents No. 4, 6 to 8, 10 & 11 also present.


Arguments heard. To come up for consideration and order on 21.03.2023 before the D.B. Parcha Peshi given to the parties.

  
(Salah-ud-Din)  
Member (J)

  
(Kalim Arshad Khan)  
Chairman

21-3-23

Proper DB is on tour, therefore  
case is adjourned to 13-4-23

  
Reader

SCANNED  
KFST  
Peshawar

21.07.2022

Junior to counsel for appellant present.

Muhammad Riaz Khan Paindakheil, learned Assistant Advocate General alongwith Abdur Rehman Inspector for respondents present.

Former made a request for adjournment as senior counsel is busy before Hon'ble Peshawar High Court. Adjourned. To come up for arguments on 28.09.2022 before D.B.


  
(Fareeha Paul)  
Member(E)


  
(Rozina Rehman)  
Member (J)

28.09.2022

Appellant present through counsel. Naseer Ud Din Shah, learned Assistant Advocate General alongwith Salman Khan, H.C for respondents present.

Former requested for adjournment on the ground that he has not prepared the brief. Adjourned. To come up for arguments on 13.12.2022 before D.B

  
(Fareeha Paul)  
Member (E)

  
(Rozina Rehman)  
Member (J)

13.12.2022

Counsel for the appellant present.

Mr. Naseerud Din Shah, Assistant Advocate General for the respondents present.

Learned counsel for the appellant requested for adjournment in order to further prepare the brief. Granted. To come up for arguments on 01.03.2023 before the D.B.

  
(FAREEHA PAUL)  
Member(E)

  
(ROZINA REHMAN)  
Member (J)

SCANNED  
KPST  
Peshawar

30.05.2022

Appellant present through counsel.

Muhammad Adeel Butt, learned Additional Advocate General, alongwith Atta ur Rehman Administrative Officer for official respondents No. 1 to 3 present. Anwar Ali (private respondent No.4) present on behalf of other private respondents.

A request for adjournment was made on behalf of private respondents due to none availability of their counsel being elevated to the august Peshawar High Court. They are directed to engage a counsel by today and to produce him for arguments on the next date positively.

An application was submitted on behalf of appellant for placing on file different promotion orders of the private respondents which is allowed and all promotion orders be placed on file.

Another application was submitted on behalf of appellant that official respondents be directed to provide joint seniority list/up-gradation list for the year 2011, 2016, 2017 & 2018. Notice of this application was served upon representative of respondents as well as learned AAG (Muhammad Adeel Butt). They are directed to do the needful before the next date. To come up for arguments on 21.07.2022 before D.B.



(Fareeha Paul)  
Member(E)



(Rozina Rehman)  
Member (J)

12.11.2021

Appellant in person present.

Kabirullah Khattak, Adll: AG for official respondents and counsel for private respondents No. 4,6 to 8,10&11 present.

Appellant requested for adjournment on the ground that his counsel is busy before the Peshawar High Court, Peshawar. Adjourned. To come up for arguments on 21.02.2022 before D.B.



(Mian Muhammad)  
Member (E)



(Rozina Rehman)  
Member (J)

21.02.2022

Due to retirement of the Worthy Chairman, the Tribunal is defunct, therefore, case is adjourned to 30.05.2022 for the same as before.



Reader.

28.06.2021

Junior to counsel for appellant present.

Kabir Ullah Khattak learned Additional Advocate General alongwith Atta ur Rehman Administrative Officer for official respondents No. 1 to 3 present. Mr. Ijaz Sabi Advocate present and submitted wakalat nama in favor of private respondents No.4, 6 to 8, 10 & 11. Nemo for private respondents No. 5, 9, 12 to 14.

Written reply submitted on behalf of private respondents No. 4, 6 to 8, 10 & 11. Reply of private respondents No. 5, 9, 12 to 14 is not submitted, hence, they are placed ex-parte. Reply of official respondents No.1 to 3 is still awaited.

Junior to counsel for appellant submitted an application for restraining the official respondents No.1 to 3 not to promote private respondents No. 3 to 14. Notice of the said application was accepted by the representative of official respondents and counsel for private respondents No. 4, 6 to 8, 10 & 11.

Official respondents are required to submit reply of main appeal as well as reply on application within 10 days positively in office. Counsel for private respondents No.4, 6 to 8, 10 & 11 is also directed to furnish reply of the application for interim injunctive relief. If the reply ~~is~~ not submitted in office within stipulated time, the office shall submit the file with a report of non-compliance. File to come up for arguments on 12.11.2021 before D.B.



(Rozina Rehman)  
Member(J)

24.03.2021

Counsel for the appellant present. Preliminary arguments heard. Record perused.

Points raised need consideration. Instant appeal is admitted for regular hearing subject to all legal objections. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notice be issued to the respondents. To come up for written reply/comments on 28/06/2021 before S.B.

Appellant Deposited  
Security & Process Fee

25/3/21

(Rozina Rehman)  
Member (J)

27.10.2020

Appellant in person present.

Kabir Ullah Khattak learned Additional Advocate General alongwith Atta ur Rehman Administrative Officer for respondents present.

Representative of respondents made a request for adjournment to furnish record mentioned in order sheet dated 08.09.2020. Opportunity is granted. To come up for reply and preliminary hearing on 07.01.2021 before S.B.



(Rozina Rehman)  
Member (J)

07.01.2021

Mr. Inayatullah Khan, Advocate, for petitioner is present. Mr. Noor Zaman Khattak, District Attorney and Mr. Atta-ur-Rehman, Administrative Officer, for the respondents are also present.

Representative of the department submitted copies of group wise seniority lists of BPS-17 & BPS-18 Officers, which are placed on record. Learned counsel for appellant seeks time to examine the same. Adjourned to 24.03.2021 on which date file to come up for preliminary hearing/further proceedings before S.B.



(MUHAMMAD JAMAL KHAN)  
MEMBER (JUDICIAL)

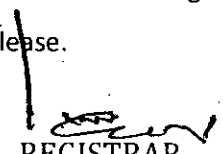

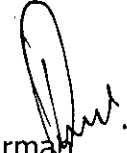


Form- A

# FORM OF ORDER SHEET

Court of \_\_\_\_\_

Case No.- 7960 /2020


1S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	16/07/2020	<p>The appeal of Mr. Muhammad Bilal Zia resubmitted today by Mr. Inayatullah Khan Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p> REGISTRAR</p>
2-	08.09.2020	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>08/09/2020</u></p> <p> CHAIRMAN</p> <p>Appellant alongwith counsel present.</p> <p>Notices be issued to respondents No. 2 &amp; 3 for production of record pertaining to group-wise seniority lists of BPS-17 and 18 officers on 27.10.2020 before S.B.</p> <p> Chairman</p>

SCANNED  
KPST  
Peshawar

The appeal of Mr. Muhammad Bilal Zai received to-day i.e. on 14.07.2020 is returned to the counsel for the appellant with the direction to submit 11 more copies/sets of the appeal along with annexures i.e. complete in all respect within 15 days.

No. 1655 /S.T,

Dt. 15-07/2020

  
Registrar  
Khyber Pakhtunkhwa  
Service Tribunal  
Peshawar

Mr. Inayatullah Khan Adv. Peh.

  
16-07-2020

BEFORE THE PROVINCIAL SERVICE TRIBUNAL, KPK, PESHAWAR.

S.A.No. \_\_\_\_\_/2020

**Muhammad Bilal Zia**..... Appellant


**Versus**

Govt. of K.P through Chief Secretary & others..... Respondents

**INDEX**

S.No.	Description of documents.	Annexure	Pages.
1.	Grounds of appeal.		1-12
2.	Affidavit.		13
3.	Application for condonation of delay		14
4.	Affidavit.		15
5.	Addresses of the parties.		16-17
6.	Copy of appointment order	A	18-19
7.	Copy of seniority list as stood on 31.12.2017	B	20-28
8.	Copy of notification dated 09.01.2018	C	29-30
9.	Copy of representation/ review dated 06.07.2018	C/1	31
10.	Copy of representation/ review dated 24.01.2019, against the proposed/ draft service rules	D	32-33
11.	departmental representation against the approved recruitment and promotion rules, 2019	E	34
12.	Copy of reminder dated 18.02.2020	F	35
13.	Copy of Recruitment Promotion Rules 2019	G	36-66
14.	Copy of order dated 02.07.2020	H	67
15.	Copy of objection petition dated 03.03.2020	I	68-69
16.	Copy of seniority list dated 20.02.2020	J	70
17.	Copy of office memorandum dated 03.07.2013.	K	71
18.	Copy of relevant extract of Rule 4-A Civil Servants (Seniority) Rules, 1993	L	72
19.	Copy of relevant extract of law.	M	73-74

S.No.	Description of documents.	Annexure	Pages.
20.	Copy of judgment dated 17.07.2012 of the Service Tribunal	N	75-79
21.	Copy of judgment of august Supreme Court dated 20.06.2013	O	80-84
22.	relevant extract of section 17 regarding seniority of K.P. Civil Servant Appointment and Transfer Rules, 1989	P	85-86
23.	Copy of self-made tabulation list	Q	87
24.	Copy of office order dated 23.07.2019 regarding the offices, directorates and branches of the Institute after promulgation of the ibid rules, 2019	R	88-89
25.	Other documents.		90-91
26.	Wakalatnama		92

Appellant  
Through   
**Inayat Ullah Khan**  
Advocate High Court  
LL.M (U.K)

Dated:

1

BEFORE THE PROVINCIAL SERVICE TRIBUNAL, KPK, PESHAWAR.

S.A.No. \_\_\_\_\_/2020

**Muhammad Bilal Zia** son of Shams-us-Din  
House No.C-11, Pakistan Forest Institute  
Peshawar University, Peshawar  
Presently working as Forest Geneticist, BS-18  
Pakistan Forest Institute, Peshawar..... Appellant

**Versus**

- 1) Govt. of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
- 2) Secretary to Govt. of Khyber Pakhtunkhwa, Forestry Environment and Wildlife, Civil Secretariat, Peshawar.
- 3) Director General, Pakistan Forest Institute, Peshawar.
- ~~4)~~ Anwar Ali, Forest Mensuration Officer, BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- ~~5)~~ Saz Muhammad, Forest Economist, BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- ~~6)~~ Zahid Rauf, Wood Seasoning Officer, BS-18 Pakistan Forest Institute Peshawar University, Peshawar
- ~~7)~~ Sanam Zareef, Forest Bio Chemist, BS-18, Pakistan Forest Institute Peshawar University, Peshawar.
- ~~8)~~ Naveed Ahmad, Forest Entomologist BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- ~~9)~~ Tanveer Hussain Wood Technologist, BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- ~~10)~~ Ahmad Zameer, Lecturer in Forestry, BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- ~~11)~~ Sohaib Ahmad, Lecturer in Forestry, BS-18 Pakistan Forest Institute Peshawar University, Peshawar.

- ~~12)~~ Nowsherwan Zareef, Assistant Silviculturist, BS-17, Pakistan Forest Institute Peshawar University, Peshawar.
- 13) Amir Shakeel, GIS Specialist BS-18, Pakistan Forest Institute Peshawar University, Peshawar.
- ~~14)~~ Khalid Hussain, Assistant Wood Technology Officer, BS-17, Pakistan Forest Institute Peshawar University, Peshawar.

..... Respondents

**APPEAL U/S 4 OF THE KHYBER  
PAKHTUNKHWA SERVICE TRIBUNAL  
ACT, 1974.**

Prayer:

On acceptance of this appeal, the Pakistan Forest Institute Recruitment and Promotion Rules, 2019 are violative of section 8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973, section 17 of the Amended Khyber Pakhtunkhwa (Appointment, Promotion and Transfer) Rules, 1989, Rule 4-A of the Civil Servants (Seniority) Rules, 1993, also violative of judgment of Hon'ble Khyber Pakhtunkhwa Services Tribunal, Peshawar passed in Appeal No.1146/2011 decided on 17.07.2012 in case titled Imran Aji, Research Officer ARI Tarnab v/s Director General Agriculture Research KP, Peshawar & others, and judgment of August Supreme Court passed in C.P.Nos.517-P, 551-P, 560-P of 2012 and 107-P/2013 where the Govt. Civil Petition against the judgment dated 17.07.2012 passed by the Hon'ble Tribunal was dismissed.

With further directions to the official respondents to ~~prepare a fresh joint/combine~~ seniority list of the Officers of Research Cadre irrespective of their functional groups/ Research Divisions in question strictly in accordance with Section 8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973, Section 17 of the Amended Khyber Pakhtunkhwa (Appointment, Promotion and Transfer) Rules, 1989, Rule 4-A of the Civil Servants (Seniority) Rules, 1993, judgments of Hon'ble Khyber Pakhtunkhwa Services Tribunal, Peshawar passed in Appeal No.1146/2011 decided on 17.07.2012 in case titled Imran Ali, Research Officer ARI Tarnab v/s Director General Agriculture Research KP, Peshawar & others, and judgment of august Supreme Court passed in C.P.Nos.517-P, 551-P, 560-P of 2012 and 107-P/2013 dated 20.06.2013:

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***Respectfully Sheweth;***

Brief facts giving rise to the instant appeal are as under:-

- 1) That the appellant was appointed was appointed on 09.02.2010 as Forest Geneticist (BS-18) in Pakistan Forest Institute, Peshawar.

Appellant also having the degree of M.Sc (Hons) and currently undertaking Ph.D in Forestry from University of Agriculture, Faisalabad.

(Copy of appointment order is Annex: "A").

- 2) That the appellant having more than 10 years experience in BPS-18 since his induction.

- 3) That according to combine seniority list of officers BS-16 and above Pakistan Forest Institute Peshawar as stood on 31.12.2017, the appellant was appearing at S.No.11 (BS-18) while private respondents No.4 to 14 are junior than the appellant.

(Copy of seniority list as stood on 31.12.2017 is Annex: "B").

- 4) That in pursuance of section 11-B of Khyber Pakhtunkhwa Civil Servant Act, 1973 (Khyber Pakhtunkhwa Act No.XVII of 1973), the devolved employees of the Federal Government, holding various posts in Federal Government entities, on regular basis, before commencement of the 18<sup>th</sup> Constitutional Amendment Act, 2010 (Act No.X of 2010) shall be deemed to be the civil servants of the province for all intent and purposes under the Act *ibid*.

It is pertinent to mention that according to this notification dated 09.01.2018 the appellant is appearing at S.No.13 while all the private respondents are appearing below in this list as per their combine seniority list already annexed in para No.3.

(Copy of notification dated 09.01.2018 is Annex: "C").

- 5) That prior to formulation of Pakistan Forest Institute Recruitment and Promotion Rules, 2019, the appellant made representation/ review to Director General Pakistan Forest Institute Peshawar through proper channel against the proposed/ Draft Service Rules of Pakistan Forest Institute having serious reservations/ objections *viz-a-viz* ~~his seniority and promotion rights~~ but no response was provided to him.

(Copy of representation/ review dated 06.07.2018 is Annex: "C/1")



In continuation to the representation/ review made to Director General PFI, the appellant also made departmental representation through proper channel to the Secretary Forestry Environment and Wildlife Department against the discriminatory, arbitrary, unfair proposed rules while challenging the vires of the same which are contrary to the seniority/ promotion rights guaranteed by the relevant laws on the subject but malafidely the same was kept pending and the Recruitment and Promotion Rules, 2019 were formulated vide Endst.No.SO (Estt) FE&WD/V-10/2019/3891-3904 dated 16.04.2019. The appellant also filed another Departmental Representation dated 15.05.2019 after approval of the Recruitment and Promotion Rules, 2019 followed by a reminder dated 18.02.2020 to decide the earlier representation as referred above but the same was responded at a belated stage vide order dated 02.07.2020. The representations were turned down in an arbitrary manner without assigning any reason or cause viz-a-viz the seniority and promotion rights of the appellant.

(Copy of representation/ review dated 24.01.2019, against the proposed/ draft service rules is Annex: "D" and departmental representation against the approved recruitment and promotion rules, 2019 is Annex: "E", while reminder dated 18.02.2020 is Annex: "F" and Recruitment Promotion Rules 2019 is Annex: "G" and order dated 02.07.2020 is Annex: "H").

- 6) That the appellant also preferred objection petition dated 03.03.2020 through proper channel against the tentative seniority list of Range Management Officer (BS-18) and Forest Geneticist (BS-18) in Pakistan Forest Institute Peshawar as stood on 31.12.2019 viz-a-viz his seniority/

promotion rights but the same has not been responded till date.

(Copy of objection petition dated 03.03.2020 is Annex: "I" while seniority list dated 20.02.2020 is Annex: "J").

- 7) That according to office memorandum dated 03.07.2013 issued by the Govt. of Pakistan Establishment Division Management Services Wing the process of adjustment/ absorption of civil servants belonging to devolved ministries/ divisions/ departments/ organizations who were adjusted temporarily in the Federal and Provincial Governments on deputation basis under section 10 of Civil Servants Act, 1973.

Under Rule 4-A of the Civil Servants (Seniority) Rules, 1993 in the event of merger of ministries, divisions, attached departments or subordinate offices, the inter-se seniority of civil servants, other than regularly constituted occupational groups and services shall be determined in accordance with the date of regular appointment to a cadre or post.

(Copy of office memorandum dated 03.07.2013 is Annex: "K" while copy of relevant extract of Rule 4-A Civil Servants (Seniority) Rules, 1993 is Annex: "L").

- 8) That appellant feeling aggrieved because of the arbitrary acts of respondents by non-consideration of his departmental representations dated 24.01.2019, 15.05.2019, reminder dated 20.02.2020 and objection petition dated 03.03.2020 against the tentative seniority list dated 20.02.2020 viz-a-viz his seniority and promotion rights having no other alternate remedy but constrained to file this service appeal against the recruitment and

promotion rules, 2019 due to which the appellant's seniority and promotion rights were adversely affected as private respondents No.4 to 14 being juniors to the appellant would get rapid promotions on the basis of illegally converting a joint seniority list as referred to para-3 (Annex: "B") to make group/ division-wise seniority lists of the officers.

GROUND OF APPEAL:

- a. That the Recruitment and Promotion Rules, 2019 having no legal sanctity in the eyes of law and also against the vested seniority and promotion rights of the appellant otherwise available to him under section 8 of Khyber Pakhtunkhwa Civil Servants Act, 1973.

It is pertinent to refer section 8(3)(4) of Khyber Pakhtunkhwa Civil Servants Act, 1973 for ready reference of this Hon'ble Tribunal.

"Section 8 Seniority.... (1) .....

2) .....

(3) Seniority on initial appointment to a service [cadre] or post shall be determined as may be prescribed.

(4) Seniority in a post, service or cadre to which a civil servant is promoted shall take effect from the date of regular appointment to that post.

**Provided that civil servants who are selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter-se seniority as in the lower post].**

(Copy of relevant extract of law is Annex: "M").

- b. That in a similar situation the Hon'ble Khyber Pakhtunkhwa Service Tribunal authoritatively observed in S.A.No.974/2011 titled as "Muhammad Hussain v/s Chief Secretary KP and others" decided on 17.07.2012 in the following manner, which is reproduced in verbatim for ready reference of this Hon'ble Tribunal.

"The Tribunal observes that groups constituted are meant for efficient working and are not separate cadres, the groups are not subject related and does not have specific criteria/requirements and are optional. The matter of seniority of civil servants is regulated under section 8 of Khyber Pakhtunkhwa Civil Servants Act, 1973 and section 17 (amended) of the Khyber Pakhtunkhwa (Appointment, Promotion and Transfer) Rules, 1989, according to which the inter-se seniority of civil servants in a certain cadre to which promotion is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment/ promotion of the civil servants in the lower post. Vide judgment dated 20.05.2001, the Hon'ble Peshawar High Court accepted writ petition No.81/2002, No.437/2002 and 279/2003 set aside the impugned orders with direction to respondent department to prepare a fresh joint list of Senior Research Officers irrespective of their functional group and seniority within the group and to undertake fresh process for filling of posts in question strictly in accordance with the

Khyber Pakhtunkhwa Agriculture Department (Recruitment and Appointment) Rules, 1981 with reference to Schedule-I for the appointment of Director/ Coordinator Agriculture Research. The decision of S&GAD in the case of M/S Dilrosh and Tasleem Jan also supports appellant's case. The tribunal in view of the above accepts the appeal to this extent whereas in case of prescribing specific qualifications for BPS-18 (Ph.D in this case) is the prerogative of the government as it deems fit for initial recruitment"

It is pertinent to mention that the Govt. filed Civil Petition against the judgment dated 17.07.2012 passed by Hon'ble K.P. Services Tribunal which was dismissed by the august Supreme Court vide judgment dated 20.06.2013.

(Copy of judgment dated 17.07.2012 of the Service Tribunal is Annex: "N" while judgment of august Supreme Court dated 20.06.2013 is Annex: "O" and relevant extract of section 17 regarding seniority of K.P. Civil Servant Appointment and Transfer Rules, 1989 is Annex: "P").

- c. That Pakistan Forest Institute Recruitment and Promotion Rules, 2019 having no legal sanctity in the eyes of law for the reason that it is unknown that under what authority of law the ibid rules have been made since there is no supportive Act which may be cited in reference to the rules.

It is also settled law that self-made rules made by the department cannot override the statutory provisions of

section 8 of Khyber Pakhtunkhwa Civil Servants Act, 1973, Section 17 of Appointment, Promotion and Transfer Rules, 1989, Rule 4-A of the Civil Servants (Seniority) Rules, 1993.

- d. That vested right of seniority/ promotion of the appellant cannot be taken away in an arbitrary manner alien to law with help of illegal PFI Recruitment and Promotion Rules, 2019 to convert a joint seniority list into group/ division-wise seniority lists because of which respondents No.4 to 14 being juniors to the appellant cannot get seniority over him, which factum is not only violative of the service rules but also the Constitutional guarantees provided under the Constitution of Pakistan, 1973.

It is pertinent to annex self-made tabulation regarding group/ division-wise seniority for proper assistance of this Hon'ble Tribunal.

(Copy of self-made tabulation list is Annex: "Q" while office order dated 23.07.2019 regarding the offices, directorates and branches of the Institute after promulgation of the ibid rules, 2019 is Annex: "R").

- e. That according to the combine seniority list as stood on 31.12.2017 the appellant having legitimate expectations to be promoted to the post of Director BS-19 upon the promotion or retirement of Mr. Ayaz Khan, Director Forestry Research Division in year 2021. However, the appellant's seniority/ promotion would be adversely affected because of the group/ division-wise seniority lists made after promulgation of PFI Recruitment and Promotion Rules, 2019 as respondents No.4 to 14 being juniors to the

appellant would get rapid promotion to the posts of Directors (BS-19) and Additional Directors General (BS-20), which is utterly violative of the seniority rules as referred above.

- f. That appellant seeks permission to raise additional grounds at the time of arguments.

Keeping in view the aforesaid submissions, it is, therefore, humbly prayed that on acceptance of this appeal, the Pakistan Forest Institute Recruitment and Promotion Rules, 2019 are violative of section 8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973, section 17 of the Amended Khyber Pakhtunkhwa (Appointment, Promotion and Transfer) Rules, 1989, Rule 4-A of the Civil Servants (Seniority) Rules, 1993, also violative of judgment of Hon'ble Khyber Pakhtunkhwa Services Tribunal, Peshawar passed in Appeal No.1146/2011 decided on 17.07.2012 in case titled Imran Ali, Research Officer ARI Tarnab v/s Director General Agriculture Research KP, Peshawar & others, and judgment of August Supreme Court passed in C.P.Nos.517-P, 551-P, 560-P of 2012 and 107-P/2013 where the Govt. Civil Petition against the judgment dated 17.07.2012 passed by the Hon'ble Tribunal was dismissed.


With further directions to the official respondents to prepare a fresh joint/ combine seniority list of the Officers of Research Cadre irrespective of their functional groups/ Research Divisions in question strictly in accordance with Section 8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973, Section 17 of the Amended Khyber Pakhtunkhwa (Appointment, Promotion and Transfer) Rules, 1989, Rule

4-A of the Civil Servants (Seniority) Rules, 1993, judgments of Hon'ble Khyber Pakhtunkhwa Services Tribunal, Peshawar passed in Appeal No.1146/2011 decided on 17.07.2012 in case titled Imran Ali, Research Officer ARI Tarnab v/s Director General Agriculture Research KP, Peshawar & others, and judgment of august Supreme Court passed in C.P.Nos.517-P, 551-P, 560-P of 2012 and 107-P/2013 dated 20.06.2013

Any other relief to whom the appellant found entitled may also be granted.

  
Appellant

Through

  
**Inayat Ullah Khan**  
Advocate High Court  
LL.M (U.K)

Dated: 11.07.2020



BEFORE THE PROVINCIAL SERVICE TRIBUNAL, KPK, PESHAWAR.

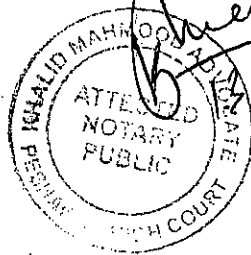
S.A.No. \_\_\_\_\_/2020

**Muhammad Bilal Zia**..... Appellant**Versus**

Govt. of K.P through Chief Secretary &amp; others..... Respondents

**AFFIDAVIT**

I, **Muhammad Bilal Zia** son of Shams-us-Din House No.C-11, Pakistan Forest Institute Peshawar University, Peshawar Presently working as Forest Geneticist, BS-18 Pakistan Forest Institute, Peshawar do hereby affirm and declare on oath that the contents of the Appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.



Deponent

BEFORE THE PROVINCIAL SERVICE TRIBUNAL, KPK, PESHAWAR.

S.A.No. \_\_\_\_\_/2020

**Muhammad Bilal Zia**..... Appellant

**Versus**



Govt. of K.P through Chief Secretary & others..... Respondents

**APPLICATION U/S 5 OF THE LIMITATION ACT FOR  
CONDONATION OF DELAY IN FILING OF APPEAL.**

*Respectfully Sheweth;*

- 1) That the above noted appeal is being filed today before this Hon'ble Services Tribunal in which next date is yet to be fixed.
- 2) That apparently there is no delay in filing this service appeal as the period relating to month of March and April due to pandemic of covid-19.
- 3) That even otherwise there are judgments of the apex court reported in PLD 2003 SC 724 (k) that litigant should not be non-suited on the basis of technicalities including limitation and there lis be decided on merits.
- 4) That in fact there is no delay in filing of this service appeal, however, this application is being filed as a precautionary measure not to adversely affect the rights of appellant on merits of the case.

It is, therefore, prayed that on acceptance of this application, the delay, if any, caused in filing of appeal may very graciously be condoned.

Appellant   
Through   
**Inayat Ullah Khan**  
Advocate High Court  
LL.M (U.K)

BEFORE THE PROVINCIAL SERVICE TRIBUNAL, KPK, PESHAWAR.

S.A.No. \_\_\_\_\_/2020

**Muhammad Bilal Zia**..... Appellant

**Versus**

Govt. of K.P through Chief Secretary & others..... Respondents

**AFFIDAVIT**

I, **Muhammad Bilal Zia** son of Shams-us-Din House No.C-11, Pakistan Forest Institute Peshawar University, Peshawar Presently working as Forest Geneticist, BS-18 Pakistan Forest Institute, Peshawar do hereby affirm and declare on oath that the contents of the Application are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

*(Signature)*  
7-7-2020  
ATTAUDDIN  
NOTARY  
PUBLIC  
PESHAWAR

*(Signature)*  
Deponent

BEFORE THE PROVINCIAL SERVICE TRIBUNAL, KPK, PESHAWAR.

S.A.No. \_\_\_\_\_/2020

**Muhammad Bilal Zia**..... Appellant

**Versus**

Govt. of K.P through Chief Secretary & others..... Respondents

ADDRESSES OF THE PARTIES

APPELLANT:

**Muhammad Bilal Zia** son of Shams-us-Din  
House No.C-11, Pakistan Forest Institute  
Peshawar University, Peshawar  
Presently working as Forest Geneticist, BS-18.  
Pakistan Forest Institute, Peshawar

RESPONDENTS:

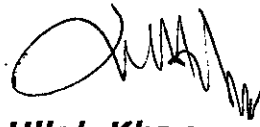
- 1) Govt. of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
- 2) Secretary to Govt. of Khyber Pakhtunkhwa, Forestry Environment and Wildlife, Civil Secretariat, Peshawar.
- 3) Director General, Pakistan Forest Institute, Peshawar.
- 4) Anwar Ali, Forest Mensuration Officer, BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- 5) Saz Muhammad, Forest Economist, BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- 6) Zahid Rauf, Wood Seasoning Officer, BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- 7) Sanam Zareef, Forest Bio Chemist, BS-18, Pakistan Forest Institute Peshawar University, Peshawar.
- 8) Naveed Ahmad, Forest Entomologist BS-18, Pakistan Forest Institute Peshawar University, Peshawar

17

- 9) Tanveer Hussain Wood Technologist, BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- 10) Ahmad Zameer, Lecturer in Forestry, BS-18, Pakistan Forest Institute Peshawar University, Peshawar
- 11) Sohaib Ahmad, Lecturer in Forestry, BS-18 Pakistan Forest Institute Peshawar University, Peshawar.
- 12) Nowsherwan Zareef, Assistant Silviculturist, BS-17, Pakistan Forest Institute Peshawar University, Peshawar.
- 13) Amir Shakeel, GIS Specialist BS-18, Pakistan Forest Institute Peshawar University, Peshawar.
- 14) Khalid Hussain, Assistant Wood Technology Officer, BS-17, Pakistan Forest Institute Peshawar University, Peshawar.

  
Appellant

Through

  
**Inayat Ullah Khan**  
Advocate High Court  
LL.M (U.K)

No. F.2 (7) /2006-Admn-III-PFI

Islamabad, the 28/12/2010

MEMORANDUM

Subject:- RECRUITMENT TO THE POST OF FOREST GENETICIST (BS-18), PAKISTAN FOREST INSTITUTE, PESHAWAR, MINISTRY OF ENVIRONMENT ISLAMABAD

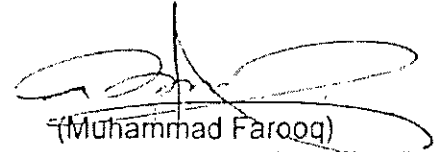
Having been selected by Federal Public Service Commission, Mr. Muhammad Bilal Zia, is offered temporary appointment to the post of Forest Geneticist (BS-18), in Pakistan Forest Institute, Peshawar, Ministry of Environment on the following terms and conditions:-

- i. The post of Forest Geneticist (BS-18), carries a pay scale of Rs. 12910-930-31510 plus usual allowances admissible under the existing Federal Government Rules.
- ii. The appointment will be temporary and Mr. Muhammad Bilal Zia will be on probation for a period of one year with effect from the date he joins duty. The period will be extendable by order either before or after its termination by a further period not exceeding one year, provided, that if no order has been made by the day following the termination of either of the aforementioned probationary periods, the appointment shall be deemed to be held until further orders.
- iii. His services are liable to termination at any time without assigning any reason, by giving a notice in writing from either side for a period of not less than fourteen days or payment in lieu of the notice of a sum equivalent to his pay for fourteen days or for the period by which the notice falls short of fourteen days.
- iv. His appointment will subject to him being declared medically fit on such medical examination as may be necessary under the Rules and subject to verification of his documents / certificates including domicile, character and antecedents and submission of an undertaking on prescribed form and character certificates.
- v. The appointment will not confer on him any title or claim for permanent retention in the Department.
- vi. No TA/ DA will be paid to him for joining the appointment.
- vii. He is liable to serve any where in Pakistan.
- viii. He will have to submit the following undertakings:
  - c. If he is married with a foreign national, he will not be eligible for appointment to the post but if he is married with an Indian Nationality after obtaining the permission of the government he shall be eligible for appointment.

~~He will be governed by the rules as contained in the Civil Servants Act 1973 as amended from time to time.~~

Important

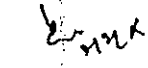
2. In case the above terms and conditions are acceptable to Mr. Muhammad Bilal Zia he may report for duty within 14 days to the Pakistan Forest Institute, Peshawar failing which the offer will be treated as cancelled.

  
(Muhammad Farooq)  
Section Officer (Admn-III)  
28/11/2010

Mr. Muhammad Bilal Zia  
H.No. 62-C, Canal View Town,  
Pak Pattan Chowk,  
Sahiwal  
Ph: 0321-7207353

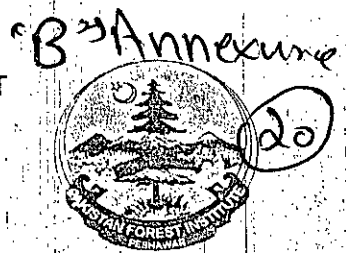
Copy for information to:-

- ✓ 1. D.G., PFI, Peshawar
2. Mr. Muhammad Khalil, Deputy Director (FS), FPSC, Islamabad, w.r.t their letter No. F.4-225/2008-R(FS-II), dated 26<sup>th</sup> January, 2010.
3. Personal File.

  
DS(1)



GOVERNMENT OF KHYBER PAKHTUNKHWA  
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT  
PAKISTAN FOREST INSTITUTE, PESHAWAR  
Ph: +92 91 9221224, 9216995, Fax: +92 91 9221233



(SAY NO TO CORRUPTION)

No. 681 /F.V(03)-Estt

Dated 2-15-2018

To

- i. All Directors,
- ii. Media Officer,  
Pakistan Forest Institute  
Peshawar

Subject: **SENIORITY LIST**

Dear Sir,

I am directed to refer to above cited subject and find enclosed herewith seniority list of BPS-16 & Above officers of Pakistan Forest Institute (PFI), Peshawar as it stood on 1<sup>st</sup> December 2017 for further circulation to the concerned officers working under your supervision to check and sign against their particulars and returned the same to this office within a week time positively for further necessary action accordingly.

Yours sincerely

Administrative Officer (G)

Cc:

APS to DG, PFI, Peshawar.

Pl: Discuss  
for PFI  
8/15/18



**GRADATION LIST OF THE OFFICER OF BS-16 AND ABOVE**  
**PAKISTAN FOREST INSTITUTE, PESHAWAR, AS STORED ON 31-12-2017**

S.No:	Name, Designation and qualification	Date of Birth	Date of Entry into Govt. Service	Date of Entry in Govt. Service (16 & above)	Date of regular appointment to present post	Remarks	Signature
	<b>BS-20</b>						
1	<b>Director General</b> Hakim Shah M.Sc. (Forestry) M.Sc. Economics, M.Phil (Economics)	1-04-1959	30-05-1985	30-05-1985 (BS-17) 18-09-1999 (BS-18) 25-02-2009 (BS-19)	18-01-2016		
	<b>BS-19</b>						
1	<b>Director Biological Sciences Research Division</b> Dr. Nasar Iqbal, Ph.D. Horticulture (Agriculture)	01-03-1966	16-01-1990	16-01-1990 (BS-17)	12-03-2005	on long leave until 18-06-2011, and absent from duty since 19-06-2011. The disciplinary proceeding against him is under process in Cabinet Division, Islamabad.	
2	<b>Director Forestry Research Division</b> Mr. Ali Gohar,					On deputation from Forest Department	✓
3	<b>Director, Biodiversity</b>	1-4-1964	1-10-1987	1 <sup>10</sup> / <sub>1987</sub>	29/9/2017 (BS-16)	On deputation from Wildlife Department	
4	<b>Director Forest Product Research Division</b> Post Vacant	-	-	-	-	-	
5	<b>Director Forest Education Division</b> Post Vacant	-	-	-	-	-	
6	<b>Director, NTFP</b> Post Vacant	-	-	-	-	-	
	<b>BS-18</b>						
1	<b>Medical Officer</b> Dr. Ainul Hussain, M.B.B.S	1-03-1962	01-10-1991	1-10-1991 (BS-17)	14-10-2002	-	

S.No.	Name, Designation and qualification	Date of Birth	Date of Entry into Govt. Service	Date of Entry in Govt. Service (16&above)	Date of regular appointment to present post	Remarks	Signature
2	<u>Senior Research Officer (Silkworm Pathology)</u> Dr. Ghulam Ali Bajwa, M.Sc (Hon) Agriculture, Entomology Ph.D. (Forestry)	10-01-1964	3-10-1991	3-10-1991 (BS-17)	17-10-2003	-	
3	<u>Forest Chemist</u> Mr. Tanveer Ahmed Quershi, M.Sc (Chemistry)	16-08-1960	15-09-1985	15-09-1985 (BS-17)	26-02-2004	Seniority Fixed under clause 6 of seniority rules 1993	
4	<u>Assistant Professor of Forestry</u> Mr. Ghayyas Ahmed, M.Sc (Forestry)	10-09-1966	1-04-1992	1-04-1992 (BS-17)	13-12-2007	Seniority Fixed under clause 6 of seniority rules 1993	
5	<u>Logging Officer</u> Mr. Ghulam Mustafa Nasir, M.Sc (Botany)	20-10-1960	29-05-1985	29-05-1985 (BS-17)	30-12-2008	Seniority Fixed under clause 6 of seniority rules 1993	
6	<u>Assistant Professor of Forestry</u> Dr. Memoona Wali Muhammad, M.Sc (Forestry) Ph.D. (Forest Management) from Malaysia	26-4-1968	03-03-1992	03-03-1992 (BS-17)	30-12-2008	Seniority Fixed under clause 6 of seniority rules 1993	
7	<u>Senior Research Officer</u> Mr. Ayaz Khan Marwat, M.Sc (Forestry), M.A (Economics)	7-04-1961	1-06-1985	1-06-1985 (BS-16) 10-11-2003 (BS-17)	30-12-2008 (BS-18)	Seniority Fixed under clause 6 of seniority rules 1993	
8	<u>Wildlife Management Specialist</u> Mr. Muhammad Muslim, M.Sc (Hon) Agriculture, M.Sc (Forestry)	1-05-1961	19-05-1985	19-05-1985 (BS-16) 10-11-2003 (BS-17)	28-07-2008 (BS-18)	Seniority Fixed under clause 6 of seniority rules 1993	
9	<u>Range Management Officer</u> Mr. Ashaeer Farooq, M.Sc. (Forestry)	02-08-1973	20-12-2005 (as SDFO in Punjab Forest Dept. (BS-17)	20-12-2005 (as SDFO in Punjab Forest Department (BS-17)	30-09-2008 (BS-18) (PFI)	Seniority Fixed under clause 6 of seniority rules 1993	

22

Appellant →

Private Respondents:

S.No.	Name, Designation and qualification	Date of Birth	Date of Entry into Govt. Service	Date of Entry in Govt. Service (16 & above)	Date of regular appointment to present post	Remarks	Signature
10.	<b>Deputy Director (Technical)</b> Muhammad Atif Majeed, M.Sc. (Forestry)	15-04-1972	16-06-1997	16-06-1997	03-02-2010 (PFI)	Seniority Fixed under clause 6 of seniority rules 1993	
11	<b>Forest Geneticist</b> Mr. Muhammad Bilal Zia, M.Sc. (Hons) PB&G	10-01-1976	09-02-2010	09-02-2010	09-02-2010		
12	<b>Central Silviculturist</b> Mr. Aurangzeb Ashraf Awan, M.Sc. (Forestry) B.Sc. (Hons) Agriculture	16-05-1966	02-05-1995 (as SDFO in Punjab Forest Department)	02-05-1995 (as SDFO in Punjab Forest Department)	09-08-2010 (PFI)	On deputation against the post of Assistant Inspector General, IGF Office, Islamabad	
13	<b>Forest Mensuration Officer</b> Mr. Anwar Ali, M.Sc. (Forestry), MS (Climate Change)	05-01-1977	14-11-2006	14-11-2006	24-11-2010	On acting charge basis	
14	<b>Watershed Management Specialist</b> Post Vacant					-	
15	<b>Senior Research Officer</b> Post Vacant					-	
16	<b>Forest Botanist</b> Post Vacant					-	
17	<b>Forest Pathologist</b> Post Vacant					-	
18	<b>Wood Seasoning &amp; Preservation Officer</b> Post Vacant					-	
19	<b>Extension Specialist</b> Post Vacant					-	
20	<b>Soil Chemist</b> Post Vacant					-	
21	<b>Forest Entomologist</b> Post Vacant					-	
22	<b>Assistant Professor of Forestry</b> 021 Posts Vacant					-	
23	<b>Medicinal Plant Botanist</b> Post Vacant					-	

23

S.No.	Name, Designation and qualification	Date of Birth	Date of Entry into Govt. Service	Date of Entry in Govt. Service (16&above)	Date of regular appointment to present post	Remarks	Signature
24	Forest Economist Post Vacant						
25	Senior Pulp & Paper Officer Post Vacant						
26	Senior Research Officer (Silk Worm Breeding) Post Vacant						
	<del>BS-17</del>						
1.	<u>Assistant Forest Economist</u> Mr. Saz Muhammad, M.A. Economics	14-04-1961	17-05-1987 18-05-2004 (PFI)	25-04-1992	25-04-1992		
2.	<u>Bio Chemist</u> Mst. Sanam Zarif, M.Sc. Chemistry	11-10-1980	05-08-2005	05-08-2005	05-08-2005		
3.	<u>Lady Medical Officer</u> Mst. Qudsia Khanum, M.B.B.S	05-04-1975	02-08-2004 M/O (PW)	04-07-2007 (BS-17) PFI	04-07-2007 (BS-17) PFI		
4.	<u>Assistant Silviculturist</u> Mr. Nowsherwan Zarif, M.Sc. (Forestry)	24-10-1982	20-12-2005 (as SDFO in Punjab Forest Dept. (BS-17)	06-09-2007	06-09-2007	On study Leave	
5.	<u>Executive Officer</u> Mr. Zahid Mehmood, M.Sc. (Forestry)	06-10-1969	11-09-2007	11-09-2007	11-09-2007		
6.	<u>Lecturer in Forestry</u> Dr. Muhammad Nawaz Rajpar, M.Sc. (Hons) (Fresh Water Biology & Fisheries, M.Sc (Forestry). Ph.D. (Wildlife Management) from Malaysia	05-01-1975	03-10-2000	03-10-2000 (BS-16)	14-09-2007	The officer has been absent from duty and disciplinary proceeding against him is under process	
7.	<u>Assistant Wood Technologist</u> Mr. Tanvir Hussain, M.Sc (Botany), M. Phil (Molecular Biology)	26-01-1975	08-11-2007	08-11-2007	08-11-2007		

25

S.No.	Name, Designation and qualification	Date of Birth	Date of Entry into Govt. Service	Date of Entry in Govt. Service (16&above)	Date of regular appointment to present post	Remarks	Signature
8.	<u>Assistant Forest Entomologist</u> Mr. Naveed Ahmed M.Sc (Hons) Agriculture, Entomology	16-02-1973	06-12-2007	06-12-2007	06-12-2007		
9.	<u>Assistant Composite Wood Officer</u> Mr. Ghansham Das M.Sc. (Chemistry)	19-10-1978	14-01-2008	14-01-2008	14-01-2008	The officer concerned has been filed a CPLA in August Supreme Court, Islamabad against his repatriation order	
10.	<u>Assistant Wood Seasoning Officer</u> Mr. Zahid Rauf BS 4 years (Chemistry) M. Phil (Chemistry)	03-02-1984	30-09-2010	30-09-2010	30-09-2010		
11.	<u>Assistant Wood Technology Officer</u> Mr. Khalid Hussain B.Sc. (Hons), M.Sc (Botany)	01-01-1978	20-04-2011 (PFI)	20-04-2011 (PFI)	20-04-2011		
12.	<u>Lecturer in Forestry</u> Mr. Ahmed Zamir M.Sc. (Forestry)	20-11-1983	20-05-2011 (PFI)	20-05-2011 (PFI)	20-05-2011		
13.	<u>Lecturer in Forestry</u> Mr. Sohaib Ahmed M.Sc (Forestry), Master of Philosophy, (Forestry and Range Management)	19-04-1982	26-05-2011 (PFI)	26-05-2011 (PFI)	26-05-2011		
14.	<u>Superintendent</u> Mr. Atta-ur-Rehman B.Sc.	14-04-1963	29-11-1989	07-03-2009	20-05-2014		
15.	<u>Superintendent</u> Mr. Yousaf Shah M.Sc. Economics	24-04-1965	30-11-1989	07-03-2009	20-05-2014		
16.	<u>Research Officer (Watershed Sociology)</u> Vacant	-	-	-	-		
17.	<u>Plant Physiologist</u> Post Vacant	-	-	-	-		
18.	<u>Superintendent</u> Post Vacant	-	-	-	-		
19.	<u>Assistant Economic Botanist</u>	-	-	-	-		

25

S.No.	Name, Designation and qualification	Date of Birth	Date of Entry into Govt. Service	Date of Entry in Govt. Service (16&above)	Date of regular appointment to present post	Remarks	Signature
	Post Vacant						
20.	Superintendent Post Vacant						
21.	Pulp & Paper Officer (Technology) Post Vacant						
22.	Assistant Forest Ecologist Post Vacant						
23.	Assistant Silviculturist 06 Post Vacant						
24.	Administrative Officer (B&A) Post Vacant						
25.	Assistant Forest Entomologist 02 Post Vacant						
26.	Assistant Forest Chemist Post Vacant						
27.	Assistant Forest Geneticist Post Vacant						
28.	Research Officer (Farm & Energy Plantation) 05 Posts Vacant						
29.	Research Officer (Cocoon & Silk Technology) Post Vacant						
30.	Research Officer (Silkworm Rearing) Post Vacant						
31.	Wildlife Biologist Post Vacant						
32.	Assistant Forest Engineer 03 Posts Vacant						
33.	Wildlife Ecologist Post Vacant						
34.	Pulp & Paper Officer (Chemistry) Post Vacant						
35.	Librarian Post Vacant						
36.	Forest Manager Post Vacant						
	<b>BPS-16</b>						
1	<b>Technical Assistant</b>	01-01-1963	10-09-1985	11-11-2002	11-11-2002		

92

S.No.	Name, Designation and qualification	Date of Birth	Date of Entry into Govt. Service	Date of Entry in Govt. Service (16&above)	Date of regular appointment to present post	Remarks	Signature
2	Mr. Ejaz Ahmed Three Years Diploma (Civil Tech), B.A <b>Assistant Wood Working Officer</b> Mr. Saïd Akhtar Khan Matric & Diploma of Association Engineering	05-12-1968	24-08-2007	24-08-2007	24-08-2007		
3	<b>Assistant Librarian</b> Syed Tehseen Akhtar Hussain M.L.S	16-03-1978	03-09-2007	03-09-2007	03-09-2007		
4	<b>Research Assistant</b> Mr. Naemullah Qazi, B.Sc. (Hon) Chemistry, M.Sc. (Forestry)	01-02-1981	11-12-2007	11-12-2007	11-12-2007	Absconded	
5	<b>Forest Ranger</b> Hafiz Muhammad Sufyan Babar B.Sc. (Forestry)	13-09-1985	25-11-2010	25-11-2010	25-11-2010		
7	<b>Technical Assistant</b> Mr. Bilal Ahmed, M.Sc. (Forestry)	25-05-1985	09-05-2011	09-05-2011	09-05-2011		
8	<b>Forest Ranger</b> Mr. Asim Karim, B.Sc. (Forestry)	04-08-1990	27-03-2012	27-03-2012	27-03-2012		
9	<b>Assistant Private Secretary</b> Mr. Abdul Karim Abbasi	21-10-1962	12-11-1980	23-12-2011	23-12-2011		
10	<b>Assistant Private Secretary</b> Mr. Afzal Ahmad	23-05-1959	12-10-1987 10-6-1977	23-12-2011	23-12-2011		
11	<b>Assistant Private Secretary</b> Mr. Faisal Hussain	10-08-1982	20-02-2004	23-12-2011	23-12-2011		
12	<b>Assistant Private Secretary</b> Vacant	14-03-1958	11-12-1982	23-12-2011	23-12-2011		
13	<b>Assistant Private Secretary</b> Vacant						
14	<b>Technical Assistant</b> 02 Post Vacant	-	-	-	-		
15	<b>Forest Ranger</b> 06 Post Vacant	-	-	-	-		
16	<b>Research Assistant</b>	-	-	-	-		

27

S.No.	Name, Designation and qualification	Date of Birth	Date of Entry into Govt. Service	Date of Entry in Govt. Service (16&above)	Date of regular appointment to present post	Remarks	Signature
	02 Post Vacant						
17.	<u>Computer</u> 03 Post Vacant						
18	<u>Assistant Private Secretary</u> Post Vacant						
19.	<u>Assistant</u> Farhan Ahmad, M.Sc	02-01-1984	17-05-2010	20-05-2010	20-05-2014		
20.	<u>Assistant</u> Mr. Akhtar Hussain	18-01-1959	12-08-1978	20-05-2014	20-05-2014		
21.	<u>Assistant</u> Wahiba Iqbal	16-04-1989	02-09-2014	02-09-2014	02-09-2014		
22.	<u>Male Nurse</u> Mr. Khair-ul-Hassan	07-06-1977	19-02-2004	01-07-2016	01-07-2016		

28





Annexure

"C"

29

GOVERNMENT OF KHYBER PAKHTUNKHWA  
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT

Dated Peshawar, 09<sup>th</sup> January, 2018

**NOTIFICATION**

No: SO (Est)FE&WD/VI-1/PFI/2k17: In pursuance of section 11B of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973), the following devolved employees of the Federal Government, holding various posts in Federal Government entities, on regular basis, before the commencement of the Eighteenth Constitution (Amendment) Act, 2010 (Act No. X of 2010) shall be deemed to be civil servants of the Province for all intents and purposes under the Act ibid:

#	Name	Designation	BPS
1	Hakim Shah	Additional Director General	20
2	Dr. Nasar Iqbal	Director, BSRD	19
3	Dr. Ainul Hussain	Incharge Medical Officer	18
4	Mr. Tanveer Ahmed Curezhi	Forest Chemist	18
5	Mr. Ghayas Ahrned	Assistant Professor of Forestry	18
6	Mr. Ghulam Mustafa Nasir	Logging Officer	18
7	Dr. Ghulam Ali Bajwa	Senior Research Officer	18
8	Dr. Menoona Wali Muhammad	Assistant Professor of Forestry	18
9	Mr. Muhammad Muslim	Wildlife Management Specialist	18
10	Mr. Ayaz Khan Marwat	Senior Research Officer	18
11	Mr. Ashar Farooq	Range Management Officer	18
12	Muhammad Atif Ma'jeed	Deputy Director (Tech)	18
13	Muhammad Qilab Zia	Forest Geneticist	18
14	Mr. Aurangzeb Ashraf Awan	Central Silviculturist	18
15	Mr. Anwar Ali	Forest Mensuration Officer	18
16	Mr. Saz Muhammad	Assistant Forest Economist	17
17	Mst. Sonam Zarif	Bio Chemist	17
18	Mst. Qudsia Khanum	Lady Medical Officer	17
19	Mr. Nowsherwan Zarif	Assistant Silviculturist	17
20	Mr. Zahid Mahmood	Executive Officer	17
21	Mr. Tanveer Hussain	Assistant Wood Technologist	17
22	Dr. Muhammad Nawaz Rajpar	Lecturer in Forestry	17
23	Mr. Naveed Ahmed	Assistant Forest Entomologist	17
24	Mr. Ghansham Das	Assistant Composite Wood Officer	17
25	Mr. Zahid Rauf	Assistant Wood Seasoning Officer	17
26	Mr. Khalid Hussain	Assistant Wood Technology Officer	17
27	Mr. Ahmed Zamir	Lecturer in Forestry	17
28	Mr. Shaoib Ahmad	Lecturer in Forestry	17
29	Mr. Alta-ur-Rehman	Superintendent	17
30	Mr. Yousof Shah	Superintendent	17

Amended  
2/2

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
FORESTRY, ENVIRONMENT & WILDLIFE  
DEPARTMENT

Enlist No: SO (Est) FE&WD/VI-1/PFI/2k17

Dated Peshawar the 09<sup>th</sup> January, 2018

Copy is forwarded to:-

- Secretary to Govt. of Pakistan, Climate Change Division, Islamabad w/r to his Notification No. 3-15/2011-Admin-I, dated 30<sup>th</sup> June 2011.
- Secretary to Govt. of Pakistan Information Technology & Telecommunication Division, Islamabad.

They are requested to kindly direct the officers at S. No: 13 & 24 above namely Mr. Aurangzeb Ashraf Awan, presently working as Assistant Inspector General of Forest, Ministry of Climate Change Division, Islamabad & Mr. Ghansham Das, presently working as Section Officer in Ministry of Information Technology & Telecommunication Division,

Islamabad to immediately report/join their duties in Pakistan Forest Institute, Peshawar for actualization their Provincialization.

30

3. Secretary to Govt: of Pakistan Cabinet Secretariat (Cabinet Division), Islamabad.
4. Secretary to Govt: of Pakistan Inter Provincial Coordination Division, Islamabad.
5. Secretary to Govt: of Khyber Pakhtunkhwa, Establishment Department.
6. Secretary to Govt: of Khyber Pakhtunkhwa, Finance Department.
7. Secretary to Govt: of Khyber Pakhtunkhwa, Law Department.
8. Secretary to Govt: of Khyber Pakhtunkhwa Inter Provincial Coordination Department.
9. PSO to Chief Secretary, Khyber Pakhtunkhwa.
10. Director General, Pakistan Forest Institute, Peshawar w/r to his letter No: 1503/F.VI (200)-Estt, dated 19<sup>th</sup> December, 2017. He is directed that Provincialization orders in respect of the employees upto BPS-16 and below in PFI may be issued on prescribed format, being appointing authority under the rules.

Moreover, the Provincialization orders in respect of the Officers at S. No: 02, 14 & 24 above may also send to the officers concerned through TCS on their Official/home addresses under intimation to this Department. In case of failure to join duty in PFI within stipulated period, necessary action may be taken under Rule-9 of the, Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

11. Chief Conservator of Forests, Central and Southern Forest Region-I, Peshawar.
12. Director Budget & Accounts Cell, Forestry, Environment & Wildlife Department.
13. Programmer, B&A Cell of FE&W Department.
14. PS to Secretary FE&W Department, Khyber Pakhtunkhwa.
15. All Officers concerned C/o DG PFI.
16. Personal file of the officers concerned.
17. Master file.
18. Office order file.

(TARIQ JAMAL)  
SECTION OFFICER (ESTT)

Annexure "C" 1

(31)

No. 398 /FG. Dated: 06/07/18  
Forest Genetics Branch, PFI, Peshawar.

To

The Director General  
Pakistan Forest Institute,  
Peshawar.

Through: Proper Channel

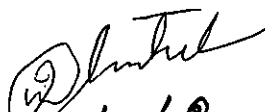
**SUBJECT: REQUEST TO REVIEW THE "PROPOSED/DRAFT SERVICE RULES OF PFI" HAVING ANOMALIES IN CONTRARY TO FUNDAMENTAL RIGHTS**

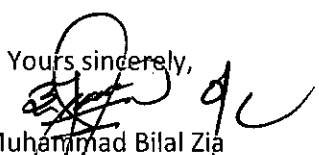
With the most profound regards, it is humbly submitted that the undersigned has joined Forest Genetics Branch, Pakistan Forest Institute, Peshawar as Forest Geneticist (BPS-18) on 09/02/2010.

It is worth mentioning here that the undersigned has some grievance regarding the seniority line for further ~~promotion being legitimate right of expectance~~ under process (draft) Service Rules of PFI because the aforementioned matter has not been taken on board. As per knowledge of undersigned ~~under the new service rules Forest Genetics Branch has been permanently attached to Biodiversity division~~ where the undersigned has some concerns regarding my seniority line for promotion. Moreover, the reshuffling ibid, made without settling the expected anomalies which are to be faced by the undersigned like dejected persons by excluding from the promotion resultantly junior officers are being promoted/considered for the same amounted to heart-burning as well as frustration. Hence such modus operandi which is being enforced with me, also hits the fundamental rights as guaranteed by Articles 8, 25 & 27 of the Sacred Constitution of Islamic Republic of Pakistan. Sir, this is prejudice and neither sustainable in the eye of law nor lawful rather may indulge in un-necessary litigation.

In view of the above mentioned alarming situation, it is most humbly requested that the status of Forest Genetics Branch in the **Service Rules of PFI** under process may kindly be reviewed / reconsidered under the settled dictum of law held and settled to the extent in order to protect the professional career including expected future promotion of undersigned being my legitimate right of expectance and obliged.

The immediate action would be highly appreciable.

  
06/07/18

Yours sincerely,  
  
Muhammad Bilal Zia  
Forest Geneticist, PFI Peshawar.

Annexure 'D'

32

No. 008 /FG, dated 24/01/2019  
Forest Genetics Branch, PFI, Peshawar.

To

The Hon'ble Secretary,  
Forestry Environment and Wildlife Department,  
Govt. of Khyber Pakhtunkhwa, Peshawar.

Through: *Proper Channel*

**SUBJECT: DEPARTMENTAL REPRESENTATION AGAINST DISCRIMINATORY, ARBITRARY, UNFAIR, ULTRA VIRES "PROPOSED SERVICE RULES" IN CONTRARY TO FUNDAMENTAL RIGHTS TO DEPRIVE THE UNDERSIGNED FROM TIMELY PROMOTIONS**

Dear Sir,

With the most profound regards, it is humbly submitted that;

The undersigned has joined Forest Genetics Branch, Forestry Research Division, Pakistan Forest Institute (PFI), Peshawar as Forest Geneticist (BPS-18) on 09/02/2010 and worked there for about seven years.

The subject matter for review was requested to the worthy Director General (DG), PFI, vide letter No. 389/F.G. dated 06/07/2018 (Annex-I).


The undersigned has some grievances regarding the attachment of Forest Genetics Branch and seniority line for further promotion being legitimate right of expectance, under process (draft) Service Rules of PFI because the aforementioned matter has not been taken on board. Notwithstanding the facts i.e. first, the Forestry Research Division is prima facie parent to Forest Genetics Branch which is mandated for the improvement of forest tree species and secondly, my job specificity & specialty, the said branch was shifted from Forestry Research Division to the Biodiversity Division on account of administrative action vide DG, PFI O.O. No. 206 dated 05/09/2016 (Annex-II) and same has been proposed in under process service rules of PFI with fixed one line promotion. This action results in disturbing the job nature and seniority of the undersigned from 2<sup>nd</sup> to 3<sup>rd</sup> in line of promotion and stopped further promotion up to 2032.

X As per settled dictum of law in view of decisions of apex court, no civil servant/employee can be transferred or shifted by giving less benefit already availing but in present scenario, act of high up is amounted to penalize without any fault on the part of undersigned. Moreover, the reshuffling ibid, made without settling the expected anomalies which are to be faced by the undersigned like dejected persons by excluding from the promotion, resultantly junior officers are being promoted/considered for the same would amount to heart-burning as well as frustration. Even some of juniors at lower grade i.e. BPS-17 will be promoted to BPS-19 promptly, hence, such kind of discrimination also hits the fundamental rights as guaranteed by Articles 8, 25 & 27 of the Constitution. Sir, this is prejudice, unfair and discriminatory modus operandi which is being enforced with me, neither sustainable in the eye of law nor lawful rather may indulge in un-necessary litigation.

In view of the above mentioned alarming situation, it is most humbly requested that the status of Forest Genetics Branch in the Service Rules of PFI under process may kindly be reviewed / reconsidered under the settled dictum of law held and settled to the extent in order to protect the professional career including expected future promotion of undersigned being my legitimate right of expectance and obliged.

An immediate action in this regard would be highly appreciable.

Yours sincerely,

  
Muhammad Bilal Zia  
Forest Geneticist, PFI Peshawar.

Copy forwarded in advance for favour of information and record to:-

PS to Secretary, FE&W Deptt. Govt. of Khyber Pakhtunkhwa.

33

No. 009 /FG, dated 24/01/2019  
Forest Genetics Branch, PFI, Peshawar.

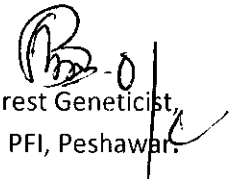
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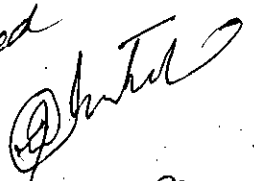
The Director,  
Biodiversity Division,  
PFI, Peshawar:

Sub: **DEPARTMENTAL REPRESENTATION AGAINST DISCRIMINATORY, ARBITRARY, UNFAIR, ULTRA VIRES "PROPOSED SERVICE RULES" IN CONTRARY TO FUNDAMENTAL RIGHTS TO DEPRIVE THE UNDERSIGNED FROM TIMELY PROMOTIONS**

Sir,

Enclosed herewith find the subject representation that is self explanatory alongwith two Annexures for your kind information and forwarding to the concerned quarter please.

  
Forest Geneticist,  
PFI, Peshawar.

Received  
  
24/01/2019

Annexure

(E)

34

No. 032 /FG, dated 15/05/2019  
Forest Genetics Branch, PFI, Peshawar.

To

The Hon'ble Secretary,  
Forestry Environment and Wildlife Department,  
Govt. of Khyber Pakhtunkhwa, Peshawar.

Through: *Proper Channel*

**SUBJECT: DEPARTMENTAL REPRESENTATION AGAINST DISCRIMINATORY, ARBITRARY, UNFAIR, ULTRA VIRES "PFI SERVICE RULES (2019)" IN CONTRARY TO FUNDAMENTAL RIGHTS TO DEPRIVE THE UNDERSIGNED FROM TIMELY PROMOTIONS**

Reference: Notification No. So(Estt.) FE&WD/V-20/2019, Peshawar Dated the 16<sup>th</sup> April 2019

Dear Sir,

With the most profound regards, it is humbly submitted that;

The undersigned has joined Forest Genetics Branch, Forestry Research Division, Pakistan Forest Institute (PFI), Peshawar as Forest Geneticist (BPS-18) on 09/02/2010 and worked there for about seven years. The subject matter for review was requested to the worthy Director General (DG), PFI, and your highness vide letters Nos. 398/F.G. and 008/FG dated 06/07/2018 and 24/01/2019 respectively (Annex-I&II).

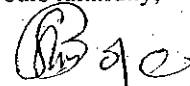
The undersigned has some grievances regarding the attachment of Forest Genetics Branch and seniority line for further promotion being legitimate right of expectance as per (New) **Service Rules of PFI** because the aforementioned matter has not been taken on board. Notwithstanding the facts i.e. first, the Forestry Research Division is prima facie parent to Forest Genetics Branch which is mandated for the improvement of forest tree species and secondly, my job specificity & specialty, the said branch was shifted from Forestry Research Division to the Biodiversity Division on account of administrative action vide DG, PFI O.O. No. 206 dated 05/09/2016 (Annex-III) and same has been fixed in **Service Rules of PFI** with fixed one line promotion (Annex-IV). This action results in disturbing the job nature and seniority of the undersigned from 2<sup>nd</sup> to 3<sup>rd</sup> in line of promotion and stopped further promotion up to 2032 rather than the normal opening in 2021.

As per settled dictum of law in view of decisions of apex courts, no civil servant/employee can be transferred or shifted by giving less benefit already availing but in present scenario, act of high up is amounted to penalize without any fault on the part of undersigned. Moreover, the reshuffling ibid, made without settling the expected anomalies which are to be faced by the undersigned like dejected persons by excluding from the promotion, resultant junior officers are being promoted/considered for the same would amount to heart-burning as well as frustration. Even some of juniors at lower grade i.e. BPS-17 will be promoted to BPS-19 promptly; hence, such kind of discrimination also hits the fundamental rights as guaranteed by Articles 8, 25 & 27 of the Constitution. Sir, this is prejudice, unfair and discriminatory modus operandi which is being enforced with me, neither sustainable in the eye of law nor lawful rather may indulge in un-necessary litigation.

In view of the above mentioned alarming situation, it is most humbly requested that the status of Forest Genetics Branch in the **Service Rules of PFI** may kindly be reviewed / reconsidered under the settled dictum of law held and settled to the extent in order to protect the professional career including expected future promotion of undersigned being my legitimate right of expectance and obliged.

An immediate action in this regard would be highly appreciable.

Yours faithfully,



Muhammad Bilal Zia  
Forest Geneticist, PFI Peshawar.

Copy forwarded in advance for favour of information and record to:-

PS to Secretary, FE&W Deptt. Govt. of Khyber Pakhtunkhwa.

Annexure

"F"

35

No. 17 /FG, dated ~~18-02-2020~~  
Forest Genetics Branch, PFI, Peshawar.

To

The Hon'ble Secretary,  
Forestry Environment and Wildlife Department,  
Govt. of Khyber Pakhtunkhwa, Peshawar.

Through: Proper Channel

**SUBJECT: DEPARTMENTAL REPRESENTATION AGAINST DISCRIMINATORY, ARBITRARY, UNFAIR, ULTRA VIRES "PFI SERVICE RULES (2019)" IN CONTRARY TO FUNDAMENTAL RIGHTS TO DEPRIVE THE UNDERSIGNED FROM TIMELY PROMOTIONS**

Reference: Representation submitted vide No.032/FG/PFI, Peshawar Dated the 15<sup>th</sup> May 2019 (copy enclosed)

Worthy Sir,

With the due reverences, it is humbly stated that;

The undersigned submitted the above cited departmental representation through proper channel and a copy in advance within due course of time to express grievances resulting from the fragmentation and disturbance of seniority *inter se* for further promotion being legitimate right of expectance as occurred there in Recruitment and Promotion Rules (2019) of PFI. Because during the formulation of these rules when restructuring and reorganization of branches and divisions of the institute was proposed/ devised, the matter was not taken on board with the concerned. That's the undersigned has not received any decision about this representation yet through speaking/reasoned orders and legal rights of undersigned might be affected accordingly.

It is therefore, most humbly requested that the decision about said representation through speaking/reasoned orders may kindly issued in order to protect the professional career and legal rights of undersigned and obliged.

Yours faithfully,

Muhammad Bilal Zia  
Forest Geneticist, PFI Peshawar.

Copy forwarded in advance for favour of information and record to:-

✓ PS to Secretary, FE&W Deptt. Govt. of Khyber Pakhtunkhwa.

No. 777

24-02-2020

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Annexure "G"



Government of Khyber Pakhtunkhwa  
Forestry, Environment and Wildlife Department



Pakistan Forest Institute

Recruitment and Promotion Rules

2019

Annexure

"G"

36



**GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
FORESTRY, ENVIRONMENT AND WILDLIFE DEPARTMENT**

**NOTIFICATION**

Extension Specialist  
Pakistan Forest Institute  
Peshawar.

**PESHAWAR DATED THE 16<sup>TH</sup> APRIL, 2019**

**No. SO(Estt)FE&WD/V-20/2019/3891-3904:-** In pursuance of the provisions contained ~~in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989,~~ the Forestry, Environment and Wildlife Department, in consultation with the Establishment Department and the Finance Department, hereby lays down the method of recruitment, qualification and other conditions which shall be applicable to the following posts borne on the Pakistan Forest Institute specified in Column No. 3 to 5 of the table below:

#	Nomenclature of the posts	Minimum qualification for appointment by initial recruitment	Age limit	Method of recruitment
1	2	3	4	5
(1)	Director General (BPS-20)			<p><i>Very Important</i></p> <p>(i) <del>By promotion on the basis of joint seniority-cum-fitness, from the Additional Director General (Forestry Research) (BPS-20), Additional Director General (Education) (BPS-20) and Additional Director General (Biological Sciences) (BPS-20) having seventeen (17) years service in BPS-17 and above; and</del></p> <p>(ii) Eight (08) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>(iii) Successful completion of Senior Management Course for promotion to the post of Director General, PFI.</p> <p>Note:- <del>A joint seniority list of Additional Director General (Forestry Research) (BPS-20), Additional Director General (Education) (BPS-20) and Additional Director General (Biological Science) (BPS-20) shall be maintained for the purpose of promotion.</del></p>

PFI Service Rules


*ABDUL JALIL*  
Section Officer (Estt.)  
Forestry, Environment  
& Wildlife Department

Page 1 of 29

37

2)	Additional Director General (Forestry Research) (BPS-20)	-	<i>us 7 ✓ part out</i> <p>(i) <del>By promotion on the basis of seniority-cum-fitness, from amongst the Director (Forestry Research Division) (BPS-19) and Director (Biodiversity Division) (BPS-19) having seventeen (17) years service in BPS-17 and above; and</del> (ii) <del>seven (07) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</del></p> <p><del>Note:- A joint seniority list of Director (Forestry Research Division) (BPS-19) and Director (Biodiversity Division) (BPS-19) shall be maintained for the purpose of promotion.</del></p>
<i>38</i> 3)	Additional Director General (Education) (BPS-20)	-	<p>(i) <del>By promotion on the basis of seniority-cum-fitness, from amongst the Director (Forest Education Division) (BPS-19) and Director (Forest Products Research Division) (BPS-19) having seventeen (17) years service in BPS-17 and above; and</del> (ii) <del>seven (07) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</del></p> <p><del>Note:- A joint seniority list of Director (Forest Education Division) (BPS-19) and Director (Forest Products Research Division) (BPS-19) shall be maintained for the purpose of promotion.</del></p>
4)	Additional Director General (Biological Sciences) (BPS-20)	-	<p>(i) <del>By promotion on the basis of seniority-cum-fitness, from amongst Director (Biological Sciences Research Division) and Director (Non Timber Forest Produce Division) (BPS-19) having seventeen (17) years service in BPS-17 and above; and</del> (ii) <del>seven (07) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</del></p> <p><del>Note:- A joint seniority list of Director (Biological Sciences Research Division) (BPS-19) and Director (Non Timber Forest Produce Division) (BPS-19) shall be maintained for the purpose of promotion.</del></p>

*ABDUL JALIL*  
Section Officer (Estab.)  
Forestry, Environment  
& Wildlife Department

5)	Director (Biological Sciences Research Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Forest Botanist (BPS-18), Forest Chemist (BPS-18), Soil Chemist (BPS-18) and Forest Pathologist (BPS-18) having twelve (12) years service in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note: - A joint seniority list of Forest Botanist (BPS-18), Forest Chemist (BPS-18), Soil Chemist (BPS-18) and Forest Pathologist (BPS-18) shall be maintained for the purpose of promotion.</p>
6)	Director (Forest Education Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) having twelve (12) years service in BPS-17 or in case where initial recruitment takes place in BPS-18, seven (07) years service in (BPS-18); and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note: - A joint seniority list of Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) shall be maintained for the purpose of promotion.</p>
7)	Director (Forest Products Research Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Logging Officer (BPS-18), Forest Economist (BPS-18), Wood Seasoning and Preservation Officer (BPS-18) and Senior Pulp and Paper Officer (BPS-18) having twelve (12) years service in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note: - A joint seniority list of Logging Officer (BPS-18), Forest Economist (BPS-18), Wood Seasoning and Preservation Officer (BPS-18) and Senior Pulp and Paper Officer (BPS-18) shall be maintained for the purpose of promotion.</p>

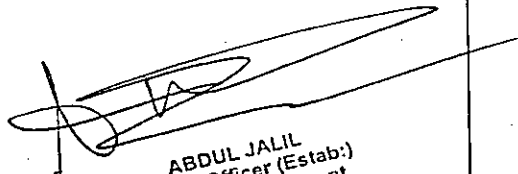
39

ABDUL JALIL  
Section Officer (Estab.)  
Forestry, Environment  
& Wildlife Department

Extension Specialist  
Pakistan Forest Institute  
Faisalabad.

8)	Director (Forestry Research Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness from amongst the Forest Mensuration Officer (BPS-18), Watershed Management Specialist (BPS-18), Central Silviculturist (BPS-18) and Senior Research Officer (BPS-18) having twelve (12) years service in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Forest Mensuration Officer (BPS-18), Watershed Management Specialist (BPS-18), Central Silviculturist (BPS-18) and Senior Research Officer (BPS-18) shall be maintained for the purpose of promotion.</p>
9)	Director (Non Timber Forest Produce Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness from amongst the Senior Research Officer (Silkworm Breeding) (BPS-18), Senior Research Officer (Silkworm Pathology) (BPS-18), Forest Entomologist (BPS-18) and Medicinal Plants Botanist (BPS-18) having twelve (12) years service as such in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Senior Research Officer (Silkworm Breeding) (BPS-18), Senior Research Officer (Silkworm Pathology) (BPS-18), Forest Entomologist (BPS-18) and Medicinal Plants Botanist (BPS-18) shall be maintained for the purpose of promotion.</p>
10)	Director (Biodiversity Division) (BPS-19)	<p>ABDUL JALIL Section Officer (Estab.) Forestry, Environment &amp; Wildlife Department</p>	<p>(i) By promotion on the basis of seniority-cum-fitness from amongst the Forest Geneticist (BPS-18), Range Management Officer (BPS-18), Extension Specialist (BPS-18) and Wildlife Management Specialist (BPS-18) having twelve (12) years service as such in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Forest Geneticist (BPS-18), Range Management Officer (BPS-18), Extension Specialist (BPS-18) and Wildlife Management Specialist (BPS-18) shall be maintained for the purpose of promotion.</p>

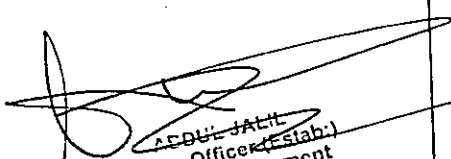
11)	Assistant Professor of Forestry (BPS-18)	At least Ph.D Degree in Forestry from Higher Education Commission recognized University.	25 to 40 years.	(i) seventy five percent (75%) by promotion on the basis of Seniority-cum-fitness; from amongst the Lecturer in Forestry (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) Research Publications of the officer in Pakistan Journal of Forestry(PJF) or Higher Education Commission recognized Journals; and (iii) twenty five (25%) by initial recruitment.
12)	Central Silviculturist (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturist (Silva) (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry or Higher Education Commission recognized Journals.
13)	Deputy Director (Technical) (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Executive Officer (BPS-17) and Forest Manager (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry(PJF) or Higher Education Commission recognized Journals. <b>Note:-</b> A joint seniority list of Executive Officer (BPS-17) and Forest Manager (BPS-17) shall be maintained for the purpose of promotion.
14)	Extension Specialist (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer Watershed Sociology (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
15)	Forest Botanist (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Plant Physiologist (BPS-17) and Assistant Forest Ecologist (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. <b>Note:-</b> A joint seniority list of Plant Physiologist (BPS-17) and Assistant Forest Ecologist (BPS-17) shall be maintained for the purpose of promotion.

  
**ABDUL JALIL**  
 Section Officer (Estab.)  
 Forestry, Environment  
 & Wildlife Department

51

Extension Specialist  
 Pakistan Forest Institute  
 Peshawar.

16)	Forest Chemist (BPS-18)			<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Chemist (BPS-17) and Bio-Chemist (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officering Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Assistant Forest Chemist (BPS-17) and Bio-Chemist (BPS-17) shall be maintained for the purpose of promotion.</p>
17)	Forest Economist (BPS-18)			<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Economists (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
18)	Forest Entomologist (BPS-18)			<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Entomologist (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
19)	Forest Geneticist (BPS-18)			<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Geneticist (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
20)	Forest Mensuration Officer(BPS-18)			<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturists (Mensuration) (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) Research Publications of the officering Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>

  
 ABDUL JALEEL  
 Section Officer (Estab.)  
 Forestry, Environment  
 & Wildlife Department

21)	Forest Pathologist (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Pathology) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
22)	Medicinal Plants Botanist (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Economic Botanist (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
23)	Range Management Officer (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturist (Range) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
24)	Medical Officer (BPS-18)		-	By promotion on the basis of seniority-cum-fitness, from amongst the Medical Officers (BPS-17) having five (05) years service in BPS-17 as such.
25)	Senior Pulp and Paper Officer (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Pulp and Paper Officer (Chemistry) (BPS-17) and Pulp and Paper Officer (Technology) having five (05) years service in BPS-17 as such; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. <b>Note:-</b> A joint seniority list of Pulp and Paper Officer (Chemistry) (BPS-17) and Pulp and Paper Officer (Technology) shall be maintained for the purpose of promotion.
26)	Senior Research Officer (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research officer (Farm Forestry) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.

ABDUL JALIL  
Section Officer (Establishment)  
Forestry, Environment  
& Wildlife Department

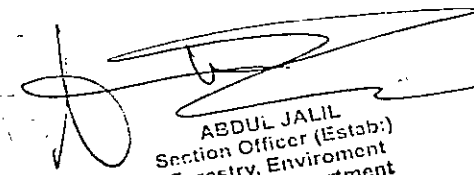
29

PFI Service Rules

Page 7 of 29

Extension Specialist  
Pakistan Forest Institute  
Peshawar.

53

27)	Senior Research Officer (Silkworm Breeding)(BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Silkworm Rearing) (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
28)	Senior Research Officer (Silkworm Pathology)(BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Cocoon and Silk Technology) (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
29)	Soil Chemist (BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Soil) (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
30)	Watershed Management Specialist (BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturist (Watershed) BPS-17 having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
31)	Wildlife Management Specialist (BPS-18)	 <p>ABDUL JALIL Section Officer (Estab.) Forestry, Environment &amp; Wildlife Department</p>	<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Wildlife Biologist (BPS-17) and Wildlife Ecologist (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Wildlife Biologist (BPS-17) and Wildlife Ecologist (BPS-17) shall be maintained for the purpose of promotion.</p>

55



32)	Wood Seasoning and Preservation Officer (BPS-18)			<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Wood Seasoning Officer (BPS-17) and Assistant Composite Wood Officer (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p><b>Note:-</b> A joint seniority list of Assistant Wood Seasoning Officer (BPS-17) and Assistant Composite Wood Officer (BPS-17) shall be maintained for the purpose of promotion.</p>
33)	Logging Officer (BPS-18)			<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Wood Technologist (BPS-17) and Assistant Wood Technology Officer (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p><b>Note:-</b> A joint seniority list of Assistant Wood Technologist (BPS-17) and Assistant Wood Technology Officer (BPS-17) shall be maintained for the purpose of promotion.</p>
34)	Assistant Silviculturist (Silva) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry from a Higher Education Commission recognized University.	22 to 32 years.	<p>(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Rangers (Silva) (BPS-16) with seven (07) years service as such; and</p> <p>(ii) fifty percent (50%) by initial recruitment.</p>
35)	Assistant Silviculturist (Mensuration) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or Statistics from a Higher Education Commission recognized University.	22 to 32 years.	<p>(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Rangers (Mensuration) (BPS-16) and Computer Gr-1 (BPS-16) with seven (07) years experiences such in BPS-16; and</p> <p>(ii) Fifty percent (50%) by initial recruitment.</p> <p><b>Note:-</b> A joint seniority list of Forest Ranger (Mensuration) (BPS-16) and Computer Gr-1 (BPS-16) shall be maintained for the purpose of promotion.</p>

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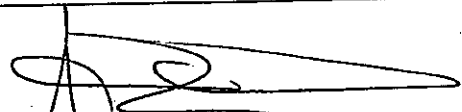
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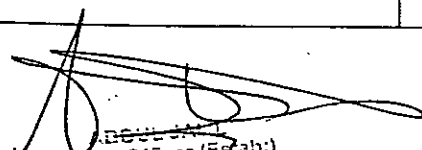
92

36)	Assistant Silviculturist (Range) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or Range Management from a Higher Education Commission recognized University.	22 to 32 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Ranger (Range) (BPS 16) with seven (07) years service as such in BPS-16; and  (ii) Fifty percent (50%) by initial recruitment.
37)	Assistant Silviculturist (Watershed) (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst the Forest Rangers (Watershed) (BPS-16) with seven (07) years service as such in BPS-16.
38)	Assistant Composite Wood Officer (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Organic or Physical Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
39)	Assistant Economic Botanist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Botany or Agronomy or Plant Breeding and Genetics or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
40)	Research Officer (Watershed Sociology) (BPS-17)	At least Second-class Master or Bachelor of Science four (04) years Degree in Forestry or Watershed or Forest Sociology or Sociology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
41)	Assistant Forest Chemist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Chemistry from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.

PFI Service Rules

  
ABDUL JALIL  
Section Officer (Estab.)  
Forestry, Environment  
& Wildlife Department

42)	Assistant Forest Economist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Economics or Agricultural Economics or Economics from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
43)	Assistant Forest Engineer (BPS-17)	At least Second Class Bachelor Degree of Engineering (Civil or Mechanical) from a Higher Education Commission recognized University	22 to 32 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Technical Assistant (BPS-16) with seven (07) years service as such in BPS-16; and (ii) fifty percent (50%) by initial recruitment.
44)	Assistant Forest Entomologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Agricultural Entomology from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
45)	Assistant Forest Geneticist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Genetics or Plant Breeding and Genetics or Bio-Technology from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
46)	Assistant Forest Ecologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Ecology or Botany from a Higher Education Commission recognized University	22 to 32 years.	By initial recruitment.
47)	Research Officer (Farm Forestry) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.

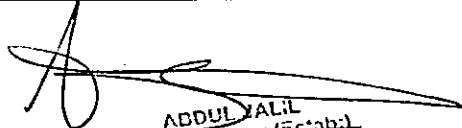
  
 Section Officer (Estab.)  
 Forestry, Environment  
 & Wildlife Department

Extension Specialist  
 Pakistan Forest Institute  
 Peshawar.

57


85

48)	Research Officer (Pathology) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Pathology or Agricultural Pathology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
49)	Research Officer (Soil)(BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Soil Science from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
50)	Research Officer (Silkworm Rearing) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Agricultural Entomology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
51)	Research Officer (Cocoon and Silk Technology) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Agricultural Entomology or Chemical Technology or Chemistry or Textile Engineering or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
52)	Assistant Wood Technology Officer (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst the Research Assistants (BPS 16) having five (05) years service as such.
53)	Assistant Wood Technologist (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Wood Working Officers (BPS-16) having three (03) years Diploma in Wood Technology with five (05) years experience as such.
54)	Bio-Chemist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Bio-Chemistry or Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.

  
ABDUL YALIL  
Section Officer (Retd.)  
Forestry, Environment  
& Wildlife Department

55)	Executive Officer (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
56)	Lecturer in Forestry (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
57)	Woman Medical Officer (BPS-17)	At least Second Class MBBS Degree or equivalent qualification from a Higher Education Commission recognized University	22 to 32 years.	By initial recruitment.
58)	Plant Physiologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Botany or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
59)	Pulp and Paper Officer (Chemistry) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Pulp and Paper or Chemical Technology or Chemical Engineering or Industrial Engineering or Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
60)	Pulp and Paper Officer (Technology) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Pulp and Paper or Chemical Technology or Chemical Engineering or Industrial Engineering or Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.

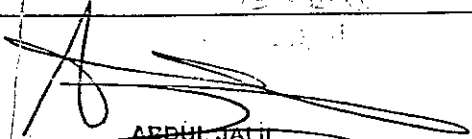
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**ABDUR JALIL**  
 Section Officer (Estab.)  
 Forestry, Environment  
 & Wildlife Department

Extension Specialist  
 Pakistan Forest Institute  
 Peshawar.

61)	Wildlife Ecologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Wildlife Management or Zoology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
62)	Forest Manager (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
63)	Wildlife Biologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Wildlife Management or Zoology from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
64)	Librarian (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst Assistant Librarian (BPS-16) with five (05) years services as such.
65)	Assistant Wood Seasoning Officer (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Chemistry or Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.

PFI Service Rules

  
 ABDUL JALIL  
 Section Officer (Estab.)  
 Forestry, Environment  
 & Wildlife Department

66)	Administrative Officer(BPS-17)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Superintendent (BPS-17) with three (03)years service as such.
67)	Superintendent (BPS-17)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Assistant (BPS-16) with five (05) years service as such.
68)	Assistant Wood Working Officer (BPS-16)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Foremen (Wood Workshop) (BPS-12) with seven (07)years service as such having Post-Matric three (03) years Diploma in Wood Working Technology.
69)	Computer Gr-1 (BPS-16)	At least Second Class Bachelor's Degree in Statistics, Mathematics or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
70)	Forest Ranger (Watershed) (BPS-16)	At least Second Class Bachelor's Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
71)	Forest Ranger (Mensuration) (BPS-16)	At least Second Class Bachelor's Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
72)	Forest Ranger (Silva)(BPS-16)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Foresters(BPS-08) with seven (07) years services as such.
73)	Forest Ranger (Range)(BPS-16)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Field Assistant (BPS-08) with seven (07)years experience as such.

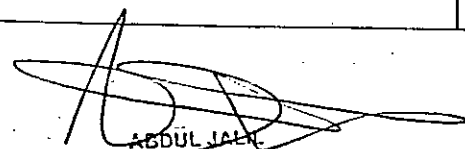
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 Pakistan Forest Institute  
 Peshawar

(51)

52

74)	Research Assistant (BPS-16)	At least Second Class Bachelor's Degree in Forestry, Biological Sciences or equivalent qualification from a Higher Education Commission recognized University	22 to 32 years.	(i) Sixty seven percent (67%) by promotion on the basis of seniority-cum-fitness, from amongst the Lab. Technicians (BPS-11) with seven (07) years service as such; and (ii) thirty three percent (33%) by initial recruitment.
75)	Technical Assistant (BPS-16)	At least Second Class Bachelor's Degree in Forestry, Biological Sciences or equivalent qualification from a Higher Education Commission recognized university	22 to 32 years.	(i) Thirty three percent (33%) by promotion on the basis of seniority-cum-fitness, from amongst the Ropeway Operator (BPS-12), Technician (BPS-12) and Technical Assistant (BPS-12) with seven (07) years service as such; and (ii) Sixty seven percent (67%) by initial recruitment.  Note:- A joint seniority list of Ropeway Operator (BPS-12), Technician (BPS-12) and Technical Assistant (BPS-12) shall be maintained for the purpose of promotion.
76)	Assistant Librarian (BPS-16)	At least Second Class Master or Bachelor of Science four (04) years Degree in Library and Information Sciences or equivalent qualification from a Higher Education Commission recognized University or Degree Awarding Institution.	22 to 32 years.	By initial recruitment.
77)	Assistant (BPS-16)	(i) At least Second Class Bachelor's Degree or equivalent qualification from a Higher Education Commission recognized University. (ii) A speed of thirty (30) words per minute in typing; and (iii) Knowledge of computer in using MS Word and MS Excel.	22 to 32 years.	(i) Seventy five percent (75%) by promotion on the basis of seniority-cum-fitness, from amongst the Senior Clerks (BPS-14) with seven (07) years service as Junior and Senior Clerk as such with basic knowledge of Computer and typing speed of thirty (30) words per minute; and (ii) Twenty five (25%) by initial recruitment.

  
ABDUL JALIL  
Section Officer (Estab.)  
Forestry, Environment  
& Wildlife Department



78)	Assistant Private Secretary (BPS-16)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Steno Typist (BPS-14) with five (05) years service as such with basic knowledge of Computer and typing speed of thirty (30) words per minute.
79)	Male Nurse (BPS-16)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Clinical Technician Pharmacy (BPS-07) with seven (07) years service as such.
80)	Female Nurse (BPS-16)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the PHC Technician (BPS-07) with seven (07) years service as such.
81)	Steno typist (BPS-14)	(iv) At least Second Division in Intermediate or equivalent qualification from a recognized Board; and (v) A speed of fifty (50) words per minute in shorthand in English and thirty five (35) words per minute in typing; and (vi) Knowledge of computer in using MS Word and MS Excel.	18 to 30 years.	By initial recruitment.
82)	Senior Clerk (BPS-14)			By promotion on the basis of seniority-cum-fitness, from amongst the Junior Clerks (BPS-11) with at least five (05) years service as such.
83)	Technician (BPS-12)	Three (03) years Post Matric Diploma of Telecommunication or three (03) years Post Matric Diploma in Associate Engineering (Civil and Electrical).	18 to 30 years.	By initial recruitment.
84)	Technical Assistant (BPS-12)	At least Second Class Bachelor Degree in Science from a Higher Education Commission recognized University.	18 to 30 years.	By initial recruitment.

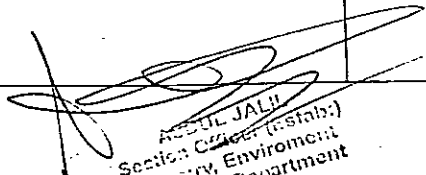
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ABDUL JALIL  
Section Officer (Estab.)  
Forestry, Environment  
& Wildlife Department

Extension Specialist  
Pakistan Forest Institute  
Peshawar.


85)	Foreman (Vehicle Workshop) (BPS-12)	At least Second Division in Matric or equivalent qualification with three (03) years-Diploma in Associate Engineering (Automobile) from a recognized Board of Technical Education.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Motor Mechanic (BPS-07) and Mechanic (BPS-07) having Secondary School Certificate from recognized Board with seven (07)years service as such; and  (ii) fifty percent (50%) by initial recruitment.  Note:- A joint seniority list of Motor Mechanic (BPS-07) and Mechanic (BPS-07) shall be maintained for the purpose of promotion.
86)	Foreman (Wood Workshop) (BPS-12)	At least Second Division Intermediate in Science with two (02) years Diploma in Woodworks from a Government Recognized Vocational Training Institute.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Sawyer (BPS-07), Polisher (BS-07) and Carpenter (BPS-07) having Diploma in Wood Workshop with seven (07)years service as such; and  (ii) fifty percent(50%) by initial recruitment.  Note:- A joint seniority list of Sawyer (BPS-07), Polisher (BS-07) and Carpenter (BPS-07) shall be maintained for the purpose of promotion.
87)	Museum Assistant (BPS-12)			By promotion on the basis of seniority-cum-fitness, from amongst the Herbarium Keeper (BS-07) having Intermediate in Science with seven (07) years service as such.
88)	Ropeway Operator (BPS-12)	Three (03) years Post-Matric Diploma of Associate Engineering (Automobile) from a recognized Board of Technical Education.	18 to 30 years.	By initial recruitment.
89)	Senior Store Keeper (BPS-12)			By promotion on the basis of seniority-cum-fitness, from amongst the Store Keepers (BS-07) having Secondary School Certificate from a recognized Board with seven (07) years service as such.

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 ABDUL JALIL  
 Section Officer (Instab.)  
 Forestry, Environment  
 & Wildlife Department

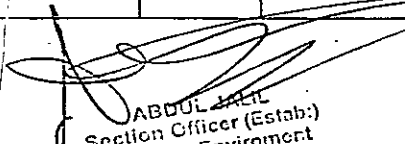
90)	Pesh Imam (BPS-11)	(i) At least Second Class Shahadat-e-Alaalamia from Wafaq-ul-Madaress or Master Degree in Arabic or Islamiyat or equivalent qualification from a Higher Education Commission recognized University or Degree Awarding Institution.  (ii) Preference will be given to Hafiz-e-Quran with proficiency in Qirat.	21 to 30 years.	By initial recruitment.
91)	Lab. Technician (BPS-11)	At least Second Class Bachelor Degree in Science or equivalent qualification from a Higher Education Commission recognized University.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the holder of the post of Lab. Assistant (BS-08) having Intermediate in Science with seven (07) years service as such; and  (ii) Fifty percent (50%) by initial recruitment.
92)	Photographer (BPS-11)	(i) At least Second Class Intermediate or equivalent qualification from a recognized Board.  (ii) Two (02) years experience in still and movie photography and operation of Movies and Slide Projectors.	18 to 30 years.	By initial recruitment.
93)	Junior Clerk (BPS-11)	(i) At least Second Division Secondary School Certificate or equivalent qualification from a recognized Board.  (ii) A speed of thirty (30) words per minute in typing	18 to 30 years.	(i) Thirty three percent (33%) by promotion on the basis of seniority-cum-fitness, amongst the Daftari (BS-04), Naib Qasid (BS-03) and Khalasi (BS-03) including holders of other equivalent posts with seven (07) years service as such, and who have passed Secondary School Certificate examination; and  (ii) sixty seven percent (67%) by initial recruitment.  Note:- For the purpose of promotion, there shall be maintained a common seniority list of Daftari's, Naib Qasids and Khalasi, with reference to the date of their acquiring the Secondary School Certificate.

55

  
 Section Officer (Estab.)  
 Forestry, Environment  
 & Wildlife Department

Extension Specialist  
 Pakistan Forest Institute  
 Peshawar.

				<p>(a) <del>If two or more officials have acquired the Secondary School Certificate in the same session, the inter se seniority in the lower post shall be maintained for the purpose of determining seniority in the higher post; and</del></p> <p>(b) Where a senior official does not possess the requisite qualification at the time of filling up a vacancy the official next junior to him possessing the requisite qualification shall be promoted in preference to the senior official or officials</p>
94)	Accountant (BPS-10)	At least Second Class Bachelors Degree in Business Administration or Bachelor of Commerce or equivalent qualification from a recognized University with basic knowledge of Computer in using MS Word and MS Excel.	18 to 30 years.	<p>By initial recruitment.</p> <p>Note:- Their promotion line will be fixed in Ministerial Staff according to upgradation made by the Government.</p>
95)	Field Assistant (BPS-08)	At least Second Class Intermediate in Science or equivalent qualification from a recognized Board	18 to 30 years.	<p>(i) Five percent (05%) by promotion on the basis of seniority-cum-fitness, from amongst the Garden Supervisor (BPS-07) having Secondary School Certificate from a recognized Board with Forester Course and five (05)years service as such; and</p> <p>(ii) ninety five percent (95%) by initial recruitment.</p> <p>Note:- The selected candidates shall undergo and successfully complete training at Forest School Thai leading to training two (02) years Forester's Course. Those already having two (02) years Forester's Course from Forest School, Thai shall be exempted from such training.</p>
96)	Forester (BPS-08)	(i) At least Second Class Bachelor's Degree with Intermediate in Science or equivalent qualification from a Higher Education Commission recognized University.	18 to 30 years.	(i) Twenty percent (20%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Guards (BPS-07) having Secondary School Certificate from a recognized Board with five (05)years service as such; and

  
 ABDUL JALEEL  
 Section Officer (Estab.)  
 Forestry, Environment  
 & Wildlife Department

95

		(ii) Physical fitness:  (a) Height (5-6ft minimum)  (b) Chest size (34-36 inches minimum)  Note: The candidates shall qualify Marathon race of two (02) km within 20 minutes.		(ii) eighty percent (80%) by initial recruitment.  Note:-The selected candidates shall undergo and successfully complete training at Forest School Thai leading to training two (02) years Forester's Course. Those already having two (02) years Forester's Course from Forest School Thai shall be exempted from such training.
97)	Laboratory Assistant (BPS-08)	At least Second Class Intermediate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Lab. Attendants (BPS-04) with seven(07)years service as such; and  (ii) Fifty percent (50%) by initial recruitment.
98)	Plant Operator (BPS-08)	At least Second Class Intermediate Certificate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	By initial recruitment.
99)	Masson (BPS-08)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with five (05) years practical experience in the line.	18 to 30 years.	By initial recruitment.
100)	Driver-cum-Mechanic (BPS-08)			By promotion on the basis of seniority-cum-fitness, from amongst the Drivers/Tractor Driver (BPS-06) with five (05) years service as such.
101)	Foreman (Civil)(BPS-08)	At least Second Class post Matric three (03) years Diploma in Associate Engineering (Civil) or equivalent qualification from recognized Board of Technical Education.	18 to 30 years.	By initial recruitment.

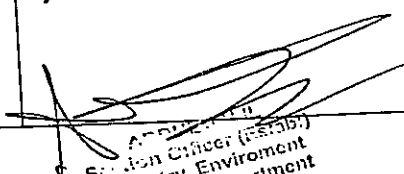
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Section Officer (Retd.)  
Forestry, Environment  
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85

102)	Foreman (Electrical) (BPS-08)	At least Second Class post Matric three (03) years Diploma in Associate Engineering (Electrical) or equivalent qualification from recognized Board of Technical Education.	18 to 30 years.	By initial recruitment.
103)	Storekeeper (BPS-07)			By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Store Keepers (BPS-07) and Assistant Curators (BPS-07) with five (05) years service as such.  Note:-A joint seniority list of Assistant Store Keepers (BPS-07) and Assistant Curators (BPS-07) shall be maintained for the purpose of promotion.
104)	PHC Technician (BPS-07)	At least Second Class Secondary School Certificate with Science or equivalent qualification from a recognized Board and two (02) years Diploma in LHV or Midwifery from recognized Nursing Board or Medical Faculty.	18 to 30 years.	By initial recruitment.
105)	Clinical Technician Pharmacy (BPS-07)	At least Second Class Secondary School Certificate with science or equivalent qualification with two (02) years Diploma in Paramedical Technology from a recognized nursing Board or Medical Faculty.	18 to 30 years.	By initial recruitment.
106)	Physical Training Instructor (BPS-07)	Ex-Army man with at least Second Class Intermediate Certificate from a recognized Board.	18 to 30 years.	By initial recruitment.
107)	Mechanic (BPS-7)			By promotion on the basis of seniority-cum-fitness, from amongst the Fitters (BPS-05) with five (05) years service as such.
108)	Motor Mechanic (BPS-7)	Certificate in the relevant field from recognized Institution with seven (07) years practical experience preferably in a Government workshop.	18 to 30 years.	By initial recruitment.

PFI Service Rules

  
Station Officer (R-357)  
Forestry, Environment  
& Wildlife Department

109)	Garden Supervisor (BPS-07)		18 to 30 years.	By promotion on the basis of seniority-cum-fitness, from amongst the Head Malis (BPS-04) with ten (10) years service as such who possess Secondary School Certificate.
110)	Assistant Storekeeper (BPS-07)	At least Second Class Intermediate Certificate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	By initial recruitment.
111)	Assistant Curator (BPS-07)	At least Second Class Intermediate Certificate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	By initial recruitment.
112)	Carpenter (BPS-07)	At least Second Class Matric Certificate or equivalent qualification from a recognized Board with one (01) year Diploma from a Government Vocational Training Center or Institute.	18 to 30 years.	By initial recruitment.
113)	Electrician (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma from a Government Vocational Training Center or Institute	18 to 30 years.	(i) Sixty seven percent (67%) by promotion on the basis of seniority-cum-fitness, from amongst the Lineman (BPS-06) and Pump Operator (BPS-06) with five (05) years service as such; and (ii) thirty three percent (33%) by initial recruitment. Note:- A joint seniority list of Lineman (BPS-06) and Pump Operator (BPS-06) shall be maintained for the purpose of promotion.
114)	Forest Guard (BPS-07)	At least Second Class in Intermediate with Secondary School Certificate in Science from a recognized Board. Physical fitness: (a) Height (5-6 ft minimum) (b) Chest size (34-36 inches minimum) Note: The candidates shall qualify Marathon race of two (02) km within twenty (20) minutes.	18 to 30 years.	By initial recruitment. Note:- The candidate who has been recruited shall have to undergo one year training course of Forest Guards at Khyber Pakhtunkhwa Forest School Thai Abbottabad. Those already having one (01) year Forest Guard Course from Forest School Thai shall be exempted from such training.

50

*ABDUL JALIL*  
Section Officer (Estab.)  
Forestry, Environment  
& Wildlife Department

Extension Specialist  
Pakistan Forest Institute  
Peshawar.

115)	Gas Plant Mechanic (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in Mechanical from a Government Vocational Training Center or Institute.	18 to 30 years.	By initial recruitment.
116)	Herbarium keeper (BPS-07)	At least Second Class Intermediate (Pre-Medical) in Science from a recognized Board.	18 to 30 years.	By initial recruitment.
117)	Polisher (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma from a Government Vocational Training Center or Institution.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Workshop Attendant (BPS-03) with ten (10) years service as such; and (ii) fifty (50%) percent by Initial recruitment.
118)	Sawyer (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in the trade from a Government Vocational Training Center or Institution.	18 to 30 years.	By initial recruitment.
119)	Welder (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in the trade from Government Vocational Training Center.	18 to 30 years.	By initial recruitment.
120)	Lineman (LT) (BPS-06)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in Electrician from Government Vocational Training Center.	18 to 30 years.	By initial recruitment.
121)	Driver /Tractor Driver (BPS-06)	Literate having LTV/HTV driving license issued by the competent authority.	18 to 30 years.	(i) Twenty five percent (25%) by promotion on the basis of seniority-cum-fitness, from amongst the Cleaners (BPS-03) having ten (10) years experience with LTV/HTV license; and

*ABDUL JALIL*  
 Section Officer (Estab.)  
 Forestry, Environment  
 & Wildlife Department



		Note:-Preference will be given to those who have sufficient experience in driving, repair and maintenance of vehicles.		(ii) seventy five (75%) by initial recruitment.
122)	Pump Operator (BPS-06)	At least Second Class Secondary School Certificate from a recognized Board with one (01) year Diploma in the trade from a Governmental Vocational Training Center.	18 to 30 years.	By initial recruitment.
123)	Fitter (BPS-05)	At least Second Class Secondary School Certificate from a recognized Board with one (01) year Diploma in the trade from a Governmental Vocational Training Center.	18 to 30 years.	By initial recruitment.
124)	Assistant Photographer (BPS-05)		-	By Promotion on the basis of seniority-cum-fitness, from amongst the holders of the post of Museum Attendant (BPS-3) and Library Attendant (BPS-3) with five (05) years service as such.  Note:-A joint seniority list of Museum Attendant (BPS-3) and Library Attendant (BPS-3) shall be maintained for the purpose of promotion.
125)	Tennis Marker (BPS-05)		-	By promotion on the basis of seniority-cum-fitness, from amongst the Sports Attendant (BPS-03) with five (05) years service as such.
126)	Daftari (BPS-04)		-	By promotion on the basis of seniority-cum-fitness, from amongst the Naib Qasids with two years service as such.
127)	Havildar Armed Guard (BPS-04)		-	By promotion on the basis of seniority-cum-fitness, from amongst the holders of the post of Armed Guard (BPS-03) with five (05) years service as such.
128)	Jamadar Armed Guard (BPS-04)		-	By promotion on the basis of seniority-cum-fitness, from amongst the Armed Guards (BPS-03) with five (05) years service as such.

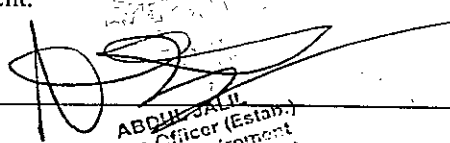
*[Handwritten Signature]*  
 Asst. Dir.  
 Senior Post Officer  
 Forestry, Environment  
 & Wildlife Department

61

Extension Specialist  
 Pakistan Forest Institute  
 Peshawar.

5

129)	Laboratory Attendant (BPS-04)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board	18 to 40 years.	(i) Twenty five percent (25%) by promotion on the basis of seniority-cum-fitness, from amongst the Plant Collectors (BPS-03) and Plant Mounters (BPS-03) with five (05) years service as such; and (ii) Seventy five percent (75%) by initial recruitment. <b>Note:-</b> A joint seniority list of Plant Collectors (BPS-03) and Plant Mounters (BPS-03) shall be maintained for the purpose of promotion.
130)	Head Mali (BPS-04)		-	By promotion on the basis of seniority-cum-fitness, from amongst the Malis (BPS-03) with seven (07) years service as such.
131)	Jamadar Sanitary Worker (BPS-04)		-	By promotion on the basis of seniority-cum-fitness from amongst the Sanitary Workers (BPS-03) with five (05) years service as such.
132)	Armed Guard (BPS-03)	Ex-Army Man with at least Second Class Secondary School Certificate from a recognized Board.	18 to 40 years.	By initial recruitment.
133)	Bearer (BPS-03)	Literate with two years practical experience in any Hotel or Guest House as Waiter or Bearer.	18 to 40 years.	By initial recruitment.
134)	Butler (BPS-03)	Literate with two years practical experience in any Hotel or Guest House as Waiter or Bearer.	18 to 40 years.	By initial recruitment.
135)	Cleaner (BPS-03)	Literate having LTV Driving license issued by the competent authority. Preference will be given to those who have sufficient experience in driving and maintenance of vehicles.	18 to 40 years.	By initial recruitment.
136)	Cook (BPS-03)	Literate with three years practical experience in any Hotel or Guest House as Cook	18 to 40 years.	By initial recruitment.

  
ABDUL SALIL  
Section Officer (Estab.)  
Forestry, Environment  
& Wildlife Department

137)	Cook for Guest House(BPS-03)	Literate with three years practical experience in any Hotel or Guest House as Cook.	18 to 40 years.	By initial recruitment.
138)	Dai (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Midwife Certificate from recognized Nursing Board or Medical Faculty.	18 to 40 years.	By initial recruitment.
139)	Khalasi (BPS-03)	Preferably literate.	18 to 40 years.	By initial recruitment.
140)	Library Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 years.	By initial recruitment.
141)	Mali (BPS-03)	Literate with two years working experience in gardening.	18 to 40 years.	By initial recruitment.
142)	Dishwasher/ Masaalchi (BPS-03)	Literate with three years practical experience in any Hotel or Guest House as Cook.	18 to 40 years.	By initial recruitment.
143)	Museum Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with two years experience in the trade.	18 to 40 years.	By initial recruitment.
144)	Naib Qasid (BPS-03)	Literate.	18 to 40 years.	By initial recruitment.
145)	Plant Collector (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification in Science from a recognized Board.	18 to 40 years.	By initial recruitment.
146)	Plant Mounter (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification in Science from a recognized Board.	18 to 40 years.	By initial recruitment.

13

*ABDUL JALIL*  
 Section Officer (Establishment)  
 Forestry, Environment  
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 Peshawar.

147)	Sweeper (BPS-03)	Literate.	18 to 40 years.	By initial recruitment.
148)	Sanitary Worker (BPS-03)	Literate.	18 to 40 years.	By initial recruitment.
149)	Sports Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 years.	By initial recruitment.
150)	Workshop Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 years.	By initial recruitment.

**SECRETARY TO GOVT: OF KHYBER PAKHTUNKHWA  
FORESTRY, ENVIORNMENT & WILDLIFE  
DEPARTMENT**


**Peshawar Dated the 16<sup>th</sup> April, 2019.**

**Endst: No. SO (Estt)FE&WD/V-10/2019/3891-3904**

Copy is forwarded for information to: -

- 1) All Administrative Secretaries, Govt: of Khyber Pakhtunkhwa.
- 2) Accountant General, Khyber Pakhtunkhwa.
- 3) Secretary to Ministry of Climate Change, Government of Pakistan, Islamabad.
- 4) Director General, Pakistan Forest Institute, Peshawar.
- 5) Chief Conservator of Forests, Central Southern Forest Region-I, Peshawar.
- 6) Chief Conservator Wildlife Khyber Pakhtunkhwa.

**PFI Service Rules**

  
ABDUL JALIL  
Section Officer (Estab.)  
Forestry, Environment  
& Wildlife Department

- 7) Registrar Peshawar High Court/Service Tribunal, Khyber Pakhtunkhwa.
- 8) Secretary, Khyber Pakhtunkhwa Public Service Commission.
- 9) Director Budget & Accounts Cell, FE&W Department.
- 10) Librarian, Government of Khyber Pakhtunkhwa, Establishment Department.
- 11) Manager Government Printing Press, Khyber Pakhtunkhwa, Peshawar for publication in the Official Gazette with the request that twenty printed copies of the notification, as & when published may be furnished to this department.
- 12) PS to Secretary, FE&W Department Khyber Pakhtunkhwa.
- 13) Master file.
- 14) Concerned file.

  
(HAFIZ ABDUL JALIL)  
SECTION OFFICER (ESTT)

16/4/2019  
ABDUL JALIL  
Section Officer (Estab.)  
Forestry, Environment  
& Wildlife Department

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Government of Khyber Pakhtunkhwa  
Forestry, Environment and Wildlife Department



# Pakistan Forest Institute

## Recruitment and Promotion Rules

2019



GOVERNMENT OF KHYBER PAKHTUNKHWA  
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT

NO.SO(Estt)/FE&WD/v-10/2017/S. Rules  
Dated Peshawar the, 24<sup>th</sup> June, 2020

Annexure

(67)

To

Muhammad Bilal Zia,  
Forest Geneticist,  
PFI, Peshawar.

Dairy No: 900

Dated: ~~27/7/2020~~

Director General Office  
PFI, Peshawar

Subject: - DEPARTMENTAL REPRESENTATION AGAINST  
DISCRIMINATORY ARBITRARY, UNFAIR, ULTRA VIRES  
PROPOSED SERVICE RULES IN CONTRARY TO FUNDAMENTAL  
RIGHTS

I am directed to refer to your departmental appeal bearing 17/FG, dated ~~18<sup>th</sup> February, 2020~~ on the subject captioned above.

In this regard, it is to state that your departmental appeal ~~dated 24<sup>th</sup> January, 2019~~ was considered and rejected/filed, being not tenable, please.

(ZIA-UR-RAHMAN)  
SECTION OFFICER (ESTT)

Endst: No. & Date even.

Copy is forwarded for information to:-

1. Director General, PFI w/r to his letter No: 421/F.I (Per)-Estt, dated 20<sup>th</sup> March, 2019.
2. PS to Secretary, FE&W Department, Khyber Pakhtunkhwa.

SECTION OFFICER (ESTT)

DD (Tech.)  
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Mr. Bilal Zia

Annexure

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68

No. 19 /FG, dated 03-03-2020  
Forest Genetics Branch, PFI, Peshawar.

To,

The Director General,  
Pakistan Forest Institute,  
Peshawar.

Through: **Proper Channel**

Subject: **REPRESENTATION AGAINST TENTATIVE SENIORITY LIST OF RANGE  
MANAGEMENT OFFICER (BPS-18) & FOREST GENETECIST (BPS-18) IN  
PAKISTAN FOREST INSTITUTE, PESHAWAR AS STOOD ON 31-12-2019.**

Reference: SO(Estt.) FE&WD Govt. of Khyber Pakhtunkhwa Notification  
No.SO(ESTT)ENVTV-40/2K19 and Dy. Director (Tech.) PFI, Peshawar  
Endstt. No.317/F.V(03)-Estt dated 20/02/2020. (Copy enclosed)

Dear Sir,

With the most profound regards it is submitted that;

The undersigned is not agree with the seniority list circulated vide above cited reference due to the following observations;

1. The subject list as circulated is partial and contains ~~fragmented inter se seniority~~ after restructuring and reorganization of branches and divisions in the same research institute as ~~it comprises of only two (02) officers rather than Nine (09) officers of BPS-18 are working at Pakistan Forest Institute.~~ This is not according to ~~Sec. 8(1) of the Khyber Pakhtunkhwa Civil Servants Act, read with Rule 17, Civil Servant (Appointment, Promotion and Transfer) Rules 1989 (Annex-1) and the guide lines of Federal Govt. for fixation of seniority of devolved employees vide letter No.F.No-15(5)/2011-MSW-IV-Islamabad-the-17-09-2013(Annex-2).~~
2. That's the undersigned is working as Forest Geneticist (BPS-18) at Pakistan Forest Institute, Peshawar for the last **ten years**.
3. As per gradation list of Pakistan Forest Institute, Peshawar (PFI), as stood on 31.12.2018, undersigned was placed at No.11 among BPS-18 officers of PFI. **(Annex-3)**.
4. Notwithstanding the fact that Forestry Research Division is prima facie parent to Forest Genetics Branch which is mandated for the improvement of forest tree species, this branch was shifted from Forestry Research Division to the Biodiversity Division on account of administrative action and same has been fixed in "Service Rules of PFI" with fixed one line promotion ~~irrespective of inter se seniority of the~~ undersigned in line of promotion and stopped chances of further promotion up to 2032 rather than the normal opening in 2021. Both of the two divisions are placed under Additional Director General (Forestry Res.) but *inter se* seniority of officers of these Divisions has been fragmented in an un-proportionate manner. This all was



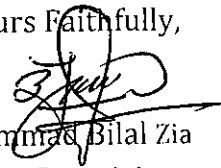


done in complete isolation and without taking the matter on board with the undersigned.

5. As per settled dictum of law in view of decisions of apex courts, no civil servant/employee can be transferred or shifted by giving less benefit already availing but in present scenario, the reshuffling ibid, made without settling the expected anomalies which are to be faced by the undersigned like dejected persons by excluding from the timely promotions, resultantly junior officers are being promoted/considered for the same would amount to heart-burning as well as frustration. Even some of juniors at lower grade i.e. BPS-17 recently promoted to BPS-18 will be promoted to BPS-19 promptly; hence, such kind of discrimination also hits the fundamental rights as guaranteed by Articles 8, 25 & 27 of the Constitution.
6. These grievances have already been brought under the notice of high ups by the undersigned in representations as submitted Vide no's. 0398, 008, 032/F.G dated, 06-07-2018, 24-01-2019, 15-05-2019 respectively (**Annex-4,5,6**) and comments on the recommendations of Anomalies Review Committee of New Service rules of PFI Vide No. 51/FG dated 13-09-2019 (**Annex-7**).

In view of the above, it is most humbly requested that the seniority status including expected future promotion of the undersigned may kindly be settled as per seniority *inter se*, irrespective of administrative status of Forest Genetics Branch under the settled dictum of law held and settled to the extent in order to protect the professional career of undersigned being my legitimate right of expectance and obliged.

Yours Faithfully,



Muhammad Bilal Zia  
Forest Geneticist,

Biodiversity Research Div. PFI Peshawar.

Annex

GOVERNMENT  
FORESTRY, EN

NOTIFICATION

NO.SO(ESTT)ENVT:V-40/2K19: In pursuance of Section 5 (Appointment, Promotion and Transfer) Rules, 1989, the following officers are being appointed to the post of Forest Geneticist (BPS-18) in Pakistan Forest Range Management Officer (BPS-18) & Forest Geneticist (BPS-18) in Pakistan Forest

TENTATIVE SENIORITY LIST OF RANGE MANAGEMENT OFFICERS  
IN PAKISTAN FOREST

S. #	Name of Officer with academic qualification	Designation & BPS
1.	Mr. Ashaeer Farooq, M.Sc (Forestry)	Range Management Officer (BPS-18)
2.	Mr. Mohammad Bilal Zia M.Sc (Hons) PB&G	Forest Geneticist (BPS-18)

NO. 317 / F.V (03)-Estt

Copy forwarded for information and necessary action to the following officers:

1. Mr. Ashaeer Farooq, Range Management Officer, PFI, Peshawar
2. Mr. Mohammad Bilal Zia, Forest Geneticist PFI, Peshawar

They are requested to please report their observations / comments to the Administrative Department for issuance as final.

Annexure 'K'

(71)

Government of Pakistan  
Establishment Division  
Management Services Wing  
\*\*\*\*\*

NO. 15(5)/2011-MSW-IV

Islamabad, the July 3, 2013

OFFICE MEMORANDUM

Subject: Permanent Absorption of Civil Servants of the Devolved Ministries/Divisions/Departments/Organizations

Dy. No. 7007  
Date 4/7/13

The undersigned is directed to state that with a view to expediting the process of adjustment/absorption of civil servants belonging to devolved Ministries/Divisions/Departments/Organizations who were adjusted temporarily in the Federal & Provincial Governments on deputation basis under Section 10 of Civil Servants Act, 1973 and in compliance with the directions/orders of the Islamabad High Court in Writ Petition No. 144/2012. Ordinance No. V of 2013 has been promulgated on 24.05.2013.

2. In order to give effect to the provisions of the Ordinance ibid, Secretaries of the administrative Ministries/Divisions are requested to initiate the process of adjustment/absorption and issue orders in respect of civil servants (BS-1-19) whose services have been placed at their disposal under intimation to the Management Services Wing, Finance Division (Expenditure Wing) and Devolution Cell of the Cabinet Division. Cases of Civil Servants in BS-20 & above may be submitted for approval of the Appointing Authority through Management Services Wing of the Establishment Division.

9/7/13  
4/7/13  
Dy. No. 1068  
Date 4/7/13

3. Further, for the cases in respect of the following categories Establishment Division (Management Services Wing) shall separately issue orders/guidelines:-

- a) Civil Servants posted in the Autonomous Bodies.
- b) Civil Servants posted against positions reserved for Occupational Groups.
- c) Civil Servants posted in Projects.
- d) Civil Servants posted with Devolution Cell Cabinet Division.
- e) Civil Servants posted in the Provincial Governments.

NAME 1/7  
Secretary 37

(Muhammad Shahid Siddiqui)  
Director General  
Ph: 051-9211537  
Fax: 051-9204109

All Secretaries/Additional Secretaries Incharge of Ministries/Divisions, Islamabad/Rawalpindi

Pl. discuss. #2  
J.S (III)  
4/7/13

60/20  
Discussed in file #  
76  
50672  
05/7/13

Annexure

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- (c) Under rule 4A of the Civil Servants (Seniority) Rules, 1993, in the event of merger of Ministries, Divisions, Attached Departments or Subordinate Offices, the seniority of civil servants, other than regularly constituted Occupational Groups & Services shall be determined in accordance with the date of regular to a Cadre or a post.
- (iii) Sanctioned Strength: All regards the sanctioned strength, it is clarified that the employees transferred alongwith post and budget may be absorbed against the post transferred at the time of devolution to the Ministries/Division/Departments concerned. However the employees transferred against the vacant posts at the time of devolution shall not add to their sanctioned strength. The Ministries/Divisions may work out their sanctioned strength after absorption of the employees of the devolved Ministries/Divisions/ Departments and may submit the case for revision of their sanctioned strength to the Finance Division for concurrence through Management Services Wing of the Establishment Division.
2. The absorption orders may be expedited in line with the orders of placement issued at the time of devolution of Ministries/Divisions/Departments i.e. against the vacant posts/ alongwith post & budget as the case may be. However, In case of any further query in the matter, it is requested to consult this Division after issuance of absorption orders.

  
 (Muhammad Abdul Aleem Qazi)

 Deputy Director  
 Ph:-051-9206694

All Secretaries/Additional Secretaries-Incharge  
of Ministries/Division, Islamabad/Rawalpindi

6 ESTA CODE [Establishment Code Khyber Pakhtunkhwa]

Provided that in the case of initial appointment to a service or post, a civil servant shall not be deemed to have completed his period of probation satisfactorily until his character and antecedents have been verified as satisfactory in the opinion of the appointing authority.

7. **Confirmation.**---(1) A person appointed on probation shall, on satisfactory completion of his probation, be eligible for confirmation in a service or, as the case may be, a post as may be prescribed.

(2) A civil servant promoted to a post <sup>1</sup>[...] on regular basis shall be eligible for confirmation after rendering satisfactory service for the period prescribed for confirmation therein.

(3) There shall be no confirmation against any temporary post.

(4) A civil servant who, during the period of his service, was eligible to be confirmed in any service or against any post retires from service before being confirmed shall not, merely by reason of such retirement, be refused confirmation in such service or post or any benefits accruing therefrom.

(5) Confirmation of a civil servant in a service or post shall take effect from the date of occurrence of permanent vacancy in that service or post or from the date of continuous officiation, in such service or post, whichever is later.

8. **Seniority.**---(1) For proper administration of a service, cadre or <sup>2</sup>[post], the appointing authority shall cause a seniority list of the members for the time being of such service, cadre or <sup>3</sup>[post] to be prepared, but nothing herein contained shall be construed to confer any vested right to a particular seniority in such service, cadre or <sup>4</sup>[post] as the case may be.

(2) Subject to the provisions of sub-section (1), the seniority of a civil servant shall be reckoned in relation to other civil servants belonging to the same service or <sup>5</sup>[cadre], whether serving in the same department or office or not, as may be prescribed.

(3) Seniority on initial appointment to a service, <sup>6</sup>[cadre] or post shall be determined as may be prescribed.

~~(4) Seniority in a post, service or cadre to which a civil servant is promoted shall take effect from the date of regular appointment to that post.~~

1. The words "or grade" omitted by Khyber Pakhtunkhwa Ordinance No. IV of 1985.
2. Subs: for the word "grade" by Khyber Pakhtunkhwa Ordinance No. IV of 1985.
3. Subs. for the word "grade" by Khyber Pakhtunkhwa Ordinance No. IV of 1985.
4. Subs. for the word "grade" by Khyber Pakhtunkhwa Ordinance No. IV of 1985.
5. Substituted for the word "grade" by Khyber Pakhtunkhwa Ordinance No. IV of 1985.
6. Substituted for the word "grade" by Khyber Pakhtunkhwa Ordinance No. IV of 1985.
7. Sub-section (4) substituted by Khyber Pakhtunkhwa Ordinance No. IV of 1985.

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**ESTA CODE [Establishment Code Khyber Pakhtunkhwa] 2**

Provided that civil servants who are selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter-se seniority as in the lower post.]

<sup>1</sup>[(5) The seniority lists prepared under sub-section (1), shall be revised and notified in the official Gazette at least once in a calendar year, preferably in the month of January].

**9. Promotion.**---(1) A civil servant possessing such minimum qualifications as may be prescribed shall be eligible for promotion to a <sup>2</sup>[higher] post for the time being reserved under the rule for departmental promotion in <sup>3</sup>[....] the service or cadre to which he belongs.

(2) A post referred to in sub-section (1) may either be a selection post or a non selection post to which promotion shall be made as may be prescribed--

- (a) in the case of a selection post, on the basis of selection on merit; and
- (b) in the case of non-selection post, on the basis of seniority-cum-fitness.

**10. Posting and Transfer.**---Every civil servant shall be liable to serve anywhere within or outside the province, in any post under the Federal Government, or any Provincial Government or Local authority, or a corporation or body set up or established by any such Government:

Provided that nothing contained in this section shall apply to a civil servant recruited specifically to serve in a particular area or region;

Provided further that, where a civil servant is required to serve in a post outside his service or cadre, his terms and conditions of service as to his pay shall not be less favourable than those to which he would have been entitled if he had not been so required to serve.

**11. Termination of service.**---(1) The service of a civil servant may be terminated without notice--

- (i) during the initial or extended period of his probation:

Provided that, where such civil servant is appointed by promotion on probation or, as the case may be, is transferred from one <sup>4</sup>[service], cadre or post to another <sup>5</sup>[service], cadre or post, his service shall not be so terminated so long as he holds a lien

1. Sub-section (5) added by Khyber Pakhtunkhwa Act No. I of 1989.  
 2. The word "higher" inserted by Khyber Pakhtunkhwa Ordinance No. IV of 1985.  
 3. The words "the higher grade of" omitted by Khyber Pakhtunkhwa Ordinance No. IV of 1985.  
 The word "grade" substituted by Khyber Pakhtunkhwa Ordinance No. IV of 1985.  
 The word "grade" substituted by Khyber Pakhtunkhwa Ordinance No. IV of 1985.

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Appeal No. 1146/2011

Date of institution. ... 10.6.2011

Date of Decision ... 17.7.2012



Imran Ali Research Officer, ARI, Tarnab.

(Appellant).

VERSUS

1. Director General, Agriculture Research IDS Building, Agriculture University Khyber Pakhtunkhwa, Peshawar.
  2. Government of Khyber Pakhtunkhwa through Secretary, Food, Agriculture, Livestock and Cooperation Department, Peshawar.
  3. Vice Chancellor Khyber Pakhtunkhwa Agriculture University, Peshawar.....
- (Respondents)

APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT 1974, AGAINST THE ORDER/LETTER DATED 13.5.2011 OF RESPONDENT NO. 1 WHEREBY REPRESENTATION OF THE APPELLANT HAS BEEN REJECTED.

MR. AKHTAR ILYAS,  
Advocate

For appellant.

MR. ARSHAD ALAM,  
Addl. Government Pleader

For respondents.

SYED MANZOR ALI SHAH,  
MR. FAREEDULLAH KHAN,

MEMBER  
MEMBER

ATTESTED

JUDGMENT

SYED MANZOR ALI SHAH, MEMBER.- This appeal has been filed by Mr. Imran Ali, Research Officer, Agriculture Research Institute, Tarnab Peshawar, under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974, against the order dated 13.5.2011, whereby his representation has been rejected.

2. Brief facts of the case are that initially services of the employees of the Agriculture Research were governed by the general rules applicable to the civil servants in the Khyber Pakhtunkhwa. These rules were replaced by the Khyber Pakhtunkhwa Agriculture Department (Recruitment and Appointment) Rules 1981. Vide notification dated 2.2.2008, some amendments were made in 1981 rules, introducing certain changes in the method of recruitment for various posts.

in the Agriculture Research Wing. These rules do carry Schedule-II wherein subject groups are provided. These subject groups are practically followed by recruiting the officials having qualification of the same subject nor they provide for a separate cadre but separate seniority is awarded to the officers of each separate subject groups. These groups are optional and any officer having Bachelors Degree or above in any Agricultural related subjects can enter into any group. The officers in functional groups consisting of smaller number of officers/officials are getting rapid promotion than the officers/officers who happened to fall in larger functional groups. To remove the anomaly the Director General Agriculture Research office (respondent No. 1) addressed a letter dated 27.11.2010 to respondent No. 2 wherein he requested for abolition of Schedule II from the rules of 1981. Feeling aggrieved, the appellant filed Writ Petition No. 42/2011, vide order dated 15.2.2011, the writ was disposed of and it was treated as a representation before the departmental authority, and sent to Secretary, Food, Agriculture, Livestock and Cooperation Department, Peshawar for decision strictly in accordance with law within a month's time. The representation was rejected vide order dated 13.5.2011, hence the present appeal.

3. The appeal was admitted to regular hearing on 6.7.2011 and notices were issued to the respondents. Respondents No. 1 and 2 have filed their joint written reply and contested the appeal.

Arguments heard and record perused.

The learned counsel for the appellant argued that the functional groups (subject groups) formed vide schedule-II of the 1981 Rules are meant only for efficient working of specialized and well-trained scientists in their respective subjects and they do not constitute separate cadres that may justify seniority and promotion in each functional group. Such a practice adopted by the respondent department due to misinterpretation and misuse of rules. The functional groups are optional and are not subject related. He further argued that these functional groups and the separate promotion within the groups have given irrational results. The officers in smaller functional groups get rapid promotion while in the larger groups the process of promotion is very slow. He stated that functional groups do not constitute separate cadres notwithstanding, the matter of seniority in the respondent department is regulated by Section 8 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, which provide that the Interse seniority of the officers shall be maintained at a

Khyber Pakhtunkhwa

EX AMINER

ATTACHED



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position of lower grade seniority based on their first entry into the service. This controversy has already been set at rest not only by the Establishment & Administration Department in the case of M/S Dilrosh and Tasleem Jan but also by the Hon'ble High Court vide judgment dated 26.5.2009. Subsequent amendments in Rule 17 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules (1989) also support the appellant's plea. The learned counsel for the appellant contended that Rules of 1981 are also discriminative in nature and are required to be brought at par with those of other Wings of the respondent department by abolishing/deleting the clauses of initial recruitment, as envisaged by para (b) in column 6 against the post of Senior Research Officer (BFS-18). He further contended that the incumbent posts are mostly administrative and the higher qualification of Ph.D is seldom a need for running the affairs connected with these offices, rather it is the experience which should be more relevant for the efficient working against these posts, hence the initial recruitment on the basis of Ph.D degree against the administrative posts would serve no useful purpose. He requested that the appeal may be accepted and the respondents may be directed to treat the subject groups as envisaged by schedule-II to the 1981 rules as a single cadre and they be restrained from issuance of separate seniority lists for each functional group and abolish the subject/functional groups. If the functional groups remained intact, then the respondents be directed to award seniority to the officers on the basis of their initial induction in service in accordance with notification of provincial government dated 19.11.2009 and judgment in Writ Petition No. 81/2002.

6. The learned AGP on the other hand argued that Rules of 1981 were framed by the provincial government to improve research system in the agriculture sector. Schedule (I) is meant for the purpose to accommodate the suitable candidates having specialized degrees in their relevant subject groups. The candidates having irrelevant degree cannot be appointed against the post of non specialized vacancies. He further argued that no anomalies/irregularities have been done in the department. Every officer can easily work on their subject functional group after recruitment/appointment according to his subject functional group in the relevant group having the knowledge of all the instruments in their laboratory. He stated that the seniority of the officers is maintained in the department from the date of induction into service according to 1981 Rules (Schedule-II) which clearly mentioned that the interse seniority of civil servants in a certain cadre in which promotion is made from different lower posts carrying the same pay scale shall be determined from the date of regular

ATTESTED

9

appointment/promotion of the civil servants in the lower posts. Certain cadre means functional group; every functional group maintained seniority of the Research Officer from their date of appointment under the rules. The question of pick & choose <sup>does</sup> not arise, because highly qualified and Ph.D candidates are appointed after competitive examinations through Public Service Commission after advertisement of the posts in newspapers. He requested that the appeal may be dismissed.

7. ~~The Tribunal observes that groups constituted are meant for efficient working and are not separate cadres, the groups are not subject related and does not have specific criteria/requirements and optional. The matter of seniority of civil servants is regulated under Section 8 of Khyber Pakhtunkhwa Civil Servants Act 1973, and Section 17 (amended) of the Khyber Pakhtunkhwa (Appointment, Promotion and Transfer) Rules 1989, according to which the inter-se seniority of civil servants in a certain cadre to which promotion is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment/promotion of the civil servants in the lower post. Vide judgment dated 20.5.2004, the Hon'ble Peshawar High Court, accepted Writ Petition No. 81/2002, No. 437/2002 and 279/2002, set aside the impugned orders with direction to respondent department to prepare a fresh joint list of Senior Research Officers irrespective of their functional group and seniority within the group and to undertake fresh process for filling of posts in question strictly in accordance with the Khyber Pakhtunkhwa Agriculture Department (Recruitment and Appointment) Rules, 1981 with reference to Schedule 1 for the appointment of Director/Coordinator Agriculture Research. The decision of S&GAD in the case of M/S Dilrosh and Tasleem Jan also supports appellant's case. The Tribunal in view of the above, accepts the appeal to this extent whereas in case of prescribing specific qualifications for BPS-18 (Ph.D in this case) is the prerogative of the government as it deems fit for initial recruitment. Parties are left to bear their own costs. File be consigned to the record.~~

7

ATTENDED

This judgment will also dispose of other connected appeals No. 974/2011 Muhammad Hussain, No. 1147/2011 Manzoor Akbar, No. 1148/2011 Noora Jan, No. 1149/2011 Muhammad Iqbal, No. 1150/2011 Jan Muhammad, No. 1151/2011, Muhammad Rafiq, No. 1152/2011 Abdul Majeed, No. 1153/2011 Zubir Shah, No. 1154/2011 Abdur Rauf, No. 1155/2011 Suleman Ali, No. 1156/2011 Imtiaz Ahmad, No. 1157/2011 Abdul Qayum, No. 1158/2011 Tehseenullah Khan, No. 1159/2011 Sahib Zada Rashid Ahmad, No. 1160/2011

79

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to -12- 5

Muhammad Ibrar, No. 1161/2011 Dr. Bashir Ahmad, No. 1162/2011 Akram Khan, No. 1163/2011 Zahoor-ul-Haq, No. 1164/2011 Mir Abbas Khattak, No. 1165/2011 Mahabat Khan, No. 1166/2011 Muhammad Javed, No. 1167/2011 Sadur Rehman, No. 1168/2011 Tariq Jan, No. 1169/2011 Muhammad Aqeel, No. 1170/2011 Ayub Jan, No. 1171/2011 Zameer Hussain, No. 1172/2011 Shah Sawar, No. 1173/2011 Azim Khan, No. 1174/2011 Inayat Hussain, No. 1175/2011 Nazir Ahmad, No. 1176/2011 Humayun Khan, No. 1177/2011 Sharafat Gul, No. 1178/2011 Muhammad Anwar, No. 1179/2011 Habibullah, No. 1180/2011 Tahir Sajjad, No. 1181/2011 Ghulam Rasool in the same manner.

ANNOUNCED  
17.7.2012

- Sd/- Syed Manzoor Ali Shah  
Member  
Sd/- Farid Ullah Khan  
Member

Certified  
Khyber  
Service Tribunal  
Peshawar

Date of Presentation of Application: 20.11.2012  
Number: 2000  
Copies: 12  
Total: 12  
Name: [Signature]  
Date of Issuance of Cert: 21.11.2012  
Date of Delivery of Cert: 21.11.2012

Annexure 'O' (80)

IN THE SUPREME COURT OF PAKISTAN  
(APPELLATE JURISDICTION)

PRESENT

MR. JUSTICE NASIR-UL-MULK

MR. JUSTICE SARMAJ JALAL OSMANY

**CIVIL PETITION NOS.517-P-551-P,  
560-P OF 2012 & 107-P OF 2013**

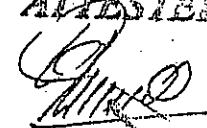
(On appeal from the judgment of the  
K.P.K. Service Tribunal, Peshawar  
dated 17.7.2012 passed in Appeal No.  
1146 of 2011 *to 1181 and 974/2011*)

Director General, Agriculture Research  
Agriculture University, Peshawar & another Petitioners

Versus

Imran Ali and another	Respondents (in C.P. No.517-P/12)
Manzoor Akbar and another	Respondents (in C.P. No.518-P/12)
Noora Jan and another	Respondents (in C.P. No.519-P/12)
Muhammad Iqbal and another	Respondents (in C.P. No.520-P/12)
Muhammad Rafiq and another	Respondents (in C.P. No.521-P/12)
Abdul Majeed and another	Respondents (in C.P. No.522-P/12)
Zubair Shah and another	Respondents (in C.P. No.523-P/12)
Abdur Rauf and another	Respondents (in C.P. No.524-P/12)
Suleman Ali and another	Respondents (in C.P. No.525-P/12)
Imtiaz Ahmad and another	Respondents (in C.P. No.526-P/12)
Abdul Qayuum and another	Respondents (in C.P. No.527-P/12)
Tehseenullah Khan and another	Respondents (in C.P. No.528-P/12)

ATTESTED

  
Deputy Registrar,  
Supreme Court of Pakistan,  
Peshawar.

(81)

Sahib Zada Rashid and another

Respondents  
(in C.P. No.529-P/12)

Muhammad Ibrar and another

Respondents  
(in C.P. No.530-P/12)

Dr. Bashir Ahmed and another

Respondents  
(in C.P. No.531-P/12)

Akram Khan and another

Respondents  
(in C.P. No.532-P/12)

Zahoor ul Haq and another

Respondents  
(in C.P. No.533-P/12)

Mir Abbas Khattak and another

Respondents  
(in C.P. No.534-P/12)

Mahabat Khan and another

Respondents  
(in C.P. No.535-P/12)

Muhammad Javed and another

Respondents  
(in C.P. No.536-P/12)

Sadur Rehman and another

Respondents  
(in C.P. No.537-P/12)

Tariq Jan and another

Respondents  
(in C.P. No.538-P/12)

Muhammad Aqeel and another

Respondents  
(in C.P. No.539-P/12)

Ayub Jan and another

Respondents  
(in C.P. No.540-P/12)

Zameer Hussain and another

Respondents  
(in C.P. No.541-P/12)

Shah Sawar and another

Respondents  
(in C.P. No.542-P/12)

Azim Khan and another

Respondents  
(in C.P. No.543-P/12)

Inayat Hussain and another

Respondents  
(in C.P. No.544-P/12)

Niaz Ahmad and another

Respondents  
(in C.P. No.545-P/12)

Haymayun Khan and another

Respondents  
(in C.P. No.546-P/12)

Sharafat Gul and another

Respondents  
(in C.P. No.547-P/12)

Muhammad Anwar and another

Respondents  
(in C.P. No.548-P/12)

ATTENDED

Deputy Registrar,  
Supreme Court of Pakistan,  
Peshawar.

82

Habibullah and another

Respondents  
(in C.P. No. 549-F/12)

Tahir Sajjad and another

Respondents  
(in C.P. No. 550-P/12)

Ghulam Rasool and another

Respondents  
(in C.P. No. 551-P/12)

Jan Muhammad and another

Respondents  
(in C.P. No. 560-P/12)

**C.P.No. 107-P of 2013**

Chief Secretary to Govt. of KPK and others Petitioners

Versus

Muhammad Hussain Respondent

For the Petitioners: Ms Neelam Khan, Addl. A.G. KPK  
(in all petitions)

Respondents: Mr. Imran Ali, Mr. Abdul Rauf, Dr. Javed and Habibullah, present in person

Other Respondents: N. R.

Date of Hearing: 20.06.2013

**JUDGMENT**

**NASIR-UL-MULK, J.-** The Director General, Agriculture Research Khyber Pakhtunkhwa, Peshawar and another have filed these petitions for leave to appeal impugning a common judgment of the Khyber Pakhtunkhwa Service Tribunal, Peshawar, dated 17.07.2012, allowing to some extent the service appeals filed by the respondents. The respondents are research and other officers statedly serving in BPS-17. Their grievance relates to the separate seniority lists of the various groups within the same Institution. The Tribunal made reference to Section 8 of Khyber Pakhtunkhwa Civil

**ATTESTED**

Deputy Registrar,  
Supreme Court of Pakistan,  
Peshawar.



Servants Act, 1973 and Section 17 (amended) of the Khyber Pakhtunkhwa (Appointment, Promotion and Transfer) Rules, 1989. It appears from the operative part of the impugned judgment in Paragraph 7 thereof that it relied upon the judgment of the Peshawar High Court dated 20.05.2004 delivered in Writ Petition Nos. 81, 437 of 2002 and 279 of 2007, whereby a direction was given to the department "to prepare a fresh joint list of Senior Research Officers irrespective of their functional group and seniority within the group and to undertake fresh process for filling of posts in question strictly in accordance with the Khyber Pakhtunkhwa Agriculture Department (Recruitment and Appointment) Rules, 1981 with reference to Schedule-1 for the appointment of Director/Coordinator Agriculture Research." It concluded "the Tribunal in view of the above accepts the appeal to this extent whereas in case of prescribing specific qualifications for BPS-18 (Ph.D. in this case) is the prerogative of the government as it deems fit for initial recruitment."

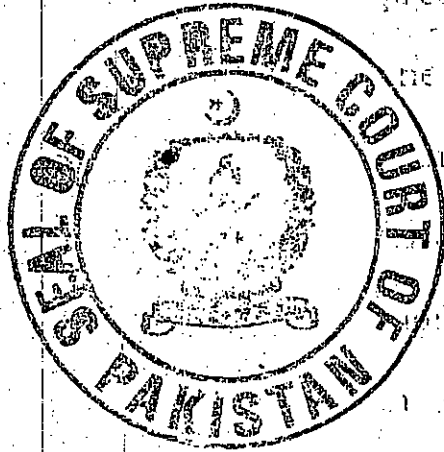
2. Upon inquiry from the learned Additional Advocate General and the Representative of the Department, we were informed that since the year 1981 separate seniority lists are prepared for BPS-17 and upon promotion to the next higher group a joint seniority list is prepared. We were further informed that the Senior Research Officers are serving in BPS-18. The operative part of the impugned judgment reproduced above shows that the direction was given for the joint seniority

ATTESTED

Deputy Registrar,

Supreme Court of Pakistan,  
Peshawar.

list of Senior Research Officers (BPS-18), which the Department has already been doing. When confronted with this situation, the learned Additional Advocate General was unable to persuade us as to how the Department could be aggrieved of the above direction. All these petitions are therefore dismissed and leave declined.



Sd/- Nasir-ul-N  
Sd/- Sarmad Jalal

Certified to be true copy  
25-6-13  
Deputy Registrar,  
Supreme Court of Paki  
Peshawar.

Peshawar  
June 20, 2013  
Shirazi

*[Handwritten signature]*

"NOT APPROVED FOR REPORTING"

91



Annexure "P" (85)

**ESTA CODE [Establishment Code Khyber Pakhtunkhwa] 27**

(4) In case of extension of probation period, through specific order for another year, under sub-rule (2), the probation shall stand automatically terminated on the completion of extended period.]

**16. Confirmation.**---After satisfactory completion of the probationary period, a civil servant shall be confirmed; provided that he holds a substantive post, provided further that a civil servant shall not be deemed to have satisfactorily completed his period of probation, if he has failed to pass an examination, test or course or has failed to complete successfully a training prescribed within the meaning of sub-section (3) of Section 6 of the Khyber Pakhtunkhwa Civil Servants Act, 1973.

**PART-VI  
SENIORITY**

**17. Seniority.**---(1) The seniority inter se of civil servants <sup>1</sup>[appointed to a service, cadre or post] shall be determined.--

(a) In the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission <sup>2</sup>[or, as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and

(b) In the case of civil servants appointed otherwise, with reference to the dates of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

**Explanation-I.**---If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

**Explanation-II.**---If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributing to his fault or demerit.

**Explanation-III.**---A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

1. Substituted for the words "appointment to post in the same Basic Pay Scale in a cadre" by Notification No.SOR.I(S&GAD)4-1/80,dated 17-05-1989.
2. Inserted by Notification No. SORI(S&GAD)4-1/80(V.II), dated 04-02-1996.

86

**28 ESTA CODE [Establishment Code Khyber Pakhtunkhwa]**

(2) Seniority in various cadres of civil servants appointed by initial recruitment vis-a-viz those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre; provided that if two dates are the same, the person appointed otherwise shall rank senior to the person appointed by initial recruitment.

[(3) In the event of merger/restructuring of the departments, attached departments or subordinate Offices, the inter se seniority of civil servants affected by the merger / restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.]

**18. General Rules.**---In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

**19. Repeal.**---The Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

**Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 2008**

[Gazette of Khyber Pakhtunkhwa, Extraordinary, Page No. 504-506, 15<sup>th</sup> March, 2008]

**NO. SOE-III(E&AD)2-1/2007. Dated 01-03--2008.**---In pursuance of the powers granted under Section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (N.-W.F.P Act XVIII of 1973); the competent authority is pleased to make the following rules, namely:

THE KHYBER PAKHTUNKHWA INITIAL APPOINTMENT TO CIVIL POSTS (RELAXATION OF UPPER AGE LIMIT RULES, 2008)

**PART — I  
GENERAL**

1. (1) These rules may be called the Initial Appointment to Civil Posts (Relaxation of Upper Age Limit) Rules, 2008.  
(2) These shall come into force with immediate effect.

[2. (1) Nothing in these rules shall apply to the appointment in BS-17 and the posts of Civil Judge-Cum-Judicial Magistrate / Ilaqa Qazi, BS-18 to be filled through the competitive examination of the Public Service Commission, in which case two years optimum relaxation shall be allowed to:

1. Added by Notification No. SOR-I(E&AD)4-1/80 (Vol. IV) , dated 28-05-2002.  
2. Rule 2 substituted by Notification No. SO-III(E&A)2-1/2007 dated 03-09-2008.

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Annexure ② 87

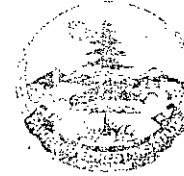
**Tentative Seniority Status of Officers as per New Service Rules ( Self prepared)**

Director General PFI (Clubbed Seniority)					
Dr.Ghulam A.Bajwa Ghayyas Ahmad Anwar Ali Zahid Rauf					
Ad.DG( Research) BS-20 (Clubbed Seniority)		Ad.DG (Education) BS-20 (Clubbed Seniority)		Ad.DG( Biological Sciences) BS-20 (Clubbed Seniority)	
Ayyaz Khan Anwar Ali		Ghayyas Ahmad Dr. Memona W.M. Zahid Rauf		Dr.Ghulam A. Naveed Ahmad Mst. Sanam Zarif	
<b>Dir. Forestry Research Div.</b> Ayyaz Khan. SRO(BS-19) (2019-2020)	<b>Dir.Bio.Divers.Res. Div.</b> Muhammad Muslim WLMS (BS-19) (2019-2021)	<b>Dir.Forest.Prod. Res.Div.</b> G. M. Nasir (BS-19) (2019-2020)	<b>Dir.Forest.Edu. Div.</b> Ghayyas Ahmad (BS-19) (2019-24)	<b>Dir.Bio.Sci.Res. Div.</b> Tanveer A. Qureshi (BS-19) (2019-2020)	<b>Dir.NonTimber Forest Products.</b> Dr.Ghulam A.Bajwa (BS-19) (2019)
M.Bilat Zia ( <i>Senior</i> ) Forest Geneticist BS -18 (2010) <i>Transferred to Biodiversity Div.</i>	Ashaer Farooq RMO BS-18 (2008) -19 (2021-33)	Zahid Rauf BS-17 (2011) 18(2019)( <i>Junior</i> ) 19 (2020/21) 20 (2028)	Dr. Memona W.M. (BS-18-19) (2021)	Mst. Sanam Zarif BS-17(2004) 18(2020)( <i>Junior</i> ) 19 (2021) 20 (2033)	Naveed Ahmad BS-17 (2008) 18(2019) ( <i>Junior</i> ) 19 (2020) 20 (2023)
Anwar Ali FMO ( <i>Junior</i> ) BS-17(2006) 18 (2019) 19 (2020) 20 (2023-37)??	Muhammd Bilal Zia ( <i>Senior</i> ) Forest Geneticist BS-18 (2010) no further ???	Saz Muhammad Forest Economist (BS-18) 18(2019)( <i>Junior</i> )	Muhammad Atif M. (BS-18-19) (2023-2032)		
Noshervan Zarif. (BS-17)		Tanveer Hussain (BS-17-18-19) (2020, 2026)	Ahmad Zamir (BS-17-18-19) (2019, 2032)		
		Khalid solangi (BS-17-18) (2026-2034)	Sohaib ahmad (BS-17)		

G/S  
For Information  
Please  
M

Annexure "R" 88

GOVERNMENT OF KHYBER PAKHTUNKHWA  
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT  
PAKISTAN FOREST INSTITUTE, PESHAWAR  
Ph: +92 91 9221224, 9216995, Fax: +92 91 9221233



(SAY NO TO CORRUPTION)

Dated 23/7/2019

OFFICE ORDER

No. 124 /F.VI(179)-Estt: Consequent upon approval of Service Rules for the posts of Pakistan Forest Institute (PFI), Peshawar, notified vide No.SO(Estt)FE&WD/W-20/2019/3891-3904 dated 16-04-2019, as well as creation of new posts from time to time, the offices, directorates and branches of this Institute are hereby reorganized with immediate effect as per detail given below:

DIRECTOR GENERAL								
Dispensary	Central Office	Additional Director General (Forestry Research)			Additional Director General (Education)		Additional Director General (Biological Sciences)	
Medical Officer	Deputy Director (Technical)	Director, Forestry Research Division	Director, Biodiversity Research Division	Director, Forest Education Division	Director, Forest Products Research Division	Director, Biological Sciences Research Division	Director, Non Timber Forest Produce	
Woman Medical Officer	i. Executive Officer ii. Administrative Officer (G) iii. Administrative Officer (B&A)	i. Central Silviculturist ii. Watershed Management Specialist iii. Forest Mensuration Officer iv. Senior Research Officer v. GIS Specialist	i. Wildlife Management Specialist ii. Forest Geneticist iii. Range Management Officer iv. Extension Specialist	i. Assistant Professor of Forestry	i. Senior Pulp & Paper Officer ii. Logging Officer iii. Wood Seasoning & Preservation Officer iv. Forest Economist	i. Forest Chemist ii. Forest Pathologist iii. Forest Botanist iv. Soil Chemist	i. Senior Research Officer (Silkworm Breeding) ii. Senior Research Officer (Silkworm Pathology) iii. Forest Entomologist iv. Medical Plant Botanist	

1058

No. /F.VI(179)-Estt

A copy is forwarded to:-

- All Additional Director Generals, PFI, Peshawar
- All Directors, PFI, Peshawar

Director General  
J. Ahmad

Dated 23 July, 2019

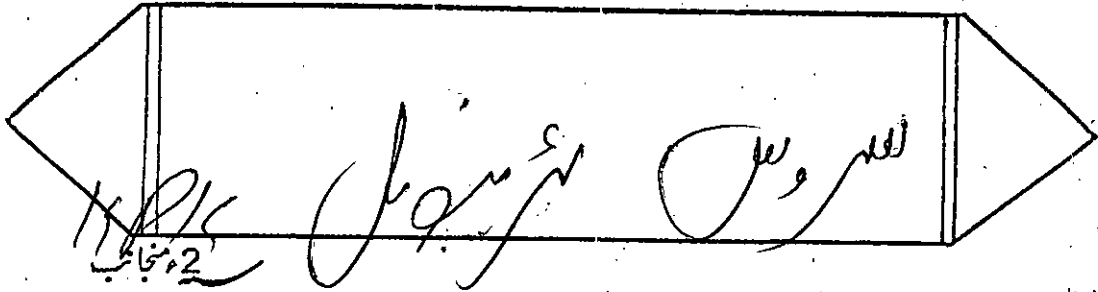
89

Deputy Director (Technical), PFI, Peshawar.  
Medical Officer, PFI, Peshawar.  
All Branch Officers, PFI, Peshawar  
Executive Officer, PFI, Peshawar  
Administrative Officer (G), PFI, Peshawar  
Administrative Officer (B&A), PFI, Peshawar.  
Notice Boards.

---

*As*  
Director General *e/c*  
*Arif*

بعدالت



بنام  
محمد رسول اللہ ﷺ  
شخصی

موزخہ  
مقدمہ  
دعوی  
جرم

باعث تحریر آنکے

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی و کل کارروائی متعلقہ  
آن مقام دہلی کیلئے محمد رسول اللہ ﷺ کے بارے میں  
مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا۔ نیز  
دیکل صاحب کو راضی نامہ کرنے و تقرر حالت فیصلہ برحلف دیئے جواب دہی اور اقبال دعویٰ اور  
بصورت ڈگری کرنے اجراء اور صولی چیک و روپیہ ارضی دعویٰ اور درخواست ہر قسم کی تصدیق  
زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز صورت عدم پیروی یا ڈگری کی طرفہ یا اپیل کی برآمدگی اور منسوخ  
نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ مذکور  
کے کل یا جزوی کارروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ لیا اپنے بجائے تقرر کا اختیار  
ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ یا اختیارات حاصل ہوں گے اور اس کا ساختہ  
پرواختہ منظور قبول ہوگا۔ دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے سبب سے وہ ہوگا۔  
کوئی تاریخ پیشی مقام دورہ نہ ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیروی  
مذکور کریں۔ لہذا اذکالت نامہ لکھ دیا کہ سند ہے۔

Accepted

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LLM (11/11)

المرقوم 13  
واہ العی

بمقام نصیب

محمد رسول اللہ ﷺ

*Bilal Zia vs Govt of KP*

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

Service Appeal No. 3522/2021

Date of Institution ... 12.03.2021

Date of Decision ... 22.10.2021



*From respondents side*

Fazal Azim, Clinical Technician (Surgical) (BPS-12), District Headquarter Hospital Mardan.

... (Appellant)

VERSUS

The Secretary Health Department, Khyber Pakhtunkhwa, Peshawar and 11 other respondents.

... (Respondents)

MR. KAMRAN KHAN,  
Advocate,

... For Appellant

*W/h*  
MUHAMMAD RASHEED  
Deputy District Attorney

... For official Respondents.

MR. MUHAMMAD ISMAIL,  
Advocate,

... For respondents No. 5 to 8.

MR. ASAD MEHMOOD,  
Advocate,

... For respondents No. 9 to 12.

SALAH-UD-DIN  
ATIQ-UR-REHMAN WAZIR

... MEMBER (JUDICIAL)  
... MEMBER (EXECUTIVE)

**JUDGMENT**

**ATIQ-UR-REHMAN WAZIR MEMBER (E):-** This single judgment shall dispose of the instant service appeal as well as the connected Service Appeal bearing No 3523/2020 titled "Asfandiyar Khan Versus the Secretary Health Department, Khyber Pakhtunkhwa, Peshawar and three others", Service Appeal bearing No 3524/2020 titled "Samiullah Versus the Secretary Health Department, Khyber Pakhtunkhwa, Peshawar and three others" and Service Appeal bearing No 3525/2020 titled "Syed Farid Ullah Shah Versus the Secretary Health Department,

notification/policy/standing order made under an Act/Statute are in contradiction to its own Act/statute, it ultimately would require intervention and such illegality has already been declared null and void by superior courts. Reliance was placed on 2007 PLC (CS). The learned counsel also referred to the verdict of the apex court in its judgments reported as 2015 PLC (CS) 1231 and 2019 SCMR 349, which has held that seniority reckons from the date of regular appointment. The learned counsel added that such action of respondents adversely affected seniority as well as promotion of the appellants, which is illegal and contrary to the norms of natural justice. The learned counsel further argued that qualification was made a condition for determination of seniority, qualification however does not have any concern with seniority but is only a condition for making a civil servant eligible for certain post/promotions. The learned counsel added that the respondents has badly violated articles 4, 25, 27 and specifically article-38(e), where the State is bound to reduce disparity in the income and earning of the individuals including persons in the various services of Pakistan, but the respondents had further aggravated the concerns of the appellants. The learned counsel added that even legislative enactment could be struck down, where it abridges any of the fundamental rights enumerated in constitutional provisions. Reliance was placed on 2013 SCMR 34. On the question of limitation, the learned counsel added that the appellant has challenged the impugned note contained in notification dated 10-05-2016 and the said notification was amended by another notification dated 06-11-2020, but leaving the impugned note operative, upon which a disputed seniority list 2020 was drawn, which created a fresh cause of action for the appellants and the appellants preferred a departmental appeals on 24-11-2020, hence there is no delay in filing departmental appeal as well as the instant appeal. In rebuttal to the question of an earlier judgment passed by this tribunal in service appeal No 429/2018 announced on 05-07-2019 on the same question, the learned counsel clarified that such appeal was dismissed on the question of limitation and its merits had not been discussed, hence it cannot be compared with the instant appeal. In support he further argued that the appellant has challenged the notification dated 10-05-2016 as well as 06-11-2020, hence the instant appeal is having no similarity in facts with the mentioned judgment of this tribunal. On the question of another case pending adjudication before this tribunal with the title of Muhammad Ajmal Vs DG Health & others, the learned counsel added that the appellant had not filed that appeal, rather he is an impleaded respondent in that case, hence it does not affect the instant appeal.

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Khyber Pakhtunkhwa, Peshawar and three others", as common question of law and facts are involved therein.

2. Brief facts of the case are that the appellant in the instant service appeal as well as the appellants in connected service appeals are presently serving as Senior Clinical/ Clinical Technicians (BPS-12) in Health Department. As per old service rules/structure, the prospects of promotion in respect of appellants to the post of Technologist (BPS-17) were upon eligibility based on seniority cum fitness basis. The old service rules were superseded vide notification dated 10-05-2016 and promotions as well as determination of seniority were made conditional with acquiring qualification prescribed for initial recruitment. Again, certain amendments were made in service rules vide notification dated 04-11-2020, but the method of promotion and determination of seniority was kept the same as contained in notification dated 10-05-2016. By doing so, the juniors to the appellants who were appointed through initial recruitment in later dates, but holding the prescribed qualification were ranked senior to the appellants and based upon such amendments, a provisional seniority list was issued in 2020, where the appellants were placed junior to their erstwhile juniors as well as they were kept deprived of further promotion. Feeling aggrieved, the appellants filed departmental appeals, which were not responded, hence the instant service appeal with prayers that the impugned notifications dated 10-05-2016 and 06-11-2020 may be modified/rectified to the extent that note attached to the serial No 4 column No 5 regarding reckoning/fixation of seniority from the date of acquiring the requisite degree instead of initial appointment may be declared as ultra vires to law and rules and the respondents may be directed to consider the appellants for promotion to the post of Technologist(BPS-17) on the basis of seniority reckoned/fixed from the date of initial appointment with all back benefits.

3. Learned counsel for the appellant has contended that the action of respondents by issuing notifications dated 10-05-2016 and 06-11-2020 to the extent of serial No-4 column No 5, whereby a note has been provided and astonishingly prospects of promotion and determination of seniority to the post of technologist has been fixed from the date of acquiring the requisite qualification for the post of technologist(BPS-17); that on the basis of such note a provisional (tentative) seniority list has been drawn and those who acquired the prescribed qualification earlier were placed senior, which however is in contravention to Section-8 of Civil Servant Act, 1973 read with Section-17 of KP (appointment, promotion & transfer) Rules, 1989, which provides for determination of seniority from the date of regular appointment against a post; that when any clause of a

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4. Learned counsel for respondents No. 9 to 12 has contended that the impugned notification was issued on 10-05-2016, whereas the appellants filed departmental appeal on 24-11-2020, which is badly time barred; that the appellants are mainly aggrieved from the amendment at serial No. 4 of column 5 of notification dated 10.05.2016, which has been challenged at belated stage and so many promotions have already been made on the basis of said notification but the officials so promoted have not been arrayed as respondents in the instant appeal; that similarly placed employees had filed a service appeal No 429/2018 in a similar issue, which was dismissed by this tribunal vide judgment dated 05-07-2019; that framing of policy and rules there under fell in the executive domain and courts could neither assume the role of policy making, nor that of a law maker. Reliance was placed on 2011 SCMR 1864 and 2015 SCMR 269c; that eligibility criteria of promotion was essentially an administrative matter falling within the exclusive domain and policy decision making of the government and interference in such matters by courts was not warranted. Reliance was placed on 2016 SCMR 1020.

5. Learned counsel for respondents No 5 to 8 mainly relied on the arguments put forth by learned counsel for respondents No 9 to 12 with an addition that since the instant appeal is time barred, hence under section-3 of Limitation Act 1908, it is the bounden duty of every court to take notice of the question of limitation even if not raised in defense by the contesting party. Reliance was placed on 2015 SCMR 380 and PLD 2018 Islamabad 341; that amendment in the impugned service rules by inserting condition of acquiring qualification prescribed for initial appointment for the purpose of promotion comes under eligibility criteria is in conformity with section-9(1) of Civil Servant Act, 1973 read with Rule-7(3) of KP Civil Servants (appointment, promotion & transfer) Rules, 1989; that under Section-3 of Civil Servant Act, 1973, it is the sole prerogative of the government to amend the service rules; that the instant appeal is liable to be dismissed as the appellant is a party in similar nature case titled as Muhammad Ajmal & others VS DG Health & others, which is pending adjudication before this tribunal and is fixed for hearing on 12-10-2021, but the appellant has failed to disclose this fact in his appeal.

6. Learned counsel appearing on behalf of official respondents has contended that procedure for promotion has been adopted vide notification dated 10-05-2016 in pursuance of sub-rule-2 of rule-3 of KP Civil Servants (appointment, promotion & transfer) Rules, 1989 and in supersession of all previous notifications issued in this behalf, in consultation with establishment and finance department and such notification provides for determination of seniority from the date of acquiring the prescribed qualification; that in view of the instructions contained in

(SALAH-UD-DIN) MEMBER (JUDICIAL)  
(KATTIQ-UR-REHMAN WAZIR) MEMBER (EXECUTIVE)

*[Handwritten signatures and stamps]*

ANNOUNCED  
22.10.2021

9. In view of the above, the appeal in hand as well as connected Appeals bearing No. 3523/2021, 3524/2021 and 3525/2021 stand dismissed being barred by time. Parties are left to bear their own costs. File be consigned to record room.

8. A perusal of the record would show that the appellant has though impugned both the notifications dated 10-05-2016 and 06-11-2020, however in essence the appellants are aggrieved of the note inserted at serial No. 4 of column 5 of the impugned notification dated 10.05.2016. In this back drop, it was alleged by learned counsel for the respondents that in the intervening period from 10.05.2016 till filing of the appeals, so many promotions have been made by following the rules notified wide notification dated 10.05.2016 but the officials so promoted have not been arrayed as respondents. We have noted that in essence the appellants are seeking annulment of impugned amendment made wide notification issued in the year 2016, therefore, the appeals filed by the appellants are badly time barred. August Supreme Court of Pakistan in its judgment reported as 1987 SCMR 92 has held that when an appeal is required to be dismissed on limitation, its merits need not to be discussed.

7. We have heard learned counsel for the parties and have perused the record.

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the said notification, those who acquired such qualifications were ranked senior, which is in accordance with law and rule; that amendments were brought in the said notification vide another notification dated 06-11-2020 and promotions were made accordingly; that the appellants obtaining the prescribed qualification in later dates were ranked junior to those who had obtained such qualification prior to the appellants; that 40% quota has already been reserved for promotion on the basis of seniority cum fitness, 20% for in-service degree holders who acquire such qualification prescribed for initial recruitment and 40% for initial appointment; that seniority list of the degree holders have been issued according to the approved service rules notified by government wide notifications dated 10-05-2016 and 04-

Revised

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Job Description	
Case No/Job Title	F4-225/2008-R [FOREST GENETICIST]
Ministry/Department	ENVIRONMENT/PAKISTAN FOREST INSTITUTE, PESHAWAR
Grade	BS-18
Special Pay	
Job Duties	1. Conceiving and developing research in tree improvement and forest geneticist 2. Conducting applied research on all important tree species for deterring strains. 3. Writing up of the technical reports and scientific papers
Job status	Permanent
Max Age	35
Place	Any where in Pakistan
Qualification/Experience required	Second Class or Grade C Master Degree in Forest Genetics, Botany or Agriculture with specialization in Plant Breeding with five years research experience in the field
Domicile	PUNJAB-1
Closing Date	14-OCT-08
Note	(i) Candidates possessing higher academic qualifications/ standard shall be preferred. (ii) Length of experience shall be relaxable by two years in case of M.Phil. and four years in case of Ph.D. Degree in the relevant subject. Both male and female candidates are eligible



# Recruitment Rules for the Post B.P.S. No. 16 and above

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GOVERNMENT OF PAKISTAN  
MINISTRY OF FOOD AND AGRICULTURE  
(Food and Agriculture Division)

Islamabad

FOR REFERENCE ONLY

NOT TO BE ISSUED

GOVERNMENT OF PAKISTAN

MINISTRY OF FOOD, AGRICULTURE AND

(Food and Agriculture Division)

## NOTIFICATION

Islamabad, the 11th October, 1984

**S. R. O. 911 (I) 84.**—In pursuance of sub-rule (2) of rule 3 of the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973, the following methods, qualifications and other conditions are laid down for appointment to the following posts in Basic Pay Scales 16 and above in the Pakistan Forest Institute, Peshawar, under the Food and Agriculture Division, Government of Pakistan, Islamabad :—

S. No.	Name of Post	Basic Pay Scale
1	2	3
1.	Director General .. .. .	20
2.	Director, Forestry Research Division .. .. .	19
3.	Director, Biological Sciences Research Division .. .. .	19
4.	Director, Forest Products Research Division .. .. .	19
5.	Director, Forest Education Division .. .. .	19
6.	Director, Watershed Management .. .. .	19
7.	Co-ordinator (Sericulture) .. .. .	18
8.	Central Silviculturist .. .. .	18
9.	Watershed Management Specialist .. .. .	18
10.	Range Management Officer .. .. .	18
11.	Forest Mensuration Officer .. .. .	18
12.	Wildlife Management Specialist .. .. .	18
13.	Forest Economist .. .. .	18
14.	Forest Entomologist .. .. .	18
15.	Forest Chemist .. .. .	18
16.	Forest Botanist .. .. .	18
17.	Forest Pathologist .. .. .	18
18.	Medicinal Plants Botanist .. .. .	18
19.	Forest Geneticist .. .. .	18
20.	Extension Specialist .. .. .	18



1	2	3
21.	Professor of Forestry .. .. .	18
22.	Reader-in-Forestry .. .. .	18
23.	Assistant Professor of Forest Engineering and Surveying .. .. .	18
24.	Deputy Director (Technical) .. .. .	18
25.	Medical Officer .. .. .	18
26.	Senior Research Officer (Watershed Economics) .. .. .	18
27.	Senior Research Officer (Range Hydrology) .. .. .	18
28.	Senior Research Officer .. .. .	18
29.	Senior Research Officer (Silk Worm Breeding) .. .. .	18
30.	Senior Research Officer (Silk Worm Pathology) .. .. .	18
31.	Senior Pu'p and Paper Officer .. .. .	18
32.	Forest Engineer .. .. .	18
33.	Logging Officer .. .. .	18
34.	Wood Seasoning and Preservation Officer .. .. .	18
35.	Composite Wood Officer .. .. .	18
36.	Saw Milling and Wood Working Officer .. .. .	18
37.	Wildlife Management Officer .. .. .	18
38.	Assistant Silviculturist .. .. .	17
39.	Assistant Biometrician .. .. .	17
40.	Assistant Forest Economist .. .. .	17
41.	Assistant Soil Chemist .. .. .	17
42.	Assistant Forest Entomologist/Junior Forest Entomologist .. .. .	17
43.	Systematic Entomologist .. .. .	17
44.	Bio-Chemist .. .. .	17
45.	Assistant Wood Chemist .. .. .	17
46.	Assistant Forest Chemist .. .. .	17
47.	Plant Physiologist .. .. .	17
48.	Plant Taxonomist .. .. .	17
49.	Assistant Forest Ecologist .. .. .	17
50.	Assistant Forest Geneticist .. .. .	17
51.	Assistant Composite Wood Officer .. .. .	17
52.	Assistant Wood Technologist/Assistant Wood Technology Officer .. .. .	17
53.	Assistant Wood Seasoning Officer .. .. .	17
54.	Lecturer-in Forestry .. .. .	17
55.	Administrative Officer .. .. .	17

1	2	3
56.	Lady Medical Officer	17
57.	Assistant Economic Botanist	17
58.	Executive Officer	17
59.	Research Officer (Watershed Economics)	17
60.	Research Officer (Forest Hydrology)	17
61.	Research Officer (Watershed Sociology)	17
62.	Research Officer (Watershed Management)	17
63.	Research Officer (Soil Physics)	17
64.	Research Officer (Moriculture)	17
65.	Research Officer (Silkworm Rearing)	17
66.	Research Officer (Cocoon and Silk Technology)	17
67.	Pulp and Paper Officer (Chemistry)	17
68.	Pulp and Paper Officer (Technology)	17
69.	Wildlife Ecologist	17
70.	Wildlife Biologist	17
71.	Assistant Forest Engineer	17
72.	Forest Manager	17
73.	Research Assistant/Technical Assistant	16
74.	Forest Ranger	16
75.	Computer	16
76.	Assistant Wood Working Officer	16
77.	Librarian	16
78.	Assistant Librarian	16
79.	Superintendent	16
80.	Assistant Research Officer	16

**METHOD OF APPOINTMENT**

2. The posts shall be filled by the following methods :--

(a) The post of Director General (BPS-20), shall be filled by promotion in accordance with Rule 3 :

Provided that if no one is found suitable for promotion then the post shall be filled by initial appointment in accordance with Rule 4 and failing that by transfer in accordance with Rule 5.

(b) The posts of Directors[Co-ordinator (Sericulture) (BPS-19), shall be filled 80% by promotion and 20% by initial appointment. The ratio shall be so that if four posts being filled by promotion, the fifth shall be filled by initial appointment :



4  
Provided that if no one is found suitable for promotion then that post shall also be filled by initial appointment.

- (c) The posts in BPS-18 and BPS-17 and BPS-16, shall be filled 50% by promotion and 50% by initial appointment except the posts of Administrative Officer (BPS-17) and Superintendent (BPS-16) which will be filled 100% by promotion and the following posts which shall be filled by initial appointment only :—

*Basic Pay Scale-18*

1. Assistant Professor of Forest Engineering and Surveying.
2. Senior Research Officer (Silk Worm Pathology).
3. Senior Pulp and Paper Officer.
4. Forest Engineer.
5. Forest Pathologist.

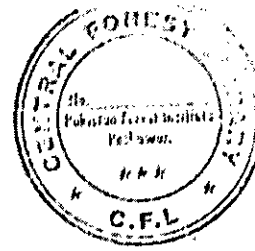
*Basic Pay Scale-17*

6. Assistant Biometrician.
7. Assistant Forest Engineer.
8. Bio-Chemist.
9. Assistant Wood Chemist.
10. Plant Physiologist.
11. Plant Taxonomist.
12. Assistant Forest Ecologist.
13. Assistant Composite Wood Officer.
14. Assistant Wood Seasoning Officer.
15. Research Officer (Forest Hydrology).
16. Research Officer (Watershed Sociology).
17. Research Officer (Soil Physics).
18. Research Officer (Moriculture).
19. Research Officer (Silk Worm Rearing).
20. Research Officer (Cocoon and Silk Technology).
21. Pulp and Paper Officer (Chemistry).
22. Pulp and Paper Officer (Technology).
23. Wildlife Ecologist.
24. Wildlife Biologist.
25. Assistant Forest Economist.
26. Lady Medical Officer.

Basic Pay Scale-16

- 27. Computer.
- 28. Librarian.
- 29. Assistant Librarian.

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**CONDITIONS FOR PROMOTION**

3. Promotion to posts in column 2 below shall be made by selection from amongst the persons who hold the posts, specified in column 3 on a regular basis and possess the qualifications and experience prescribed in column 4.

S. No.	Name and Basic Pay Scale of the post	Persons eligible	Conditions of eligibility
1	2	3	4
1.	Director General (BPS-20).	Director (Forestry Division), Director (Education Division), Director (Watershed Management), Director (Biological Sciences Division), Director (Forest Products Research and Coordinator (Sericulture) (BPS-19).	(i) Degree in Forestry, and (ii) 17 years service in BPS-17 and above or 12 years service in BPS-18 in case of direct recruits in BPS-18 or 5 years service in BPS-19 in case of direct recruits in BPS-19.
2.	Director, Forestry Research Division (BPS-19).	Forest Geneticist, Forest Mensuration Officer, Watershed Management Specialist, Wildlife Management Specialist, Forest Economist, Central Silviculturist, Extension Specialist, Deputy Director (Technical), Reader-in-Forestry, Professor of Forestry, Senior Research Officer (Watershed Economics), Senior Research Officer (Range Hydrology), Senior Research Officers, Range Management Officer and Wildlife Management Officer (BPS-18).	(i) Degree in Forestry; (ii) 12 years service in BPS-17 and above or 7 years service in BPS-18, in case of direct recruits in BPS-18.
3.	Director, Forest Education Division (BPS-19).	Do.	D6.
4.	Director, Watershed Management, (BPS-19).	Watershed Management Specialist, Forest Economist, Central Silviculturist, Extension Specialist, Deputy Director (Technical), Reader-in-Forestry, Professor of Forestry, Senior Research Officer (Watershed Economics), Senior Research Officer (Range Hydrology), Senior Research Officers, Range Management Officer, Wildlife Management Officer and Forest Botanist (BPS-18).	Do.
5.	Director, Biological Sciences Research Division (BPS-19).	Forest Botanist, Forest Entomologist, Forest Chemist, Forest Pathologist, and Medicinal Plants Botanist, (BPS-18).	Do.