

1009/2016

Appeal No. 1009/2016, Engr: Khan Zeb Khan vs Govt

1

03.01.2017

Counsel for appellant, M/S Tajik Nawaz, Section Officer (Establishment) and Muhammad Yasin, Superintendent alongwith Mr. Muhammad Adeel Butt, Additional Advocate General for respondents present. Arguments heard.

2. On last date the learned counsel for appellant contended that Engineer Khan Zeb Khan has been deprived from promotion to the post of Chief Engineer (BPS-20) in Public Health Department Government of Khyber Pakhtunkhwa and that his credentials were not properly mentioned in the working paper. Query was placed to the effect that he had not challenged the promotion Notification dated 2<sup>nd</sup> November 2016 vide which Mr. Behramand Khan was promoted to the post of Chief Engineer. Today learned counsel for appellant stated at the bar that admittedly he had not challenged the promotion Notification dated 2<sup>nd</sup> November 2016 but now he seeks indulgence of this Tribunal for compliance of the judgment dated 12.07.2013 of august Peshawar High Court vide which the government was directed to strictly abide by the provisions of Khyber Pakhtunkhwa Civil Servant Promotion Policy 2009. He also contended that if respondents made assurance inter-alia the Government of Khyber Pakhtunkhwa Civil Servant Promotion Policy 2009 would be complied according to its provisions then they had got no more grievances. The learned counsel also requested that in seniority list mentioned in clause-C of service appeal at column No. 8 the term PHD Scholar had been removed from the column of remarks unilaterally which need to be reinserted.

3. The learned Additional Advocate General for state submitted that the appellant had taken the plea that there were two vacant posts of Chief Engineers in BPS-20 in Public Health Engineering Department whereas actually there was one vacant post and other had already been filled by way of promotion vide Notification dated 2<sup>nd</sup> November 2016. The learned Additional AG for state who was also assisted by Mr. Tajik Nawaz Section Officer (Establishment) stated at the bar that the promotion policy would be observed in its true perspective and that the appeal in present form was very premature. The learned Additional AG also contended that as far as the plea of appellant was concerned that the term PHD Scholar had been removed unilaterally from the seniority list against the name of appellant he explained that term PHD scholars meant that he was still a student of PHD and had not yet received the PHD degree. That initially a tentative seniority list was prepared wherein PHD scholar was inserted on the request of appellant but when was objected by the other contenders it was removed after confirmation from the university that he

03.01.17

had yet not received the degree of PHD scholar and therefore need not to be mentioned in the seniority list.

4. After going through above arguments in detail and perusal of record I am of the firm opinion that section-4 of Khyber Pakhtunkhwa Service Tribunal Act, 1974 provide that any civil servant aggrieved by any final order, whether original or appellate made by departmental authority in respect of any of the term and condition of the service may within 30 days of communication of such order prefer an appeal of the Tribunal having jurisdiction in the matter.

5. In the instant service appeal appellant has taken following pleas.

**Plea (I)**

Recommendations of the Provincial Selection Board in the meeting held on 20.06.2016 and in furtherance whereof any notification (s) may be declared as null and void.

*Notification dated 2<sup>nd</sup> November 2016 already issued, qua Mr. Behramand Khan stands promoted to the post of Chief Engineer. The appellant if feeling aggrieved had to categorically challenge the same in accordance to the services laws and procedures. Hence plea is not entertainable.*

**Plea (II)**

Process of selection may be brought in conformity with judgment passed by august High Court in Writ Petition No. 2442-P/2016.

*In reply to which learned Additional Advocate General stated at bar that Government would observe the promotion policy in its true perspective. The apprehension, therefore is pre-mature.*

**Plea (III)**

Appellant being qualified may be considered in the panel and be promoted against one of the two vacant posts.

*The plea is also not entertainable and sustainable on the ground that case of the appellant would be treated under Government of Khyber Pakhtunkhwa Civil Servants Promotion Policy 2009, clause III(ii) which is as under:-*

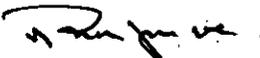
“A panel of two senior most officers shall be placed before the Provincial Selection Board for each vacancy in respect of promotion to B-18 & 19. Similarly, a panel of three senior most officers shall be submitted to the Provincial Selection Board for each position in respect of promotion to BS-20 and 21 and the officer with the requisite score on the Efficiency Index shall be recommended for promotion.”

03.01.17

6. This Tribunal can't give directions in advance to put the name of appellant in the panel for consideration to promotion and specifically in the light of statement of learned Additional Advocate General and department representative at bar that promotion policy would be complied according to its provisions, this Tribunal view as important not to step in.

7. So for what has been stated above this service appeal being premature is not maintainable in accordance to provision of section-4 of Khyber Pakhtunkhwa Service Tribunal Act, 1974 and the same stands dismissed in limine. No order as to costs. File be consigned to the record room.

ANNOUNCED  
03.01.2017

  
(ASHFAQUE TAJ)  
MEMBER

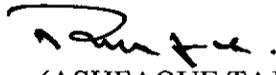
1009/2016

Engg: Khan Zeb Khan vs Govt

07.12.2016

Counsel for appellant present. Preliminary arguments heard. Learned counsel for the appellant contended that Engineer Khan Zeb Khan has been deprived from promotion to the post of Chief Engineer (BS-20) in Public Health Department (PHE) Government of Khyber Pakhtunkhwa. His credentials were not properly mentioned in the working paper/seniority list. That he has filed departmental representation dated 10.02.2011, 10.10.2014, 05.04.2016, 08.06.2016 and 14.06.2016. That he also moved a Writ Petition before august High Court which was disposed of with the direction to the government that promotion to the vacant post of Chief Engineer would be in the light of provision of Khyber Pakhtunkhwa Civil Servant Promotion Policy, 2009. That despite the direction he had been ignored. Learned counsel Mr. Amin-ur-Rehman for appellant during the course of preliminary arguments also produced copy of Notification dated 2<sup>nd</sup> November 2016 qua Mr. Behramand Khan Public Health stand promoted to the post of Chief Engineer.

The points raised by the learned counsel for the appellant needs further clarification as the impugned notification dated 2<sup>nd</sup> November 2016 ~~vide which~~ <sup>category</sup> has not been challenged/by the appellant. So pre-admission notice be issued to Additional Advocate General office to clarify the points raised by the learned counsel for the appellant. To come up for preliminary hearing on 03.01.2017 before S.B. In the meanwhile the respondents are restrained from filling the other vacant post of BPS-20 by promotion till further orders.

  
(ASHFAQUE TAJ)  
MEMBER

Form- A  
FORM OF ORDER SHEET

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

Case No. 1009/2016

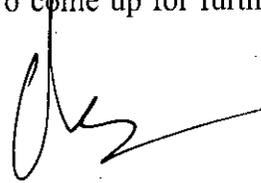
S.No.	Date of order proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	28/09/2016	<p>The appeal of Engr. Khan Zeb Khan presented today by Mr: Amin-ur-Rehman Advocate may be entered in the Institution Register and put up to Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2	28/09/2016	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>29-09-2016</u></p> <p style="text-align: right;"> CHAIRMAN</p>



A-No-1009/2016  
Engr: Khurazeb Khan vs Govt

29.09.2016

Counsel for the appellant present. Through the instant appeal, the appellant has challenged the recommendations of respondents and there is no final order. Hence, in order to seek further assistance, pre-admission notice be issued to the learned Additional A.G to assist the Tribunal. To come up for further proceedings on 27.10.201 before S.B



Member

27.10.2016

Appellant in person and Addl. AG present. Appellant seeks adjournment as his counsel is busy before the august Peshawar High Court. Adjourned for preliminary hearing to 23.11.2016 before S.B.

Chairman

23.11.2016

Counsel for the appellant and Asst: AG for respondents present. Mr. Muhammad Asif Yousafzai, Advocate also present and filed Wakalat Nama on behalf of the appellant. Learned Asst: AG requested for adjournment. Adjourned. To come up for preliminary hearing on 07.12.2016..



(PIR BAKHSH SHAH)  
MEMBER

**BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL, PESHAWAR**

SERVICE APPEAL NO. 1009 / 2016

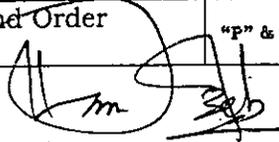
Engr: Khan Zeb Khan ..... APPELLANT

...VERSUS...

Govt. of Khyber Pakhtunkhwa & 3 others ..... RESPONDENTS

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APPELLANT

THROUGH

AMIN-UR-REHMAN

KASHIF SHAHBAZ KHAN

WAQAS HASSAN

&

AFAAQ ALAM

ADVOCATES, PESHAWAR

3-A, PARK AVENUE, BETTANI PLAZA,  
UNIVERSITY TOWN, PESHAWAR

CELL #: 0321-9022964

**BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL, PESHAWAR**

SERVICE APPEAL NO. 1009/2016

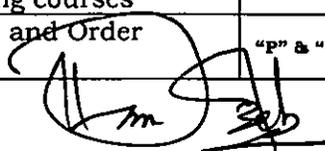
Engr: Khan Zeb Khan ..... APPELLANT

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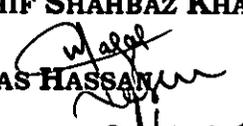
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ADVOCATES, PESHAWAR

3-A, PARK AVENUE, BETTANI PLAZA,

UNIVERSITY TOWN, PESHAWAR

CELL #: 0321-9022964

**BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL, PESHAWAR**

**SERVICE APPEAL NO. \_\_\_/2016**  
**(ALONG WITH APPLICATION FOR STATUS QUO)**

Eng: Khan Zeb Khan S/O Fazal Hussain  
Chief Executive Officer, W.S.S.P (BS 20)  
R/O House No. 13, Gunner Lane,  
Peshawar Cantt: Peshawar.....

**APPELLANT**  
Khyber Pakhtukhwa  
Service Tribunal

**...VERSUS...**

Diary No. 1026

Dated 28/9/2016

1. Government of Khyber Pakhtunkhwa through its Chief Secretary, Civil Secretariat, Peshawar.
2. Provincial Selection Board (PSB), through its Chairman/Chief-Secretary, Civil Secretariat, Peshawar.
3. Secretary to Government of Khyber Pakhtunkhwa, Public Health Engineering Department, Technical Secretariat, Peshawar.
4. Secretary to Government of Khyber Pakhtunkhwa, Establishment department, Civil Secretariat, Peshawar ..... **RESPONDENTS**

**APPEAL U/S 4 OF THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL, ACT 1974 (KP ACT No.1 of 1974), R/W ALL ENABLING PROVISIONS OF LAW, GOVERNING THE SUBJECT, TO ENSURE COMPLIANCE TO THE JUDGMENT DATED: 12.07.2013, OF THE APEX COURT OF PAKISTAN AND INCLUDING NAME OF APPELLANT IN THE PANEL OF ELIGIBLE CANDIDATES, FOR THE TWO VACANT POSITIONS OF CHIEF ENGINEERS (BS-20) IN THE PHED, GOVT OF KHYBER PAKHTUNKHWA.**

**Filed to-day PRAYER**

*Registrar*  
*28/9/2016*

On acceptance of instant service appeal, the impugned defective panels Dated: 29.03.2016, and 19.09.2016, along-with respective working papers and subsequent proceedings thereto, including the recommendations of the PSB in its meeting held on

29.06.2016 and in furtherance whereof, Notification(s), if any, may be declared as illegal, unlawful, without lawful authority, void-ab-initio and of no legal effect, hence be set at naught and the process of selection may be ordered to be brought in conformity with the judgment dated; 12.07.2013, of the Apex Court of Pakistan, reported in **2014 SCMR 817** i.e, based on **Objective Criteria**, and appellant being qualified may be considered in the panel and be promoted against one of the two vacant positions of Chief Engineer (BS-20), and the impugned unilateral action of respondents by deleting the wording of PHD Scholar from the name of appellant, in the seniority list 2016, may be declared as Corum-Non-Judis and actions without jurisdiction, so as to restore it in its actual form, as was in provisional seniority list 2016, in the best interest of justice and equity.

**Respectfully Sheweth:**

1. **That** appellant (aged 53 years), is Civil Servant (BS-19), within the meaning of Section 2 (1) (b) of the KP Act No. XVIII of 1973 and 2 (a) of KP Act No. I of 1974, having more than '28' years spotless career at his credit.

**(Copy of CNIC is attached as Annexure "A")**

2. **That** appellant, on the strength of professional enthusiasm and hard work with zeal and devotion coupled with additional higher qualification of Ph.D Scholar (research work in progress), besides Masters in Civil Engineering and M.B.A with specialization in Management and HRM, was promoted from the position of SDO (BS-17) to the position of X-EN(BS-18) and lastly promoted to the rank of Superintending Engineer (BS-19), on 11.11.2010 and presently posted as Chief Executive Officer (CEO), Water Supply & Sanitation Services, Peshawar (BS-20).

**(Copy of Detailed CV, appointment/ promotion as SDO, X-EN and Superintending Engineer are attached as Annexure "B", "C", "D" & "E" respectively)**

3. **That** appellant, being capable was trusted by the competent authority and additional charge as Chief Engineer (BS-20), Sector Reform Unit,

PHE Department in the year 2015-16 and performed with the utmost satisfaction of the superiors, therefrom, his services were transferred on 01.07.2016 to the present position i.e. CEO WSSP (BS-20), however, ignored by the competent authority, while preparing panel for the vacant position of Chief Engineers, reasons best known to them, rather the **Objective Criteria** has also been over looked to camouflage their wrong deeds, which resulted into numerous departmental representations, but to no avail so far.

**(Copies of Departmental representations Dated: 10.02.2011, 10.10.2014, 05.04.2016, 08.06.2016 & 24.06.2016 as Annexure "F")**

4. **That** appellant, exhausted all possible efforts for redressal of his grievances and to bring the preparation of the panel in question, on the basis of **Objective Criteria**, being selection post, in conformity with the Judgment supra and law/ rules/ policy governing the subject, but all his cried felt to deaf ears and had left with no option, but to approach the august Peshawar High Court Peshawar, in Writ Petition No. 2442-P/ 2016, for ensuring compliance of the Judgment dated: 12.07.2013 of the Apex Supreme Court of Pakistan, reported in 2014 SCMR 817, being mandatory upon all the Courts and the executive authorities in Pakistan under Article 189 & 190 of the Constitution of Islamic Republic of Pakistan, 1973 and the august Peshawar High Court, while agreeing to the proposition, disposed of the same vide Judgment dated: 08.09.2016, operative parts of both the Judgments ibid, are reproduced below simultaneously :-

**"If an action is taken against any of the officers denying his case for promotions, such actions would be unlawful and would have no leg to stand. In addition to it, two clauses of the Promotion Policy i.e. 'e' & 'f' of the item '5' are very important. While examining clauses 'e', 'f' & 'h' relating to quality and output of work, variety of experience and top management potential, stringent provisions have to be incorporated to make such promotion policy to provide objective criteria for promotion." [2014 SCMR 817]**

**“Admittedly, the action impugned before this Court is the recommendation of the board, which is yet to be considered by the competent authority and if found correct and in accordance with law would be acted upon by passing the appropriate orders in the light thereof. Thus, this court, at this stage, is not inclined to pass any findings on the said recommendations, lest the same may prejudice the decision of the government, which is yet to take place. The present petition, on this score is infact, premature. However, it is expected that the government, on receipt of the impugned recommendations would consider the same in the light of the provisions of the Khyber Pakhtunkhwa Civil Servants promotion Policy, 2009 dated 28.1.2009 and thereafter pass appropriate orders.**

**This petition is disposed of in the above terms. *Ipsa facto*, C.M No’s 1383-P and 1466-P of 2016 have become infructuous.” [PHC]**

**(Copies of the Judgments dated: 12.07.2013 Apex Supreme Court of Pakistan and 08.09.2016 of the august Peshawar High Court Peshawar along-with letter of communication dated: 19.09.2016 are attached as Annexure “G” & “H” respectively)**

5. That respondents, irrespective of the prompt communication of Judgments supra, kept continued the defective process of selection/promotion in question, rather expedited the same, in order to fulfill their inferior designs prior to intervention of the Courts of Law, evident from office letter No. SO(ESTT)/PHED/1-17/2015-16 dated: 19.09.2016, while the judgment dated: 08.09.2016 of the august Peshawar High Court Peshawar was pronounced in presence of respondents and keeping in view their respective high ranked positions, compliance whereof was expected therefrom, however, they very conveniently overstepped the lawful Judgment *ibid* and kept continued the defective process, in order to defuse the Judgment, which resulted in to instant appeal.

**(Copies of covering letters dated: 29.03.2016 & 19.09.2016 along-with respective working papers are attached as Annexure “I” & “J” respectively)**

6. That appellant, being aggrieved of non-observance of the Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2009 and Government of Khyber Pakhtunkhwa PHED Service Rules/ Recruitment Policy dated: 06.03.2010 and deliberately overlooking of the Judgments of the Apex Supreme Court of Pakistan and the august Peshawar high Court Peshawar supra, to ensure the preparation of panel on the basis of **Objective Criteria** for filling up vacant positions of Chief Engineers and unilateral expunging of wording Ph.D Scholar from his name in final seniority List 2016, approaches this Hon'ble Tribunal for preparation of the requisite panel on the basis of **Objective Criteria**, considering his name in the panel so prepared for filling the vacant positions of (BS-20) and to declare the unilateral expunging of wording Ph.D Scholar in the final seniority List, 2016, as to bring it in its original position as was at the stage of provisional seniority list of 2016 , inter alia, on the following grounds:-

**(Copies of Provisional & Final Seniority Lists, 2016, Civil Servants Promotion Policy, 2009 and PHED Service Rules, 2010 are attached as Annexures "K", "L", "M" & "N" respectively)**

**G R O U N D S:**

A. That appellant has the prerogative of working in both the Wings of PHE Department, South & North and enjoying their utmost satisfaction, evident from their efforts to forward/ recommend his name for Presidential Civil Award (Pride of Performance), 14.08.2012 & 14.08.2016, besides highly qualified in his field of competence i.e. M.Sc in Civil Engineering & MBA with specialization in Management & HRM, and is Ph.D Scholar (*research work in progress*), however, always been proved unlucky to make good his regular promotion to the vacant position of Chief Engineer (BS-20), inspite of the fact, that he has rich experience to run successfully, the said position, as demonstrated in the past and retained the position of Chief Engineer, as additional Charge in OPS for about one year period, rather presently posted against the position of BS-20, as CEO WSSP, but his rights have always been defeated, on one pretext or another and presently, at a result of the lawful judgments of

the Apex Supreme Court of Pakistan and august Peshawar High Court Peshawar, by preparing the impugned defective panel, in utter disregard to the Government of KP Promotion Policy, 2009 and service Rules of PHED KP, 2010, by misconstruing the selection post as '*Seniority cum fitness*' position, besides overlooking **Objective Criteria**, evident from the impugned working papers, wherein no mark has been awarded either for trainings or qualifications or, any other distinction, which is equated to denial from the Judgments ibis and the law/ rule/ policy governing the subject, hence requires to be interfered-with, by annulling the entire impugned process of selection, being illegal, unlawful, without lawful authority, void-ab-initio and of no legal effect, hence be set at naught, along-with appropriate directions to the concerned quarters to prepare fresh panel (s) for filling up the two vacant positions of the Chief Engineers, strictly in accordance with law and in conformity with the lawful Judgments ibid, in order to bring it into the ambit of **Objective Criteria**, mandatory for the selection posts, so as to avoid untoward situations and further complications.

**(Copy of the Documentary Proof from selection to recommendation of appellant for Presidential Civil Award {Pride of Performance} w.e.f 05.10.2010 to 30.06.2016 along-with citation of professional training courses are attached as Annexure "O")**

- B.** That respondents are duty bound to act in consonance with Notification dated: 06.03.2010, known as KP PHED service Rules, vide which vacant post of Chief Engineer (BS-20), has to be filled from amongst Superintendent Engineers/ Directors with at least '17' years service in BS-17 & above, possessing degree in BE/ B.Sc (civil) from recognized University, particularly, in view of sub section (2) (a) of section 9 of the KP Civil Servants Act, 1973 for which criteria were also laid down in the Notification dated: 06.03.2010, which is of paramount importance, hence reads as under:

**"By promotion, on the basis of selection on merit, from amongst the Superintendent**

**Engineers/Directors Design/Directors (P&M) with at-least 17 years service in BPS-17 and above, possessing degree in B.E/B.Sc Engineering (civil) from a recognized University"**

Furthermore, the provincial Government instructions at Serial No. 1 & 5 of Section 6 of the Esta Code 2000, regarding promotion Policy clearly states, that:

- i. **In order to provide a wider scope. Choice of selection, the number of names should be more in case of promotion against the selection post i.e. a minimum is the thrice the number of available vacancies for selection post.**
- ii. **All the administrative department while preparing working papers on selection post should include academic qualification, distinction if any, extra qualification, research work, publication, foreign training/courses in respect of the officers included in the panel of promotion plus any other factor which can add to the objectivity of merit based assessment.**

It is clearer than crystal from the minute perusal of the above, specifically under clause iii (a) (ii) of the promotion policy 2009, a panel of three senior most officers shall be submitted to the PSB and the officer with requisite score, 70 marks based on performance evaluation reports (PERs) and rest of the 30 marks placed at the disposal of PSB in such cases shall be awarded for technical qualification, experience and accomplishments (research publication, relevant with the field of specialization), with the touch stone of the doctrine of **Objective Criteria**, declared mandatory to be observed by the Apex Court of Pakistan in its judgment reported in 2014 SCMR 817 and derogation therefrom would make the entire selection process as nullity in the eye of law, therefore the indulgence of this Hon'ble tribunal is eminent in order to bring the things in conformity with the judgment *ibid* as well as promotion policy 2009 and the service rules of PHED KP 2010, so as to ensure strict observance whereof and to enable the deservings to be selected/ promoted against

such high ranked merit positions, essential to defuse the present day chaos and sense of insecurity amongst the honest and efficient officers and to secure the ends of justice.

- C. That name of appellant exists at serial no. 8 of the recently issued final seniority list, 2016, while '2' out of the '7' top seniority position holders, due to certain deficiencies, are not eligible to be considered for promotion against the vacant Position of Chief Engineer, thus appellant succeeded to make place on the merit table, in accordance with the Judgment of the Apex Court supra, but the impugned panel, as usual, is not only defective in nature, being based on self-made hypothesis, but speaks defiance of the Judgment *ibid*, besides law/ rules governing the subject, for extraneous considerations and malafide intentions, rather strange phenomenon has been introduced by splitting the process of selection/ promotion for two vacant positions, in such a clandestine and surreptitious manner to fill the same simultaneously, dislike recommended by the law and the Apex Court in its Judgment *ibid*, evident from the impugned working paper, prepared to fill up single vacant position of Chief Engineer instead of taking in to consideration both the vacant positions and designed the panel for their blue eyed officers, rather to be based on **objective criteria** and impugned deficient panel was forwarded to the competent authority for onward approval/ issuance of desired Notification, as to accommodate the candidate of their choice with the intention to their after initiate the process for filling up of subsequent vacant position which speaks volumes of malafide on their part and equated to put halt to the prospects of future promotion of appellant and to defeat equity on the basis of technicalities, which is equated to criminal negligence and constitutes cognizable offence, rather tantamount to professional death of appellant, hence his civil rights are required to be safeguarded, being custodian whereof, this august Tribunal has ample jurisdiction to bring all the involved high ranked brass to gallows of law and to ensure treatment befitting of honest civil servant, moreover after accommodating one blue eyed officer in the first interval, conspiracy for accommodating the next one

would hatched up and no probability exists of considering of appellant until the hidden hand behind the entire episode has not been exposed, so as to minimize sense insecurity amongst the high ranked but helpless civil servants and to bring them back to the life in order to play their pivotal role for uplifting of present day system, being suffering from material disorders at the hands of few selfish and monopolist elements, who has no respect for law and for the Courts of law, and use to deprive suitable civil servants from their due rights and privileges, needless to add that no legal sanctity could be attached to the hypothesis devised in shape of working paper but to accommodate and to materialize whatever they desired, in utter disregard to the law, in spite of hectic efforts, neither grievances of the appellant has been redresses nor decelerated the engineered process of selection and if this august Tribunal did not intervene, probability of grave miscarriage of justice could not be ruled out, in case of the acceptance of the deficient panel, the worst example in the history of civil bureaucracy would be set and in other words two vacant positions of BS-20 would be filled from the panel of only four instead of minimum six candidates, specifically designed to defeat legal vested right of promotion of appellant, this episode may further be clarified from the following Sketch, wherefrom, the mechanical dishonesty of the competent authority, may easily be adjudged:

Seniority No.	Name	Academic Qualification	Date of 1 <sup>st</sup> Entry as Civil Servant	Date of promotion to present grade	Remarks
1	GhulamMujtaba	B.E Civil	20.10.1983	11.11.2010	Disciplinary proceedings are in process with proposed major penalty of reduction to lower scale
2	Bahramand Khan	B.E / M.Sc Civil	01.06.1987	05.07.2012	
3	Nematullah Khan	B.E Civil/ M.Sc (P.H Engg)	01.06.1987	11.11.2010	
4	Abdul Bashir	B.E Civil	01.06.1987	11.11.2010	On Long Leave due to protected illness
5	RehmatUllah	B.E Civil	01.06.1987	12.10.2012	
6	Abdul Sami	B.E Civil/	24.04.1988	11.11.2010	

		M.Sc (P.H. Engg)			
7	Abdul Latif	B.E Civil	26.04.1988	11.11.2010	
8	Khan Zeb	B.E Civil/ M.S Civil, EMBA Management, MBA HRM	26.04.1988	11.11.2010	Ph.D Scholar, Removed Unilaterally

In the table mentioned above, two officers i.e. at serial no. 1 & 4, other than appellant are not fit to be promoted against the vacant positions of Chief Engineer, therefore seniority position of appellant for the purpose of promotion to the next higher position would be counted as serial no. 6, for all practical purposes and qualified in accordance with N-WFP (now KP) Civil Servants Promotion Policy, 2009 and under clause III (ii) whereof, the procedure devised therein is reproduced as under:

**“A panel of two senior most officers shall be placed before the Provincial Selection Board for each vacancy in respect of promotion to BS-18 & 19. Similarly, a panel of three senior most officers shall be submitted to the Provincial Selection Board for each position in respect of promotion to BS-20 and 21 and the officer with the requisite score on the Efficiency Index shall be recommended for promotion.”**

Similarly, sub Para (iii) Clause f, whereof is reproduced as under:

**“for promotion against selection posts, the officer on the panel securing maximum marks will be recommended for promotion. 30 marks placed at the disposal of the provincial selection board, in such cases shall be awarded for technical qualification, experience and accomplishments (research publications relevant to the field of specialism)”**

If the working paper prepared to fill-up the vacant positions in question and the afore mentioned legal position of the matter are kept in juxta-position, minute perusal whereof would suggest that the former could not be termed as valid working paper,

particularly in the columns of training, which was renamed by the Apex Court in its latest Judgment as **Objective Criteria**, Zero marks, out of thirty, have been awarded, to each officer in the panel, which makes the entire episode doubtful and against the spirit of law/ rules governing the subject and the judgment of the Apex Court, which is equated to discourage the spirit of improving the qualification as well as option of volunteer trainings, therefore impugned panel along-with working paper is violative of law/ rules/ policy/ practice and could never be termed to have validly been prepared in consonance with the judgment *ibid*, hence nullity in the eye of law and deserves to be struck down.

- D. That respondents are legally bound to follow the statute in its true perspective/ letter & spirit, similarly the guidelines rendered in its judgment *supra* of the Apex Court of Pakistan are mandatory to be complied with, the contents of Art-189 are reproduced for the kind perusal of this Hon'ble Tribunal;

**“Decisions of the Supreme Court are binding on other courts, any decision of the Supreme Court shall, to the extent it decides the question of law or is based upon or enunciates a principle of law, be binding on all other courts in Pakistan”**

Art-190 speaks as under;

**“Action in aid of Supreme Court. All executive and judicial authorities all over Pakistan shall act in aid of the Supreme Court”**

It would not be out of place to reproduce operative part of the judgment of the Apex Court dated: 12.07.2013, reported in 2014 SCMR 817, so as to assist this august Tribunal with the regard to illegalities committed by the concerned quarters;

**“If an action is taken against any of the officers denying his case for promotions, such actions would be unlawful and would have no leg to stand. In addition to it, two clauses of the Promotion Policy i.e. ‘e’ & ‘f’ of the item ‘5’ are very important. While**

**examining clauses 'e', 'f' & 'h' relating to quality and output of work, variety of experience and top management potential, stringent provisions have to be incorporated to make such promotion policy to provide objective criteria for promotion."**

Perusal of the above, coupled with practice of the day and policy of the government, would suggest that neither the law has been followed in *sensu-stricto* nor the impugned panel along-with working paper could be termed to have been prepared with prudent mind besides the impugned proceedings being prepared in utter disregard of the judgment *ibid*, hence illegal, unlawful, without lawful authority, quorum non iudice, void ab-initio and of no legal effect, hence be set at naught.

**E.** That impugned episode in shape of defective panel and working paper have been designed to defeat the prospects of promotion of appellant, being qualified to be included in the panel of eligible candidates for onward consideration of the Provincial Selection Board(PSB), but the concerned quarters are reluctant to afford his name in such panel and always designed plausible reasons, much less legal, but proved sufficient cause for his isolation, which has maximized his agonies and directly affects his efficiency, hence required to be taken notice of such high tech negligent behavior of the concerned quarters and they may be issued process of this august Tribunal and may be asked that under which authority of law they adhere with the illegal practice of splitting the selection/ promotion process for the vacant positions of Chief Engineer, and as to why not their impugned actions may be termed as defiance of the judgment of the Apex Court, in order to ensure compliance of the judgment and law/ rules/ policy governing the subject, so as to enable appellant to be benefitted from his fundamental rights of promotion to the next higher echelon and secure the ends of justice.

**F.** That respondents have indulged their selves in erroneous practice of pick & chose on the basis of personal whims and wishes, regardless to law, of the land and without care and

the competent authority in the year 2011 and none has objected the same so far, therefore, the veracity of exploitation of appellant at the hands of certain elements in the high brass could be gauged, needless to add, that representation dated: 08.06.2016 for such rectification is still pending decision, hence has been condemned unheard, which attracts doctrine of ***audi-alterim-partem***. Similarly the requisite documentary record, which is lying in control of the said respondents, has not been provided to appellant, for onward agitating the matter for redressal of his grievances with the said officials, has not been provided, in spite of proper apply under the RTI Act & catagoric directions of the competent authority, which is another but glaring illegality as refusal from the right of access to the public document has been denied, which is equated from denial from the constitution, evident from the order dated: 27.07.2016 of the RTI Commission, by directing the concerned quarters to furnish the desired record to applicant within a stipulated time of '2' days i.e. on or before 29.07.2016, however, to no avail so far, wherefrom, malafide on the part of respondents could easily be adjudged, furthermore, in response to joint application dated: 10.10.2014, the PHE Department vide letter dated: 08.12.2014, misguided the establishment department by distorting the facts, that the post of Chief Engineer was required to be filed in by way of promotion on the basis of ***seniority-cum-fitness***, wherefrom, ignorance of law on the part of respondents could easily be adjudged, moreover, treading upon the file of appellant, initiated by the Chief Engineer (North) in 2010, forwarded by the sports department in 2012 and the then Chief Engineer (South) on 30.06.2016, for onward process of Presidential Civil Award, speaks volumes of malafide on the part of respondents, rather sufficient proof to establish, that respondents are bent upon to keep away appellant from his legal vested rights discussed above, which requires to be taken stern notice and be dealt with iron hands, in order to discourage such like practice, being violative of law and Constitution, besides the Golden Principles of natural Justice, ***[Reliance is placed on the full Court Judgment of the Apex***

*Court of Pakistan in case titled "Justice Anwar Binder & others Vs Federation and another", reported in PLD 2010, SC 483 (Bench Comprising of 14 Hon'ble Judges)]*, whereby the doctrines of *audi-alterim-partem & nemo-judix-in-re-sua*, have been declared integral part & parcel of natural justice.

**(Copies of PHED letter dated: 08.12.2014 and Order Sheet dated: 27.07.2016 attached as Annexure "P" & "Q" respectively)**

- J. That any other ground, with the permission of this Hon'ble Tribunal, will be taken at the time of arguments.

It is therefore, most humbly prayed, that On acceptance of instant service appeal, the impugned defective panels Dated: 29.03.2016, and 19.09.2016, along-with respective working papers and subsequent proceedings thereto, including the recommendations of the PSB in its meeting held on 29.06.2016 and in furtherance whereof, Notification(s), if any, may be declared as illegal, unlawful, without lawful authority, void-ab-initio and of no legal effect, hence be set at naught and the process of selection may be ordered to be brought in conformity with the judgment dated; 12.07.2013, of the Apex Court of Pakistan, reported in **2014 SCMR 817** i.e, based on **Objective Criteria**, and appellant being qualified may be considered in the panel and be promoted against one of the two vacant positions of Chief Engineer (BS-20), and the impugned unilateral action of respondents by deleting the wording of PHD Scholar from the name of appellant, in the seniority list 2016, may be declared as Corum-Non-Judis and actions without jurisdiction, so as to restore it in its actual form, as was in provisional

seniority list 2016, in the best interest of justice and equity.

Any other relief not specifically prayed for and deemed appropriate to this Hon'ble Tribunal.



APPELLANT

THROUGH

**AMIN-UR-REHMAN**

**KASHIF SHAHBAZ KHAN**

**WAQAS HASSAN**

&

**AFAAQ ALAM**

ADVOCATES, PESHAWAR

**CERTIFICATE:**

Certified that, no such like appeal has earlier been filed before this Hon'ble Tribunal.

Advocate 

**BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL, PESHAWAR**

SERVICE APPEAL NO. \_\_\_/2016

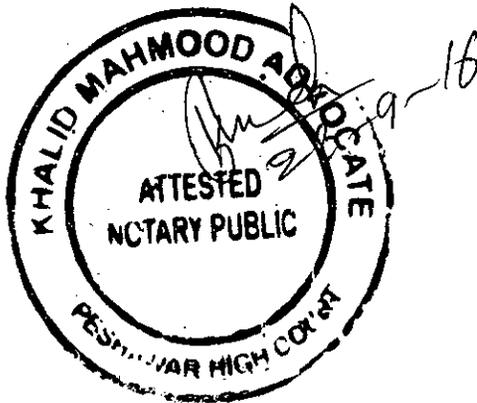
Khan Zeb. .... **APPELLANT**

**...VERSUS...**

Govt. of Khyber Pakhtunkhwa & others ..... **RESPONDENTS**

**AFFIDAVIT**

I, Engr: Khan Zeb Khan S/o Fazal Hussain R/o House No. 13, Gunner Lane, Peshawar Cantt: Peshawar, Presently posted as C.E.O, W.S.S.P, Peshawar do hereby solemnly affirm and declare on oath that the contents of the accompanying **Service Appeal** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.



DEPONENT  
CNIC:

17301-1406192-7

**BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL, PESHAWAR**

SERVICE APPEAL NO. \_\_\_\_\_/2016

Engr: Khan Zeb Khan ..... APPELLANT

...VERSUS...

Govt. of Khyber Pakhtunkhwa &amp; 3 others ..... RESPONDENTS

**ADDRESSES OF THE PARTIES****APPELLANT:**

Engr: Khan Zeb Khan S/o Fazal Hussain  
R/o House No. 13, Gunner Lane,  
Peshawar Cantt: Peshawar.  
Presently posted as C.E.O, W.S.S.P,  
Peshawar.

**RESPONDENTS:**

1. Government of Khyber Pakhtunkhwa through its Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary to Government of Khyber Pakhtunkhwa, Public Health Engineering Department, Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
3. The Provincial Selection Board, Khyber Pakhtunkhwa through its Chairman.
4. Secretary Establishment department, Khyber Pakhtunkhwa, Civil Secretariat, Peshawar



APPELLANT

THROUGH

AMIN-UR-REHMAN

KASHIF SHAHBAZ KHAN

WAGAS HASSAN

&amp;

AFAAQ ALAM

ADVOCATES, PESHAWAR

**BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL, PESHAWAR**

SERVICE APPEAL NO. \_\_\_\_\_/2016

Engr: Khan Zeb Khan ..... **APPELLANT**

**...VERSUS...**

Govt. of Khyber Pakhtunkhwa & 3 others ..... **RESPONDENTS**

**Application for status-quo till final  
decision of the titled appeal**

**Respectfully Sheweth:-**

1. That the titled appeal has been filed today wherein no date has yet been fixed for onward proceedings.
2. That facts and grounds of the titled appeal may be considered as integral part and parcel of instant application.
3. That valuable rights of applicant are involved into the matter and will suffer irreparable loss, if the impugned proceedings have not been ordered to be stayed, till final decision of the titled appeal, otherwise the titled appeal would become infructuos.
4. That applicant has got good prima facie case in his favor and is very much sanguine of its success, besides the balance of connivance, which too lies in his favor.
5. That there is no legal bar to allow instant application and to order respondents to maintain **status-quo** till conclusion of the case, rather it would be in the interest of both parties to suspend onward proceedings on the basis of impugned panel and working paper and would be sufficient to avoid untoward situation and further complications.

6. That any other ground, with the permission of this Hon'ble Court, will be taken at the time of arguments.

It is therefore, most humbly prayed that on acceptance of instant application, Status-quo may please be ordered to be maintained till final decision of the titled appeal, so as to secure the ends of justice.

  
APPELLANT

THROUGH

**AMIN-UR-REHMAN**

**KASHIF SHAHBAZ KHAN**

**WAQAS HASSAN**

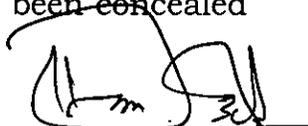
&

**AFAAQ ALAM**

**ADVOCATES, PESHAWAR**

**AFFIDAVIT:-**

I, Engr: Khan Zeb Khan S/o Fazal Hussain R/o House No. 13, Gunner Lane, Peshawar Cantt: Peshawar, Presently posted as C.E.O, W.S.S.P, Peshawar, do hereby solemnly affirm and declare on oath that the contents of the accompanying Application are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

  
DEPONENT

ANNEXURE "A"

PAKISTAN National Identity Card

Name: Khan Zeb Khan

Father Name: Haji Fazal Hussain

Gender: M Country of Stay: Pakistan

Identity Number: 17301-1406192-7 Date of Birth: 02.08.1963

Date of Issue: 22.11.2013 Date of Expiry: 22.11.2020

Holder's Signature

27/12

21

17301-1406192-7

101801046335

119-63-006610

Registry General of Pakistan

گمشدہ کارڈ نمبر پر قریبی لیٹر بکس میں ڈال دیں

**Resume**  
of  
**Engr: Khan Zeb**

M.Sc. Civil Engineering, EMBA (Management), MBA (HRM), Ph.D Scholar in Urban Planning

**Personal Info:**

DOB	Aug 02, 1963	Mailing Address: C/o Principal, BRAINS
Gender	Male	Post Graduate College of Information
Father's Name	Fazal Hussain	Technology, Phase-III Chowk, Jamrud
Place of Birth	Lund Khwar	Road Peshawar.
Domicile	District Mardan	Permanent Address: Village Pull Kalli,
NIC No	17301-1406192-7	P.O. Lund Khwar, Tehsil Takht Bhai,
NTN #	1314434-7	District Mardan.
PEC Rgd #	Civil / 9749	E-Mail <a href="mailto:khanzeb100@yahoo.com">khanzeb100@yahoo.com</a>
Nationality	Pakistani	<a href="mailto:khanzeb100@gmail.com">khanzeb100@gmail.com</a>
		Tele: Office :+92-91-9223560
		Fax: +92-91-9213922
		Residence +92-91-9210177
		Cell: +92-333-5965225

**Key Qualifications**

- Over twenty seven years of National professional experience with core expertise in planning/design, supervision & management of Infrastructure projects including roads & building, community based rural and urban water supply, sewerage and rural sanitation projects; Institutional capacity building and organizational restructuring; Development & organization of training programs for government line agencies' staff and beneficiary communities in operation and management of rural and urban water supply and sanitation projects. Also experience in Program/Project Management, budgeting and financial management, construction supervision and quality control of infrastructure projects, preparation of project documents including tender documents and contract agreements, planning commission's proforma (I, II,III,IV,V), development of action plans and operational plans, concept papers & working papers.
- Worked as Focal Person in Formulation and Finalization of the Khyber Pakhtunkhwa Drinking Water and Sanitation Policies in consultation with the major stakeholders including Provincial line Departments, NGOs, INGOs and Donors including WSP – SA World Bank, Asian Development Bank, UN Habitat, UNICEF, RSPN and IUCN etc.

**Education and Professional Status**

- Ph.D Scholar in Urban Planning (Course work completed)
- Master of Civil Engineering, N.W.F.P University of Engineering & Technology (UET), Peshawar 2004.
- Master of Business Administration in Human Resource Management (HR) University of Peshawar 2013.
- Master of Business Administration in General Management ( Executive), Preston University, Peshawar Campus 2006
- B.Sc. Civil Engineering, University of Engineering and Technology, Peshawar, Pakistan 1986.

Papers and Reports written/presented

- Participated as Sector Expert (Roads & Bridges) with the TORs of the consultancy assignment, on output basis, for the Development of a detail five years sector plan based on the interventions identified in the FATA Sustainable Development Plan (SDP) under the Roads & Bridges related priority areas, preparation of concept papers for the 1<sup>st</sup> year identified projects and Technical assistance in formulation of PC-Is for the 1<sup>st</sup> year identified projects (December 2007 to May 28, 2008).
- Worked as Focal Person in formulation and finalization of the Khyber Pakhtunkhwa Drinking Water and Sanitation Policies in consultation with the major stakeholders including Provincial line Departments, NGOs, INGOs and Donors including WSP – SA World Bank, Asian Development Bank, UN Habitat, UNICEF, RSPN and IUCN.
- Input as Resource Person in preparation of Technical Manual for Tehsil Municipal Administrations (TMA) regarding planning, Design, implementation & Upkeep of Water Supply & Sanitation Schemes under WSP (SA) World Bank, Islamabad.
- Input in the report on Evaluation of UNICEF Water & Environmental Sanitation program in NWFP.
- Final report on Group Training course on URBAN DEVELOPMENT Focused on Land Readjustment Measures (JICA, 2004).
- Project report on Feasibility Study of Solid Waste Management for Charsadda Urban Centre, NWFP Pakistan (UET, Peshawar 2004).
- Report/Presentation on Waste Water Treatment facilities in NWFP Pakistan at KOICA, 2003.
- Report/Presentation on Waste Water Treatment facilities in NWFP Pakistan at JICA, 2000.

Objectives

- As Environmental Engineer cum Project Manager, in my individual capacity and as a team member in collaboration with volunteers, NGOs, Government and Donor Agencies, shall play my due role through an integrated approach by focusing on delivery of safe and sustainable drinking water and environmental sanitation (WES) services through adoption of appropriate technology options together with the promotion of better hygiene practices, social and environmental awareness among the poorer communities through advocacy, participatory techniques, alliance building and sustainability.
- Shall contribute to the efforts for achievement of priority goals for development through improvement in policies, practices and capacities in the WES sector for improved public health, poverty alleviation, women in development and protection of environment together with adoption of best practices and innovative ideas and
- Considering the earth as a closed system, shall practice the motto of "Think globally and work locally" for protection of global environment.

Professional Training Courses (Foreign /Local)

List of Professional Training Courses (Local / Foreign) attached (Annex-I)

**Foreign:**

- Attended Group Training Course on Sewage Works Engineering at JICA International Center Tokyo Japan from **August 17, 2000 To November 12, 2000.**
- Attended Group Training Course on Waste Water Treatment for Asian Countries at KOICA International Center Seoul South Korea from **June 12, 2003 To June 25, 2003.**
- Attended Group Training Course on Urban Development Focused on Land Readjustment at JICA International Center Tokyo/Nagoya Japan from **May 11, 2004 To July 03, 2004.**
- Attended South Asian Conference on Sanitation (SACOSAN IV) at Colombo Sri Lanka from **April 4 – 7 2011.**
- Attended Group Training Course on Engineering Contracting at AIBO centre Beijing, China from **August 20 to Sept 09, 2013.**

**Local:**

- Ten days Training on Planning and design of sanitary Sewers and Rural Water Supply Systems organized by GTZ Peshawar.
- One week Training of Rural Development in Hilly Areas organized by Pakistan Academy for Rural Development Peshawar.
- Five days Training on Environment Pollution and Development Efforts organized by Pakistan Academy for Rural Development Peshawar.
- Ten days Training in Accounts and Financial Controls in Works Division organized by Audit and Accounts Training Institute Peshawar.
- Two days Training in Participatory Development at Pak Planning & Management Institute Islamabad.
- Training Seminar – I on introduction to the system of Health accounts from August 19 – 21, 2014, organized by GIZ at PC Hotel Bhurban.
- Training Seminar – II on introduction to the system of Health accounts from October 15 – 17, 2014, organized by GIZ at Marriott Hotel Islamabad.
- Four days Training on Project Cycle Management from February 10 – 13, 2015, organized by GIZ in collaboration with Expert System (Pvt) Ltd. Islamabad.

**Affiliation: 6 Entries**

- Member, Senior Alumni Association, Islamia Collage Peshawar, (NWFP, Pakistan)
- Member, Pakistan Engineering Council (PEC) with Registration No. Civil/9749.
- Member, JICA Alumni Association of Pakistan.
- Member, KOICA Alumni Association of Pakistan
- Patron-in-chief of Peshawar Cricket Club for Blind.
- Member Civil Officers Mess, Khyber Pakhtunkhwa, Peshawar.

**Countries Visited:**

S.#	Countries visited	Year with stay	Remarks
01.	Japan	Aug, 17 to Nov, 12, 2000	As trainee participant
02.	South Korea	June, 10-25, 2003	As trainee participant
03.	Saudi Arabia	Jan: 16 to Feb: 26, 2004	As Hajj Pilgrim
04.	Japan	May, 11 to July 03, 2004	As trainee participant
05.	Sri Lanka	April 3 to 8, 2011	As participant in a seminar on SACOSAN.
06.	Bangladesh	July, 26 to 31, 2011	Sports event
07.	Tajikistan	Dec: 15 to 20, 2012	Sports event
08.	Afghanistan	Dec: 20 to 22, 2012	Transit stay at Kabul
09.	Germany	March, 23 to April 03, 2012	Sports event
10.	Holland	March 31, 2012	Tourist visit
11.	China	Aug, 20 to Sept, 10, 2013	As participant in a seminar on Contract Management.
12.	Switzerland, Italy, France, Germany & Austria	April 27 to May 6, 2015	As Tourist/Social visit
13.	USA	May 6 to June 5, 2015	As Tourist/Social visit
14.	UK	June 6 to June 20, 2015	As Tourist/Social visit
15.	UAE	June 21 to June 26, 2015	As Tourist/Social visit

### Education Qualification

Certificate/ Degree	Marks	%age	Division	Passing Year	Board/ University	Institution
MBA (HRM)	1648/2400	68.7%	1 <sup>st</sup>	2013	University of Peshawar	BRAINS, Postgraduate College, Peshawar
EMBA(Management)	941/1000 4.00 GPA	94%	1 <sup>st</sup>	2006	Preston University, Peshawar	Preston University, Peshawar
M.Sc. Civil Engineering.	3.74 GPA	93.5%	1 <sup>st</sup>	2004	UET, NWFP Peshawar	UET, NWFP Peshawar
B.Sc. Civil Engineering.	819/1200	68%	1 <sup>st</sup>	1986	UET, NWFP Peshawar	UET, NWFP Peshawar
F.Sc.	628/1000	63%	1 <sup>st</sup>	1981	BISE, Peshawar	Islamia College Peshawar.
SSC.	599/850	70%	1 <sup>st</sup>	1979	BISE, Pesh.	GHS Lund Khwar

### Position(S) Held

S.No.	Position / Posting	From	To
01.	Superintending Engineer, PHE Department	20/12/14	to date.
02.	Additional Secretary (Development), Finance Department	11/02/14	19/12/14
03.	Director Works PCU, Police Department	01/03/13	10/02/14
04.	Waiting for posting	29/08/12	28/02/13
05.	DG Sports Khyber Pakhtunkhwa, Peshawar	26/03/11	28/08/12
06.	Superintending Engineer PHE Circle Swat/SE (HQ)	11/11/10	25/03/11
07.	Deputy Secretary (Technical) W&S /PHE Department	29/04/06	10/11/10
08.	Deputy Director W&S Department (Waiting for posting)	01/09/05	28/04/06
09.	Deputy Director (M&E) NUDP LGE&RD Department	09/05/02	31/08/05
10.	Assistant Design Engineer, Works & Services Peshawar	16/03/02	08/05/02
11.	Design Engineer, Public Health Engineering Deptt, Peshawar	01/07/01	15/03/02
12.	Asstt: Chief, Planning, Environment & Development Deptt:	10/09/99	30/06/01
13.	Sub Divisional Officer, Public Health Engineering, Charsadda	16/08/98	09/09/99
14.	Sub Divisional Officer, Public Health Engineering, Mardan	16/08/97	15/08/98
15.	Sub Divisional Officer, Public Health Engineering, Timergara	16/09/94	15/08/97
16.	Assistant Design Engineer, HQ Office, Peshawar	01/08/94	15/09/94
17.	Sub Divisional Officer, Public Health Engineering, Timergara	16/03/92	31/07/94
18.	Sub Divisional Officer, PHE, Mohmand Agency	01/06/88	15/03/92
19.	Waiting for posting	26/04/88	31/05/88

### Experience: 12 Entry(s)

Organization	IUCNP Sarhad Office NWFP, Pakistan
Organization Type	International NGO
Employer Contact Number	+92-91-5271728, 0345-9042004
Description	Participated as Sector Expert (Roads & Bridges) with the TORs of the consultancy assignment, on output basis, as under: Development of a detail five years sector plan based on the interventions identified in the FATA Sustainable Development Plan (SDP) under the Roads & Bridges related priority areas, preparation of concept papers for the 1 <sup>st</sup> year identified projects and Technical assistance in formulation of PC-Is for the 1 <sup>st</sup> year identified projects (December 2007 to May28,2008).

**Organization**  
Organization Type  
Employer Contact Number  
Description

**WSP (SA) World Bank**  
Donor Agency  
+92-51-9090615  
Participated as Resource Person in preparation of Technical Manual for Tehsil Municipal Administrations (TMA) regarding planning, Design, implementation & Upkeep of Water Supply & Sanitation Schemes under WSP (SA) World Bank, Islamabad.

**Organization**  
Organization Type  
Employer Contact Number  
Description

**Associated Consulting Engineers (ACE) Pvt Ltd Lahore.**  
Consulting Firm  
+92-300-4102973  
Input in concievement, preparation, planning and Design of Water Supply & Sanitation Schemes under NUDP, LGE&RD Deptt (Financed by Asian Development Bank, Islamabad) Part time, Sept, 2005 to April, 2006.

**Organization**  
Organization Type  
Employer Contact Number  
Description

**National Research & Development Foundation (NRDF) NWFP Peshawar.**  
Foundation (NGO)  
+92-333-9391119  
Part time Input in Planning/Management, coordination / Monitoring and Report writing of Projects focused on Theme of Ulama (Religious Scholars) in Development.

**Organization**  
Organization Type  
Employer Contact Number  
Designation  
Location  
Type of Experience  
Location  
Tenure  
Description

**PHE, Deptt. Govt. of Khyber Pakhtunkhwa.**  
Government  
+92-91-9212849.  
Superintending Engineer (HQ)/ Chief SRU, K.P. Peshawar, Pakistan  
Full Time  
Peshawar, Pakistan  
December, 2014 till date.  
As Superintending Engineer (HQ) PHE Department, being a Team member, under the supervision of Chief Engineer and Secretary PHED, the activities / my job description include:

- Preparation of Annual Development Programme for PHE Sector.
- Re-appropriation of funds and reconciliation of development budget with the Director (P&M) PHE Department.
- Technical appraisal of projects prepared for implementation of water supply & sanitation sector.
- Preparation of working papers and briefs of the projects for DDWP, PDWP & Quarterly review of Annual Development Programme (ADP) etc.
- Monitoring and Evaluation of schemes pertaining to drinking water supply and sanitation sector.
- Evaluation of Technical and Financial proposals for Procurement of Consultancy services and Feasibility Studies of major water supply and sanitation projects.
- Representing the Department as Technical Expert in various committees like Departmental Consultants Selection committee (DCSC), DDWP, Provincial Development Working Party (PDWP), Departmental & Provincial Accounts Committee (DAC & PAC) etc., for procurement of consultants and approval of Developmental schemes etc.
- Worked as focal person cum Additional Secretary PHED on additional charge basis in selected cases, marked by the Secretary PHED.
- Worked as Chief SRU PHED on additional charge basis and prepared / submitted cost estimate / PC-I of the said project

in consultation with major stakeholders, by organizing internal brainstorming sessions and one day consultative workshop at PC Hotel Peshawar.

- As representative of the Department, attended Provincial Assembly proceedings and assisted the Honorable Minister PHED in submitting replies to the questions etc., raised by the MPAs.

**Organization**  
 Organization Type  
 Employer Contact Number  
 Designation  
 Location  
 Type of Experience  
 Location  
 Tenure  
 Description

**Finance, Deptt. Govt. of Khyber Pakhtunkhwa.**

Government  
 +92-91-9210073.  
 Additional Secretary (Dev.), Khyber Pakhtunkhwa.  
 Peshawar, Pakistan  
 Full Time  
 Peshawar, Pakistan  
 February 11, 2011 to December 19, 2014.  
 As Additional Secretary (Dev.) Finance Department, being a Team member, under the supervision of Special Secretary and Secretary Finance Department, the activities / my job description include:

- Preparation / Formulation of **Development Budget**, pertaining to all Sectors in the ADP of Khyber Pakhtunkhwa, in consultation with the line Departments and P&D Department.
- Re-appropriation of funds and reconciliation of Development Budget with line Departments and P&D Department.
- Release of funds and reconciliation of Development Budget with line Departments and P&D Department.
- Technical appraisal of projects, pertaining to all sectors in the ADP, received for processing Administrative Approval by the DDWP, PDWP and ECNEC.
- Preparation of comments and briefs of the projects for DDWP, PDWP & Quarterly review of Annual Development Programme (ADP) etc.
- Represented the Department as Technical Expert in the Evaluation of Technical and Financial proposals for Procurement of Consultancy services.
- Representing the Department as Technical Expert in various committees like Departmental Consultants Selection committee (DCSC), DDWP, Provincial Development Working Party (PDWP), Departmental & Provincial Accounts Committee (DAC & PAC) etc., for procurement of consultants and approval of Developmental schemes etc.
- As representative of the Department, attended Provincial Assembly proceedings and assisted the Honorable Minister Finance in submitting replies to the questions etc., raised by the MPAs.

**Organization**  
 Organization Type  
 Employer Contact Number  
 Designation  
 Location  
 Type of Experience  
 Location  
 Tenure  
 Description

**Sports & Youth Affairs, Deptt. Govt. of K.P.**

Government  
 +92-91-9212767.  
 D.G, Sports & Youth Affairs, Khyber Pakhtunkhwa.  
 Peshawar, Pakistan  
 Full Time  
 Peshawar, Pakistan  
 March, 2011 to August, 2012.  
 As D.G, Sports & Youth Affairs, Khyber Pakhtunkhwa, the activities include:

- Dissemination and implementation of the National Sports policy and Youth policy.

- Administrative and financial management of the sports promotion activities in the Khyber Pakhtunkhwa Province through various Academies, Talent hunt programs and inter-district, Regional, Provincial and National level Tournaments of formal games and indigenous games as well.
- Technical scrutiny and appraisal of Sports sector projects prepared for implementation.
- Preparation of working papers and briefs of the projects for Departmental Development Working Party (DDWP), Central Development Working Party (CDWP), Executive Committee of National Economic Council (ECNEC), quarterly review of Annual Development Program (ADP) etc.
- Monitoring and Evaluation of Sports Sector projects.
- Evaluation of technical and financial proposals for procurement of goods and consultancy services and contract administration based on two envelope system/ quality and cost based system.
- Representing the Department as Technical Expert in various committees like Departmental Consultants Selection committee (DCSC), DDWP, Provincial Development Working Party (PDWP), Departmental & Provincial Accounts Committee (DAC & PAC) etc, for procurement of consultants and approval of Developmental schemes etc.
- Recruitment of staff and human resource management/ development through motivational and Team management efforts.
- Accountability of staff (self) for ensuring transparency, economy and efficient management for better/ quality delivery of services.

**Organization**  
 Organization Type  
 Employer Contact Number  
 Designation  
 Location  
 Type of Experience  
 Location  
 Tenure  
 Description

**Works & Services / C&W / PHE, Deptt. Govt. of NWFP**

Government  
 +92-91-9211859  
 Deputy Secretary (Technical)  
 Peshawar, Pakistan  
 Full Time  
 Peshawar, Pakistan  
 April-2006 to March, 2011  
 As Deputy Secretary (Technical) Works & Services / C&W / PHE Department, the activities include:

- Preparation of annual development Programme for Public Health Engineering / Communication, Building and Housing Sectors.
- Re-appropriation of funds and reconciliation of development budget with the P&D and Finance Departments.
- Technical appraisal of projects prepared for implementation of water supply & sanitation sector and schemes of other sectors such as Environment, Roads, Building & Housing and Urban Development.
- Preparation of working papers and briefs of the projects for Departmental Development Working Party (DDWP), Central Development Working Party (CDWP), Executive Committee of National Economic Council (ECNEC), quarterly review of Annual Development Programme (ADP) etc.
- Monitoring and Evaluation of schemes pertaining to drinking water supply and sanitation sector.
- Evaluation of technical and financial proposals for consultancy services of feasibility studies of major water supply and sanitation projects.
- Representing the Department as Technical Expert in various committees like Departmental Consultants Selection

committee (DCSC), DDWP, Provincial Development Working Party (PDWP), Departmental & Provincial Accounts Committee (DAC & PAC) etc, for procurement of consultants and approval of Developmental schemes etc.

**Organization**  
Organization Type  
Employer Contact Number  
Designation

**LGE&RD Department, Khyber Pakhtunkhwa.**  
Government  
+92-91-9211784(5)  
Deputy Director (M & E), NWFP Urban Development Project  
(On deputation)  
Peshawar, Pakistan  
Full Time  
May-2002 to Aug-2005

Location  
Type of Experience  
Tenure  
Description

The NWFP Urban Development Project is being implemented with the financial assistance of Asian Development Bank (ADB). It covers construction of deficient municipal infrastructure including Water Supply, Drainage and Sewerage, Bus Terminal, Roads, Slaughter House and Public Markets etc in 24 small and medium towns of the Province. Besides that financial capacity of the selected towns shall also be strengthened under the project. The loan was approved in 2002 and the project is scheduled to be completed in December 2007 with a capital cost of Rs. 1921.216 million.

The specific responsibilities include:

- Preparation of overall project implementation plan, annual work plan
- Preparation/Scrutiny of tender documents, BOQ, s and cost estimates.
- Coordination and appraisal of subprojects identified by the participating towns.
- Technical support and supervision of subprojects management.
- Recruitment of staff for PCU, procurement of office equipment and furniture for PCU and project implementation teams.
- Selection of consultants, as per ADB guidelines on Quality & Cost Based Selection (QCBS) method, for design and supervision of subprojects.
- Facilitating project coordination; preparation of progress reports and other documentation i.e. benefit monitoring and evaluation report, structure plans, financial & technical appraisal of feasibility studies and design reports.
- Scrutiny and appraisal of EIA reports of infrastructure sub projects.
- Training needs assessment and capacity building of Tehsil Municipal Administration (TMAs).
- Monitoring of all project activities as per approved work plan / implementation plan for facilitating timely completion of the projects through proactive actions by the project coordination unit.

Reason for Leaving

By Transfer order of the Government.

**Organization**  
Organization Type  
Employer Contact Number  
Designation  
Location  
Type of Experience  
Tenure  
Description

**Works and Services Department Govt. of NWFP**  
Government  
+92-92-9210859  
Design Engineer Works and Services Department NWFP  
Peshawar, Pakistan  
Full Time  
Jul-2001 to Apr-2002

Reason for Leaving

- Technical scrutiny and appraisal of projects prepared for implementation of water supply & sanitation sector.
- Scrutiny of tender documents, BOQ, s and cost estimates
- Preparation of working papers and briefs of the projects for PDWP, CDWP, ECNEC, quarterly review of ADP etc.
- Monitoring and Evaluation of schemes pertaining to drinking water supply and sanitation sector.
- Evaluation of technical and financial proposals for consultancy services of feasibility studies of major water supply and sanitation projects.  
By Transfer order of the Government.

**Organization**

**PE&D Department, Govt. of NWFP**

Organization Type

Government

Employer Contact Number

+92-91-9210427

Designation

Assistant Chief, PE&D Department NWFP.

Location

Peshawar, Pakistan

Type of Experience

Full Time

Tenure

Sep-1999 to Jun-2001

Description

As Assistant Chief, PE&D Department, the activities include:

- Preparation of annual development Programme for Public Health Engineering Sector.
- Sectoral releases, re-appropriation of funds and reconciliation of development budget with the line departments and Finance Department
- Technical appraisal of projects prepared for implementation of water supply & sanitation sector and schemes of other sectors such as Environment and Urban Development.
- Scrutiny of tender documents, BOQ, s and cost estimates
- Preparation of working papers and briefs of the projects for PDWP, CDWP, ECNEC, quarterly review of ADP etc.
- Monitoring and Evaluation of schemes pertaining to drinking water supply and sanitation sector.  
By Transfer order of the Government.

Reason for Leaving

**Organization**

**Former PHE Department Govt. of NWFP**

Organization Type

Government

Employer Contact Number

+92-91-9210859

Designation

Sub-Divisional Officer (SDO)

Location

Various districts of NWFP and Federally Administered Tribal Areas (FATA), Pakistan

Type of Experience

Full Time

Tenure

Apr-1988 to Jul-1999

Description

As Sub-Divisional Officer the activities include:

- Planning, Design and Preparation of PC-Is for Rural/Urban water supply, sewerage and drainage projects.
- Identification and Assessment of water sources.
- Preparation/Scrutiny of tender documents, BOQ, s and cost estimates
- Construction, supervision and quality control of projects worth Rs. 10 to 20 million per year.
- Financial administration and control over the budget, management of operation and maintenance of rural water supply schemes in various Districts/Agencies of NWFP/FATA.
- Introduction of appropriate technology for community based rural water supply and sanitation system
- Survey for identification of water supply / sanitation schemes and assessment of the capital & O&M cost for rehabilitation and transfer to the beneficiary communities.

- Addressing public complaints regarding water and environmental sanitation facilities at various Districts / Agencies of NWFP / FATA and coordination with senior management / district management for resolving the issues.
- Evaluation of technical and financial proposals for consultancy services of feasibility studies of major water supply and sanitation projects.

**Skill: 2 Entry(s)**

	Level	Last Used
MS Office	Good	Currently Working
Water CAD (Loop, Branch and Sewer)	Good	Currently Working

**Language: 5 Entry (s)**

Read	Write	Speak	Understand
<b>Pashto (Mother Tongue)</b>			
Excellent	Excellent	Excellent	Excellent
<b>Urdu</b>			
Excellent	Excellent	Excellent	Excellent
<b>English</b>			
Excellent	Good	Good	Good
<b>Japanese</b>			
Not Easily	Not Easily	Introductory	Introductory
<b>Arabic</b>			
Easily	Easily	Introductory	Introductory

**Reference: 4 Entry (s)**

Name	Title	Company	Phone / Email	Acquaintance	Type
Prof. Dr. Akhtar Naeem Khan	Chairman Civil Engineering Department	UET, NWFP Peshawar, Pakistan	+92-321-9014247 +92-333-9125601	30 Years	Professional
Engr. Tahir Azim	Ex-Director General (M&E)	Planning & Development Department NWFP	+92-91-9210520 +92-333-9108996	27 Years	Professional
Engr. Shakeel Qadir	Ex-Secretary P&D Deptt.	FATA	+92-321-9107979	27 Years	Professional
Engr. Shaukat Shafi	Project Implementation Officer	Pakistan Resident Mission (ADB) Islamabad	+92-300-5124135 mshafi@adb.org	20 Years	Professional

Certified that the information provided above are true to the best of my knowledge.

Engr. Khanzeb Khan

Annex-I

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**LIST OF PROFESSIONAL TRAINING COURSE (Local / Foreign) ATTENDED**

**LOCAL:**

S#	Name of Courses	From	To	Remarks
1	Micro Computer Course	05-10-91	15-10-91	Organized by PHED/GTZ
2	Technical Training for PHED Engineers at KSB Pump Co. H.Abdal.	03-11-91	08-11-91	-do-
3	Design of Sanitary Sewers	01-02-93	06-02-93	-do-
4	Planning and Design of Rural Water Supply Systems	23-05-93	26-05-93	-do-
5	Community Participation in Rural Water Supply and Sanitation Schemes	21-09-93	23-09-93	-do-
6	Pumps & Selection of Pumps	31-07-93	23-09-93	-do-
7	One day Training of PE&D Department Regarding SKIMS	28-07-94	30-08-94	-do-
8	Low Cost Treatment of Rural Water Supply	08-03-95	09-03-95	-do-
9	Hydrology and Exploitation of Ground Water through Tube well with Particular Reference to NWFP	05-04-95	06-04-95	-do-
10	One Week Training of Rural Development in Hilly Area	16-07-95	20-07-95	By PARD
11	Environmental Pollution and Development Efforts	17-03-96	21-03-96	By PARD
12	Drinking Water Quality	19-11-96	21-11-96	Organized by PHED/GTZ
13	Rural Sanitation and Drainage	28-12-96	21-11-96	-do-
14	Scheme Monitoring & Evaluation System (SMES), Pc-1 appraisal Checklist and Gender & Development	29-05-97	30-05-97	PE&D Deptt NWFP, Peshawar
15	Statistical and Econometric Techniques for Policy Analysis	03-07-2000	10-08-2000	Economics Deptt University of Peshawar
16	Financial Controls in Works Division	15-10-2001	25-10-2001	Audit & Accounts Training Institute Peshawar
17	Participatory Development	23-12-2002	24-12-2002	Pak Planning & Management Institute Islamabad
18	Training Seminar – I on introduction to the system of Health accounts	19-08-2014	21-08-2014	GIZ / Health Department
19	Training Seminar – II on introduction to the system of Health accounts	15-10-2014	17-10-2014	GIZ / Health Department
20	Four days Training on Project Cycle Management	10-02-2015	13-02-2015	GIZ / Expert System (Pvt) Ltd

**FOREIGN:**

- Attended Group Training Course on Sewage Works Engineering at JICA International Center Tokyo Japan from August 17, 2000 To November 12, 2000.
- Attended Group Training Course on Waste Water Treatment for Asian Countries at KOICA International Center Seoul South Korea from June 12, 2003 To June 25, 2003.
- Attended Group Training Course on Urban Development Focused on Land Readjustment at JICA International Center Tokyo/Nagoya Japan from May 11, 2004 To July 03, 2004.
- Attended South Asian Conference on Sanitation (SACOSAN IV) at Colombo Sri Lanka from April 4 – 7 2011.
- Attended Group Training Course on Engineering Contracting at AIBO centre Beijing, China from August 20 to Sept 09, 2013.

GOVERNMENT OF N.W.F.P.  
IRRIGATION AND PUBLIC HEALTH  
ENGINEERING DEPARTMENT.NO. SO(E)I&PHE/4-3/81,  
Dated Pesh: the 26/4/1988.NOTIFICATION.

Consequent upon the recommendations of the NWFP, Public Service Commission, the following recommendees are hereby appointed as Assistant Engineers in the Public Health Engineering Department, on temporary basis in BS-17(2065-155-3925) with usual allowances on the terms and conditions already accepted by them. On appointment their services are hereby placed at the disposal of the Chief Engineer, Public Health Engg: Department for further posting.

2. They would undergo four (4) months initial training in line with para-1-18 of B & R Manual of orders. On the expiry of training (during last week of training period) the examination would be held in the office of the Chief Engineer, Public Health Engg: Department and if they qualify the examination would be considered <sup>fit</sup> for assigning the regular charge.

3. They should report to the Chief Engineer, Public Health Engg: Department within one month for initial training after issuance of this Notification or otherwise their appointment shall be considered as cancelled:-

<u>S.No.</u>	<u>Recommendees.</u>
1.	Mr. Fazli Subhan S/O Fazli Khaliq.
2.	Syed Javed Iqbal S/O Ayub Shah.
3.	Abdus Sami S/O Abdul Aziz.
4.	Abdul Latif Khan S/O Dilbar Khan.
5.	Khanzeb S/O Fazal Hussain.
6.	Ishrat Ali S/O Basharat Ali.
7.	Baharullah Khan S/O Mohammadullah Khan.
8.	Liaqat Ali S/O Yousaf Ali.
9.	Qaiser Zaman S/O Mohammad Zaman.
10.	Amjad Ali S/O Imaduddin.
11.	Farid Ahmad Khan S/O Abdur Rashid Khan.
12.	Mohammad Siddique S/O Mohammad Sharif.

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...2...

- 13. Mr. Mohammad Younis S/O. Manuuddin
- 14. Mr. Gul Shahid Khan S/O Azam Dad Shah
- 15. Mr. Niamatullah S/O Mohammad Ibrahim
- 16. Mr. Sarfaraz Jehan S/O Shafiullah Jan.
- 17. Mr. Masoodur Rehman S/O Abdul Rahman

The appointment of the recommendees at Serial No. 1, 10 and 16 shall be subject to the condition that their previous service A.C.Rs are found satisfactory by this department.

*[Handwritten Signature]*

SECRETARY TO GOVT: OF NWFP,  
IRRIGATION AND PHE DEPARTMENT.

\*\*\*\*\*  
Edist: No. SO(E)I&PHE/4-3/81,

Dated 25-4-1988.

Copy forwarded for information and necessary action to the:-

- 1. Accountant General, NWFP, Peshawar.
- 2. Chief Secretary to Govt: of NWFP, Peshawar.
- 3. Secretary, Public Service, NWFP, Peshawar w/r to his letter NO. 10440-PHE/4, dated 4-1-1988.
- 4. Chief Engineer, Public Health Engg: Department, Peshawar.

\*\*\*  
He is further requested to arrange the posting of the above PAs as early as possible.

undertaking and medical fitness certificates of the officers are also sent herewith, for record and n/action. A copy of Public Service Commission letter No. 10440-PHE/4, dated 4-1-1988 containing merit orders of the candidates for the purpose of seniority etc. enclosed for necessary action.

- 5. Secretary to Chief Minister, NWFP, Peshawar.
- 6. Private Secretary to Minister Irrigation & PHE, NWFP, Pesh:
- 7. Manager Govt: Printing Press, NWFP, Peshawar for publication in the next issue of Govt: Gazettee.
- 8. Officers concerned.
- 9. Personal Files of the officers.

*[Handwritten Signature]*  
Rahmatullah Khan),  
Section Officer (Estt.),  
Irrigation and PHE Department.

To

The Honorable Chief Secretary,  
Khyber Pakhtunkhwa, Peshawar.

✓ 2nd  
9/6/16

Through: Proper Channel

Subject: APPEAL / APPLICATION FOR:

1. Correction in the Final Seniority list of Superintending Engineers (BS-19) PHE Department, circulated on 12.05.2016
2. Processing the Working Papers for Two Posts of Chief Engineers (BS-20) i.e Selection Posts, in line with Para-V (f) of the Civil Servants Promotion Policy 2009 & Minutes of the last PSB meeting held on 22.10.2014 on Merit Based Criteria for Promotion of Officers to Selection/Merit Posts (BS-20) in line with PHED Service Rules, read with Section-9(2)(a) and Section-26 of the Civil Servants Act 1973 & Para-III(e&f) of the Civil Servants Promotion Policy 2009, Guidelines circulated by Establishment Department vide Notification No.SOR-I(S&GAD)1-29/75(Vol-IV) dated 05.05.2000 and Para-50(iii) of the Supreme Court Judgment dated 12.07.2013 in the famous Constitutional Petition No.22 of 2013 titled "Orya Maqbool Abbasi VS Federation of Pakistan through Secretary Establishment and other" and also in line with:

The PTI Govt. Agenda for, CHANGE AND REFORMS, through Good Governance and Upkeep of Merit & Transparency in Government Departments.

3. Processing the case in respect of the undersigned, submitted by the XEN PHE Division, Timergara vide letters No.01/G-1 dated 27.02.2012, DG Sports letter No.PF/DG Sports/2012 dated 03.03.2012 and recently vide XEN PHE Division, Timergara Letter No.01/E-14 dated 13.04.2016, for consideration of Presidential Civil Award (Pride of performance).

Dear Sir,

Item # 1:

Kindly refer to the subject noted above and to state that in the qualification column of the **Final Seniority list**, circulated vide PHED letter No. SO (Estt)/PHED/13-77/2016 dated **12.05.2016**, my qualification status showing **Ph. D Scholar in Urban Planning** has been deleted despite the fact that the same stands reflected in the Tentative Seniority list circulated on **29.02.2016** and which remained part and parcel of the **Final Seniority lists since 2011 till 2015 (Annex I, II & III)**.

2. It is stated that I have attained the following additional/higher qualification with NOC/ prior permission of the department as per rules/policy and attended a good number of specialized professional foreign trainings as under:-

**i. Higher/Additional Qualification**

- Ph. D Scholar in Urban Planning (Course work of 26 CHR completed and Research Work in Progress)
- Master of Business Administration in Human Resource Management (HRM) University of Peshawar 2013.

- Master of Business Administration in General Management ( Executive), Preston University, Peshawar Campus 2006
- Master of Civil Engineering, Khyber Pakhtunkhwa University of Engineering & Technology (UET), Peshawar 2004

**Note:** It may be mentioned that I have qualified double MBA i.e. one in General Management and 2<sup>nd</sup> in Human Resource Management which are having more comprehensive course outline than course outline of the Senior Management Course (SMC) required for promotion of BS-19 to BS- 20 posts of Provincial Management Service (PMS) and Pakistan Administrative Service (PAS).

**ii. Professional Training Courses (Foreign / Local)**

List of professional training courses (Foreign/Local) is attached as **Annex-IV**

**Foreign:**

- Attended Group Training Course on Sewage Works Engineering at JICA International Center Tokyo Japan from August 17, 2000 To November 12, 2000.
- Attended Group Training Course on Waste Water Treatment for Asian Countries at KOICA International Center Seoul South Korea from June 12, 2003 To June 25, 2003.
- Attended Group Training Course on Urban Development Focused on Land Readjustment at JICA International Center Tokyo/Nagoya Japan from May 11, 2004 To July 03, 2004.
- Attended South Asian Conference on Sanitation (SACOSAN IV) at Colombo Sri Lanka from April 4 – 7 2011.
- Attended Group Training Course on Engineering Contracting at AIBO center Beijing, China from August 20 to Sept 09, 2013.
- Attended Knowledge Exchange Event on “Sustainable Service Delivery of Rural Water Supply in Asia” at Bangkok Thailand , May 10-12, 2016

**Local:**

- Ten days Training on Planning and design of sanitary Sewers and Rural Water Supply Systems organized by GTZ Peshawar.
- One week Training of Rural Development in Hilly Areas organized by Pakistan Academy for Rural Development Peshawar.
- Five days Training on Environment Pollution and Development Efforts organized by Pakistan Academy for Rural Development Peshawar.
- Ten days Training in Accounts and Financial Controls in Works Division organized by Audit and Accounts Training Institute Peshawar.
- Two days Training in Participatory Development at Pak Planning & Management Institute Islamabad.
- Two days workshop on PEC Cost and Contracts Documents at PC Peshawar (May 26 – 27, 2010).
- Training Seminar – I on introduction to the system of Health accounts from August 19 – 21, 2014, organized by GIZ at PC Hotel Bhurban.
- Training Seminar – II on introduction to the system of Health accounts from October 15 – 17, 2014, organized by GIZ at Marriott Hotel Islamabad.
- Four days Training on Project Cycle Management from February 10 – 13, 2015, organized by GIZ in collaboration with Expert System (Pvt) Ltd. Islamabad.

3. It is added that I was enrolled in Ph.D. Programme upon successful competition, prescribed in the regulations for Ph.D. Programme in the university prospectus and NOC of the Department for the purpose. Copies of the advertisement

published in the daily "The NEWS" dated 04.09.2009, NOC of Works & Services Department (Defunct), Call letter for interview before the Admission Committee dated 28.09.2009, GRE Result and Approval letter of Provisional Admission dated 27.03.2010 are attached for ready reference (**Annex V to IX**).

4. It is stated that I have **completed the course work** comprising the following courses, in the field of Urban and Regional Planning, required under Regulation No.16 (ii) of the Ph.D. Regulations 2005 (**Annex X**).

1. **1<sup>st</sup> Semester (September 2009 to April 2010)**

S#	Course #	Course Title	Credit Hours
1.	713	Community participation for development	03
2.	803	Strategic Planning for Urban and Regional areas	04
3.	804	E.I.A	04
4.	810	Urban Planning and Management	04
5.	701	Research Methods and Scientific Report Writing	Audit
<b>Sub Total:-</b>			<b>15</b>

2. **2<sup>nd</sup> Semester (May 2010 to December 2010)**

S#	Course #	Course Title	Credit Hours
1.	805	Sustainable Development	04
2.	809	Project Planning	04
3.	812	Urban land use planning	03
<b>Sub Total:-</b>			<b>11</b>
<b>Total study load:-</b>			<b>26</b>

It is added that my research work on the topic titled "**Assessment of Current State of Water Quality of River Kabul and Formulation of Strategy for its clean up**" under regulation No.16 (ii) (f) with 09 Credit Hours is in progress.

5. As such, I have completed the **substantial study workload** and hope to be **included soon in the Ph.D. Doctors Club** after which I will be able to write "Dr" with my name while at present I am **Ph.D. Scholar as per University Regulations** and the same was reflected in the seniority lists sine 2011 till tentative seniority list notified on **29.02.2016**. However, on receiving a copy of **Final Seniority List** on **25.05.2016**, my qualification status has been **unilaterally changed** with deletion of the term **Ph.D. Scholar** in Urban Planning without notice to the undersigned, **which calls for necessary corrective action**.

**Item # 2:**

6. It is stated that our application dated **05.04.2016 (Annex XI)** for processing the working papers for promotion to the rank of Chief Engineers (BS-20) in accordance with the **merit criteria and panel requirement**, referred in the subject for **selection posts**, is still lying pending with the PHE Department, despite **Establishment Department letter No. SOR-V)E&AD)/Gen:PHE/15 dated 03.05.2016** seeking **parawise comments of PHED** and needs consideration for providing justice and ensuring **objectivity of Merit Based Selection** in accordance with the **merit criteria and panel requirements** notified by the Provincial Govt., aimed at promoting merit and professional excellence in public service.

7. It is added that the aforementioned parameters including **higher/additional qualification** have not been adhered to in the working papers, submitted to the PSB in

violation of the prevalent policy and rules which needs re-consideration to facilitate the PSB to select best of the best on merit basis in line with Para-III (e&f) of the Civil Servants Promotion Policy 2009 and Establishment Department Guidelines circulated vide Notification No.SOR-I(S&GAD)1-29/75(Vol-IV) dated 05.05.2000. Needless to mention that the Supreme Court of Pakistan in Para-50(iii) of the famous Judgment dated 12.07.2013 in Constitutional Petition No.22 of 2013 titled "Orya Maqbool Abbasi VS Federation of Pakistan through Secretary Establishment and others" emphasized on objective assessment of officers at the time of promotion. The relevant extract of Judgment is reproduced as under for ready reference:-

**Para-50(iii): "The Government shall also undertake exercise to outline the objective criteria for promotion to make the civil servant an honest officer and free from political pressure as has been noted hereinabove".**

Item # 3:

8. It is stated that my name was recommended for consideration of the Presidential Civil Award vide XEN PHE Division, Timergara letters No.01/G-1 dated 27.02.2012 & DG Sports letter No.PF/DG Sports/2012 dated 03.03.2012 and recently vide XEN PHE Timergara letter No.01/E-14 dated 13.04.2016 (**Annex XII to XIV**) with citation (**Annex XV**) based on my **star performance** as Sub Divisional Officer PHE Sub Division, Timergara, Deputy Secretary (Technical) Defunct Works & Services Department and Director General Sports Khyber Pakhtunkhwa **which is still lying pending with the department despite lapse of about four years** and need consideration for processing approval of the competent authority.

9. Last but not the least is that I, as SDO PHED (BS-17), have earlier qualified for the post of Director M&E (BS-19), P&D Department on market salary basis through a competitive and transparent selection process in 2009 and have recently qualified for **three (3) member panel** for the **coveted post of Chief Executive Officer WSSP Peshawar on market salary basis** through a competitive and transparent selection process, which indicate my ability, talent, and diverse professional experience in the sector.

**Submissions:**

- 10. In view of the above-mentioned facts, it is, therefore, requested to please:
  - i. Issue orders for **necessary correction in the Final Seniority list** of Superintending Engineers (BS-19) PHE Department, circulated on 12.05.2016, by including my qualification of Ph.D. Scholar in Urban Planning in the qualification column.
  - ii. Issue directions for **processing working papers for two posts of Chief Engineers on merit criteria and panel requirement for selection posts**, in line with minutes of the last PSB meeting held on 22.10.2014, read with Para-III (e&f) of the Civil Servants Promotion Policy 2009 and may kindly include my name in the working

paper for promotion to the rank of Chief Engineer (BS-20) strictly in line with the **PHED Service Rules for the post of Chief Engineer**, on the analogy of working paper for promotion of Engineers of C&W Department, in order to provide a wider choice of selection to the PSB and ensuring objectivity of merit based assessment with **due weight-age to the higher/additional qualification** in line with **Para-50(iii) of the Supreme Court Judgment dated 12.07.2013** in the Constitutional Petition No.22 of 2013 titled "Orya Maqbool Abbasi VS Federation of Pakistan through Secretary Establishment and other". **This will facilitate Selection against the coveted posts in line with PHED approved Service Rules framed under Section-9(2)(a) and Section-26 of the Civil Servants Act 1973.**

iii. Issue instructions to PHE Department for processing the case in respect of the undersigned, submitted by the XEN PHE Division, Timergara and DG Sports, Khyber Pakhtunkhwa for **consideration of Presidential Civil Award (Pride of Performance)**, for processing approval of the competent authority.

Copy No. 1267  
Date: 03/06/16

Dated 08.06.2016

Yours faithfully

**(Engr. Khan Zeb Khan)**  
Chief Engineer SRU, PHED

Copy forwarded for information and necessary action to the:-

1. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa Peshawar.
2. Secretary PHE Deptt: Khyber Pakhtunkhwa Peshawar
3. Section Officer (PSB) Establishment Department , Khyber Pakhtunkhwa Peshawar.
4. Section Officer (Estt:) PHE Deptt: Khyber Pakhtunkhwa Peshawar.

Chief Engineer SRU, PHED

Handwritten notes and signatures on the left side of the page, including dates like 9/6/16 and 8/6/16, and initials.

47  
P.16  
Dated 24.06.2016

The Secretary to Govt: of Khyber Pakhtunkhwa,  
Public Health Engineering Department Peshawar.

Through: Proper Channel

Subject: APPEAL / APPLICATION FOR:

1. Correction in the Final Seniority list of Superintending Engineers (BS-19) PHE Department, circulated on 12.05.2016, by including my qualification of Ph.D. Scholar in Urban Planning in the qualification column.
2. Processing the Working Papers for Two Posts of Chief Engineers (BS-20) i.e Selection Posts, in line with Para-V (f) of the Civil Servants Promotion Policy 2009 & Minutes of the last PSB meeting held on 22.10.2014 on Merit Based Criteria for Promotion of Officers to Selection/Merit Posts (BS-20) in line with PHED Service Rules, framed under Section-9(2)(a) and Section-26 of the Civil Servants Act 1973.
3. Implementation of Merit Based Criteria for Promotion of Officers to Selection/Merit Posts (BS-20) in line with PHED Service Rules & Para-III (f) of the Civil Servants Promotion Policy 2009 and Guidelines circulated by Establishment Department vide Notification No.SOR-I (S&GAD)1-29/75(Vol-IV) dated 05.05.2000 and Para-50(iii) of the Supreme Court Judgment dated 12.07.2013 in the famous Constitutional Petition No.22 of 2013 titled "Orya Maqbool Abbasi VS Federation of Pakistan through Secretary Establishment and other" and also in line with:

The PTI Govt. Agenda for, CHANGE AND REFORMS, through Good Governance and Upkeep of Merit & Transparency in Government Departments.

4. Implementation of Commissioner-II, RTI Commission Order Sheet dated 21.04.2016.

Reference: Application dated 05.04.2016, addressed to the Hon'able Chief Minister Khyber Pakhtunkhwa and Secretary PHED, CM Secretariat letter No.SOVI/CMS/KPK/4-2/2013 dated 20.04.2016 and Establishment Department letter No.SOR-V(E&AD)Gen:PHE/15 dated 03.05.2016.

Dear Sir,

Kindly refer to PHED letter No.SO(Estt)PHED/1-17/2015-16 dated 06.06.2016 on the subject noted above and to state that instead of parawise comments and complying with the directions of the Hon'able Chief Minister for ensuring merit, twisted replies have been given to conceal the facts as was done earlier vide PHE Department letter No.SO(Estt)/PHED/1-17/2010 dated 08.12.2014 (Annex-I) wherein the Establishment Department & PSB were misguided by distorting the facts that the post of Chief Engineer was required to be filled in by way of promotion on the basis of seniority-cum-fitness, which in fact is a selection post as per PHED approved service rules, which needs investigation and proper inquiry for fixing the responsibility. Furthermore, the reply in Para-5 of PHED letter is also an attempt to conceal the facts as the officer at S#1 is under major penalty of reduction to lower grade in an inquiry while the officer at S# 4 of the Seniority List is on long leave since July 2013 due to his protracted illness/disability, which

Attended  
9

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Will make the applicants at S.No.4 and No.6 for preparing the panel of six eligible candidates for the two posts of Chief Engineers.

Item # 1:

2. It is stated that in the qualification column of the **Final Seniority list**, circulated vide PHED letter No. SO (Estt)/PHED/13-77/2016 dated **12.05.2016**, my qualification status showing **Ph. D Scholar in Urban Planning** has been deleted despite the fact that the same stands reflected in the Tentative Seniority list circulated on **29.02.2016** and which remained part and parcel of the **Final Seniority lists** since 2011 till 2015.

(Application dated **08.6.2016** containing detailed evidence has already been submitted to Chief Secretary KP office for issuance of necessary orders).

Item # 2:

3. It is stated that the essence of panel requirement as per promotion policy is to provide a wider scope/choice of selection to the PSB but contrary to the policy, in the year 2011 the promotion against two available vacancies were splitted and processed in two stages i.e. deliberately decreasing the panel requirement to one post and **flouting the very spirits of competition** and providing broader scope of choice to the PSB. Similarly in 2014, in response to our application dated **10.10.2014**, the PHE Department deliberately submitted **incomplete panel for one post only** and instead of the withdrawal of the working paper in the PSB meeting held on **22.10.2014**, pleaded promotion of **two officers** against an **incomplete/defective panel** in violation of the **spirits of promotion policy**.

4. Since one post of Chief Engineer (BS-20) is lying vacant since **15.02.2016** and another post of Chief Engineer is being vacated upon **retirement of Mr. Sanobar Khan** on **30.08.2016**, on attaining the age of superannuation. As such it is requested to process working papers for **Two Posts of Chief Engineer (BS-20)** i.e. **Selection Posts**, in line with Para-V (f) of the Civil Servants Promotion Policy 2009 and Minutes of the last PSB meeting held on **22.10.2014** wherein two officers were promoted to the rank of Chief Engineers i.e. one against the clear regular vacancy and the other against the expected/anticipated vacancy become vacant on **31.12.2014**.

5. It may be mentioned that we are having additional qualification including Master Degree qualification in Engineering, MBA (Management) alongwith a good number of foreign trainings certificates and have not been considered in the working paper for promotion to the rank of Chief Engineer, processed vide PHED letter No.SO(Estt)/PHED/1-17/2015-16 dated **29.03.2016** which is glaring violation of the Service Rules, Prevalent Service Law and Promotion Policy under subject.

Item # 3:

6. It is further stated that the Provincial Government instructions in S.No.1 read with S.No.5 of Section-6 of the ESTACODE 2000 regarding promotion policy clearly state that:

- i. In order to provide a wide scope/choice of selection, the number of names should be more in case of promotion against the selection post i.e. a minimum is thrice the number of available vacancies for selection posts.

*Attested*  
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ii. All the administrative departments while preparing working papers on selection posts should include academic qualification, distinction if any, extra qualification, research work, publication, foreign training/courses in respect of the officers included in the panel of promotion plus any other factor which can add to the objectivity of merit based assessment.

7. Similarly, Para-III(f) of the Promotion Policy 2009 clearly state that:-  
“for promotion against selection posts, the officer on the panel securing maximum marks will be recommended for promotion. Thirty marks placed at the disposal of the Provincial Selection Board in such cases shall be awarded for technical qualification, experience and accomplishments (research publications relevant to the office of specialization)”

8. It is added that the aforementioned parameters including higher/additional qualification have not been adhered to in the working papers, submitted to the PSB in violation of the prevalent policy and rules which needs re-consideration to facilitate the PSB to select best of the best on merit basis in line with Para-III (e&f) of the Civil Servants Promotion Policy 2009 and Establishment Department Guidelines circulated vide Notification No.SOR-I(S&GAD)1-29/75(Vol-IV) dated 05.05.2000 (Annex-II).

A draft criteria for merit based assessment with due weightage to the higher/additional qualification (Annex-III) is submitted herewith for perusal and necessary action, please.

9. Last but not the least is that I, as SDO PHED (BS-17), have earlier qualified for the post of Director M&E (BS-19), P&D Department on market salary basis through a competitive and transparent selection process in 2009 and have recently qualified for the coveted post of Chief Executive Officer WSSP Peshawar on market salary basis through a competitive and transparent selection process wherein a good number of Engineers from Army, Frontier Works Organization Public / Private Sector and my Seniors as well competed for the said post, which indicate my ability, talent, and diverse professional experience in the sector.

**Submissions:**

10. In view of the above-mentioned facts, it is, therefore, requested to please:

- i. Issue orders for necessary correction in the Final Seniority list of Superintending Engineers (BS-19) PHE Department, circulated on 12.05.2016, by including my qualification of Ph.D. Scholar in Urban Planning in the qualification column.
- ii. Issue directions for processing working papers for two posts of Chief Engineers on merit criteria and panel requirement for selection posts, in line with minutes of the last PSB meeting held on 22.10.2014, read with Para-V (f) of the Civil Servants Promotion Policy 2009 and may kindly include my name in the working paper for promotion to the rank of Chief Engineer (BS-20) strictly in line with the PHED Service Rules for the post of Chief Engineer, on the analogy of working paper for promotion of

*Attested*

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R/R

Engineers of C&W Department, in order to provide a wider choice of selection to the PSB.

Issue directions for implementation of the merit criteria/merit based assessment with due weight-age to the higher/additional qualification in line with Para-III (e&f) of the Civil Servants Promotion Policy 2009 and Establishment Department Guidelines circulated vide Notification No.SOR-I(S&GAD)1-29/75(Vol-IV) dated 05.05.2000 and Para-50(iii) of the Supreme Court Judgment dated 12.07.2013 in the Constitutional Petition No.22 of 2013 titled "Orya Maqbool Abbasi VS Federation of Pakistan through Secretary Establishment and other". This will facilitate Selection against the coveted posts in line with PHED approved Service Rules framed under Section-9(2)(a) and Section-26 of the Civil Servants Act 1973.

iv. Issue directions for implementation of Commissioner-II, RTI Commission Khyber Pakhtunkhwa, Order Sheet dated 21.04.2016 (Annex-IV).

Dated 24.06.2016

Yours faithfully

(Engr. Khan Zeb Khan)  
Chief Engineer SRU, PHED

Copy forwarded for information and necessary action to the:-

1. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa Peshawar wrt CM Secretariat letter dated 20.04.2016, containing directions of the Honorable Chief Minister Khyber Pakhtunkhwa.
2. PSO to Chief Secretary, Khyber Pakhtunkhwa Peshawar. It is requested to issue necessary orders for conducting inquiry to fix responsibility for concealing facts, narrated in Para-1 above read with PHED letter dated 18.12.2014(Annex-I refer).
3. Secretary Establishment Department, Khyber Pakhtunkhwa Peshawar
4. Section Officer (PSB) Establishment Department, Khyber Pakhtunkhwa Peshawar wrt SO (Regulation-V) letter dated 03.05.2016.
5. Section Officer (Estt:) PHE Deptt: Khyber Pakhtunkhwa Peshawar.

Chief Engineer SRU, PHED

o/c

For  
24/6  
24/6

22/6  
24/6

24-6-16

GOVERNMENT OF N.W.F.P.  
PUBLIC HEALTH ENGG: DEPARTMENT

Dated Peshawar, the March 31, 2010

NOTIFICATION

**No.SO(Estt)/PHED/1-17/2010** Consequent upon the recommendations of the Provincial Selection Board (PSB), in its meeting held on 09-03-2010, the competent authority has been pleased to promote the following Assistant Engineers/Sub Divisional Officers (BS-17) of the Public Health Engineering Department to the rank of Executive Engineer (BS-18) on regular basis, with immediate effect.

1. Mr. Niamatullah Banochi
2. Mr. Abdul Bashir
3. Mr. Rehmat Ali
4. Mr. Abdus Sami
5. Mr. Abdul Latif
6. Mr. Khan Zeb
7. Mr. Ishrat Ali
8. Mr. Baharullah
9. Mr. Amjad Ali
10. Mr. Muhammad Sadiq Khattak
11. Mr. Irfan Rasheed
12. Mr. Nasir Latif

2. They will be on probation for a period of one year or till retirement which ever is earlier. However, their promotion will be subject to the final order of NWFP Services Tribunal and Supreme Court of Pakistan on the main petition.

3. Consequent upon their promotion, the competent authority is further pleased to order the posting/transfer of the following officers of PHE Department, with immediate effect, in the public interest:-

S. No	Name of Officer	From	To
1.	Niamatullah Banochi	Executive Engineer (OPS) PHE Division Mansehra	Executive Engineer PHE Division Mansehra
2.	Abdul Bashir	Assistant Design Engineer o/o the C.E (South) PHED	Design Engineer o/o the C.E (South) PHED.
3	Rehmat Ali	Executive Engineer (OPS) PHE Division Karak.	Executive Engineer PHE Division Karak.
4.	Abdus Sami	Section Officer (Tech) PHE Department.	Design Engineer o/o the C.E (North) PHED
5.	Abdul Latif	Executive Engineer (OPS) PHE Division Abbottabad.	Executive Engineer PHE Division Abbottabad.
6.	Khan Zeb	Deputy Secretary (Technical) (OPS) PHE Department.	Design Engineer o/o C.E (North) PHE Department for actualization of promotion and re-posted as DS (Tech) PHED.
7.	Ishrat Ali	Executive Engineer (OPS) PHE Division Swat.	Executive Engineer PHE Division Swat..
8.	Baharullah	Executive Engineer (OPS) PHE Division Swabi..	Executive Engineer PHE Division Swabi.
9.	Amjad Ali	Executive Engineer (OPS) PHE Division Mardan.	Executive Engineer PHE Division Mardan..
10.	Muhammad Sadiq Khattak	Executive Engineer (OPS) PHE Division Battagram.	Executive Engineer PHE Division Battagram. .

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11.	Irfan Rasheed	Assistant Design Engineer (Waiting for posting).	Technical Officer o/o Chief Engineer (N) PHED.
12.	Nasir Latif	Executive Engineer (OPS) PHE Division Nowshera..	Executive Engineer PHE Division Nowshera. .
13.	Mehboob ur Rehman	Design Engineer (OPS) o/o the C.E (North) PHED	Assistant Design Engineer o/o the C.E (North) PHED.

- sd -

(ENGR. AHMAD JAN)  
SECRETARY PHED

**Endst: No.SO(Estt)/PHED/1-17/2010**

**Dated Peshawar, the March 31, 2010**

Copy forwarded for information and necessary action to the:-

1. Additional Chief Secretary NWFP Peshawar.
2. Additional Chief Secretary (FATA) Warsak Road Peshawar.
3. Principal Secretary to Chief Minister NWFP Peshawar.
4. Political Secretary to Chief Minister NWFP Peshawar.
5. Secretary to Governor NWFP Peshawar.
6. Accountant General NWFP Peshawar.
7. Additional Accountant General (PR), Pakistan Revenue Sub Office Peshawar.
8. DG-cum-Secretary PDMA/PaRRSA NWFP, Peshawar
9. DG-cum-Secretary PERRA NWFP, Abbottabad
10. PS to Chief Secretary NWFP, Peshawar.
11. Chief Engineer (North) PHE Department NWFP, Peshawar.
12. Chief Engineer (South) PHE Department, NWFP, Peshawar.
13. Registrar NWFP Services Tribunal Peshawar.
14. All Superintending Engineers in PHE Department.
15. All Executive Engineers in PHE Department.
16. District/Agency Accounts Officer concerned.
17. Manager Government Printing Press Peshawar for publication in the next issue of Govt Gazette.
18. Incharge Computer Cell PHE Department.
19. PS to Secretary PHE Department.
20. Office Order/Personal Files

- sd -

(SHABBIR AHMED AWAN)  
SECTION OFFICER (ESTT)

GOVT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

Dated Peshawar, the November 11, 2010

NOTIFICATION

**No.SO(Estt)/PHED/1-17/2010** Consequent upon the recommendations of the Provincial Selection Board (PSB), in its meeting held on 14-10-2010, the competent authority has been pleased to promote the following Executive Engineers (BS-18) of the Public Health Engineering Department to the rank of Superintending Engineer (BS-19) on regular basis, with immediate effect.

1. Mr. Iftikhar Ahmad Malik
2. Mr. Sikandar Khan
3. Mr. Sanobar Khan
4. Mr. Muhammad Arif
5. Mr. Ghulam Mujtaba
6. Mr. Muhammad Ibrahim
7. Mr. Niamatullah Banochi
8. Mr. Abdul Bashir
9. Mr. Abdus Sami
10. Mr. Abdul Latif
11. Mr. Khan Zeb

2. They will be on probation for a period of one year or till retirement which ever is earlier.

3. In order to actualize their promotion, the competent authority is further pleased to order the postings/transfers of the following officers of PHE Department, with immediate effect, in the public interest:-

S. No	Name of Officer	From	To
1.	Iftikhar Ahmad Malik	Superintending Engineer (OPS) PHE Circle Mardan	Superintending Engineer PHE Circle Mardan
2.	Sikandar Khan	Chief Engineer North (OPS) PHE Department Peshawar	Superintending Engineer (H/Q) o/o C.E (North) PHED for actualization of promotion and re-posted as Chief Engineer North (OPS) PHED.
3.	Sanobar Khan	Superintending Engineer (OPS) PHE Circle Peshawra	Superintending Engineer PHE Circle Peshawar
4.	Muhammad Arif	Superintending Engineer (OPS) PHE Circle D.I.Khan	Superintending Engineer PHE Circle D.I.Khan
5.	Ghulam Mujtaba	Superintending Engineer (OPS) PHE Circle Kohat	Superintending Engineer PHE Circle Kohat
6.	Muhammad Ibrahim	Superintending Engineer (OPS) PHE Circle Bannu	Superintending Engineer PHE Circle Bannu
7.	Niamatullah Banochi	Superintending Engineer (OPS) PHE Circle Abbottabad	Superintending Engineer PHE Circle Abbottabad
8.	Abdul Bashir	Director Design (OPS) O/o the CE (South) PHED Peshawar	Director Design O/o the CE (South) PHED Peshawar
9.	Abdus Sami	Director P&M (OPS) PHE Secretariat Peshawar	Director (P&M) PHE Secretariat Peshawar
10.	Abdul Latif	Superintending Engineer H/Q (OPS) O/o the CE (South) PHED Peshawar	Superintending Engineer (H/Q) O/o the CE (South) PHED Peshawar

35/1

S. No	Name of Officer	From	To
11.	Khan Zeb	Deputy Secretary (Technical) PHE Department Peshawar	Superintending Engineer PHE Circle Swat
12.	Ishrat Ali	Superintending Engineer (OPS) PHE Circle Swat	Deputy Secretary (Technical) PHE Department Peshawar

-sd-

(ENGR. YOUSAF JAMAL)  
SECRETARY PHED

**Endst: No.SO(Estt)/PHED/1-17/2010**

**Dated Peshawar, the November 11, 2010**

Copy forwarded for information and necessary action to the:-

1. Additional Chief Secretary Khyber Pakhtunkhwa Peshawar.
2. Additional Chief Secretary (FATA) Warsak Road Peshawar.
3. Principal Secretary to Chief Minister Khyber Pakhtunkhwa Peshawar.
4. Special Assistant to Chief Minister Khyber Pakhtunkhwa Peshawar.
5. Secretary to Governor Khyber Pakhtunkhwa Peshawar.
6. Secretary E&A Department Khyber Pakhtunkhwa Peshawar
7. Accountant General Khyber Pakhtunkhwa Peshawar.
8. Additional Accountant General (PR), Pakistan Revenue Sub Office Peshawar.
9. DG-cum-Secretary PDMA/PaRRSA Khyber Pakhtunkhwa, Peshawar
10. DG-cum-Secretary PERRA Khyber Pakhtunkhwa, Abbottabad
11. PS to Chief Secretary Khyber Pakhtunkhwa, Peshawar.
12. Chief Engineer (North) PHE Department Khyber Pakhtunkhwa, Peshawar.
13. Chief Engineer (South) PHE Department, Khyber Pakhtunkhwa, Peshawar.
14. Deputy Secretary (Admn) PHE Department Peshawar
15. Registrar Khyber Pakhtunkhwa Services Tribunal Peshawar.
16. All Superintending Engineers in PHE Department.
17. All Executive Engineers in PHE Department.
18. District/Agency Accounts Officer concerned.
19. Manager Government Printing Press Peshawar for publication in the next issue of Govt Gazette.
20. PS to Secretary PHE Department Khyber Pakhtunkhwa Peshawar.
21. Office Order/Personal Files

-sd-

(SHABBIR AHMED AWAN)  
SECTION OFFICER (ESTT)

**ANNEXURE "F"**

36

To

The Secretary to Govt. of Khyber Pakhtunkhwa,  
Public Health Engineering Department Peshawar

Subject:

**APPLICATION FOR:**

- i. Waiving off the bar of one year probation period required for processing promotions of Superintending Engineers (BS-19) to the rank of Chief Engineers (BS-20).
- ii. Inclusion of our names in the panel of promotion, to the rank of Chief Engineer (BS-20), for providing a wider scope/choice of selection to the PSB, with due weight-age to the higher qualifications for ensuring objectivity of merit based assessment, in line with Section-6 of the ESTACODE 2000 regarding Promotion Policy.

Dear Sir,

Kindly refer to our earlier joint application dated 03-12-2010 (Annex-I), submitted by the Superintending Engineers of PHE Department, and to state that we, the following Engineers, S.No.2 to S.No.11 of the seniority list (copy attached), were promoted to the rank of Superintending Engineers (BS-19), vide PHE Department Notification No.SO(Estt)/PHED/1-17/2010 dated 11.11.2010, based on recommendations of the PSB meeting held on 14.10.2010.

Since two posts of Chief Engineer (BS-20) are lying vacant since long, and we all, have completed more than 23-years of service in BS-17 & above, greater than the minimum length of 17-years service required for Grade-20 position (Para-1, S.No.2 of Section-6 of ESTACODE 2000 refers), under the service rules. As such we applied earlier for waiving off the bar of one year probation period.

It is further stated that the PHED approved service rules for promotion to the rank of Chief Engineer (BS-20), notified on 06.03.2010, are reproduced, as under, for ready reference.

**"By promotion, on the basis of selection on merit, from amongst the Superintending Engineers/Directors Design/Directors (Planning and Monitoring) with at least seventeen years service in BS-17 and above, possessing degree in B.E/B.Sc Engineering (Civil) from a recognized University", which shows that the post of Chief Engineer (BS-20) falls in the category of selection posts i.e. selection on merit.**

It is further stated that the Provincial Government instructions in S.No.1 read with S.No.5 of Section-6 of the ESTACODE 2000 regarding promotion policy clearly state that:

- i. In order to provide a wide scope/choice of selection, the number of names should be more in case of promotion against the selection post i.e. a minimum is thrice the number of available vacancies for selection posts.
- ii. All the administrative departments while preparing working papers on selection posts should include academic qualification, distinction if any, extra qualification, research work, publication, foreign training/courses in respect of the officers included in the panel of promotion plus any other factor which can add to the objectivity of merit based assessment.

In view of the above mentioned facts, it is, therefore, requested to consider our application sympathetically and may kindly include our names in the summary for Hon'ble Chief Minister for waiving off the bar of one year probation period and working paper for promotion to the rank of Chief Engineer (BS-20) in order to provide a wider choice of selection to the PSB and ensuring objectivity of merit based assessment, in line with Section-6 of the ESTACODE 2000 regarding Promotion Policy.

Dated 10-02-2011

Yours faithfully

S#	Name & Designation	Signature
1.	Niamatullah Banochi, Superintending Engineer PHE Circle Abbottabad.	
2.	Abdul Bashir, Director Design o/o CE(South) PHED Peshawar	
3.	Abdus Sami, Director (P&M) PHE Department Peshawar.	
4.	Abdul Latif, Superintending Engineer (H/Q) o/o CE(South) PHED	
5.	Khan Zeb, Superintending Engineer (H/Q) o/o CE(North) PHED.	

Copy forwarded for information and necessary action to the:

- 1. Senior Member Board of Revenue (Hon'ble Member PSE) Khyber Pakhtunkhwa Peshawar.
- 2. Additional Chief Secretary (Hon'ble Member PSB) P&DD Khyber Pakhtunkhwa Peshawar.
- 3. Secretary Establishment Deptt: (Hon'ble Member PSB), Khyber Pakhtunkhwa Peshawar.
- 4. Secretary Law Department, Khyber Pakhtunkhwa Peshawar.
- 5. Chief Engineer (North / South) PHED Khyber Pakhtunkhwa Peshawar.
- 6. PSO to Chief Secretary Khyber Pakhtunkhwa Peshawar.

To

The Secretary to Govt: of Khyber Pakhtunkhwa,  
Public Health Engineering Department Peshawar.

37

Subject:

**APPLICATION FOR:**

**Inclusion of our names in the panel of promotion, to the rank of Chief Engineer (BS-20), on the analogy of working paper for promotion to Chief Engineer (BS-20) of C&W Department, for providing a wider scope/choice of selection to the PSB, with due weight-age to the higher qualifications for ensuring objectivity of merit based assessment, and to facilitate the PSB to select best of the best on merit basis in line with the spirit of Section-6 of the ESTACODE 2000 regarding Promotion Policy.**

Dear Sir,

Kindly refer to our earlier joint applications dated 03-12-2010 & 10-02-2011 (Annex-I), submitted by the Superintending Engineers of PHE Department, and to state that we, the following Engineers, S.No.5, 8 & 10 of the seniority list along with seven other colleagues (Annex-II), were promoted to the rank of Superintending Engineers (BS-19), vide PHE Department Notification No.SO(Estt)/PHED/1-17/2010 dated 11.11.2010, based on recommendations of the PSB meeting held on 14.10.2010.

2. Since the post of Chief Engineer (BS-20) is lying vacant and another post of Chief Engineer is being vacated upon retirement of Mr. Sikandar Khan on 31.12.2014, on attaining the age of superannuation, and we all, have completed more than 26-years of service in BS-17 & above, greater than the minimum length of 17-years service required for Grade-20 position (Para-1, S.No.2 of Section-6 of ESTACODE 2000 refers), under the service rules and have already completed our probation period(Annex-III).

3. It may be mentioned that we are having additional qualifications including Master Degree qualification in Engineering and have not been considered in the working paper for promotion to the rank of Chief Engineer.

4. It is stated that the PHE Department approved service rules for promotion to the rank of Chief Engineer (BS-20), notified on 06.03.2010, are reproduced, as under, for ready reference.

**“By promotion, on the basis of selection on merit, from amongst the Superintending Engineers/Directors Design/Directors (Planning and Monitoring) with at least seventeen years service in BS-17 and above, possessing degree in B.E/B.Sc Engineering (Civil) from a recognized University”, which shows that the post of Chief Engineer (BS-20) falls in the category of selection posts i.e. selection on merit.**

5. It is further stated that the Provincial Government instructions in S.No.1 read with S.No.5 of Section-6 of the ESTACODE 2000 regarding promotion policy clearly state that:

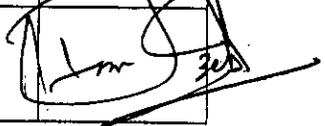
- i. In order to provide a wide scope/choice of selection, the number of names should be more in case of promotion against the selection post i.e. a minimum is thrice the number of available vacancies for selection posts.
- ii. All the administrative departments while preparing working papers on selection posts should include academic qualification, distinction if any, extra qualification, research work, publication, foreign training/courses in respect of the officers included in the panel of promotion plus any other factor which can add to the objectivity of merit based assessment.

6. It is added that the aforementioned parameters including higher qualification have not been fully considered in the working papers, submitted to the PSB in violation of the prevalent policy and rules which needs reconsideration to facilitate the PSB to select best of the best on merit basis.

7. In view of the above mentioned facts, it is, therefore, requested to consider our application sympathetically and may kindly include our names in the working paper for promotion to the rank of Chief Engineer (BS-20), on the analogy of working paper for promotion of Engineers of C&W Department, in order to provide a wider choice of selection to the PSB and ensuring objectivity of merit based assessment with due weight age to the qualification, in line with Section-6 of the ESTACODE 2000 regarding Promotion Policy.

Dated 10.10.2014

Yours faithfully

S#	Name & Designation	Signature
1.	Niamatullah Bariochi, Superintending Engineer PHE Circle Abbottabad.	
2.	Abdus Sami, Superintending Engineer PHE Circle Peshawar.	
3.	Khan Zeb, Superintending Engineer, PHED, Working as Additional Secretary (Dev.), Finance Department Khyber Pakhtunkhwa Peshawar.	

Copy forwarded for information and necessary action to the:-

- 1. Chief Secretary (Hon'ble Chairman PSB) Khyber Pakhtunkhwa Peshawar.
  - 2. Additional Chief Secretary (Hon'ble Member PSB) P&D Deptt: KP, Peshawar.
  - 3. Secretary Establishment Deptt: (Hon'ble Member PSB), Khyber Pakhtunkhwa Peshawar.
  - 4. SMBR (Hon'ble Member PSB), Khyber Pakhtunkhwa Peshawar.
  - 5. Secretary Law Department, Khyber Pakhtunkhwa Peshawar.
  - 6. Section Officer (PSB), Establishment Deptt: Khyber Pakhtunkhwa Peshawar.
  - 7. PS to Secretary Finance Department Khyber Pakhtunkhwa Peshawar.
- Handwritten notes and signatures: 7/10/14, 17/10, PS 17/10/14, 20/10/2014, 17/10/14, at 09:55 PM etc, 20/10/14, SIGNED AS ABOVE

39

Representation under Section 22 of Civil Servants Act 1973

To

The Secretary to Govt: of Khyber Pakhtunkhwa,  
Public Health Engineering Department Peshawar.

Through: Proper Channel

Subject: APPLICATION FOR:

1. Processing the Working Papers for Two Posts of Chief Engineer (BS-20) i.e Selection Posts, in line with Para-V (f) of the Civil Servants Promotion Policy 2009, notified on 28.01.2009 and Minutes of the last PSB meeting held on 22.10.2014.
2. Inclusion of our names in the panel of promotion, to the rank of Chief Engineer (BS-20), on the basis of Merit based Criteria for promotion of Officers to Selection/ Merit Posts (BS-20) in line with PHED Service Rules, read with Section-9(2)(a) and Section-26 of the Civil Servants Act 1973 & Para-III(e&f) of the Civil Servants Promotion Policy 2009 and Guidelines circulated by Establishment Department vide Notification No.SOR-I(S&GAD)1-29/75(Vol-IV) dated 05.05.2000, on the analogy of merit criteria practiced in other Provincial Departments i.e Education and C&W Departments for providing a wider scope/choice of selection to the PSB, with due weight-age to the higher qualifications for ensuring objectivity of merit-based assessment, and to facilitate the PSB to select best of the best on merit basis in line with the spirits of Section-6 of the ESTACODE 2000 regarding Promotion Policy and also in line with: The PTI Govt. Agenda for, CHANGE AND REFORMS, through Good Governance and Upkeep of Merit & Transparency in Government Departments.

Dear Sir,

Kindly refer to our earlier joint applications dated 03-12-2010, 10-02-2011 & 10.10.2014 (Annex-I, II & III), submitted by the Superintending Engineers of PHE Department, and to state that despite our repeated **legal requests since 2011** for processing the working papers for promotion to the rank of Chief Engineers in accordance with the **merit criteria** under subject for **Selection Posts**, **No action** has been taken till date, required under the service rules, prevalent service law and promotion policy.

2. It may be mentioned that we, the Engineers at S.No.1 to 8 (excluding the Officers at serial No. 2 & 5) of the **Seniority List (Annex-IV)**, were promoted to the rank of Superintending Engineers (BS-19), vide PHE Department Notification No.SO(Estt)/PHED/1-17/2010 dated 11.11.2010, based on recommendations of the PSB meeting held on 14.10.2010 and we all the 8 Superintending Engineers (excluding the Officers at serial No. 1 & 4) are **eligible for promotion** whereas the officer at S#1 is under **major penalty of demotion** in an inquiry while the officer at S#4 of the Seniority List is on **long leave since July 2013** due to his protracted illness/disability.

3. Since one post of Chief Engineer (BS-20) is lying vacant since 15.02.2016 and another post of Chief Engineer is being vacated upon retirement of Mr.

Sanobar Khanon 31.08.2016, on attaining the age of superannuation, and we all, have completed more than 27-years of service in BS-17 & above, greater than the minimum length of 17-years service required for Grade-20 position, under the service rules (Para-1 of Civil Servants Promotion Policy 2009 refers) and have already completed our probation period. As such it is requested to process working papers for Two Posts of Chief Engineer (BS-20) i.e. Selection Posts, in line with Para-V (f) of the Civil Servants Promotion Policy 2009 and Minutes of the last PSB meeting held on 22.10.2014.

4. It may be mentioned that we are having additional qualification including Master Degree qualification in Engineering, MBA (Management) along with a good number of foreign trainings certificates and have not been considered in the working paper for promotion to the rank of Chief Engineer, processed vide PHED letter No.SO(Estt)/PHED/1-17/2015-16 dated 29.03.2016 which is glaring violation of the Service Rules, Prevalent Service Law and Promotion Policy under subject.

5. It is stated that the PHE Department approved service rules for promotion to the rank of Chief Engineer (BS-20), notified on 06.03.2010, are reproduced, as under, for ready reference.

*"By promotion, on the basis of selection on merit, from amongst the Superintending Engineers/Directors Design/Directors (Planning and Monitoring) with at least seventeen years service in BS-17 and above, possessing degree in B.E/B.Sc Engineering (Civil) from a recognized University", which shows that the post of Chief Engineer (BS-20) falls in the category of Selection Posts i.e. Selection on Merit.*

6. It is added that in response to our joint application dated 10.10.2014 (Annex-III refer), the PHE Department vide letter No.SO(Estt)/PHED/1-17/2010 dated 08.12.2014 (Annex-V), misguided the Establishment Department by distorting the facts that the post of Chief Engineer was required to be filled in by way of promotion on the basis of seniority-cum-fitness which needs investigation and proper inquiry for fixing the responsibility.

7. It is further stated that the Provincial Government instructions in S.No.1 read with S.No.5 of Section-6 of the ESTACODE 2000 regarding promotion policy clearly state that:

- i. In order to provide a wide scope/choice of selection, the number of names should be more in case of promotion against the selection post i.e. a minimum is thrice the number of available vacancies for selection posts.
- ii. All the administrative departments while preparing working papers on selection posts should include academic qualification, distinction if any, extra qualification, research work, publication, foreign training/courses in respect of the officers included in the panel of promotion plus any other factor which can add to the objectivity of merit based assessment.

8. It is added that the aforementioned parameters including higher/additional qualification have not been adhered to in the working papers, submitted to the PSB in violation of the prevalent policy and rules which needsre-consideration to facilitate the PSB to select best of the best on merit basis in line with Para-III (e&f) of the Civil Servants Promotion Policy 2009 and Establishment Department Guidelines circulated vide Notification No.SOR-I(S&GAD)1-29/75(Vol-IV) dated 05.05.2000 (Annex-VI).

9. In view of the above mentioned facts, it is, therefore, requested to please process working papers for two posts of Chief Engineers in line with minutes of the lastPSB meeting held on 22.10.2014, read with Para-III (e&f) of the Civil Servants Promotion Policy 2009 and may kindly include our names in the working paper for promotion to the rank of Chief Engineer (BS-20) strictly in line with the PHED Service Rules for the post of Chief Engineer, on the analogy of working paper for promotion of Engineers of C&W Department, in order to provide a wider choice of selection to the PSB and ensuring objectivity of merit based assessment with due weight age to the higher/additional qualification. This will facilitate Selection against the coveted posts in line with PHED approved Service Rules framed under Section-9(2)(a) and Section-26 of the Civil Servants Act 1973.

Dated 05.04.2016

Yours faithfully

S#	Name & Designation	Academic Qualification	Local/Foreign Training	Signature
1.	Abdus Sami, Director (P&M) PHED.	B.E (Civil)/ M.Sc (P.H.Engg:)		
2.	Khan Zeb, Superintending Engineer (HQ), PHED.	B.E (Civil), M.Sc (Civil), EMBA (Management), MBA (HRM), Ph.D Scholar in Urban Planning (Course Work=26 credit hours completed & Research work= 9 credit hours in progress)	Copy attached (Annex-VII)	

Copy forwarded for information and necessary action to the:-

1. Additional Chief Secretary P&D Deptt: Khyber Pakhtunkhwa, Peshawar.
2. Secretary Establishment Deptt: Khyber Pakhtunkhwa Peshawar.
3. PSO to Chief Secretary Khyber Pakhtunkhwa Peshawar.
4. Section Officer (PSB), Establishment Deptt: Khyber Pakhtunkhwa Peshawar



SIGNED AS ABOVE



**JUDGMENT SHEET**  
**PESHAWAR HIGH COURT, PESHAWAR**  
**JUDICIAL DEPARTMENT**

Writ Petition No.2442-P/2016  
with CMs 1383-P & 1466-P of 2016

**JUDGMENT**

Date of hearing.....08.09.2016.....

Petitioner(s) *By Khushdil Khan Advocate*

Respondent(s) *By J. Manzoor M. Usaid Advocate  
Govt. Moinuddin Hanjani AAG.*

**YAHYA AFRIDI, J.**- Khan Zeb, petitioner, seeks  
the constitutional jurisdiction of this Court, praying

that:-

*"It is, therefore, humbly prayed that this  
Hon'ble Court may be pleased to:-*

- (i) *Direct the respondents to act in accordance with law, rule and policy on subject and submit the panel of six eligible officers including petitioner for consideration and recommendations for promotion against the two vacant posts of Chief Engineer (BPS-20) one already existed vacant and the other would become vacant on 31.08.2016 as they done in similar cases earlier.*
- (ii) *Restrain the respondent No.3 from acting on the working paper containing a panel of only three officers for promotion against two vacant post of Chief Engineer (BPS-20) submitted by the respondent No.2 for next meeting of PSB which has not yet scheduled.*
- (iii) *Any other relief as deemed appropriate in the circumstances of case not specifically asked for, may also be granted to petitioner.*

**ATTESTED**  
**EXAMINER**  
**Peshawar High Court**  
**16 SEP 2016**

*[Signature]*

2. In essence, the grievance of the petitioner is two fold. **Firstly**, he is claiming to be eligible to be promoted to the next higher grade of Chief Engineer BPS-20 and for which he seeks for his case to be placed before the competent authority to consider him for promotion. **Secondly**, the petitioner due to the changed circumstances is now seeking to challenge the recommendation of the Provincial Promotion Board ("**Board**"), whereby the two privately impleaded officers have been recommended to the government for promotion to the post of Chief Engineer BPS-20.

3. At the very outset, the worthy counsel for the petitioner was confronted to explain the jurisdiction of this Court keeping in view section 9 of Khyber Pakhtunkhwa Civil Servants Act, 1973 ("**Act**") and the express constitutional bar imposed upon this constitutional Court under Article 212 of the Constitution of Islamic Republic of Pakistan, 1973, to entertain the matters relating to '*terms and conditions*' of service. The worthy counsel for the petitioner was unable to justify



TESTED  
FILED  
16 FEB 1975

the exercise of jurisdiction of this Court, in view of the stance taken by the petitioner that he was eligible for promotion and sought that his case be considered for promotion, which is clearly within the purview of 'terms and conditions' of his service, as the same was expressly provided for under section 9 of the Act. And thus, the jurisdiction to entertain matters relating thereto is the domain of the worthy Services Tribunal and not that of the High Court.

4. The worthy counsel, however, insisted that the Board had committed gross violation by not adhering to the Promotion Policy of the Government; the newly impleaded respondents, who did not qualify the threshold of *merit* prescribed thereunder were wrongly recommended for promotion. Hence, it was *justiciable* for this Court to exercise its extra ordinary constitutional jurisdiction to correct the said illegality committed by the Board.

5. The worthy counsel for the newly impleaded respondents not only opposed the said contentions of the counsel

for the petitioner on merits by stating that the newly impleaded respondents were duly qualified and fulfilled the *merit* threshold prescribed in the Promotion Policy to be promoted to the higher post, but that recommendations of a Promotion Board was *non-justiciable*. In this regard, the worthy counsel placed reliance on Dr. Oiyamuddin's case (1995 SCMR 876) and Tasleem Jan's case (2005 SCMR 695).

6. Admittedly, the action impugned before this Court is the recommendation of the Board, which is yet to be considered by the competent authority and if found correct and in accordance with law would be acted upon by passing the appropriate orders in the light thereof. Thus, this Court, at this stage, is not inclined to pass any findings on the said recommendations, lest the same may prejudice the decision of the government, which is yet to take place. The present petition, on this score is infact, premature. However, it is expected that the government, on receipt of the impugned recommendations would consider the same in the light of the

provisions of the Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2009 dated 28.1.2009 and thereafter pass appropriate orders.

This petition is disposed of in the above terms. *Ipsa facto*, C.M.Nos 1383-P and 1466-P of 2016, have become infructious.

*M. Yaqub Akbari J*  
*M. Ishaq Ibrahim J*

Dt.8.9.2016.

JUDGE

JUDGE

*[Signature]*  
CERTIFIED TO BE TRUE COPY  
Peshawar Bench of the  
High Court of Peshawar  
Authorized Under Article 177 of  
The Constitution of Pakistan  
10 SEP 2016  
*[Signature]*

\*M.Gul\*

3823

.....  
Date of Presentation of Application 16-09-16  
No of Pages 9 Pages  
Copy fee .....  
Urgent .....  
Fees ..... 1800 .....  
Date of ..... 16-09-16  
Date of ..... 16-09-16  
Date of ..... 16-09-16  
Received By *U. Mob. [Signature]*

77

PS/C.S Khyber Pakhtunkhwa  
Diary No. 8521  
Date 22-9-2016

Secretary P.H.E. Deptt:  
Diary No. 1645  
Dated: 20-9-16  
*[Signature]*  
20-9-16

To

The Chief Secretary,  
Khyber Pakhtunkhwa, *[Signature]*  
Peshawar. 22/9/16

Through: Proper Channel

**Subject:** Compliance to the Judgment dated: 12.07.2013, in case titled, "Orya Maqbool Abbasi ... Vs... Federation of Pakistan & others", reported in 2014 ScMR 817 (copy enclosed at Mark "A"), of the Apex Supreme Court of Pakistan

**Respected Sir,**

**Reference:** Application dated 05.04.2016, addressed to the Hon'ble Chief Minister Khyber Pakhtunkhwa and Secretary PHED, CM Secretariat letter No.SOVI/CMS/KPK/4-2/2013 dated 20.04.2016 and Establishment Department letter No.SOR-V(E&AD)Gen:PHE/15 dated 03.05.2016 and last Appeal/ Representation to the competent authority dated: 24.06.2016.

With profound submission, it is stated in your Honor;

1. **That** applicant is Civil Servant (BS-19) within the meaning of Section 2 (1) (b) of the KP Act No. XVIII of 1973 and 2 (a) of KP Act No. I of 1974, having more than '28' years spotless career at his credit and presently posted as Chief Executive Officer, Water Supply & Sanitation Services, Peshawar (WSSP).
2. **That** applicant has successfully earned the title of Ph.D Scholar, reflecting from the seniority lists of the years 2011-2015 & 2016 (tentative), however, unilaterally been deprived therefrom, reasons best known to the authority, evident from the seniority list (final) of the year 2016, feeling aggrieved whereof, he preferred proper departmental representation/ appeal dated; 09.06.2016, however, to no avail so far. **(relevant proof is enclosed as mark "B")**
3. **That** the competent authority, for the purpose to fill-up the two vacant positions of Chief Engineers, Public Health Engineering Department Khyber Pakhtunkhwa, has devised mechanism to collect

OFFICE OF THE PS/C.S  
Diary No. 1961  
Dated: 22/9/16

*[Signature]*  
22/9/16

“ Admittedly, the action impugned before this Court is the recommendation of the board, which is yet to be considered by the competent authority and if found correct and in accordance with law would be acted upon by passing the appropriate orders in the light thereof. Thus, this court, at this stage, is not inclined to pass any findings on the said recommendations, lest the same may prejudice the decision of the government, which is yet to take place. The present petition, on this score is infact, premature. However, it is expected that the government, on receipt of the impugned recommendations would consider the same in the light of the provisions of the Khyber Pakhtunkhwa Civil Servants promotion Policy, 2009 dated 28.1.2009 and thereafter pass appropriate orders.

This petition is disposed of in the above terms. *Ipsa facto*, C.M.Nos 1383-P and 1466-P of 2016, have become infructuous.”

**(Judgment Dated: 08.09.2016, along-with representation Dated: 26.06.2016 are enclosed as mark “C” & “D” respectively)**

4. **That** the grievance of the applicant was primarily related to the final seniority list 2016, however, departure from the subject mentioned Judgment of the Apex Supreme Court of Pakistan, has maximized chances of his selection for the next higher position, subject to consider him in the panel of the eligible officers, on the sole ground of *intelligible differentia*, although admitted by the authorities until the final seniority list-2016 was yet to be issued, but when all his cries felt to deaf ear and he sought redressal of such deliberate inactions, being culminated into exclusion of his name from the panel of so-called list of eligible officers, serving in BS-19, though, would fulfill extraneous designs of certain negative segment, stick to the old practice of the Britishers of “personal likes & dislikes”, instead to act in accordance with law, policy and rulings of the Superior Courts, particularly the subject mentioned Judgment, vide which it has clearly been mentioned, that for the promotion in such like cases, seniority may not be the decisive factor, rather hold it subjective to the **Objective Criteria**, which attracts indulgence of your honor, in order to make good compliance of the subject mentioned Judgment of the Apex Supreme Court of Pakistan in letter & spirit, so as to avoid untoward situation and further complications, besides, to enable the

PHED KP to play its role in the struggle, initiated by the present Government, with a slogan of 'CHANGE', such charitable goal could only be achieved, if the policy guide lines are brought in conformity with law/ rules governing the subject and mandatory guidelines drawn by the Apex Court, in its subject mentioned Landmark Judgment.

5. **That** applicant may be permitted to request for requisitioning of the relevant record from the concerned quarters and would obviously appreciate, that the panel so far been prepared/ finalized, for the needful, is suffering from material illegalities, in shape of:

i. The mandatory pre-requisite of Wider scope/choice of selection to the PSB, has not been followed in *senso-stricto*, in order to meet the doctrine of *intelligible differentia*, for instance, required vacant positions to be filled are '2' in number, while the material so far been prepared is sufficient to the extent of filling-up of a single position and probability of both the selections from the defective panel could not be ruled out, which would obviously cause grave miscarriage of justice.

ii. The alarming & most crucial legal deficiency in the panel in question is outright non-observance of the mandatory Objective Criteria, reflecting from the subject mentioned Judgment and has the force of law, which shall be complied and in case of defiance therefrom, the law shall make its own course, however the later solution would be detrimental to the Supremacy of Constitution, Rule of Law and independence of Judiciary and would obviously detract the glorious struggle of the present Government, under the Slogan of 'CHANGE', for new & prosperous Khyber Pakhtunkhwa in the map of Pakistan.



**ANNEXURE: I**

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**GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT**

No.SO(Estt)/PHED/1-17/2015-16  
Dated Peshawar, the March 29, 2016

To

The Secretary to Govt: of Khyber Pakhtunkhwa,  
Establishment Department, Peshawar

(Attention: Section Officer (PSB))

Subject: **WORKING PAPER FOR PROMOTION OF SUPERINTENDING  
ENGINEER (BPS-19) TO THE POST OF CHIEF ENGINEER (BPS-20)  
IN THE PUBLIC HEALTH ENGINEERING DEPARTMENT.**

Dear Sir,

I am directed to refer to the subject noted above and to enclose herewith 7-sets of the Working Paper for promotion of Superintending Engineer (BPS-19) to the post of Chief Engineer (BPS-20) in the Public Health Engineering Department alongwith relevant documents for consideration of the Provincial Selection Board in its forthcoming meeting.

Yours faithfully

Encls: As above.

  
SECTION OFFICER (ESTT)

ENDST: NO & DATE AS ABOVE:

Copy is forwarded for information to PS to Secretary PHE Department Peshawar.

  
SECTION OFFICER (ESTT)

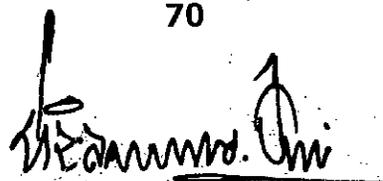
**WORKING PAPER FOR PROVINCIAL SELECTION BOARD**

**Department: Public Health Engineering Department**

- 1. Nomenclature of the post/Basic Scale Chief Engineer (BS-20)
- 2. Service / Group / Cadre Engineering (PHE)
- 3. Sanctioned strength of the cadre 02 (**Annex-I**)

			Direct	Promotion	Transfer
4.	i	Percentage of share		100%	
	ii	No. of posts allocated to each category		02	
	iii	Present occupancy position		01 <b>(Annex-II)</b>	
	iv	No. of vacancies in each category.		01	

- v. How did the vacancy (ies) under promotion quota occur and since when 1-Post of the Chief Engineer (BPS-20) stands vacant due to retirement of Mr. Muhammad Arif Khan, on 14-02-2016 (**Annex-III**).
- vi. Recruitment Rules By promotion on the basis of selection on merit, from amongst the Superintending Engineers / Director Design / Director Planning & Monitoring (BPS-19), with at least 17 (seventeen) years service in BPS-17 and above, possessing degree in B.E/B.Sc Engg (Civil), from a recognized University (**Annex-IV**).
- vii. Required length of service At least 17 (seventeen) years service in BPS-17 & above.
- viii. Whether to be promoted on regular basis or appointed on acting charge basis. On regular basis
- ix. Mandatory training, if any Nil
- x. Minimum required score On EL 70



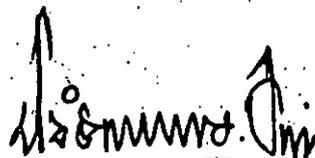
**(NIZAM-UD-DIN)**  
**SECRETARY PHED**  
**DATED 28 / 03 / 2016**

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## CERTIFICATE

Certified that:-

1. The officers included in the panel are eligible in all respects and possess the required length of service for promotion to the post of Chief Engineer (BPS-20) as per Service Rules except the officer at S.No,1 (Ghulam Mujtaba) who is involved in a Disciplinary case as already explained vide **Annex-V**.
2. No departmental/judicial inquiry and Anti Corruption/NAB case is pending against any of the officers included in the panel nor entered into plea bargaining agreement with NAB authorities in the past except the officer at S.No.1 as already explained vide **Annex-V** and **Annex-X**.



(NIZAM-UD-DIN)  
SECRETARY PHED  
DATED 28/03/2016

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**PANEL OF OFFICERS FOR CONSIDERATION**

5. No.	Sen-iority No	Name of Officer with qualification	Date of birth	Date of 1 <sup>st</sup> Entry into Govt Service	Date of Appointment /Promotion to BPS-17	Date of regular appointment/promotion to the present scale	Whether fulfill the prescribe d length of service	Qualifi ed scores	Missing PERs (if any)	Disciplinary proceeding (if any)	Case (if any) in any court of Law including NAB/plea bargaining with NAB	Mandatory training for promotion	Resea rch Papers	Present posting	Remark s
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	1	Ghulam Mujtaba Khan, B.E Civil	05-11-1956	20-10-1983	20-10-1983	11-11-2010	Yes	<b>52.58</b>	2014 2015	Yes Brief history of the case is given at <b>Annex-V</b>	Yes Brief history of the case is given at <b>Annex-X</b>	NIL	NIL	Superintendi ng Engineer PHE Circle Malakand at Timergara	
2.	2	Bahramand Khan, B.E (Civil)/ M.Sc (Civil Engg:)	11-03-1962	01-06-1987	01-06-1987	<b>05-07-2012</b> He was deferred by the PSB in its earlier meeting held during the Year 2010 for want of one year PER	Yes	<b>59.46</b>	NIL	NIL	NIL	NIL	NIL	Superintendi ng Engineer PHE Circle Peshawar	
3.	3	Nemat Ullah Khan, B.E (Civil)/ M.Sc (PHE)	20-04-1960	01-06-1987	01-06-1987	11-11-2010	Yes	<b>54.78</b>	NIL	NIL	NIL	NIL	NIL	Superintendi ng Engineer PHE Circle Abbottabad	

**PANEL PROFORMA FOR  
PROVINCIAL SELECTION BOARD**

In respect of **Engr. Ghulam Mujtaba**

Personnel No. \_\_\_\_\_

Domicile: <u>Kohat</u>	Service/Group: <u>Engineering</u>	Seniority: No.1
Educational Qualification	Date of Birth	Date of Superannuation
B.E (Civil)	5 <sup>th</sup> November 1956	4 <sup>th</sup> November 2016

**SERVICE PARTICULARS**

Date of Joining Service	Date of Promotion in			Length of Service				Eligibility for Consideration
	Present Scale (BS-19)	Lower Rank		Total		In Present Scale		
		BS-18	BS-17	Y	M	Y	M	
20-10-1983	11-11-2010	15-11-1997	20-10-1983	32	04	05	03	At least 17-years service in BS-17 & above

**Important Appointments held in the Present Rank/Post:**

1.	Superintending Engineer PHE Circle Malakand at Timergara		
2.	Superintending Engineer PHE Circle Kohat		
3.	Chief Engineer South (OPS) PHE Peshawar		
4.			

Penalties (if any) : NIL

Training Courses (Other than mandatory Training): NIL

**Number of PERs**

Basic Scale	Outstanding	Very Good	Good	Average	Below Average	Adverse Report/Remarks in
BS-17	-	-	09	04	-	-
BS-18	-	10	02	01	-	-
BS-19	-	01	02	-	-	-

Awaited Reports (PERs)

Additional Information (if any)

**For the year 2014**

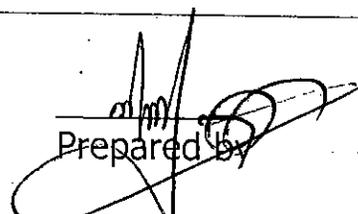
NIL

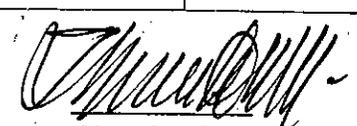
**EFFICIENCY INDEX**

Required Threshold	Score of PERs + Training Reports	Marks awarded by PSB	Total
100%	52.58 + 0		

**Recommendations of PSB**

Promoted	Deferred	Superseded
----------	----------	------------

  
 Prepared by  
 Section Officer (Estt)  
 Public Health Engg: Department  
 Khyber Pakhtunkhwa

  
 Checked by  
 Deputy Secretary (Admn)  
 Public Health Engg: Department  
 Khyber Pakhtunkhwa

Attested  
  
 Section Officer (Estt)  
 Public Health Engg: Department  
 Khyber Pakhtunkhwa

**PSB-III**

**PANEL PROFORMA FOR  
PROVINCIAL SELECTION BOARD**

In respect of **Engr. Bahramand Khan** Personnel No. \_\_\_\_\_

Domicile: <u>Peshawar</u>	Service/Group: <u>Engineering</u>	Seniority No. 2
Educational Qualification	Date of Birth	Date of Superannuation
B.E (Civil) M.Sc (Civil Engg:)	11 <sup>th</sup> March 1962	10 <sup>th</sup> March 2022

**SERVICE PARTICULARS**

Date of Joining Service	Date of Promotion in			Length of Service				Eligibility for Consideration
	Present Scale (BS-19)	Lower Rank		Total		In Present Scale		
		BS-18	BS-17	Y	M	Y	M	
01-06-1987	05-07-2012	17-03-2011	01-06-1987	28	11	03	08	At least 17-years service in BS-17 & above

**Important Appointments held in the Present Rank/Post:**

1.	Superintending Engineer PHE Circle Peshawar		
2.	Superintending Engineer PHE Circle Swat		
3.			

Penalties (if any) NIL  
Training Courses (Other than mandatory Training): NIL

**Number of PERs**

Basic Scale	Outstanding/Excellent	Very Good	Good	Average	Below Average	Adverse Report/Remarks in
BS-17	-	13	08	01	-	-
BS-18	01	01	-	-	-	-
BS-19	01	02	-	-	-	-

Awaited Reports (PERs)	Additional Information (if any)
NIL	NIL

**EFFICIENCY INDEX**

Required Threshold	Score of PERs + Training Reports	Marks awarded by PSB	Total
100%	59.46 + 0		

**Recommendations of PSB**

Promoted	Deferred	Superseded

Prepared by  
Section Officer (Estt)  
Public Health Engg. Department  
Khyber Pakhtunkhwa

Checked by  
Deputy Secretary (Admn)  
Public Health Engg. Department  
Khyber Pakhtunkhwa

*Attested*  
  
Section Officer (Estt)  
Public Health Engg. Department  
Khyber Pakhtunkhwa

**PANEL PROFORMA FOR  
PROVINCIAL SELECTION BOARD**

In respect of **Engr. Nemat Ullah Khan**

Personnel No. \_\_\_\_\_

Domicile: Bannu	Service/Group: <u>Engineering</u>	Seniority: No.3
Educational Qualification	Date of Birth	Date of Superannuation
B.E (Civil) /M.Sc (P.H.Engg)	20 <sup>th</sup> April 1960	19 <sup>th</sup> February 2020

**SERVICE PARTICULARS**

Date of Joining Service	Date of Promotion in			Length of Service				Eligibility for Consideration
	Present Scale (BS-19)	Lower Rank		Total		In Present Scale		
		BS-18	BS-17	Y	M	Y	M	
01-06-1987	11-11-2010	31-03-2010	01-06-1987	28	11	05	03	At least 17-years service in BS-17 & above

**Important Appointments held in the Present Rank/Post:**

1.	Superintending Engineer PHE Circle Abbottabad		
2.	Superintending Engineer PHE Circle D.I. Khan		
3.	Superintending Engineer PHE Circle Malakand		
4.	Superintending Engineer (HQ) Peshawar		

Penalties (if any)

NIL

Training Courses (Other than mandatory Training): NIL

**Number of PERs**

Basic Scale	Outstanding	Very Good	Good	Average	Below Average	Adverse Report/Remarks in
BS-17	-	10	11	03	01	-
BS-18	-	01	-	-	-	-
BS-19	-	04	01	-	-	-

Awaited Reports (PERs)

22-05-2013 to 31-12-2013 which have been sent to Mr. Jamil Ahmad, ex-Secretary PHED on 05-05-2015.

Additional Information (if any)

NIL

**EFFICIENCY INDEX**

Required Threshold	Score of PERs + Training Reports	Marks awarded by PSB	Total
100%	54.78 + 0		

**Recommendations of PSB**

Promoted	Deferred	Superseded

Prepared by

Section Officer (Estt)  
Public Health Engg: Department  
Khyber Pakhtunkhwa

Checked by

Deputy Secretary (Admn)  
Public Health Engg: Department  
Khyber Pakhtunkhwa

Section Officer (Estt)  
Public Health Engg: Department  
Khyber Pakhtunkhwa

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**CONFIDENTIAL  
IMMEDIATE**



**GOVERNMENT OF KHYBER PAKHTUKHWA  
ESTABLISHMENT DEPARTMENT**

No. SO(PSB)ED/1-15/2016/P-30  
Dated Peshawar, the 14.07.2016

To  
The Secretary to  
Government of Khyber Pakhtukhwa,  
**PHE DEPARTMENT**

Secretary P.H.E. Deptt:  
Diary No. 931  
Date: 15.07.16

**SUBJECT: - MINUTES OF THE MEETING OF PROVINCIAL SELECTION BOARD  
HELD ON 29.06.2016.**

**PROMOTION OF SUPERINTENDING ENGINEER BS-19 TO THE  
POST OF CHIEF ENGINEER BS-20 IN PHE DEPARTMENT**

Dear Sir,

I am directed to refer to PHE Department letter NO. SO (Estt)/PHED/1-17/2015-16 dated 18.05.2016 on the subject and to forward herewith an extract of **item No (17)** of the minutes/recommendations of the meeting of Provincial Selection Board held on **29.06.2016** for further necessary action/ obtaining approval of the competent authority.

Yours faithfully

*[Signature]*  
SECTION OFFICER (PSB)

Encl: As Above  
Endst. of even No. & date.

A copy is forwarded to the Section Officer (Estt), Govt of Khyber Pakhtukhwa, PHE Department. He is requested to depute his representative to collect working papers from this office immediately.

*Take up Summary.*

DS(A)  
S.O (E)

*[Signature]*  
15/07  
*[Signature]*  
15/7/2016

SECTION OFFICER (PSB)

D.S (Admin) PHED  
Diary No: 212  
Date: 15-7-2016

RECEIVED  
Diary No 977  
Date 14-7-16

**PHE DEPARTMENT**  
(Meeting of PSB held on 29.06.2016)

**SUBJECT:- PROMOTION OF SUPERINTENDING ENGINEER BS-19 TO THE POST OF CHIEF ENGINEER BS-20**

Secretary PHE apprised the Board that due to retirement of Mr. Muhammad Arif on 14.02.2016, one post of Chief Engineer PHE BS-20 is lying vacant.

2. According to service rules the post is required to be filled as under:-

"By promotion on the basis of Selection on merit from amongst the Superintending Engineers/ Directors Design / Directors (Planning and Monitoring) with at least seventeen years service in BS-17 and above, possessing degree in B.E./B.Sc Engineering (Civil), from a recognized University"

3. The service record of the officers included in the panel was discussed as follows:-

S. NO.	NAME OF OFFICER	RECOMMENDATIONS OF THE BOARD
1.	Mr. Ghulam Mujtaba Khan BE (Civil)	His date of birth is 05.11.1956. He joined government service on 20.10.1983 in BS-17. He was promoted to BS-19 on 11.11.2010. An enquiry was initiated against him. The competent authority confirmed the penalty of recovery of Rs. 2614560/= and reduction to lower grade for 5 years. However before notifying the penalties he challenged the decision in the court and it directed not to take any adverse action against the petitioner. The case is still subjudice in the court. His PER for the year 2014 & 2015 are also not available. .  The Board recommended to defer his promotion.
2.	Mr. Bahramand Khan BE (Civil)/ M.Sc (Civil Eng)	His date of birth is 11.03.1962. He joined government service on 01.06.1987 in BS-17. He was promoted to BS-19 on 05.07.2012. No inquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Chief Engineer BS-20 on regular basis. He will be on probation for a period of one year.

Attended

*[Signature]*  
Government of Punjab



**ANNEXURE** ("J")

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**GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT**

No.SO(Estt)/PHED/1-17/2015-16  
Dated Peshawar, the September 19, 2016

To

The Secretary to Govt: of Khyber Pakhtunkhwa,  
Establishment Department, Peshawar

Attention: Section Officer (PSB)

Subject: **WORKING PAPER FOR PROMOTION OF SUPERINTENDING  
ENGINEER (BPS-19) TO THE POST OF CHIEF ENGINEER (BPS-20)  
IN THE PUBLIC HEALTH ENGINEERING DEPARTMENT.**

Dear Madam,

I am directed to refer to the subject noted above and to enclose herewith 7-sets of the Working Paper for promotion of Superintending Engineer (BPS-19) to the post of Chief Engineer (BPS-20) in the Public Health Engineering Department alongwith other relevant documents for consideration of the Provincial Selection Board in its forthcoming meeting.

Yours faithfully

**SECTION OFFICER (ESTT)**

Encls: As above.

**ENDST: NO & DATE AS ABOVE:**

Copy is forwarded for information to PS to Secretary PHE Department Peshawar.

**SECTION OFFICER (ESTT)**

**WORKING PAPER FOR PROVINCIAL SELECTION BOARD****Department: Public Health Engineering Department**

1. Nomenclature of the post/Basic Scale Chief Engineer (BS-20)
2. Service / Group / Cadre Engineering (PHE)
3. Sanctioned strength of the cadre 02 (**Annex-I**)

			Direct	Promotion	Transfer
4.	i	Percentage of share		100%	
	ii	No of posts allocated to each category		02	
	iii	Present occupancy position		01 <b>(Annex-II)</b>	
	iv	No. of vacancies in each category		01	

- v. How did the vacancy (ies) under promotion quota occur and since when 1-Post of the Chief Engineer (BPS-20) stands vacant due to retirement of Mr. Sanobar Khan on 30-08-2016 (**Annex-III**).

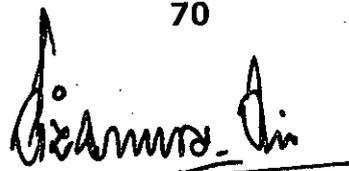
- vi. Recruitment Rules By promotion on the basis of selection on merit, from amongst the Superintending Engineers/Director Design/Director Planning & Monitoring (BPS-19), with at least 17 (seventeen) years service in BPS-17 and above, possessing degree in B.E/B.Sc Engg (Civil), from a recognized University (**Annex-IV**).

- vii. Required length of service At least 17 (seventeen) years service in BPS-17 & above.

- viii. Whether to be promoted on regular basis or appointed on acting charge basis. On regular basis

- ix. Mandatory training if any Nil

- x. Minimum required score On EL 70



(NIZAM-UD-DIN)  
SECRETARY PHED  
DATED 07 / 09 / 2016

**PANEL OF OFFICERS FOR CONSIDERATION**

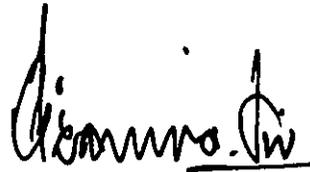
S. No	Seniority No	Name of Officer with qualification	Date of birth	Date of 1 <sup>st</sup> Entry into Govt Service	Date of Appointment /Promotion to BPS-17	Date of regular appointment/promotion to the present scale	Whether fulfill the prescribed length of service	Qualified scores	Missing PERs (if any)	Disciplinary proceeding (if any)	Case (if any) in any court of Law including NAB/plea bargaining with NAB	Mandatory training for promotion	Research Papers	Present posting	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	1	Ghulam Mujtaba Khan, B.E Civil	05-11-1956	20-10-1983	20-10-1983	11-11-2010	Yes	<b>52.04</b>	NIL	Yes Brief history of the case is given at <b>Annex-V</b>	NIL	NIL	NIL	Superintending Engineer PHE Circle Malakand at Timergara	
2.	3	Nemat Ullah Khan, B.E (Civil)/ M.Sc (PHE)	20-04-1960	01-06-1987	01-06-1987	11-11-2010	Yes	<b>54.78</b>	NIL	NIL	NIL	NIL	NIL	Superintending Engineer PHE Circle Abbottabad	
3.	4	Abdul Bashir, B.E (Civil)	20-04-1960	01-06-1987	01-06-1987	11-11-2010	Yes		2010 to 2015	NIL	NIL	NIL	NIL	Waiting for posting on arrival from medical leave in view of recommendation of the Standing Medical Board dated 24-08-2016.	He was on medical leave w.e.f. 10-07-2013 to 27-12-2015.

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## CERTIFICATE

Certified that:-

1. The officer at S.No.2 of the seniority list of Superintending Engineers (BPS-19) PHED (**PSB-V**) has already been recommended by the PSB for promotion to the post of Chief Engineer (BPS-20) PHED on regular basis (**Annex-VI**).
2. The officers included in the panel are eligible in all respects and possess the required length of service for promotion to the post of Chief Engineer (BPS-20) as per Service Rules. However, an inquiry under the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, against the officer at **S.No.1 (Mr. Ghulam Mujtaba)** is in process with details at **Annex-V**.
3. No departmental/judicial inquiry and Anti Corruption/NAB case is pending against any of the officers included in the panel nor entered into plea bargaining agreement with NAB authorities in the past except an inquiry against the officer at **S.No.1** as already explained vide **Annex-V**.



(NIZAM-UD-DIN)  
SECRETARY PHED  
DATED 07/09/2016



"K"  
ANNEXURE

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

**TENTATIVE SENIORITY LIST OF SUPERINTENDING ENGINEERS (BPS-19)  
PUBLIC HEALTH ENGINEERING DEPARTMENT KHYBER PAKHTUNKHWA  
AS STOOD ON 01-01-2016**

Seniority No	Name	Academic Qualification	Date of birth	Domicile	Date of Ist Entry in Govt. Service	Date of appointment/promotion in present grade	Remarks
1.	Ghulam Mujtaba	B.E (Civil)	05-11-1956	Kohat	20-10-1983	11-11-2010	
2.	Bahramand Khan	B.E (Civil)/M.Sc (Civil Engg:)	11-03-1962	Peshawar	01-06-1987	05-07-2012	
3.	Nematullah Khan	B.E (Civil) /M.Sc (P.H.Engg)	20-04-1960	Bannu	01-06-1987	11-11-2010	
4.	Abdul Bashir	B.E (Civil)	20-04-1960	Mardan	01-06-1987	11-11-2010	
5.	Rehmat Ali	B.E. (Civil)	01-04-1959	Karak	01-06-1987	12-10-2012	
6.	Abdus Sami	B.E(Civil) /M.Sc (P.H.Engg:)	02-02-1962	Peshawar	24-04-1988	11-11-2010	
7.	Abdul Latif	B.E (Civil)	10-04-1962	Mardan	26-04-1988	11-11-2010	
8.	Khan Zeb	B.E. (Civil) /M.S (Civil), EMBA (Management), MBA (HRM), Ph.D Scholar in Urban Planning	02-08-1963	Mardan	26-04-1988	11-11-2010	
9.	Ishrat Ali	B.E (Civil)	01-01-1964	Peshawar	26-04-1988	06-05-2013	
10.	Baharullah	B.E. (Civil)	01-07-1964	Peshawar	24-04-1988	11-12-2014	
11.	Qaiser Zaman	B.E (Civil)/M.Sc (Civil)	13-11-1961	Mardan	26-04-1988	11-12-2014	
12.	Liaqat Ali	B.E (Civil)	02-06-1958	Charsadda	26-04-1988	08-09-2015	He was superseded by the PSB in its meeting held on 22-10-2014.
13.	Amjad Ali	B.E (Civil)	22-11-1962	Charsadda	26-04-1988	08-09-2015	

Section Officer (Estt)  
Public Health Engg: Department



ANNEXURE "L"

96

GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

Dated Peshawar, the May 12, 2016

**NOTIFICATION**

**No.SO(Estt)/PHE/13-77/2016:** In pursuance of Section 8 (5) of the Khyber Pakhtunkhwa Civil Servants Act 1973, the final seniority of the Superintending Engineers (BPS-19) of the Public Health Engineering Department, as it stood on 01-01-2016 is notified as detailed below:-

Seniority No	Name	Academic Qualification	Date of birth	Domicile	Date of Ist Entry in Govt. Service	Date of appointment/promotion in present grade	Remarks
1.	Ghulam Mujtaba	B.E (Civil)	05-11-1956	Kohat	20-10-1983	11-11-2010	
2.	Bahramand Khan	B.E (Civil)/M.Sc (Civil Engg:)	11-03-1962	Peshawar	01-06-1987	05-07-2012	He was deferred by the PSB in its earlier meeting held during the Year 2010 for want of one year PER. He was promoted subsequently and he retained his original seniority.
3.	Nematullah Khan	B.E (Civil) /M.Sc (P.H.Engg)	20-04-1960	Bannu	01-06-1987	11-11-2010	
4.	Abdul Bashir	B.E (Civil)	20-04-1960	Mardan	01-06-1987	11-11-2010	
5.	Rehmat Ali	B.E. (Civil)	01-04-1959	Karak	01-06-1987	12-10-2012	He was deferred by the PSB in its earlier meeting held during the Year 2010. He was promoted subsequently and he retained his original seniority.
6.	Abdus Sami	B.E(Civil) /M.Sc (P.H.Engg:)	02-02-1962	Peshawar	24-04-1988	11-11-2010	
7.	Abdul Latif	B.E (Civil)	10-04-1962	Mardan	26-04-1988	11-11-2010	
8.	Khan Zeb	B.E. (Civil) /M.S (Civil), EMBA (Management), MBA (HRM),	02-08-1963	Mardan	26-04-1988	11-11-2010	
9.	Ishrat Ali	B.E (Civil)	01-01-1964	Peshawar	26-04-1988	06-05-2013	
10.	Baharullah	B.E. (Civil)	01-07-1964	Peshawar	24-04-1988	11-12-2014	
11.	Qaiser Zaman	B.E (Civil)/M.Sc (Civil)	13-11-1961	Mardan	26-04-1988	11-12-2014	
12.	Liaqat Ali	B.E (Civil)	02-06-1958	Charsadda	26-04-1988	08-09-2015	He was superseded by the PSB in its meeting held on 22-10-2014.
13.	Amjad Ali	B.E (Civil)	22-11-1962	Charsadda	26-04-1988	08-09-2015	

SECRETARY TO GOVT: OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG. DEPARTMENT



# ANNEXURE "M"

GOVERNMENT OF N.-W.F.P.  
ESTABLISHMENT & ADMINISTRATION  
DEPARTMENT  
(ESTABLISHMENT WING)

No. SOE-III (E&AD)1-3/2008  
Dated Peshawar the 28<sup>th</sup> January, 2009

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*Amir*  
*Basit*

To

1. The Additional Chief Secretary, GoNWFP.
2. The Additional Chief Secretary (FATA), Peshawar.
3. The Senior Member, Board of Revenue, N.-W.F.P.
4. All Administrative Secretaries to Government of N.-W.F.P.
5. The Secretary to Governor, N.-W.F.P.
6. The Principal Secretary to Chief Minister, N.-W.F.P.
7. All Divisional Commissioners in NWFP.

SUBJECT:- NORTH-WEST FRONTIER PROVINCE CIVIL SERVANTS PROMOTION POLICY, 2009.

Dear Sir,

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

I. Length of service.

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

Basic Scale 18	: 5 years' service in BS-17
Basic Scale 19	: 12 years' service in BS-17 & above
Basic Scale 20	: <u>17 years' service in BS-17 &amp; above</u>

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

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

(i) Half of the service in BS-16 and one fourth in Basic Scales lower than 16, if any, shall be counted as service in Basic Scale 17.

(ii) Where initial recruitment takes place in Basic Scale 18 and 19, the length of service prescribed for promotion to higher Basic Scales shall be reduced as indicated below:

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

Section Officer E-3  
Establishment Deptt.  
*Sabir*

*Amir*

Linking of promotion with training: 7

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

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

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

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

MCMC	60
SMC	70
NMC	75

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

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

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

III.

Development of Comprehensive Efficiency Index (CEI) for promotion: /

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

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

Section Officer E-3  
Establishment Deptt.

2.10.2015



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

(ii) ✓ A panel of two senior most officers shall be placed before the Provincial Selection Board for each vacancy in respect of promotion to BS-18 & 19. Similarly, a panel of three senior most officers shall be submitted to the Provincial Selection Board for each position in respect of promotion to BS-20 and 21 and the officer with the requisite score on the Efficiency Index shall be recommended for promotion.

(iii) The senior most officer(s) on the panel securing the requisite threshold of the Efficiency Index shall be recommended by the Provincial Selection Board for promotion unless otherwise deferred. In case of failure to attain the requisite threshold, he (she)/they shall be superseded and the next officer on the panel shall be considered for promotion.

*Handwritten note:*  
 1. 20/21/22/23/24/25/26/27/28/29/30/31/32/33/34/35/36/37/38/39/40/41/42/43/44/45/46/47/48/49/50/51/52/53/54/55/56/57/58/59/60/61/62/63/64/65/66/67/68/69/70/71/72/73/74/75/76/77/78/79/80/81/82/83/84/85/86/87/88/89/90/91/92/93/94/95/96/97/98/99/100

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

S. No.	Factor	Marks for promotion to BS-18 & 19	Marks for promotion to BS-20 & 21
1.	Quantification of PERs relating to present grade and previous grade(s) @ 60% : 40%	100%	70% ✓
2.	Training Evaluation Reports as explained hereafter.	--	15%
3.	Evaluation by PSB	--	15% ✓
	Total	100%	100%

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

- (i) It shall be on the basis of Grade Percentage already awarded by the National School of Public Policy (National Management College and Senior Management Wing) and its allied Training Institutions as provided in their reports.
- (ii) Previous reports of old Pakistan Administrative Staff College and old NIPAs where no such percentage has been awarded,

*Handwritten note:*  
 Section Officer E-3  
 Establishment Deptt.

*Handwritten text:*  
 ATTACHED

100

points shall be worked out on the basis of weighted average of the percentage range of grades followed by these Institution as reflected in table-A below:

TABLE-A  
Old PASC & NIPAs

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

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

TABLE-B  
NATIONAL DEFENCE UNIVERSITY

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

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

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

Section Officer E-3  
Establishment Deptt.

(101)

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

Box

59.46

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

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

		<u>Upto 11<sup>th</sup> June, 2008</u>	<u>From 12<sup>th</sup> June, 2008</u>
1.	Outstanding		10 Marks ✓
2.	Very Good	10 marks	8 marks
3.	Good	7 marks	7 marks
4.	Average	5 marks	5 marks
5.	Below Average	1 mark	1 mark

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

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

IV. Promotion of officers who are on deputation, long leave, foreign training:

a) The civil servants who are on long leave i.e. one year or more, whether within or outside Pakistan, may be considered for promotion on their return from leave after earning one calendar PER. Their seniority shall, however, remain intact.

Station Officer E-3  
Establishment Deptt.

S. J. Khan

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

V. Deferment of Promotion:

(a) Promotion of a civil servant will be deferred, in addition to reasons given in para-IV, if

- (i) His inter-se-seniority is disputed/sub-judice.

Section Officer E-3  
Establishment  
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- (ii) Disciplinary or departmental proceedings are pending against him.
- (iii) The PER dossier is incomplete or any other document/ information required by the PSB/DPC for determining his suitability for promotion is not available for reasons beyond his control.

(b) The civil servant whose promotion has been deferred will be considered for promotion as soon as the reasons for deferment cease to exist. The cases falling under any of the above three categories do not warrant proforma promotion but the civil servant will be considered for promotion after determining his correct seniority over the erstwhile juniors.

(c) If an officer is otherwise eligible for promotion but has been inadvertently omitted from consideration in the original reference due to clerical error or plain negligence and is superseded, he should be considered for promotion as soon as the mistake is noticed.

(d) If and when an officer, after his seniority has been correctly determined, or after he has been exonerated of the charges or his PER dossier is complete, or his inadvertent omission for promotion comes to notice, is considered by the Provincial Selection Board/ Departmental Promotion Committee and is declared fit for promotion to the next higher basic scale, he shall be deemed to have been cleared for promotion alongwith the officers junior to him who were considered in the earlier meeting of the Provincial Selection Board/Departmental Promotion Committee. Such an officer, on his promotion will be allowed seniority in accordance with the proviso of sub-section (4) of Section 8 of the North-West Frontier Province Civil Servants Act, 1973, whereby officers selected for promotion to a higher post in one batch on their promotion to the higher post are allowed to retain their inter-se-seniority in the lower post. In case, however, the date of continuous appointment of two or more officers in the lower post/grade is the same and there is no specific rule whereby their inter-se-seniority in the lower grade can be determined, the officer older in age shall be treated senior.

(e) If a civil servant is superseded he shall not be considered for promotion until he earns one PER for the ensuing one full year.

✓ (f) If a civil servant is recommended for promotion to the higher basic scale/post by the PSB/DPC and the recommendations are not approved by the competent authority within a period of six months from such recommendations, they would lapse. The case of such civil servant would require placement before the PSB/DPC afresh.

Officer E-3  
Establishment Deptt.  
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VI. Date of Promotion:

Promotion will always be notified with immediate effect.

VII. Notional Promotion:

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

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

✓ (a) The question of promotion to BS-18 and above in case of civil servants who have been awarded minor penalties has been settled by the adoption of quantification of PERs and CEI which allows consideration of such cases for promotion subject to deduction of 5 marks for each major penalty, 3 marks for each minor penalty and 1 mark for each adverse PER from the quantified score and recommendation for promotion on attaining the relevant qualifying threshold.

(b) However, the CEI policy is not applicable to civil servants in BS-16 and below. In this case, the concerned assessing authorities will take into consideration the entire service record with weightage to be given for recent reports and any minor penalty will not be a bar to promotion of such a civil servant.

IX. Promotion in case of pending investigations by NAB:

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

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

*Yours faithfully,*

*Amir 28 Jan, 09*

( MUHAMMAD ABID MAJEED )  
Special Secretary (Regulations)

Endst: No. SOE-III(E&AD)1-3/2008

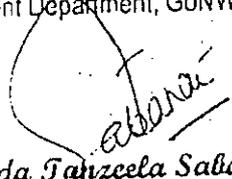
Dated Peshawar the 28<sup>th</sup> January, 2009

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P38

Copy forwarded to:

1. The Accountant General, NWFP, Peshawar.
2. The Registrar, Peshawar High Court, Peshawar.
3. The Director, Staff Training Institute, E&A Department, Peshawar.
4. All Additional Secretaries in E&A Department, GoNWFP.
5. Reforms Coordinator, Reforms Cell, E&A Department.
6. All Deputy Secretaries in E&A Department, GoNWFP.
7. The Secretary, NWFP Public Service Commission, Peshawar.
8. The Director, Anti-Corruption Establishment, N.-W.F.P., Peshawar.
9. The Registrar, NWFP Service Tribunal, Peshawar.
10. All Section Officers in E&A Department, GoNWFP.
11. Private Secretary to Chief Secretary, N.-W.F.P.
12. Private Secretary to Secretary, Establishment Department, GoNWFP.
13. Librarian, E&A Department.

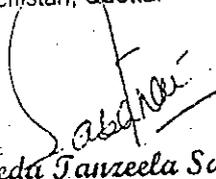
  
( Syeda Tanzeela Sabahat )  
Section Officer (E-III)

Endst: No. SOE-III(E&AD)1-3/2008

Dated Peshawar the 28<sup>th</sup> January, 2009

Copy forwarded to:

1. The Chief Secretary, Government of the Punjab, Lahore.
2. The Chief Secretary, Government of Sindh, Karachi.
3. The Chief Secretary, Government of Baluchistan, Quetta.

  
( Syeda Tanzeela Sabahat )  
Section Officer (E-III)

ATTACHED

First Step

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

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

Where

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

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

and  $\Sigma$  stands for summation.

Second Step

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

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

Where

$M$  = Marks for PERs; and

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

Third Step

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

- (i) to post carrying basic pay scale 18  $10 \times A$
- (ii) to post carrying basic pay scale 19  $(6 \times B) + (4 \times A)$
- (iii) to post carrying basic pay scale 20  $(5 \times C) + (3 \times B) + (2 \times A)$
- (iv) to post carrying basic pay scale 21  $(5 \times D) + (3 \times C) + (A + B)$

Where

- A = Average marks for reports in posts carrying basic pay scale 17
- B = Average marks for reports in posts carrying basic pay scale 18
- C = Average marks for reports in posts carrying basic pay scale 19
- D = Average marks for reports in posts carrying basic pay scale 20

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Establishment Deptt.

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Fourth Step

The following additions/deductions shall be made in the total marks worked out in the third step for purposes of mandatory trainings.

A. Additions:

- (i) for serving in a Government training institution, including those meant for specialized training in any particular cadre, for a period of 2 years or more **2 marks**

B. Deductions:

- (i) for each major penalty imposed under the Government Servants (Efficiency and Discipline) Rules, 1973/Disciplinary Rules prevailing at the time. **5 marks**
- (ii) for each minor penalty imposed under the Government Servants (Efficiency and Discipline) Rules, 1973/Disciplinary Rules prevailing at the time. **3 marks**
- (iii) for adverse remarks (deductions be made for such remarks only as were duly conveyed to the concerned officer and were not expunged on his representation, or the officer did not represent) **1 mark per PER containing adverse remarks**

Note: For purpose of CEI, the negative marks for adverse entries and / or imposition of penalty shall be deducted from the quantified score of the relevant grade. However, additions for serving in a Government training institution for a period of two years or more shall be made in the total quantified scores of the PERs.

Section Officer E-3  
Establishment Deptt.

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INSTRUCTIONS FOR GUIDANCE

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

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

Section Officer E-3  
Establishment Dept.

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ACCEPTED

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GOVERNMENT OF NWFP  
ESTABLISHMENT & ADMINISTRATION  
DEPARTMENT

(Regulation Wing)

No. SOR-VI/E&AD/1-16/08/MS  
Dated Peshawar, 22<sup>nd</sup> January 2009

*[Handwritten signature]*

To

The Secretary to Govt. NWFP:

1. Health Department
2. Elementary & Secondary Education Department
3. Higher Education Department
4. Industries, Commerce & Technical Education Department
5. Agriculture Department
6. Works & Services Department
7. Irrigation & Powers Department
8. Environment Department

Subject:

**REVISION OF THE POLICY FOR GRANT OF BS-21 AND BS-22 TO TECHNICAL AND PROFESSIONAL OFFICERS ON THE BASIS OF MERITORIOUS SERVICES.**

Dear Sir,

I am directed to refer to the subject noted above and to state that in consonance with the procedure devised by the Federal Government with the approval of the Prime Minister of Pakistan, criteria for grant of BS-21 and BS-22 on account of meritorious Services to Technical and Professional Officers has been revised as follows:

- a. Officers be considered for grant of BS-21 & 22 on the basis of meritorious service in order of seniority.
- b. PERs should be quantified in present and previous scales as per existing promotion policy and assigned a weightage of 70%.
- c. Training from NIPA, Staff College and National Institutes of Management may be given 15% weightage. In case the training information/requirement is not relevant, overall professional competence be judged and notional marks be assigned on the basis of his previous record.
- d. Minimum of 3 years' active service in BS-20 and 5 years' active service in BS-20 & above including 3 years in BS-21 for BS-22 will be required excluding the period of long leave (4 months or more).

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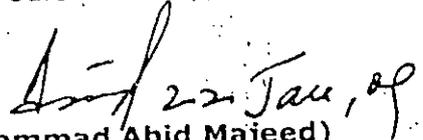
110

- e. The Special Selection Committee shall scrutinize Significant Contribution of the Technical and Professional Officers in their relevant fields of specialization, consulting Secretary concerned and Head of Offices/Organizations about the background, level of competence and general reputation and allocate marks out of 15 to the officers being considered for grant of BS-21 and BS-22 on the basis of meritorious services.
- f. Minimum threshold in this way shall be 75% marks.

2. Previous instructions on the subject issued from time to time by Finance Department or E&A Department, in so far as those are not inconsistent with the above criteria, shall remain operative.

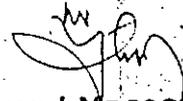
3. It is requested that revised criteria may be noted for guidance and compliance and working paper may kindly be prepared and forwarded to the Establishment Department in respect of eligible officers of your Departments (if any) for consideration of the Provincial Selection Board.

Yours faithfully,

  
(Muhammad Abid Majeed)  
Special Secretary (Reg)

CC:

- 1. The Secretary to Governor, NWFP
- 2. The Principal Secretary to Chief Minister, NWFP.
- 3. The PS to Chief Secretary NWFP, Peshawar.
- 4. The PS to Additional Chief Secretary NWFP.
- 5. The PS to Secretary Establishment Department.
- 6. All Section Officers in Establishment Department.

  
(Muhammad Masood)  
Section Officer (Reg-VI). 22/10/05

IMMEDIATE



(III)  
GOVERNMENT OF NWFP  
ESTABLISHMENT & ADMINISTRATION  
DEPARTMENT

(Regulation Wing)

No. SOR-VI/E&AD/1-16/2008/Vol-VI  
Dated Peshawar, the, 23<sup>rd</sup> June, 2009

To

1. The Additional Chief Secretary, Govt of NWFP.
2. The Additional Chief Secretary (FATA), Peshawar.
3. The Senior Member, Board of Revenue, NWFP.
4. All Administrative Secretaries to Government of NWFP.
5. The Secretary to Governor, NWFP.
6. The Principal Secretary to Chief Minister, NWFP.
7. All Divisional Commissioners in NWFP.

Subject: NORTH-WEST FRONTIER PROVINCE CIVIL SERVANTS  
PROMOTION POLICY 2009-DEFERMENT OF PROMOTION.

Dear Sir,

I am directed to refer to the subject and to convey that the competent authority has been pleased to approve the following addition after para-V (f) (deferment of promotion) of para-V (g) of the existing North-West Frontier Province Civil Servants Promotion Policy 2009 circulated by the Establishment & Administration Department vide circular letter No. SOE-III (E&AD) 1-3/2008 dated 28-1-2009.

V (g) "When the Board considers the record as incomplete, or wants to further watch the performance of the officer or for any other reason to be recorded in writing".

2. The above addition is hereby circulated for information and further necessary action please.

Yours faithfully,

(KALLEMULLAH)  
Section Officer (Reg-Vi)

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*A. Gen. S.E. Medicine*

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GOVERNMENT OF THE NORTH-WEST FRONTIER PROVINCE  
PUBLIC HEALTH ENGINEERING DEPARTMENT

NOTIFICATION

*Peshawar, dated: 06.03.2010.*

ANNEXURE: "N"  
method

Public Health Engineering Department -In pursuance of the provisions contained in sub-rule (2) of rule 3 of the North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and in supersession of all previous notifications issued in this behalf, the Public Health Engineering Department in consultation with the Establishment Department and the Finance Department, hereby lays down the method of recruitment, qualifications and other conditions specified in Column No. 3 to 5 of the Appendix appended to this Notification which shall be applicable to the post as mentioned in Column No. 2 of the said Appendix.

*Signature*  
ATTACHED

*Signature*  
Section Officer (Estt)  
Public Health Engg. Department  
Khyber Pakhtunkhwa

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APPENDIX

S.No.	Nomenclature of post.	Minimum qualification required for appointment.	Age limit.	Method of recruitment.
	2.	3.	4.	5.
<u>Engineering Cadre:</u>				
	Chief Engineer (BS-20). <i>چیف انجینئر</i>			By promotion, on the basis of <u>selection on merit</u> , from amongst the Superintending Engineers/Directors Design/Directors (Planning and Monitoring) with at least <u>seventeen years</u> service in <u>BS-17</u> and <u>above</u> , possessing degree in <u>B.E/B.Sc Engineering (Civil)</u> from a recognized University.
	Suprintending Engineer / Director Design / Director (Planning and Monitoring) (BS-19).			By promotion, on the basis of seniority-cum-fitness, from amongst the Executive Engineers/ Design Engineers/Technical Officers with twelve years of service in BS-17 and above, possessing degree in B.E/B.Sc Engineering (Civil) from a recognized University.
	Executive Engineer/ Design Engineer/ Technical Officer (BS-18).			By promotion, on the basis of seniority-cum-fitness, from amongst Assistant Engineers/Assistant Design Engineers/Sub Divisional Officers possessing degree in B.E/B.Sc Engineering (Civil) from a recognized University with five years service as such.

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*[Signature]*  
Section Officer (Estt)  
Public Health Engg. Department  
Khyber Pakhtunkhwa

4.	Assistant Engineer/ Assistant Design Engineer/Sub Divisional Officer (BS-17).	Degree in B.E/B.Sc Engineering (Civil) from a recognized University.	21 to 32 years	(a) Ten per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Sub-Engineers who possessed Degree of B.E/B.Sc Engineering (Civil) from a recognized University;  <u>Note:</u> The seniority for the purpose of promotion shall be reckoned from the date of acquiring degree of B.E/B.Sc Engineering (Civil) from a recognized University or. date of appointment which ever is later.  (b) twenty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Sub-Engineers who hold a diploma and have passed Departmental Professional Examination with at least ten years service as such; and  (c) seventy per cent by initial recruitment.
5.	Sub Engineer (BS-11).	Diploma of Associate Engineering (Civil) / Electrical / Mechanical from a recognized Technical Board.	18 to 30 years	(a) Ten per cent by transfer, from amongst the Draftsmen with seven years service as such, having Diploma in Civil/Electrical/Mechanical Technology from a recognized Board; and  (b) ninety per cent by initial recruitment;
<b>II. Ministerial Establishment:</b>				
6.	Budget and Accounts Officer/Administrative Officer (BS-17).			By promotion, on the basis of seniority-cum-fitness, from amongst the Superintendents with five years service as such.
7.	Superintendent (BS-16).			(a) Seventy per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Assistants with five years service as such; and  (b) thirty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Scale Stenographers with five years service as such.

Section Officer (Estt)  
Public Health Engrg. Departme.  
Khyber Pakhtunkhwa

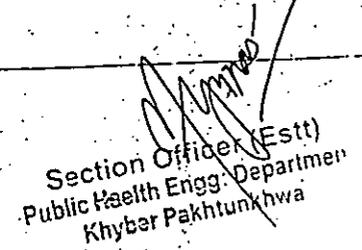
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8.	Senior Scale Stenographers (BS-15).	(a) Second Class Bachelor's Degree or equivalent qualification from a recognized University; and  (b) a speed of 100 words per minute in English shorthand and 40 words per minute in English typing.	18 to 30 years	By promotion, on the basis of seniority-cum-fitness, from amongst the Stenographers BS-12 with five years service as such:  Provided that if no suitable candidate is available for promotion, then by initial recruitment.
9.	Junior Scale Stenographer (BS-12).	(a) Second Class Intermediate/ D.Com or equivalent qualification from a recognized Board; and  (b) a speed of 50 words per minute in English shorthand and 35 words per minute in English typing.	18 to 30 years	By initial recruitment.

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Section Officer (Estt)  
Public Health Engg. Department  
Khyber Pakhtunkhwa

10.	Assistant/Head Clerk (BS-14).	Second Class Bachelor's Degree from a recognized University.	21 to 32 years	<p>(a) Twenty-five per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Accounts Clerks, having graduation with five years service as such;</p> <p>(b) fifty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Accounts Clerk other than Graduates with five years service as such:</p> <p style="text-align: center;">Provided that if qualified persons are not available for promotion, against the quota at (a), then the vacancy shall be filled in by way prescribed at (b); and</p> <p>(c) Twenty-five per cent by initial recruitment.</p>
11.	Accounts Clerk (BS-11).			By promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerks with five years service as such.
12.	Senior Clerk (BS-09).			By promotion, on the basis of seniority-cum-fitness, from amongst the Junior Clerks with three years service as such.
13.	Junior Clerk (BS-07).	<p>(a) Second Division Intermediate or equivalent qualification from a recognized Board; and</p> <p>(b) a speed of 30 words per minute in English typewriting.</p>	18 to 28 years	<p>(a) Twenty per cent by promotion, from amongst the Daftari, Record Lifter, Daffadar, Barkandaz, Naib Qasids and Chowkidars, who have passed Secondary School Examination and are under 45 years of age and have at least two years service as such; and</p> <p><u>Note:</u> For the purpose of promotion, the department shall maintain a joint seniority list of Daftary, Naib Qasids, Chowkidars, Record Lifter, Daffadar and Barkandaz based on the date of regular appointment to the post or that of acquiring the SSC whichever is later; provided that if two dates are the same the person older in age or having longer service, whichever is more beneficial to him, shall rank senior; and</p> <p>(b) eighty per cent by initial recruitment.</p>

  
 Section Officer (Estt)  
 Public Health Engg. Department  
 Khyber Pakhtunkhwa

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	Daftari/Record Lifter/ Daffadar/Barkandaz (BS-02).	Preferably literate, preference will be given to Ex-Service Man.	18 to 35 years	By promotion, from amongst the Naib Qasids/Chowkidars having Middle Standard qualification:  Provided that if no suitable candidate is available for promotion, then by initial recruitment.
15.	Naib Qasid (BS-01).	Middle Standard qualification.	18 to 40 years	By initial recruitment.
16.	Driver (BS-04).	Possessing a valid LTV/ HTV Driving License with five years experience, having Middle Standard qualifications from a recognized Board.	18 to 45 years ✓	By initial recruitment.
17.	Chowkidar (BS-01).	Literate.	18 to 45 years ✓	By initial recruitment.
18.	Sweeper (BS-01).		18 to 45 years ✓	By initial recruitment.
19.	Data Entry Operator / Computer Aided Design, Computer Operator (BS-11).	Second Class Intermediate Certificate or equivalent qualification from a recognized Board and one year Diploma in Information Technology or Computer Science from a recognized Board.	18 to 30 years	By initial recruitment.

Class - IV

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*[Signature]*  
Section Officer (Estt)  
Public Health Engg. Department  
Khyber Pakhtunkhwa

III. Drawing Branch Establishment:

20.	Chief Draftsman (BS-17).		By promotion, on the basis of seniority-cum-fitness, from amongst the Circle Head Draftsman with five years service as such.
21.	Circle Head Draftsman (BS-16).		By promotion, on the basis of seniority-cum-fitness, from amongst the Head Draftsman/ Divisional Head Draftsman with five years service as such.
22.	Head Draftsman / Divisional Head Draftsman (BS-14).		By promotion, on the basis of seniority-cum-fitness, from amongst the Draftsman with five years service as such.
23.	Draftsman (BS-11).	<p>(a) Second Division Secondary School Certificate from a recognized Board; and</p> <p>(b) two years duration Certificate Course in Civil Draftsmanship from a recognized Board of Technical Education.</p> <p>18 to 30 years</p>	<p>(a) Twenty-five per cent by promotion on the basis of seniority-cum-fitness, from amongst the Tracers having Certificate of Civil Draftsman Course of two years duration from recognized Board of Technical Education with three years service as such;</p> <p>(b) twenty-five per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Tracers who have qualified the prescribed Departmental Examination of Draftsman, and having three years service as such.</p> <p>Provided that if no suitable candidates are available for promotion against the quota at (a) then the vacancy shall be filled in by way prescribed at (b) and vice versa; and</p> <p>(c) fifty per cent by initial recruitment.</p>

*[Signature]*  
Section Officer (Estt)  
Public Health Engg. Department  
Khyber Pakhtunkhwa

*[Signature]*

*[Signature]*

24. Teacher (BS-05)	(a) Second Class Secondary School Certificate from a recognized Board; and  (b) Survey course of at least 6-9 months duration.	18 to 30 years	(a) Twenty-five by promotion, from amongst the Ferro-Printer/Ferro Khalasi Secondary School Certificate with two years service as such; and  (b) seventy-five per cent by initial recruitment.
25. Ferro- Printer/ Ferro Khalasi (BS-02)	Middle Standard Qualification.	18 to 30 years	By initial recruitment.

Water Quality (WQ) Laboratory's Technical Staff:

26. Water Scientist / Senior Research Officer (WQ) (BS-18).	Second Division M.Sc (Micro-biology or Chemistry) from a recognized University.		By promotion, on the basis of seniority-cum-fitness, from amongst the members of holding the post of Research Officer (Water Quality) BS-17 with five years service as such.
27. Research Officer (WQ) (BS-17).	Second Division M.Sc (Micro-biology or Chemistry), from a recognized University.	21 to 32 years	(a) Fifty per cent by promotion, on the basis of seniority-cum-fitness, from amongst members of service holding the post of Assistant Research Officer (Water Quality) three years service as such; and  (b) fifty per cent by initial recruitment; and
28. Assistant Research Officer (WQ) (BS-16).	Second Division B.Sc (Microbiology or Chemistry) from a recognized University.	21 to 30 years	By initial recruitment.

*[Handwritten signature]*

*[Handwritten signature]*  
 Section Officer (Estt)  
 Public Health Engg. Department  
 Khyber Pakhtunkhwa

29.	Laboratory Technician (BS-06)	Second Division Secondary School Certificate or equivalent qualification from a recognized Board and relevant Laboratory Technician Course from a recognized Technical Board/Institute.	18 to 30 years	By initial recruitment
30.	Laboratory Attendant (BS-01)	Literate.	18 to 45 years	By initial recruitment.
<b>Hydrogeology/Resistivity Survey Staff:</b>				
31.	Research Officer/ Hydro-Geologist (BS-17)	Second Division M.Sc (Hydro-Geology) or B.Sc (Civil/Agriculture Engineering) with two years relevant experiences or Second Division M.Sc. (Water Resources/ Civil Engineering) from a recognized University.	21 to 32 years	(a) Fifty per cent by promotion, on the basis of seniority-cum-fitness, front-amongst the members of service holding the post of Assistant Research Officer (Resistivity Survey) with three years service as such; and (b) fifty per cent by initial recruitment.
32.	Assistant Research Officer (R/Survey) (BS-16)	Second Division M.Sc (Hydro-Geology) or B.Sc (Civil/Agriculture Engineering) or Second Division M.Sc. (Water Resources/ Civil Engineering) from a recognized University.	21 to 30 years	By initial recruitment.

ATTACHED

*[Handwritten signature]*

*[Handwritten signature]*  
 Section Officer (Estt)  
 Public Health Engg. Department  
 Khyber Pakhtunkhwa

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33	Technician (BS-06)	Second Class Secondary School Certificate or equivalent qualification from a recognized Board and relevant Technician Course from a recognized Technical Board/Institute.	18 to 30 years	By initial recruitment.
VI. <u>Community Development/Health Hygiene Promotion Staff:</u>				
34	Assistant Social Organizer (BS-16)	Second Class Master's Degree in Social Sciences from a recognized University.	21 to 30 years	By initial recruitment.
VII. <u>EIA/Environment Section Staff:</u>				
35	Environmentalist (BS-17)	Second Class Master's Degree in Environmental Sciences/Environmental Engineering from a recognized University.	21 to 30 years	By initial recruitment or by deputation from Environmental Protection Agency, North-West Frontier Province.

ATTN: SECRETARY TO GOVERNMENT OF THE NORTH WEST FRONTIER PROVINCE  
 PUBLIC HEALTH ENGINEERING DEPARTMENT  
 Section Officer (Estt)  
 Peshawar, Ferozpur Road  
 Peshawar, Pakisthan

*Awe*

ANNEXURE: "O"



OFFICE OF CHIEF ENGINEER (NORTH)  
PUBLIC HEALTH ENGINEERING DEPARTMENT  
KHYBER PAKHTUNKHWA PESHAWAR

Ph#091-9211554, FAX#091-9211494, E-mail: northphed@gmail.com

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No. 05 /E-1/PHE (N)  
Dated Peshawar the, 05/10/2010

To:

The Executive Engineering,  
P.H.Engg Division,  
Dir Lower at Timergara.

Subject: CONSIDERATION OF ENGR. KHAN ZEB DEPUTY SECRETARY  
(TECH) PHED FOR CIVIL AWARD OF PROFESSIONAL EXCELLENCE

I am directed to refer to this office letter No.02/E-1/PHE(N) dated 19.07.2010 on the subject noted above and to state that a copy of the Engineer Muhammad Uzair Deputy Director FHA letter No.DD(South)/FHA/PF/01 dated 31.3.2010, which is self-explanatory and containing recommendations for the subject award based on performance of Engr. Khan Zeb as SDO PHE Sub Division Timergara, was forwarded to your office for comments which are still awaited from your end.

You are, therefore, directed to furnish a detailed report alongwith supporting documents, as under, validating the performance claimed based on factual evidence as to enable this office to recommend the subject case for consideration of the competent authority.

1. Revenue Statement for the period from 1994-95 to 2004-2005.
2. Copies of the handing/taking over certificates of the WS Schemes handed over to the defunct Municipal Committee Timergara in the year 1997.
3. Copies of the FIR, Court judgment and supporting correspondence mentioned in Para-3 of the above referred letter

(Saifur Rehman)  
Administrative Officer

Copy of the above is forwarded for information to the:

1. Chief Engineer (South), PHED Khyber Pakhtunkhwa Peshawar.
2. Superintending Engineer PHE Circle Malakand at Timergara.
3. Engr. Khan Zeb, Deputy Secretary (Tech), PHED, Peshawar.
4. Engr. Muhammad Uzair, Deputy Director (Center), FHA, Peshawar.
5. P.S. to Secretary PHED Khyber Pakhtunkhwa, , Peshawar.

A.R. Qayyum  
Administrative Officer



*Sports are essential for the development of a happy, healthy & vigorous society*

**DIRECTORATE GENERAL SPORTS AND  
YOUTH AFFAIRS, KHYBER PAKHTUNKHWA**

PESHAWAR SPORTS COMPLEX, PESHAWAR CANTT.  
Ph: # 9212767, Fax# 9212766

No. PF/DG Sports/2012

Dated 03-03-2012

To,

The Chief Engineer (North),  
PHE Department, Khyber Pakhtunkhwa, Peshawar.

Subject:

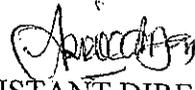
**RECOMMENDATIONS FOR CIVIL AWARDS – INDEPENDENCE DAY,  
14<sup>TH</sup> AUGUST, 2012.**

Dear Sir,

I am directed to refer to XEN PHE Division Dir Lower at Timergara letter No. 01/G-1 dated 29.02.2012 (copy attached) on the subject noted above and to enclose herewith 25 copies of the Citation (in English and Urdu version), recommendation form (dully filled in) with imbedded photographs (both hard and soft copies), in respect of Engr: Khan Zeb Khan, Superintending Engineer PHE Department, presently working as Director General Sports and Youth Affairs Khyber Pakhtunkhwa, for your perusal and further necessary action please.

Encl: As above.

Yours faithfully

  
ASSISTANT DIRECTOR (HQ) 8/1

Copy along with a copy of citation forwarded for information to the: -

1. Secretary, PHE Department, Khyber Pakhtunkhwa, Peshawar.
2. Additional Secretary (Cabinet), Administration (E&A) Deptt: Khyber Pakhtunkhwa, Pesh:
3. PSO to Chief Secretary, Khyber Pakhtunkhwa, Peshawar
4. PS to Secretary Establishment (E&A) Department, Khyber Pakhtunkhwa, Peshawar
5. PS to Secretary Administration (E&A) Department, Khyber Pakhtunkhwa, Peshawar.
6. PS to Secretary Sports and Youth Affairs Department, Khyber Pakhtunkhwa, Peshawar.
7. Executive Engineer PHE Division Dir Lower at Timergara w.r.t his letter quoted above.
8. PA to DG Sports and Youth Affairs Khyber Pakhtunkhwa, Peshawar.

  
ASSISTANT DIRECTOR (HQ) 8/1



Erkhan

(124)

**OFFICE OF THE CHIEF ENGINEER (SOUTH)  
PUBLIC HEALTH ENGINEERING DEPARTMENT  
KHYBER PAKHTUNKHWA PESHAWAR**  
PH#091-9213720 FAX#091-9210228

No. 01 / G-1 /PHE

Dated Peshawar, the June 30<sup>th</sup>, 2016

To

The Secretary to Govt; of Khyber Pakhtunkhwa  
Public Health Engineering Department.

Subject: **RECOMMENDATIONS FOR CIVIL AWARDS – INDEPENDENCE DAY,  
14<sup>TH</sup> AUGUST, 2016.**

Dear Sir,

Kindly refer to Section Officer (Cabinet), Administration Department letter No.SOC(E&AD)/12-17/2015/Vol-I/Awards dated 15.02.2016 on the subject noted above and to enclose herewith five copies of the Citation (in English & Urdu Version) and recommendation Form (dully filled in) with imbedded photographs (both hard & soft copies) in respect of Engr. Khan Zeb Khan, Superintending Engineer (HQ) cum Chief Engineer SRU PHED, for your perusal and further necessary action please.

Yours faithfully

/

(Engr: Sanobar Khan)  
Chief Engineer (South),  
PHE Department, K.P Peshawar

✓ Copy along with a copy of citation forwarded for information to the:-

1. Secretary Administration Department, Khyber Pakhtunkhwa Peshawar.
2. Chief Engineer (North) PHE Department Peshawar w/r to his letter No.05/E-1/PHE(N) dated 05.10.2010 and letter No.06/E-1/PHE(N) dated 12.02.2016.
3. Engr. Khan Zeb Khan Superintending Engineer (HQ) cum Chief Engineer SRU PHED w/r to his letter dated 29.12.2015.
4. PS to Chief Secretary, Khyber Pakhtunkhwa Peshawar.
5. PS to Secretary Establishment, Khyber Pakhtunkhwa Peshawar.
6. Executive Engineer PHE Division, Timergara w/r to his letter No.01/G-1 dated 27.02.2012 and letter No.01/E-14 dated 13.04.2016
7. Section Officer (Estt:) PHE Department Khyber Pakhtunkhwa Peshawar

/

Chief Engineer (South)

CITATION

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**Name:Engr:**            **Khanzeb Khan**  
**Award:**                **Pride of Performance**  
**Field :**                 **Engineering Service**

1. Engr: Khanzeb Khan s/o Mr. Fazal Hussain originally hails from village Pull Kalli, P.O Lund Khwar Tehsil Takht Bhai, District Mardan. He passed his Matriculation from Government High School Lund Khwar Mardan in 1979 and F.Sc. from Islamia College, Peshawar in 1981. He qualified his B.Sc and M.Sc Civil Engineering from University of Engineering & Technology, Peshawar in the year 1986 and 2004 respectively. He qualified his Master in Business Administration (EMBA) from Preston University Peshawar Campus in year 2006 and Master of Business Administration in HRM from University of Peshawar in 2013. The officer is presently enrolled as PhD Scholar (Urban Planning) in Urban & Regional Planning Department University of Peshawar and has successfully completed the course work.
2. He joined service as Assistant Engineer / Sub Divisional Officer (BS-17) Public Health Engineering Department, Khyber Pakhtunkhwa in 1988. He got two stage promotions to the rank of Executive Engineer (BS-18) in March 2010 and Superintending Engineer (BS-19) in November 2010. The officer has served on various key positions of the Provincial Govt., and is presently working as Chief Engineer, Sector Reforms Unit (SRU), PHE Department, Khyber Pakhtunkhwa. involved in gigantic reforms agenda for better service delivery/efficiency of PHE Department and ensuring sustainability of the public investment in infrastructure projects.
3. **Key qualifications.**
  - i. **Experience**
    - Over twenty eight years of National professional experience with core expertise in planning/design, supervision & management of Infrastructure projects including roads & building, community based rural and urban water supply, sewerage and rural sanitation projects; Institutional capacity building and organizational restructuring; Development & organization of training programs for government line agencies' staff and beneficiary communities in operation and management of rural and urban water supply and sanitation projects. The officer has served on various key positions of the Provincial Govt., as under, and has gained a diverse experience pertaining to programme/project management, budgeting and financial management, procurement of rules/regulations, management/supervision of infrastructure projects and training/capacity building of staff including tender documents and contract agreements, planning commission's proformae (I,II,III,IV,V), development of action plans and operational plans, concept papers & working papers.
      - Chief Engineer, SRU, PHE Department.
      - Additional Secretary (Dev), Finance Department.
      - Director Works, Project Coordination Unit, Police Department.
      - Director General Sports, Khyber Pakhtunkhwa, Peshawar.
      - Deputy Secretary (Tech), Defunct W&S and PHE Departments.
      - Deputy Director (M&E) NUDP. LG&RD Department (ADB Financed Project)

- Worked as Focal Person in Formulation and Finalization of the Khyber Pakhtunkhwa Drinking Water and Sanitation Policies in consultation with the major stakeholders including Provincial line Departments, NGOs, INGOs and Donors including WSP – SA World Bank, Asian Development Bank, UN Habitat, UNICEF, RSPN and IUCN etc.
- Worked as member of the committee, notified by the Provincial Govt., for conceivment and framing of necessary recommendations for establishment of water supply & sanitation services Peshawar (WSSP).

ii. **Local Training Courses :** List of Professional Training Course (Local / Foreign) is attached as Annex-I

The officer has attended local training courses, workshops, and seminars on various aspects of planning, design and management of water supply and sanitation projects including computerized design of water and sewerage distribution network with the use of computer software's etc.

iii. **Foreign Training Courses :**

- Attended Group Training Course on Sewage Works Engineering at JICA International Center Tokyo Japan from August 17, 2000 To November 12, 2000.
- Attended Group Training Course on Waste Water Treatment for Asian Countries at KOICA International Center Seoul South Korea from June 12, 2003 To June 25, 2003.
- Attended Group Training Course on Urban Development Focused on Land Readjustment at JICA International Center Tokyo/Nagoya Japan from May 11, 2004 To July 03, 2004.
- Attended South Asian Conference on Sanitation (SACOSAN IV) at Colombo Sri Lanka from April 4 – 7 2011.
- Attended Group Training Course on Engineering Contracting at AIBO center Beijing, China from August 20 to Sept 09, 2013.
- Attended Knowledge Exchange Event on "Sustainable Service Delivery of Rural Water Supply in Asia" at Bangkok Thailand , May 10-12, 2016

4. **Papers and Reports written/presented**

- Participated as Sector Expert (Roads & Bridges) with the TORs of the consultancy assignment, on output basis, for the Development of a detail five years sector plan based on the interventions identified in the FATA Sustainable Development Plan (SDP) under the Roads & Bridges related priority areas, preparation of concept papers for the 1st year identified projects and Technical assistance in formulation of PC-Is for the 1st year identified projects (December 2007 to May 28, 2008).
- Worked as Focal Person in formulation and finalization of the Khyber Pakhtunkhwa Drinking Water and Sanitation Policies in consultation with the major stakeholders including Provincial line Departments, NGOs, INGOs and Donors including WSP – SA World Bank, Asian Development Bank, UN Habitat, UNICEF, RSPN and IUCN.
- Input as Resource Person in preparation of Technical Manual for Tehsil Municipal Administrations (TMA) regarding planning, Design, implementation & Upkeep of Water Supply & Sanitation Schemes under WSP (SA) World Bank, Islamabad.
- Input in the report on Evaluation of UNICEF Water & Environmental Sanitation program in NWFP.
- Final report on Group Training course on URBAN DEVELOPMENT Focused on Land Readjustment Measures (JICA, 2004).

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- Project report on Feasibility Study of Solid Waste Management for Charsadda Urban Centre. NWFP Pakistan (UET, Peshawar 2004).
  - Report/Presentation on Waste Water Treatment facilities in NWFP Pakistan at KOICA, 2003.
  - Report/Presentation on Waste Water Treatment facilities in NWFP Pakistan at JICA, 2000.

5. **Appreciable performance:**

- The officer, as Sub Divisional Officer (SDO) PHE Sub Division Timergara, through his dedicated efforts, team management role, close liaison and collaboration with district management had made **record recovery of revenue** in the fiscal year, 1996-97 i.e. about **Rs 4.500** million compared with recovery of about **Rs 0.5 to Rs 1.5 million** in the preceding years in a semi-tribal society of District **Lower Dir** (Revenue Collection Statements for the fiscal year 1994-95, 1995-96, and 1996-97 refers for authentication).
- The officer, as Sub Divisional Officer (SDO) PHE Sub Division Timergara, through his dedicated efforts had **managed to transfer all the schemes falling in the jurisdiction of Municipal Committee Timergara**, to the Municipal Committee in the year 1996 which, being a gigantic task, could not have been materialized by his predecessors **despite a chain of D.O letters from the then Chief Engineer PHE Department Khyber Pakhtunkhwa**.
- The officer, as Sub Divisional Officer (SDO) PHE Sub Division Timergara, while not bowing down to the pressure of criminals in the selection of site for Tube Well installation, was subjected to **physical harassment / injuries in the performance of his official duties** in the year 1997. The incident was witnessed by Mr. Aslam Kamboh (DMG Officer), the then Project Manager Dir Area Development Project and presently serving as Additional Chief Secretary, FATA wherein regular **FIR No. 134, dated 13-05-1996** was lodged with the Police Station Ouch Chakdara Sub Division.
- The officer, as Deputy Secretary (Tech-II) W&S Department, has successfully **pleaded the re-establishment / restoration of the former PHE Department** (with justification based on workload, TORs and job analysis of various positions in the engineering hierarchy of the department) before the Inter-Departmental Committee constituted for restructuring of defunct Works & Services Department. The Provincial Govt., based on the recommendations of the Committee, has bi-furcated the defunct W&S Department and re-established the former C&W & PHE Departments with their independent administrative set ups in November, 2009 for efficient service delivery of both departments. The effort was widely appreciated by the Senior Management, Government of Khyber Pakhtunkhwa in general and Engineers of both Departments in particular as it resulted in stoppage of multiplicity of litigation, started in the year 2004 upon merger of the said Departments, over the issues on joint seniority and promotions.
- The officer as Director General Sports Khyber Pakhtunkhwa had efficiently played his supervisory role with record **star performance** in planning and utilization of development budget and promotion of sports activities, compared with his predecessors and successors till date. The utilization of development budget was increased from about Rs. 350 million to about Rs.1200 million with better planning, coordination and team management, whereas innovative ideas for sports promotion like introduction of indigenous games at regional level and sports promotion tournaments at union council levels were arranged with coordination of district management in June, 2012.

6. In recognition of his meritorious services in the field of Engineering/Management and appreciable performance, his name is recommended for **Presidential Civil Award of Pride of Performance**.

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LIST OF PROFESSIONAL TRAINING COURSE (LOCAL / FOREIGN) ATTENDED

LOCAL:

S#	Name of Courses	From	To	Remarks
1	Micro Computer Course	05-10-91	15-10-91	Organized by PHED/GTZ
2	Technical Training for PHED Engineers at KSB Pump Co. H.Abdal.	03-11-91	08-11-91	-do-
3	Design of Sanitary Sewers	01-02-93	06-02-93	-do-
4	Planning and Design of Rural Water Supply Systems	23-05-93	26-05-93	-do-
5	Community Participation in Rural Water Supply and Sanitation Schemes	21-09-93	23-09-93	-do-
6	Pumps & Selection of Pumps	31-07-93	23-09-93	-do-
7	One day Training of PE&D Department Regarding SKIMS	28-07-94	30-08-94	-do-
8	Low Cost Treatment of Rural Water Supply	08-03-95	09-03-95	-do-
9	Hydrology and Exploitation of Ground Water through Tube well with Particular Reference to NWFP	05-04-95	06-04-95	-do-
10	One Week Training of Rural Development in Hilly Area	16-07-95	20-07-95	By PARD
11	Environmental Pollution and Development Efforts	17-03-96	21-03-96	By PARD
12	Drinking Water Quality	19-11-96	21-11-96	Organized by PHED/GTZ
13	Rural Sanitation and Drainage	28-12-96	21-11-96	-do-
14	Scheme Monitoring & Evaluation System (SMES), PC-1 appraisal Checklist and Gender & Development	29-05-97	30-05-97	PE&D Deptt NWFP, Peshawar
15	Statistical and Econometric Techniques for Policy Analysis	03-07-2000	10-08-2000	Economics Deptt University of Peshawar
16	Financial Controls in Works Division	15-10-2001	25-10-2001	Audit & Accounts Training Institute Peshawar
17	Participatory Development	23-12-2002	24-12-2002	Pak Planning & Management Institute ID.
18	Two days workshop on PEC Cost and Contracts Documents, at PC Peshawar	26-05-2010	27-05-2010	Pakistan Engineering Council Islamabad
19	Training Seminar – I on introduction to the system of Health accounts	19-08-2014	21-08-2014	GIZ / Health Department
20	Training Seminar – II on introduction to the system of Health accounts	15-10-2014	17-10-2014	GIZ / Health Department
21	Four days Training on Project Cycle Management	10-02-2015	13-02-2015	GIZ / Expert System (Pvt) Ltd

FOREIGN:

- Attended Group Training Course on Sewage Works Engineering at JICA International Center Tokyo Japan from August 17, 2000 To November 12, 2000.
- Attended Group Training Course on Waste Water Treatment for Asian Countries at KOICA International Center Seoul South Korea from June 12, 2003 To June 25, 2003.
- Attended Group Training Course on Urban Development Focused on Land Readjustment at JICA International Center Tokyo/Nagoya Japan from May 11, 2004 To July 03, 2004.
- Attended South Asian Conference on Sanitation (SACOSAN IV) at Colombo Sri Lanka from April 4 – 7 2011.
- Attended Group Training Course on Engineering Contracting at AIBO centre Beijing, China from August 20 to Sept 09, 2013.

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**RECOMMENDATION FOR CIVIL AWARDS, 14th AUGUST 2016**

RECOMMENDATION FOR THE GRANT OF PAKISTAN CIVIL AWARD			
1.	Name of Ministry/Division/Provincial Government or any other Office		Public Health Engg: Department, Govt. of Khyber Pakhtunkhwa
2.	(i) Award Recommended		PRESIDENTIAL AWARD FOR PRIDE OF PERFORMANCE
	(ii) Field		Engineering and Management
3.	PARTICULARS OF RECOMMENDEE		
i.		In English	In Urdu
	i Name	Khan Zeb Khan	خان زيب خان
	ii Age	(About 53 years)	
ii.	Father Name	Haji Fazal Hussain	حاجي فضل حسين
iii.	Nationality	Pakistani	Domicile District Mardan
iv.	Profession & Designation		Standing in the Profession
	Engineering Service / SE (HQ) South PHED cum Chief Engineer Sector Reforms Unit, PHE Department, Khyber Pakhtunkhwa, Peshawar..		Good
v.	Postal Address of the Recommender: (In case of Posthumous award, please indicate the name and full address of Next of Kin of the recommendee)	SE (HQ) South PHED cum Chief Engineer Sector Reforms Unit, PHE Department, Khyber Pakhtunkhwa, Peshawar.	Telephone Number
			Office:- 091-9223560
			Residence: 091-9210177
			Mobile:- 0333-5965225
vi.	Any honour or award already held with date of Conferment (including awards withdrawn in 1973)		NA
vii.	Whether previously recommended for any Pakistan Civil Award.		
	Year	Award	Recommending Authority
	-	-	-

**CITATION (Attached separately)**

Name Engr: KHANZEB KHAN  
 Award PRESIDENT AWARD FOR PRIDE OF PERFORMANCE  
 Field ENGINEERING & MANAGEMENT SERVICES  
 Place PESHAWAR  
 Date 30-06-2016

Signature of Recommending Authority \_\_\_\_\_

Name : *Sanobar Khan*  
 Designation *Chief Engineer, PHED Peshawar*

Official Stamp

ANNEXURE "P"



GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

No.SO(Estt)/PHED/1-17/2010  
Dated Peshawar, the December 08, 2014

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To

The Section Officer (Reg-V),  
Establishment & Admn: Department Peshawar

Subject:

APPLICATION FOR "INCLUSION OF OUR NAMES IN THE PANEL OF PROMOTION TO THE RANK OF CHIEF ENGINEER (BPS-20), ON THE ANALOGY OF WORKING PAPER FOR PROMOTION TO THE RANK OF CHIEF ENGINEER (BPS-20) OF C&W DEPARTMENT, FOR PROVIDING A WIDER SCOPE/CHOICE OF SELECTION TO THE PROVINCIAL SELECTION BOARD, WITH DUE WEIGHT-AGE TO THE HIGHER QUALIFICATION FOR ENSURING OBJECTIVES OF MERIT BASED ASSESSMENT, AND TO FACILITATE THE PROVINCIAL SELECTION BOARD TO SELECT BEST OF THE BEST ON MERIT BASIS IN LINE WITH THE SPIRITS OF SECTION-6 OF THE ESTA CODE 2000 REGARDING PROMOTION POLICY.

I am directed to refer to your letter No.SOR-V(E&AD)/Gen: C&W/14 dated 13<sup>th</sup> November 2014 on the subject noted above and to state that one post of the Chief Engineer (BPS-20) was lying vacant in the PHED due to retirement of Mr.Akhtar Ali Khan on 05.09.2014. The same was required to be filled in by way of promotion on the basis of seniority-cum-fitness from amongst the senior most Superintending Engineers (BPS-20) of the Department. Accordingly the Department sent a panel of 3-Nos senior most Superintending Engineers (BPS-19) for promotion to the post of Chief Engineer (BPS-20) as per promotion policy of the Provincial Government. It is pertinent to mention that the applicants are too junior in their cadre and were not covered under the Promotion policy for consideration of the PSB. Copies of the notice of PSE meeting and working paper are enclosed for ready reference.

*A. H. G. ad*

08/12/14

SECTION OFFICER (ESTT)

B  
*8/12/14*



*Malajades*

**ANNEXURE** "Q"

GOVERNMENT OF KHYBER PAKHTUNKHWA  
RIGHT TO INFORMATION COMMISSION  
7<sup>th</sup> Floor, Tasneem Plaza, Near Benevolent Fund Building,  
6th Saddar Road, Peshawar  
Email: [complaints@kprti.gov.pk](mailto:complaints@kprti.gov.pk)  
Ph: +92-91-9212643.  
Fax: +92-91-9211163

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No: RTIC/AR/1-1984/16

Dated: 27<sup>th</sup> July, 2016

7108-10

**(COMPLAINT NO. 01984)**

REF: ENGR. KHANZEB KHAN VS. PHED, PESHAWAR.

**PROCEEDINGS**

Engr. Khanzeb Khan, complainant, is not in attendance. Mr. Muhammad Ali, Superintendent, Establishment Section, Public Health Engineering Department, Peshawar is present.

The complainant had visited this office yesterday and had requested for the supply of copies of proforma, synopsis alongwith the annexures and attested copies of all the information required by him. The representative of the Public Body undertakes to provide the information to the complainant by Friday i.e. 29<sup>th</sup> July, 2016, under intimation to this Commission.

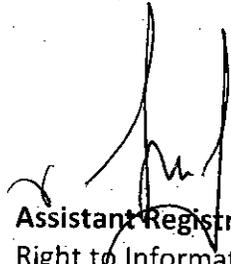
Sd/-  
Commissioner-I

sd/-  
Commissioner-II

Copy to:-

1. The Secretary, Public Health Engineering Department, Secretariat, Peshawar.
2. Mr. Muhammad Ali, Superintendent, Establishment Section, Public Health Engineering Department, Secretariat, Peshawar.
3. Engr. Khanzeb Khan (Complainant)

S/C. E. O/ WSSP  
airy No: 551  
ated: 1/9/2016

  
Assistant Registrar  
Right to Information Commission,  
KPK, Peshawar.

بعدالت

سروس ٹریبونل لہنشاہ

مورخہ

مقدمہ اپیل

دعویٰ

جرم

2، پنجاب ایسٹ (خان زبیر خان)  
خان زبیر خان بنام پی ایچ ای ڈی بی بی

### باعث تحریر آنکہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی وکل کاروائی متعلقہ  
آن مقام لہنشاہ کیلئے محمد امجد علی پور سنوٹری اور سمور میں خان زبیر خان

مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کامل اختیار ہوگا۔ نیز  
وکیل صاحب کو راضی نامہ کرنے و تقرر ثالث و فیصلہ پر حلف دینے جواب دہی اور اقبال دعویٰ اور  
بصورت ڈگری کرنے اجراء اور وصولی چیک درو پیہار عرضی دعویٰ اور درخواست ہر قسم کی تصدیق  
زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز صورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی  
اور منسوخی نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا۔ از بصورت ضرورت  
مقدمہ مذکور کے کل یا جزوی کاروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے  
تقرر کا اختیار ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ باختیارات حاصل ہوں گے  
اور اس کا ساختہ پر داختم منظور و قبول ہوگا دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے  
سبب سے ہوگا۔ کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں  
گے۔ کہ پیروی مذکور کریں۔ لہذا وکالت نامہ لکھد یا کہ سندر ہے۔

المرقوم

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