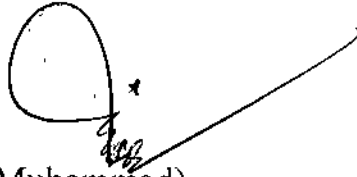


05.01.2023

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

Learned counsel for the appellant intends to file rejoinder. He may do so within a week. Adjourned. To come up for rejoinder and arguments on 06.04.2023 before D.B.

SCANNED  
KPST  
Peshawar



(Mian Muhammad)  
Member (E)



(Kalim Arshad Khan)  
Chairman


22.08.2022

*Out district respondents were not put on notice*

Learned counsel for the appellant present. Mr. Muhammad Anwar Khan Deputy Director alongwith Mr. Muhammad Adeel Butt, learned Additional Advocate General for official respondents No.1 to 4 present and submitted reply/comments copy of which is handed over to the learned counsel for appellant. Notices be issued to remaining respondents and to come up for submission of their reply as well as arguments on 11.10.2022 before the D.B.



(Rozina Rehman)  
Member(J)



(Salah-Ud-Din)  
Member(J)

14<sup>th</sup> Oct., 2022

Counsel for the appellant present. Mr. Muhammad Adeel Butt, Addl. AG alongwith Muhammad Anwar, Deputy Director for official respondents and counsel for private respondents present.

Learned counsel for the appellant requests for adjournment in order to further prepare the brief. Adjourned. To come up for arguments on 09.11.2022 before the D.B.



(Fareeha Paul)  
Member (E)



(Kalim Arshad Khan)  
Chairman

9.11.2022

Since 9<sup>th</sup> November has been declared as public holiday, case is adjourned to 05.01.2023 for the same as before.



Reader

16.08.2021

Learned Addl, A.G be reminded about the omission and for submission of reply/comments within extended time of 10 days.

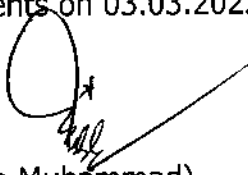
  
Chairman

Stipulated period passed reply not submitted.

10.11.2021

Learned counsel for the appellant present. Mr. Kabirullah Khattak, Addl: AG alongwith Mr. Attaullah, Assistant for respondents present.

Learned counsel for the appellant seeks adjournment as he has not prepared the brief. Adjourned. To come up for arguments on 03.03.2022 before D.B.

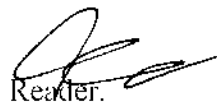

  
(Mian Muhammad)  
Member(E)

  
(Rozina Rehman)  
Member(J)

03.03.2022

Due to retirement of the Worthy Chairman, the Tribunal is defunct, therefore, case is adjourned to 08:06.2022 for the same as before.


8.6.22

  
Reader.  
*Proper D.B is an issue, therefore the date is adjourned to 22-8-22 for same.*  


25.06.2021

Counsel for the appellant present. Preliminary arguments heard.

Points raised need consideration. The appeal is admitted to regular hearing, subject to all legal objections including the limitation. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents for submission of written reply/comments in office within 10 days of the receipt of notices, positively. If the written reply/comments are not submitted within the stipulated time, the office shall submit the file with a report of non-compliance. File to come up for arguments on 10.11.2021 before the D.B.

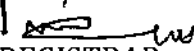

  
**Appellant Deposited  
Security & Process Fee**

  
Chairman

FORM OF ORDER SHEET

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

Case No.- 5003 /2021

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	06/05/2021 <b>SCANNED</b> <b>KPBT</b> <b>Peshawar</b> 27/05/21	<p>The appeal of Mr. Muhammad Waseem presented today by Mr. Muhammad Zaffar Tahirkheli Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR,</p> <p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>25/06/21</u></p> <p style="text-align: right;"> CHAIRMAN</p>
2-		

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

Service Appeal No. 5003 /2021

Muhammad Waseem,

**VERSUS**

Govt of Khyber Pakhtunkhwa etc.


=====  
**I N D E X**  
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S.No.	Particulars	Annexure	Pages
1	Memo of Petition		1-5
2	Order dated 21-04-2008	"A"	6-8
3	Working paper	"B"	9-10
4	Notification dated 3-12-2010.	"C"	11-13
5	Notification dated 11-05-2020	"D"	14-15
6	Departmental Appeal dated 19-01-2021	"E"	16
7	ST Judgment dated 04-04-2012.	"F"	17-20
8	SC Judgment dated 09-02-2015	"G"	21-25
9	Seniority List	"H"	26-32
10	Vakalatnama		33

Date:-

27<sup>th</sup>

April, 2021

  
(Muhammad Zafar Tahirkheli)  
Advocate,  
High Court Peshawar

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

Service Appeal No. \_\_\_\_/2021

Muhammad Waseem,  
Assistant Professor Computer Science,  
Government College of Management Sciences Haripur. ....Appellant

**VERSUS**

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary Higher Education, Libraries and Archives Department, Government of Khyber Pakhtunkhwa.
3. Secretary Finance Department Government of Khyber Pakhtunkhwa, Peshawar.
4. Director General, Commerce Education & Management Sciences, Khyber Pakhtunkhwa Rano Ghari, Peshawar.
5. Mrs. Rakhshanda Younis, Assistant ProfessorB-18, Government College of Management Sciences Haripur.
6. Muhammad Nazir Shah, Assistant ProfessorB-18, Government College of Management Sciences, Jallozai
7. Muhammad Tahir, Assistant ProfessorB-18Government College of Management Sciences Abbottabad
8. Muhammad Yasir, Assistant ProfessorB-18, Government College of Management Sciences Mansehra
9. Wilayat Shah, Assistant ProfessorB-18, Government College of Management Sciences Hangu
10. Naik Muhammad, Assistant ProfessorB-18, Government College of Management Sciences Bunir
11. Bahadar Khan, Assistant ProfessorB-18, Government College of Management Sciences Thana
12. Humayun Akhtar, Assistant ProfessorB-18, Government College of Management Sciences Bannu
13. Sahhi Yar Khan, Assistant ProfessorB-18, Govt Commerce College No.2 Nowshera
14. Hussain Ullah, Assistant ProfessorB-18, Government College of Management Sciences Chitral
15. Waseem Ullah Khan, Assistant ProfessorB-18, Government College of Management Sciences Mardan
16. Shakil Ahmad, Assistant ProfessorB-18, Government College of Management Sciences, Jamrud
17. Munawar Khan, Assistant ProfessorB-18, Directorate General of Commerce Peshawar

18. Farukh Sultan, Assistant Professor B-18, Govt Commerce College No. 2 Hayatabad
19. Zarrar Zia Ud Din, Assistant Professor B-18, Government College of Management Sciences Kohat
20. Gul Faiz Khan, Assistant Professor B-18, Government College of Management Sciences Chitral
21. Kiramat Ullah Khan, Assistant Professor B-18, Government College of Management Sciences Jamrud
22. Ikram Ud Din, Assistant Professor B-18, Government College of Management Sciences Khâr Bajaur
23. Shoukat Hayat Khan, Assistant Professor B-18, Government College of Management Sciences Chitral
24. Tanveer Hussain Shah, Assistant Professor B-18, Government Commerce College No. 2 Peshawar
25. Momin Khan, Assistant Professor B-18, Government College of Management Sciences Sangota Swat
26. Gohar Rahman, Assistant Professor B-18, Government College of Management Sciences Mardan
27. Yasir Muhammad Imran, Assistant Professor B-18, Government College of Management Sciences D.I. Khan

.....Respondents

=====

**APPEAL U/S 4 OF SERVICE TRIBUNAL ACT 1974, FOR GRANT OF ANTE DATED PROMOTION TO THE APPELLANT AS ASSISTANT PROFESSOR (BPS-18) WITH RETROSPECTIVE EFFECT FROM 03-04-2012, WHEREIN HIS DEPARTMENTAL APEAL DATED 19-01-2021 WAS NOT DECIDED WITHIN THE STATUTORY PERIOD OF LIMITATION.**

=====

**PRAYER IN APPEAL:**

- (a) Directing the Respondent's No. 1 to 4 to allow ante dated promotion to the appellant as Assistant Professor (BPS-18) with retrospective effect from 24-10-2013 when the post of Assistant Professor fell / lying vacant in the respondent department against the 60% quota reserved for promotion in view of the rules available at the time of sanction availability / creation of the post with all the benefits of continuous service.
- (b) Further directing the respondent department to place the appellant at his proper place of seniority at serial No. 23 of the seniority list of Assistant Professors (BPS-18) of Government Colleges of Management Sciences / Commerce, above directly appointed Assistant Professors, i.e respondents No. 5 to 27.
- (c) Any other remedy deemed appropriate may also be granted in addition to the relief claimed above.



## RESPECTFULLY SHEWETH

1. Being qualified and eligible, the appellant was selected and appointed as Instructor / Lecturer (Computer Science) vide notification dated 21-04-2008 in the Provincial Government industries, Commerce, Min: Dev Labour and Technical Education Department (In commerce colleges presently attached with the Higher Education Department). The appellant was promoted as Assistant Professor (BPS-18) on 10-08-2018. He has been serving the department continuously till date. **(Copy Annexed "A")**
2. That while serving as Lecturer (BPS-17) several posts of Assistant Professor (BPS-18) fell vacant on retirement of Mr. Anwar Ul haq, Assistant Professor (BPS-18) on 03-04-2012, Mr. Umer Ali Khan, Assistant Professor (BPS-18) was selected as Associate Professor (BPS-19) through PSC on 04-02-2013, 10 Assistant Professors (BPS-18) were promoted to the post of Associate Professors on 24-10-2013. Thus the appellant was entitled to be promoted on the said post as Assistant Professor (B-18) on the basis of seniority cum fitness w.e.f 24-10-2013. **(Copy Annexed "B")**
3. The said post of Assistant Professor (B-18) was lying vacant and the respondent department was required to promote the Senior Instructor/ Lecturer (B-17) on the basis 60% of the available posts in view of the Technical Education Recruitment Rules issued vide notification No. SOIII(IND)TE/4-13/2010 dated 03-12-2010. (Copy annexed hereto **marked "C"**).
4. The respondent department however, willfully delayed the case of promotion of Instructors (B-17) to the post of Assistant Professor (B-18), thus depriving experienced instructors / lecturers of their benefit due.
5. The appellant filed his departmental appeal dated 15-01-2021, requesting the worthy authority to grant him promotion against the 60% of the quota for promotion to the post of B-18 with retrospective effect since the date it was lying vacant in the department, on analogy of his seniors (Mr. Nadeem Anjum Ansari etc.) allowed vide the HED notification No. SO(CE&MS)HED/695(1-33) dated. 11/5/2020. His departmental appeal was not decided till the expiry of the statutory period of 90 days. (Copies annexed hereto **marked "D" & "E"**)

Feeling aggrieved and finding no other remedy, the appellant has been constrained to approach the Hon'ble Service Tribunal for the redress of his grievance, respectfully maintaining that he be considered for promotion to the post of Assistant Professor (B-18) in view of the rules prevailing at the time of sanction of the available vacancies, inter-alia, for the following,

### Grounds

- (a) That the impugned omission of the authority to promote the appellant with effect from the date of creation of vacancy in the next higher scale without considering the material facts on record and is illegal and void ab-initio and is liable to be set right by this Hon'ble Tribunal.
- (b) That the august Supreme Court of Pakistan in case law reported as **1985 SCMR 1158** has categorically held that the promotees shall be considered for promotion with effect from the dated when vacancies in their quota became available in next higher scale.

Moreso, the august Supreme Court has strictly emphasized that the quota should be implemented in the manner so prescribe and no deviation is permissible

(c) The worthy Service Tribunal has already settled the matter in question while deciding the Service Appeal No. 524/2011 titled "Nadeem Anjum Ansari Vs Govt" and 21 other identical appeals vide judgment and order dated 04-04-2012, while holding as under;

7. The Tribunal observes that the appellant was serving as Instructor (BPS-17). Certain posts of Assistant Professor were lying vacant in the department. Being eligible and fit for promotion, his working papers were prepared on the basis of 80% quota, for promotion against the post under the Service Rules notified in the year, 1994. The promotion process has been delayed by the department for the reasons best known to them. In the meantime, the department notified fresh Service Rules on 3-12-2010 wherein quota for promotion has been decreased from 80% to 60% and resultantly the promotion case of the appellant was returned to re-format it on the basis of newly circulated Service Rules. Under the law, rules circulars or regulations made or enacted cannot be given retrospective effect. The appellant alongwith others should have been considered for promotion against the posts already available for them under the prevailing Service Rules. The Tribunal agrees with the arguments advanced by the learned counsel for the appellant.

8. In view of the above, the appeal is accepted and the respondents are directed to consider the appellant alongwith others for promotion from the date, when clear vacancies were available for them, subject to seniority / fitness etc. under the rules in vogue at that time. Parties are left to bear their own costs. File be consigned to the record.

9. -----

**ANNOUNCED**  
4-4-2012

The Government of Khyber Pakhtunkhwa challenged the judgment of this Hon'ble Tribunal before the august Supreme Court of Pakistan thorough CA No. 91-P to 112-P / 2013, which were dismissed vide judgment dated 09-02-2015, wherein the judgment of this Tribunal dated 04-04-2012 was maintained. (Copies annexed hereto marked "F" & "G").

(d) That Mr. Anwar Ul Haq Assistant Professor (BPS-18) retired from service from the department on 03-04-2012, Mr. Umer Ali Khan, Assistant Professor (BPS-18) was selected as Associate Professor (BPS-19) through PSC on 04-02-2013, 10 Assistant Professors (BPS-18) were promoted to the post of Associate Professors on 24-10-2013 and Muhammad Yousaf, Assistant Professor (BPS-18) retired from service on 11-11-2013.

Thus a total of 13 vacancies were lying vacant with the respondent department w.e.f 03-04-2012 to 11-11-2013 but no appropriate action was taken by the respondent department to consider the appellant for promotion to next higher scale.

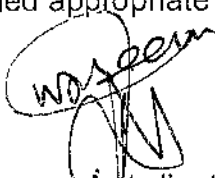
(e) That apart from the 13 posts mentioned in para "c" above 26 posts of Assistant Professors (BPS-18) were created by the respondent department on 07-02-2014. Thus a total of 39 sanctioned posts of Assistant Professors (B-18) from promotion quota were lying vacant with the respondent department till 07-02-2014.

That 23 Assistant Professors (B-18) were directly appointed on 13-03-2014, while still leaving behind 39 posts for promotion for the lecturers serving the department in BPS-17.

- (f) The denial of promotion to the appellant in view of the vacant post w.e.f 24-10-2013 is arbitrary, discriminatory, malafide and such is without lawful authority.
- (g) The appellant being qualified and eligible lawfully deserves to be considered for promotion to the post of Assistant Professor (B-18) on the 60% quota reserved for the promotion of Lecturers / Instructors with effect from 24-10-2013.
- (h) Above all remains the fact that equity and justice demands integration retrospectively w.e.f. the actual date of availability of post of B-18. The Respondent department had to comply accordingly. Any design harmful to the Appellant's service interest cannot be imposed arbitrarily.
- (i) The appellant's case merits acceptance and is lawfully entitled to be promoted as Assistant Professor (B-18) with effect from the date of creation of the post i.e. 24-10-2013 and is consequently entitled to be rightfully placed at serial No. 23 of the seniority list of Assistant Professors (BPS-18), above all the directly appointed Assistant Professors (B-18) respondents 5 to 27. (Copy of seniority list annexed hereto marked "H").
- (j) The Respondent was required by law to act in accordance with the well established principles of equity and justice. Their omission and reluctance to do so justify interference by the Hon'ble Service Tribunal.
- (k) Appellant seeks permission to take several other grounds at the time of arguments.


In view of the above, this appeal may be accepted while directing the Respondents No. 1 to 4 to allow the appellant ante date promotion to the post of Assistant Professor (B-18) against the 60% quota reserved for promotion retrospectively w.e.f 24-10-2013 and is entitled to be placed at serial No. 23 of the seniority list of Assistant Professors BPS-18 above all directly appointed Assistant Professors / respondent No. 5 to 27 with all the benefits of service due.

Any other relief deemed appropriate may also be granted.

*Waseem*  
  
 Appellant

Through,

Peshawar, dated  
 22<sup>nd</sup> April, 2021

*Muhammad Zafar Tahirkheli*  
  
 (Muhammad Zafar Tahirkheli)  
 Advocate High Court, Peshawar

Government of N.W.F. Province,  
Industries, Commerce, Min: Dev.  
Labour & Tech: Edu: Department.

P.D. (Adm)  
25/7

NOTIFICATION

No. SOIII(IND)TE/3-6/2007. The Competent Authority in consultation with the NWFP Public Service Commission and in pursuance of the provisions contained in sub-section (2) of section-19 of the NWFP Civil Servants Act, 1973 (NWFP Act No. XVIII of 1973); as amended by the NWFP Civil Servants (Amendment) Act, 2005 (NWFP Act No. IX of 2005) is pleased to order appointment of the following candidates as Instructors (Computer Science) (BPS-17) in the Directorate General of Technical Education & Manpower Training, NWFP, subject to the terms and conditions mentioned hereunder: -

1. Naeem Ullah s/o Saif Ullah
2. Latif Ullah s/o Abdul Manan Khan
3. Miskeen Shah s/o Muqaddar Shah
4. Mujeeb-ur-Rehman s/o Saïd Rehman
5. Nasir Jamal s/o Jehanzeb Khan
6. Syed Hamad Sherazi s/o Inam Ullah Shah
7. Muhammad Wasim s/o Muhammad Salim Ayub
8. Fazli Akbar s/o Dilawar Khan

TERMS AND CONDITIONS

- a) They shall, for all intents and purposes, be Civil Servants except for purposes of pension or gratuity. In lieu of pension and gratuity, they shall be entitled to receive such amount contributed by them towards Contributory Provident Fund (C.P.F) along with the contributions made by Government to their accounts in the said fund, in the prescribed manner.
- b) They shall be governed by the NWFP Civil Servants Act 1973, all the laws applicable to the Civil Servants and Rules made thereunder.
- c) They shall, initially, be on probation for a period of two years extendable up to three years.
- d) Their services will be liable to termination at any time without assigning any reasons, therefore, before the expiry of the period of probation/extended period of probation, if their work during this period is not found satisfactory, in such an event, they will be given

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a month's notice of termination from service or one month's pay in lieu thereof. In case they wish to resign at any time, a month's notice shall be necessary or in lieu thereof a month's pay shall be forfeited.

7

e) Their services shall be liable to termination during initial/extended period of probation without any notice.

f) They will not be entitled to any T/A/LA on their first appointment as Instructors in the Directorate General of Technical Education & Manpower Training, NWFP.

2. The Competent Authority has further been pleased to post them as follows:

S.No.	Name of Officer	Posted as
1.	Naeem Ullah s/o Saif Ullah	Instructor (Computer Science) (BPS-17) Govt. College of Management Sciences, Sangota (Swat) (Against the vacant post)
2.	Latif Ullah s/o Abdul Manan Khan	Instructor (Computer Science) (BPS-17) Govt. College of Management Sciences, Nowshera. (Against the vacant post)
3.	Miskeen Shah s/o Muqaddar Shah	Instructor (Computer Science) (BPS-17) Govt. College of Management Sciences, Abbotabad. (Against the vacant post)
4.	Mujeeb-ur-Rehman s/o Said Rehman	Instructor (Computer Science) (BPS-17) Govt. College of Management Sciences, Charsadda (Against the vacant post)
5.	Nasir Jamal s/o Jehanzeb Khan	Instructor (Computer Science) (BPS-17) Govt. College of Management Sciences, Swabi (Against the vacant post)
6.	Syed Hamad Sherazi s/o Inam Ullah Shah	Instructor (Computer Science) (BPS-17) Govt. College of Management Sciences, Mansehra (Against the vacant post)
7.	Muhammad Wasim s/o Muhammad Salim Ayub	Instructor (Computer Science) (BPS-17) Govt. College of Management Sciences, Haripur (Against the vacant post)

WASIM  
TRIP

8.	Fazli Akbar s/o Dilawar Khan	Instructor (Computer Science) (BPS-17) Govt. College of Management Sciences, Mardan. (Against the vacant post)
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3. If the above terms and conditions are acceptable to them, they should report to the Principal of the College they have been posted in, for duty with immediate effect.

Sd/-

Secretary to Govt of NWFP,  
Industries, Commerce, Min: Dev.  
Labour & Tech: Edu: Department.

Endst.No. SOIU(IND)TE/3-6/2007 Dated Pesh: the April 21, 2008.

Copy is forwarded to:-

- 1) The District Accounts Officer, concerned.
- 2) The Deputy Secretary (I) NWFP Public Service Commission, Peshawar.
- 3) The Director General, Technical Education and Manpower Training, NWFP Peshawar along-with all documents of the officers for record.
- 4) The Principals concerned.
- 5) The Manager, Govt Printing Press, Peshawar.
- 6) The Officers concerned.
- 7) O/O file.

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SECTION OFFICER-III  
23/4/08



1. Nomenclature of the Post/  
Basic Pay scaleASSISTANT PROFESSOR  
GCMS/GCCs  
BPS-18

ANNEXURE

2. Services Group Cadre

Provincial

3. Sanctioned strength of the Cadre.

Two Hundred and Fourteen (214)  
Posts

	Direct	Promotion	Transfer
4. (i) Percentage of share	20	80%	N.A.
(ii) No. of posts allocated to each category.	43	171	N.A.
(iii) Present occupancy position	34	40	N.A.
(iv) No of vacancies in each category	09	131	N.A.

(v)

How did the vacancy (ies)  
under Promotion quota  
accrue and Since & when?Due to the promotion Retirement / Death and new creation, for details vide  
(Annexure-I to XXII):-

How Posts occurred	Nos. of posts	w.e.f
Mr. Anwar ul haq, Asstt: Professor (B-18) retired from Service on 03-04-2012.	01	03-04-2012
Mr. Umer Ali Khan, Asstt: Prof: (B-18) selected as Associate Professor BPS-19 through Public Service Commission on 04-02-2013.	01	04-02-2013
10 Assistant Professor BPS-18 promoted to the posts of Associate Professor (BPS-19)	10	24-10-2013
Mr. Muhammad Yousaf, Asstt: Professor (B-18) retired from Service on 11-1-2014.	01	11-11-2013
26 posts of Asstt: Professor (B-18) created under four tier formula.	26	07-02-2014
Mr. Muntazir Shah, Asstt: Professor (B-18) retired from Service on 09-10-2014.	01	09-10-2014
Mr. Ghayoor-ul-Islam, Asstt: Professor (B-18) has been died during service on 17-12-2014.	01	17-12-2014
Mr. Rafi Ud dir, Asstt: Professor (B-18) has been died during service on 29-12-2014.	01	29-12-2014
Mr. Aziz Ullah, Asstt: Professor (B-18) retired from Service on 07-01-2015.	01	07-01-2015
Mr. Fath Ur Rehman, Asstt: Professor (B-18) retired from Service on 25-05-2015.	01	25-05-2015
02 posts of Asstt: Professor (B-18) created at GCMS Talash.	02	01-07-2016
02 posts of Asstt: Professor (B-18) created at GCC-2 Mardan.	02	01-07-2016
Mr. Rahim Ujjah Jan, Asstt: Professor (B-18) retired from Service on 02-08-2016.	01	02-08-2016
Mr. Arshad Hussain, Asstt: Prof: (B-18) selected as Associate Professor BPS-19 through Public Service Commission on 20-10-2016.	01	20-10-2016
25 Assistant Professor (B-18) promoted to the post of Associate Professor (B-19).	25	01-12-2016
01 posts of Asstt: Professor (B-18) created at GCMS Balakot.	01	01-07-2017
06 posts of Asstt: Professor (B-18) created at GCMS Buner.	06	01-07-2017
06 posts of Asstt: Professor (B-18) created at GCC-2 D.I Khan.	06	01-07-2017
01 posts of Asstt: Professor (B-18) created at GCTI Wari.	01	01-07-2017
02 posts of Asstt: Professor (B-18) created at GCMS Hangu.	02	01-07-2017
03 posts of Asstt: Professor (B-18) created at GCC-2 NSR.	03	01-07-2017
	37	01-07-2017

was done  
TRU. 2017



(vi)	Recruitment Rules	a) Eight percent (80%) by promotion, on the basis of seniority cum fitness, from amongst the Lecturers BPS-17 GCMS/GCCs/GCT is having Master's Degrees in the relevant subjects from a recognized university with at least five (05) years services as such; and  b) Twenty percent (20%) by initial recruitment (Annexure-XXIII)
(vii)	Recruitment Length of service.	Five years service as such.
(viii)	Whether to be promoted on Regular basis or appointed on Acting charge basis.	Recommended for promotion on regular basis.
(ix)	Mandatory training. If any.	N.A.
(x)	Minimum required score on EI.	(50)

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(v) Recruitment Rules	a) Eighty percent (80%) by promotion, on the basis of seniority cum-firmitas from amongst the Lecturers, BPS-17/GCMS/GCC/GOCTs having Master's Degree in the relevant subject from a recognized University with not less than five (05) years service as such; and b) Twenty percent (20%) by Initial recruitment (Annexure-XXIII);
(vi) Required length of service.	Five years service as such.
(vii) Whether to be promoted on Regular basis or appointed on Acting basis?	Recommended for promotion on Regular Basis.
(viii) Mandatory Training, if any.	N.A.
(ix) Minimum required score on EI.	(50)

(PROF. MUHAMMAD NADEEM)  
 DIRECTOR GENERAL  
 30/3/2018

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ANNEXURE

11  
C



GOVERNMENT OF KHYBER PAKHTUNKHWA  
INDUSTRIES, COMMERCE AND TECH: EDUCATION  
DEPARTMENT

NOTIFICATION.

No. SOIII(IND)TE/4-13/2010/Teaching cadre. 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 notifications issued in this behalf, the Industries, Commerce and Technical Education 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 to this Notification which shall be applicable to the posts belonging to the Teaching Cadre Staff of Government Colleges of Management Sciences, and Commerce Colleges/Institutes specified in column No. 2 of the said Appendix.

Secretary to Govt. of Khyber Pakhtunkhwa,  
Industries, Commerce & Technical Education  
Department.

Ends: No.SOIII(IND)TE/4-13/2010/Teaching cadre Dated 3<sup>rd</sup> December, 2010

Copy is forwarded to:-

1. All administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
2. The Secretary to Governor, Khyber Pakhtunkhwa.
3. The Secretary to Chief Minister, Khyber Pakhtunkhwa.
4. All DCOs in Khyber Pakhtunkhwa.
5. All Heads of Attached Departments.
6. All Districts and Session Judges, Khyber Pakhtunkhwa.
7. The Director General, Technical Education and Manpower Training, Khyber Pakhtunkhwa, Peshawar.
8. The Registrar, Peshawar High Court, Peshawar.
9. The Secretary Board of Revenue, Khyber Pakhtunkhwa.
10. The Secretary, Khyber Pakhtunkhwa, Public Service Commission.
11. The Registrar, Khyber Pakhtunkhwa, Service Tribunal, Peshawar.
12. PS to Chief Secretary, Khyber Pakhtunkhwa.
13. PS to Minister for Technical Education, Khyber Pakhtunkhwa.
14. PS to Secretary, Industries, Khyber Pakhtunkhwa.
15. The Manger, Govt. Printing and Stationery Department, Khyber Pakhtunkhwa with the request that ten printed copies (gazette copies) of the notification may be provided to Law Department and Establishment Department, Govt. of Khyber Pakhtunkhwa alongwith details of the gazette in which it is published.

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(ANWAR-UL-HAQ)  
SECTION OFFICER-III

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<p>5. Assistant Professor (Commerce/Management Sciences) (BPS -18).</p>	<p>(i) Ph.D in the relevant subject from a recognized University; or</p> <p>(ii) M.Phil/MS in the relevant subjects from a recognized University, having two years teaching experience in the relevant field; or</p> <p>(iii) MBAM/Com/BBA (Hons in the relevant subject from a recognized University, with five years experience of Teaching or Business Management.</p>	<p>30 to 45 years</p>	<p>(a) Sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Lecturers (BPS-17) (Commerce/Management Sciences), having Master's Degree in the relevant subjects with five years service as such; and</p> <p>(b) forty per cent by initial recruitment.</p>
<p>6. Assistant Professor (Other than Commerce/Management Sciences) (BPS -18).</p>	<p>(i) Ph.D in the relevant subject from a recognized University; or</p> <p>(ii) M.Phil/MS in the relevant subjects from a recognized University, with two years teaching experience in the relevant field; or</p> <p>(iii) Master's Degree in the</p>	<p>30 to 45 years</p>	<p>(a) Sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Lecturers (BPS-17) (Other than Commerce/Management Sciences), having Master's Degree in the relevant subjects with five years service as such; and</p> <p>(b) forty per cent by initial recruitment.</p>

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		relevant subject with five years experience of Teaching in the relevant field.			
7.	Lecturer (Commerce/ Management Sciences) (BPS-17)	Master's in Business Administration/Commerce or Bachelors in Business Administration (Hons) from a recognized University.	21 to 30 years	(a) Forty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Junior Instructors (BPS-14) (Commerce/Management Sciences), with three years service as such; and (b) sixty per cent by initial recruitment.	
8.	Lecturer (Other than Commerce/ Management Sciences) (BPS-17).	Master's Degree in the relevant subject from a recognized University.	21 to 30 years	(a) Forty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Junior Instructors (Other than Commerce/ Management Sciences) (BPS-14), with three years service as such; and (b) sixty per cent by initial recruitment.	
9.	Junior Instructors (BPS-14).	Bachelor's Degree in the relevant subjects from a recognized University.	21 to 28 years	By initial recruitment.	
10.	Computer Lab Assistant (BPS-05).	Intermediate from a recognized Board with one year diploma in Information Technology from a recognized Institute.	21 to 28 years	By initial recruitment.	

SECRETARY TO GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
INDUSTRIES, COMMERCE AND TECHNICAL EDUCATION  
DEPARTMENT.

**ANNEXURE D****GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES AND  
LIBRARIES DEPARTMENT**

Dated 11/05/2020

**NOTIFICATION**

**No. SO (CE&MS) HED/1-2/ (695/1-3)** Government of Khyber Pakhtunkhwa on the recommendations of Provincial Selection Board is pleased to notify unadvertised promotion of the following Lecturers (BPS-17) to the post of Assistant Professors (BPS-18) (Commerce Wing) w.e.f the date mentioned against each:-

Sr. No.	Name & Designation	Present Posting	w.e.f
1	Muhammad Yaseen, Assistant Professor	GCMS, Kohat.	12-04-2011
2	Jehangir Khan, Assistant Professor	GCMS, Mardan.	12-04-2011
3	Riaz Ali, Assistant Professor	GCMS, Sangot.	12-04-2011
4	Raza Buz Khan, Assistant Professor	GCMS, D.I Khan	12-04-2011
5	Raza Buz Khan, Assistant Professor	GCMS, Peshawar.	12-04-2011
6	Inayat Ullah Jan, Assistant Professor	GCMS, Peshawar	12-04-2011
7	Hussain Ali Shah, Assistant Professor	GCMS, Bannu.	12-04-2011
8	Riaz-ud-Din, Assistant Professor	GCMS, Sangot	12-04-2011
9	Bacha Khan, Assistant Professor	GCMS, Nowshera-2.	12-04-2011
10	Fazal Ahmad, Assistant Professor	GCMS, Thana	12-04-2011
11	Abdul Naib Khan, Assistant Professor	GCC No.02 Bannu.	12-04-2011
12	Muhammad Saeed, Assistant Professor.	GCMS, Swabi	12-04-2011
13	Dawood Khan, Assistant Professor	GCMS, Lakki.	12-04-2011
14	Muhammad Ajmal, Assistant Professor	GCMS, Manshera.	12-04-2011
15	Muhammad Shah Noor, Assistant Professor	GCMS, Hangu.	12-04-2011
16	Maqbool Jalal, Assistant Professor	GCMS, Chitral.	26-05-2011
17	Sajjad Khan, Assistant Professor	GCC No.02 Bannu.	26-05-2011
18	Nadeem Anjum Ansari, Assistant Professor	GCMS, Peshawar.	26-05-2011
19	Sultan Zeb, Assistant Professor	GCMS, Thana Malakand.	26-05-2011
20	Alamgir Khan Assistant Professor	GCMS, Thana Malakand	26-05-2011
		GCMS, Jalozai Nowshera.	26-05-2011

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22	Ali Akbar Shah, Assistant Professor	GCMS, Abbottabad.	17-05-2012
23	Gul Ibrahim Shah, Assistant Professor	GCC No.02 Bannu.	17-05-2012
24	Muhammad Parwar, Assistant Professor	GCMS, Swabi.	17-05-2012
25	Shah Janan, Assistant Professor	GCMS, Peshawar.	17-05-2012
26	Amin Ullah Assistant Professor	GCMS, Peshawar.	17-05-2012

**SECRETARY TO  
GOVT: OF KHYBER PAKHTUNKHWA,  
HIGHER EDUCATION, DEPARTMENT**

Endst: No. & date even:-

*Copy of the above is forwarded to the:-*

- 1- Director General, Commerce Education, and Management Sciences, Chamkani More, near Govt. Polytechnic Institute, Sardar Ghari Peshawar.
- 2- Principals, Government College of Management Sciences/Government College of Commerce concerned.
- 3- Accountant General Khyber Pakhtunkhwa Peshawar.
- 4- Districts Accounts Officers, concerned.
- 5- PS to Secretary, Higher Education Department.
- 6- Officers concerned.

  
(IBAD ULLAH)  
SECTION OFFICER (CE&MS)

  
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To:  
The Secretary,

Government to Khyber Pakhtunkhwa Higher Education, Archives and Libraries  
Department, Peshawar.

**ANNEXURE E**

Through Proper Channel

Subject: - DEPARTMENTAL APPEAL FOR CORRECTION IN SENIORITY LIST AND ANTE-DATED (RETROSPECTIVE) PROMOTION

Dear Sir,

With reverence it is stated that I am currently serving as Assistant Professors at GCMS Haripur and have the then close seniority with the recently anti-dated promoted Assistant Professors (Nadeem Anjum Ansari and others) and want to bring your kind focus to the following facts.

1. After a long struggle since 2011, our senior Assistant Professors have been awarded retrospective seniority vide the seniority list issued on dated. 31-12-2020. They are also promoted with Anti-Dated promotion vide the Department's Notification No. SO(CE&MS)HED/1-2/695(1-33) dated.11-05-2020 according to the judgment of Civil Appeal No. 91-P to 112-P of 2013 dated. 26/09/2015 issued by the Honorable Supreme court of Pakistan after. It is found that they were promoted when they had exactly five years service.
2. Due to this court case our promotion has been kept in abeyance for a long time (from 2012 to 2018) despite of the fact that the substantial seats of promotional quota had been lying vacant since 2012 and I was fulfilling all the eligibility requirements like qualifying service of five (5) years.
3. During these years, the department had been making initial recruitments of Assistant Professors (BPS-18) and Associate Professors (BPS-19) by Khyber Pakhtunkhwa Public Service Commission but the promotional quota seats have not been filled which appears to be unjust to already suffering employees.
4. The call of justice would be that I the sufferer would have also been considered along with the aforementioned promotees to compensate career and financial loss as I was having close seniority with them in 2011.

Keeping in view the historical facts, I humbly request to your kind esteem to adjust my seniority retrospectively and process my promotion case according to the vacant post of Assistant Professor at the time I had completed qualifying service.

Looking at your gracious professional stature and discerning eyes I appeal to compensate me with the same degree of fruition as my seniors have been bestowed upon. Your affectionate considerations will highly be appreciated and acknowledged please.


Dated. 15<sup>th</sup> January 2021.

Thanking you in anticipation,

Regards,

Attachments:-

1. Seniority List of Assistant Professors issued on 31-12-2020
2. Anti-dated promotion notification of Nadeem Anjum Ansari and others

  
Muhammad Waseem,  
Assistant Professor-Computer Science,

  
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BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR



Appeal No. 524/2011

Date of Institution. .... 29.03.2011  
Date of Decision .... 04.04.2012

Nadeem Anjum Ansari, Instructor,  
Government College of Management Sciences,  
Peshawar.

(Appellant)

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary Industries, Commerce, Labour, Technical Education and Manpower Training Department, Government of Khyber Pakhtunkhwa, Peshawar.
3. Secretary Finance Department, Government of Khyber Pakhtunkhwa, Peshawar.
4. Secretary, Establishment & Administration Department, Government of Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
5. Director General, Technical Education and Manpower Training Department, Khyber Pakhtunkhwa, Benevolent Fund Building Peshawar. (Respondents)

ATTENDED

APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974.

MR. MUHAMMAD ZAFAR TAHIRKHELI,  
Advocate ..... For appellant

MR. SHIRAFGAN KHATTAK,  
Addl. Advocate General, ..... For respondents

SYED MANZOOR ALI SHAH, ..... MEMBER  
MR. NOOR ALI KHAN, ..... MEMBER

JUDGMENT

SYED MANZOOR ALI SHAH, MEMBER.- This appeal has been filed by Nadeem Anjum Ansari, the appellant under Section 4 of the Khyber Pakhtunkhwa Service Tribunals Act, 1974. It has been prayed that on acceptance of the appeal, the respondents may be directed to consider the appellant for promotion to the post of Assistant Professor (BPS-18) against the 80% quota reserved for promotion in view of the rules availing at the time of sanctioned availability/creation of the post with retrospective effect with all the benefits of service.

2. Brief facts of the case are that the appellant was selected and appointed as Junior Instructor (BPS-14) in Technical Education and Manpower Training Khyber

  
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Pakhtunkhwa, Peshawar on 11.12.1989. He was promoted to the post of Instructor (BPS-17) on 26.5.2006. He is serving continuously in the said capacity till date. Having put in more than 22 years of service, he is entitled to be promoted as Assistant Professor (BPS-18) on the basis of seniority-cum-fitness. The Provincial Government had accorded sanctioned to the creation of different posts including Assistant Professors (BPS-18) in different Government Colleges of Commerce and Management Sciences vide different notifications dated 26.7.2007, to 19.2.2010, copies of which are available on record. The posts of Assistant Professors (BPS-18) were lying vacant since their sanction of creation and the respondent department was required to promote the Instructors (BPS-17) on the 80% of the available posts in view of the Technical Education Recruitment Rules issued vide notification No.SO(TE)/7-55/89, dated 1.9.1994. Working paper for the promotion of the eligible regular/acting charge officers was prepared and a proper advice to this effect was given to the Directorate General Technical Education and Manpower Training vide notification dated 24.10.2009. The respondent department delayed the case of promotion of Instructors (BPS-17) to the post of Assistant Professor (BPS-18) and amended the rules vide notification dated 3.12.2010. The 80% quota from promotion on the basis of seniority-cum-fitness from amongst the Lecturers/Instructors (BPS-17) (Commerce/Management Sciences) was reduced to 60% of the available vacancies and 20% quota for direct recruitment through Public Service Commission was enhanced to 40%. Feeling aggrieved the appellant filed departmental appeal on 29.12.2010, which has not been decided within the statutory period of ninety days, hence this appeal.

3. The appeal was admitted to regular hearing on 3.5.2012 and notices were issued to the respondents. The respondents have filed their joint written reply and contested the appeal. The appellant also filed rejoinder in rebuttal.

4. Arguments heard and record perused.

5. The learned counsel for the appellant argued that the appellant was appointed as Junior Instructor in BPS-14 on 11.12.1989. He was then promoted as Instructor (BPS-17) on 26.5.2006. The Government of Khyber Pakhtunkhwa Education Department, notified Service Rules on 1.9.1994 for different posts including Assistant Professor (BPS-18). The post of Assistant Professor (BPS-18) to be filled in eighty percent by promotion on the basis of seniority-cum-fitness from amongst the Instructors who hold a Bachelors Degree in Technical subjects in the relevant field with five years' service as such; and twenty percent by initial recruitment in the specified subject. Certain posts of Assistant Professor (BPS-18)

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were lying vacant in the department. Working papers of eligible Instructors including the appellant were prepared but the department delayed the process of promotion on mala fide intentions for a period of more than two years. He further argued that the department Industries, Commerce and Technical Education Department vide notification dated 3.12.2010, amended the Service Rules and decreased the promotion quota from eighty percent to sixty percent and increased the direct recruitment quota from twenty percent to forty percent and the appellant has been deprived of his legal right to be considered for promotion against the post of Assistant Professor. He stated that the posts were lying vacant in the department before the amendment in the Service Rules, therefore it could not affect the promotion of the appellant as it is well established principles of law that rules, regulation etc. framed or enacted cannot be given retrospective effect. He requested that the appeal may be accepted as prayed.

6. The learned AAG, on the other hand, argued that length of service is not the sole criteria to qualify a person for promotion, other conditions such as the availability of posts, seniority-cum-fitness are also taken into consideration. Promotion are always made with immediate effect. As per the fresh Recruitment & Promotion Rules notified on 3.12.2010, the promotion quota was reduced from 80% to 60%. There are 162 posts of Assistant Professor in the Commerce side, out of which 97 posts fall to the share of promotion quota and 65 posts fall to the share of initial recruitment. All the posts falling to promotion quota have already been filled in as per fresh recruitment and promotion rules. He requested that the appeal may be dismissed.

7. The Tribunal observes that the appellant was serving as Instructor (BPS-17). Certain posts of Assistant Professor were lying vacant in the department. Being eligible and fit for promotion, his working papers were prepared on the basis of 80% quota, for promotion against the post under the Service Rules notified in the year, 1994. The promotion process has been delayed by the department for the reasons best known to them. In the meantime, the department notified fresh Service Rules on 3.12.2010 wherein quota for promotion has been decreased from 80% to 60% and resultantly the promotion case of the appellant was returned to re-format it on the basis of newly circulated Service Rules. Under the law, rules, circulars or regulations made or enacted, cannot be given retrospective effect. The appellant alongwith others should have been considered for promotion against the posts already available for them under the prevailing Service Rules. The Tribunal agrees with the arguments advanced by the learned counsel for the appellant.

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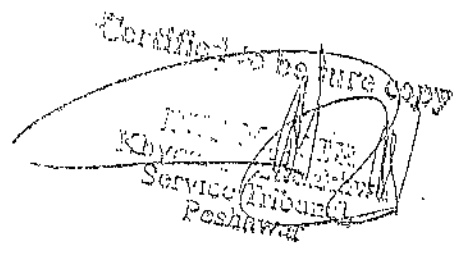
8. In view of the above, the appeal is accepted and the respondents are directed to consider the appellant alongwith others for promotion from the date when clear vacancies were available for them, subject to seniority/fitness etc. under the rules in vogue at that time. Parties are left to bear their own costs. File be consigned to the record.

9. This order will also dispose of the other connected appeals Nos. 525/2011, Rasta Baz Khan, No. 526/2011, Shafi-uz-Zaman, No. 527/2011, Inayatullah Jan, No. 528/2011, Jehan Zeb, No. 645/2011, Muhammad Saeed, No. 646/2011, Bacha Khan, No. No. 647/2011, Rast Baz Khan, No. 648/2011, Muhammad Tariq, No. 649/2011, Amin Ullah, No. 650/2011, Shah Jehan, No. 716/2011, Sajjad Khan, No. 717/2011, Sultan Zeb, No. 718/2011, Muhammad Parwar, No. 719/2011, Abdul Naib Khan, No. 720/2011, Gul Ibrahim Shaq, No. 721/2011, Alamgir, No. 722/2011, Farman Ullah, No. 723/2011, Fazal Ahmad, No. 724/2011, Gul Faiz Khan, No. 725/2011, Muhammad Shah Noor and No. 726/2011, Maqbool Jai in the same manner.

ANNOUNCED  
4.4.2012.

(NOOR ALI KHAN)  
MEMBER

(SYED MANZOOR ALI SHAH)  
MEMBER



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IN THE SUPREME COURT OF PAKISTAN  
(Appellate Jurisdiction)

**PRESENT:**

Mr. Justice Ejaz Afzal Khan  
Mr. Justice Umar Ata Bandial

**Civil Appeals No. 91-P to 112-P of 2013**


(On appeal against the judgment dt. 01.01.2012 passed by the Khyber Pakhtunkhwa Service Tribunal, Peshawar in Appeals No. 524 to 528, 645 to 650, 716 to 726 of 2011).

Govt. of KPK through Chief Secretary and others.

... Appellant  
(in all cases)

versus

Nadeem Anjum Ansari.  
Rasta Baz Khan.  
Shaf uz Zaman.  
Inayatullah Jan  
Jehan Zeb.  
Muhammad Saeed.  
Bacha Khan.  
Rasta Baz Khan  
Muhammad Tariq  
Aminullah  
Shah Janan  
Sajjad Khan  
Sultan Zeb  
Muhammad Parwar  
Abdul Naib Khan  
Gul Ibrahim Shah  
Alamgir  
Farmanullah  
Fazal Ahmad  
Gul Faiz Khan  
Muhammad Shah Noor  
Maqbool Jalal.

  
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... Respondents

For the Appellant:

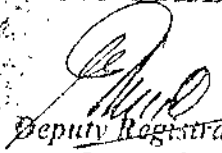
Mian Arshad Jan, Addl. A. G. KPK  
(in all cases)

For the respondents :

Mr. Ejaz Anwar, ASC.  
(in all cases)

09.02.2015

**ATTESTED** Date of hearing:

  
Deputy Registrar,  
Supreme Court of Pakistan.

22/06 (2)

ORDER

EJAZ AFZAL KHAN, J. These appeals with the leave of the Court have arisen out of the judgment dated 1.1.2012 of the learned Service Tribunal whereby it allowed the appeals filed by the respondents by holding as under:-

"8. In view of the above, the appeal is accepted and the respondents are directed to consider the appellant alongwith others for promotion from the date, when clear vacancies were available for them, subject to seniority/fitness etc. under the rules in vogue at that time. Parties are left to bear their own costs."

2. Points raised and noted at the time of grant of leave read as under:

"2. The learned Advocate General KPK submits inter alia that :

- i) the working paper relied upon by the respondents were only for promotion on officiating and not regular basis;
- ii) the respondents were promoted to BPS-17 on different dates in the year 2006 and by the year 2009 they were not even qualified for promotion to BPS-18 on regular basis, as according to the Rules of 1994 they had to gain five years experience in BPS-17 before they could be considered for promotion to the next higher grade and;
- iii) the Petitioner Department is empowered to change the promotion and recruitment rules at any time and the respondents are not invested with any right that their terms and conditions of service be regulated by particular rules."

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*W*

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*[Signature]*  
Deputy Registrar,  
Supreme Court of Pakistan,  
Peshawar.

3. Learned Addl. A.G. appearing on behalf of the appellants contended that where it is the prerogative of the Government to enact and amend rules to update and uplift the service structure, no person can claim any vested right on the strength of a rule so long as he has not acquired a vested right. The learned Addl. A. G. to support his contention placed reliance on the case of "Dr. Alyas Qadeer Tahir. Vs. Secretary Ministry of Education (Now M/o CADD), Islamabad and others" (2014 SCMR 997).

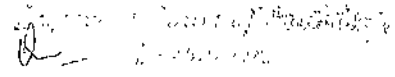
4. Learned ASC appearing on behalf of the respondents contended that where the vacancies occurred before the amendment of the rules and the officials working in scale-17 acquired a right for being considered for promotion to the next higher scale, subsequent amendment cannot take away such right. The learned ASC to support his contention placed reliance on the cases of "Water and Power Development Authority Lahore through Chairman and others. Vs. Haji Abdul Aziz and others" (2012 SCMR 965) and Muhammad Amjad and others. Vs. Dr. Israr Ahmed and others (2010 PLC (C.S.) 760).

5. We have gone through the entire record carefully and considered the submissions of the learned Addl. A.G for the appellants and the learned ASC for the respondents.

6. Before we appreciate the contentions of the learned Additional Advocate General for the appellant, it is worthwhile to refer to the rule subsisting during the period when

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vacancies in the next higher scale occurred. The rule reads as under :-

1	2	3	4	5	6
3(d)	.....	i) .....	.....	.....	a) Eighty percent by promotion on the basis of seniority-cum-fitness from amongst the instructions who held a Bachelors Degree in Technical subjects in the relevant field with five years service s such; and
.....	.....	ii) .....	.....	.....	b) Twenty percent by initial recruitment in the specified subject.
.....	.....	iii) .....	.....	.....	

7. The above quoted rule was amended by notification No. SOIII(IND)TE/4-13/20/Teaching Cadre dated 3.12.2010. The rule thus amended reads as under :-

*"a) Sixty percent by promotion, on the basis of seniority-cum-fitness, from amongst the Lectures (BPS-17) (Commerce/Management Sciences), having Master's Degree in the relevant subjects with five years service as such;"*

8. It is too settled to be cavilled at that it is the prerogative of the Government to enact and amend rules to update and uplift the service structure. Nobody, therefore, can claim any right much less vested thereunder. But it is not the case where vacancies occur in the next higher scale during the subsistence of the rules and yet they are not filled. Those who are eligible for promotion may not have acquired a vested right for promotion but they will certainly acquire a vested right for being considered therefor. If the department does not

*under*  
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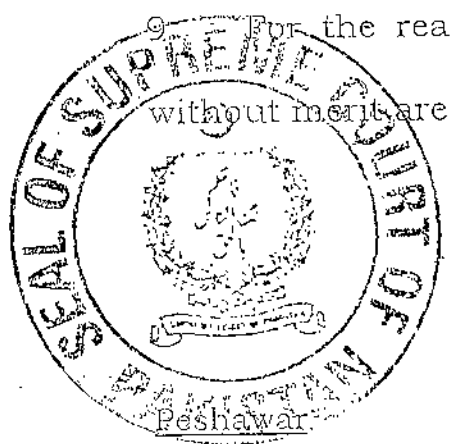
fill the vacancies soon after their occurrence under the

*P. Ahmad*  
Deputy Registrar,  
Supreme Court of Pakistan,  
Peshawar



erstwhile dispensation from amongst the eligible persons, it is the fault of the department, therefore, they cannot be punished therefor. They are to be considered for promotion to the next higher scale under the erstwhile rules against the vacancies occurring during their subsistence. Subsequent amendment in the rules cannot take away such right. The cases of “Water and Power Development Authority Lahore through Chairman and others. Vs. Haji Abdul Aziz and others” and Muhammad Amjad and others. Vs. Dr. Israr Ahmed and others (supra) may well be referred to in this behalf. The case of “Dr. Alyas Qadeer Tahir. Vs. Secretary Ministry of Education (Now M/o CADD), Islamabad and others” (supra) being distinguishable has no relevance to the case in hand. The view taken by the Service Tribunal being in conformity with the dicta of this Court is not open to any interference.

9 For the reasons discussed above, these appeals being without merit are dismissed.



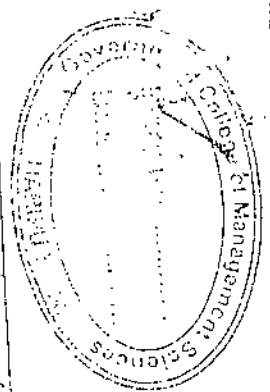
Peshawar  
09.02.2015  
MAZ  
9/2/15

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Sd/- Ejaz Afzal Khan, J.  
Sd/- Umar Ata Bandial, J.

Certified to be true copy  
[Signature]  
Deputy Registrar,  
Supreme Court of Pakistan,  
Peshawar.

# ANNEXURE A



TENTATIVE SENIORITY LIST OF (MALE) ASSISTANT PROFESSORS (BPS-18) GOVERNMENT COLLEGES OF MANAGEMENT SCIENCES/GOVERNMENT COLLEGES OF COMMERCE AS STOOD ON 31-12-2020

Total sanctioned posts = 274  
 Permanent = 274  
 Temporary =

S.No.	Name of Officer with Qualification & Present place of Posting.	Date of Birth /Domicile	Date of 1 <sup>st</sup> entry into Govt. Service	Regular Appointment to BPS-17	Regular appointment / Promotion to present post.	Mode of Appointment	Remarks
				Date	Date		
1.	Mr. Muhammad Yaseen, MS (Computer Science) GCMS Kohat.	2-1-1978 Kohat	01-05-2005	01-05-2005	12-4-2011	Promotion	Antedated promotion granted on recommendations of PSB vide notification No.SO (CE&MS)HED/1-2/895(1-23) dated 11.5.2020 and seniority position of incumbents at S.No.1 to 15 fixed accordingly.
2.	Mr. Jehangir Khan MA, English-II / B.Ed M.B.A.(HRM), GCMS Mardan	10-03-1978 Mardan	13-05-2005	13-05-2005	12-4-2011	Promotion	-d0-
3	Mr. Riaz Ali M.Sc (Computer) M.Phil, GCMS Sangot Swat	20-08-1976 Swat	12-05-2005	12-05-2005	12-4-2011	Promotion	-d0-
4.	Mr. Inayat Ullah Jan M. Sc(Maths-II) GCMS Reshwar	01-01-1967 Dir.	27-09-1990	29-05-2005	12-4-2011	Promotion	-d0-
5.	Mr. Hussain Ali Shah M.Com-II GCMS Bannu	19-07-1962 Bannu	29-11-1966	29-05-2005	12-4-2011	Promotion	-d0-
6.	Mr. Basma Khan M.A.(English-II) GCC No 2 Nowshera	03-12-1979 Bunpur	15-11-2005	15-11-2005	12-4-2011	Promotion	-d0-

*Waseer*  
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All the AIP to note Pls. and if they have any objection Apply for consideration 25/11/21

7.	Mr. Abdul Naim Khan, M.A. (Economics-II)/D. Com. GCMS Bannu	11-12-1964 Bannu.	29-10-1986	27-01-2006	12-4-2011	Promotion	-d0-
8.	Mr. Muhammad Saeed M. Sc (Maths-I)/M. Ed. GCMS Swabi	03-09-1968 Swabi	23-10-1993	27-01-2006	12-4-2011	Promotion	-d0-
9.	Mr. Muhammad Ajmal M.Com-I GCMS Mansehra	22-04-1965 Mansehra	24-02-1987	27-01-2006	12-4-2011	Promotion	-d0-
10.	Mr. Muhammad Shah Noor, M.Com-II GCMS Hangu	01-01-1962 Kohat	01-03-1987	11-02-2006	12-4-2011	Promotion	-d0-
11.	Mr. Sajjad Khan M.A. Islamiat-II GCMS Bannu	13-10-1964 Bannu	13-11-1986	26-05-2006	26-5-2011	Promotion	-d0-
12.	Mr. Nadeem Anjum Ansari M.A. Urdu-II/D. Com GCMS Peshawar	15-08-1968 Peshawar	11-12-1989	26-05-2006	26-5-2011	Promotion	-d0-
13.	Mr. Sultan Zeb M.Com-II GCMS Thana	03-02-1962 Thana	17-03-1987	26-05-2006	26-5-2011	Promotion	-d0-
14.	Mr. Alamgir M. Sc (Statistics-II). GCMS Thana	06-01-1968 Thana	08-04-1995	26-05-2006	26-5-2011	Promotion	-d0-
15.	Mr. Amin Ullah M. Sc (Maths-II). GCMS Peshawar	25-05-1965 Peshawar.	15-10-1988.	17-05-2007	17-5-2012	Promotion	-d0-
16.	Mrs. Rakshanda Younis J/M.A. (English-II)/B. Ed. GCMS, Haripur	13-02-1978. Haripur	30-05-2013		30-05-2013	Initial	-d0-
17.	Muhammad Nazir Shah, MBA-I GCMS Jalozai	01-08-1979 Bannu	11-11-2008		Advl 1/2012 13-03-2014	Initial	Associate prof:BS-19 Acting Charge Commerce

18.	Mr. Muhammad Tahir, i) M.B.A. (Marketing) ii) M.S. (Mgt. Sciences) GCMS, Abbottabad	05-02-1981 Mansehra	09-05-2005	14-05-2011	Advt. 1/2012 13-03-2014	Initial	Associate prof: BS-19 Acting Charge (Commerce),
19.	Mr. Muhammad Yasir, i) M.B.A. (Finance) ii) M/S Management Sciences. GCMS, Mansehra	01-02-1982 Mansehra	04-08-2004	14-5-2011	Advt. 1/2012 13-03-2014	Initial	Associate prof: BS-19 Acting Charge (Commerce)
20.	GCMS, Mansehra Mr. Wiliayat Shah, MBA / MS (Management) GCMS Hangu	21-08-1974 Charsadda	13-03-2014		Advt. 1/2012 13-03-2014	Initial	Associate prof: BS-19 Acting Charge (Commerce)
21.	Mr. Naik Muhammad i) M.Com. GCMS Bunir	01-02-1980 Swabi	17-05-2006	14-12-2012	Advt. 1/2012 09-03-2015	Initial	Associate prof: BS-19 Acting Charge (Commerce)
22.	Mr. Bahadar Khan, M.Com-I GCMS, Thana	12-01-1975 Dir.	20-11-2001	01-04-2008	Advt. 1/2012 13-03-2014	Initial	Associate prof: BS-19 Acting Charge (Commerce)
23.	Mr. Humayun Akhtar, i) M.A. (Economics) / M. Phil. GCMS, Bannu	20-03-1978 Bannu.	20-03-2009	20-03-2009	Advt. 1/2012 14-04-2014	Initial	Associate prof: BS-19 Acting Charge (Economics)
24.	Mr. Shahi Yar Khan i) M.Com GCC No.02 Novshera	01-01-1982 Peshawar	04-05-2006	14-12-2012	Advt. 1/2012 01-04-2015	Initial	Associate prof: BS-19 Acting Charge (Commerce).
25.	Mr. Hussain Ullah, M. Com-I. GCMS, Chitral	28-03-1982 Chitral	09-05-2006	14-5-2011	Advt. 1/2012 13-03-2014	Initial	
26.	Mr. Waseem Ullah Khan, MBA (Finance-I) / M.ScEco. GCMS, Mardan	15-03-1978 Karak	13-03-2014		Advt. 1/2012 13-03-2014	Initial	
27.	Mr. Shakil Ahmad i) M.Com GCMS, Jamrud.	02-06-1979 Khyber	01-02-2008	18-03-2011	Advt. 1/2012 22-04-2014	Initial	

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28	Mr. Munawar Khan, MBA / MS (Management), Directorate General of Commerce Education Peshawar.	15-01-1980 Nowshera	13-03-2014		Advt. 1/2012 13-03-2014	initial
29	Mr. Farukh Sultan, M.Com-I GCC, No. 02 Hayatabad.	30-12-1981 Peshawar	27-11-2008		Advt. 1/2012 13-03-2014	initial
30	Mr. Zairar Ziaud Din, I. MBA (Finance) ii. M. Sc Maths. iii. M.S. (Management Sc.) GCMS Kohat.	10-11-1979 Kohat	14-03-2014		Advt. 1/2012 13-03-2014	initial
31	Mr. Gul Faiz Khan i) M.Com-II ii) M.A. P/Sc-II GCMS Chitral	26-10-1967 Chitral	03-08-1997	26-05-2006	Advt. 1/2012 13-03-2014	initial
32	Mr. Kramat Ullah Khan, M.Sc (Eco) / M.Ed.DIT. GCMS Jampur	30-05-1980 FR Bannu	01-10-2007	01-10-2007	Advt. 1/2012 07-02-2014	initial
33	Mr. Ikramuddin i) M.Com/DIT. GCMS Khar Bajur	01-04-1980 Bajaur Agency	28-04-2006		Advt. 1/2012 23-04-2014	initial
34	Mr. Shoukat Hayat Khan, M. Com-I GCMS Chitral	22-01-1972 Chitral	12-05-2006	14-5-2011	Advt. 1/2012 13-03-2014	initial
35	S. Tanveer Hussain Shah, MBA GCC, No.2 Peshawar	08-03-1973 Peshawar	30-12-2013		Advt. 2/2012 30-12-2013	initial
36	Mr. Momin Khan i) M.A (English)/M.Ed. GCMS Sangola Swat	03-11-1970 Swat	04-09-1999		Advt. 2/2012 06-12-2013	initial

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37	Mr. Gohar Rehman, MA (English) / M.Phil/ MS( English) GCMS Maidan	23-03-1981 Molrmand	13-03-2014		13-03-2014	Initial	
38	Mr. Yasir Muhammad Imran MA (English) / B.Ed GCMS D.I Khan	16-02-1980 Larki	01-11-2005		19-03-2014	Initial	
39	Mr. Sajjad Ali M.Sc(Statistics) ii) M.A (Economics) iii) M.S/(M.Pahil) Mg/B. Ed GCMS Peshawar	01-06-1979 Peshawar	25-Sep-2006	18-May-2007	10-08-2018	Promotion	
40	Muhammad Asif M.Sc (Maths)/B.Ed/M.S GCMS Jampurud	01-09-1979 Khyber	18-May-2007	18-May-2007	10-08-2018	Promotion	
41	Mr. Farid Ullah M.Com GCMS Bannu	15-01-1981 Bannu	6-May-2006	15-Mar-2008	10-08-2018	Promotion	
42	Mr. Mujeeb-ur-Rehman i)M.Sc (Computer Sciences) ii)M.S(IT) iii)MBA (HRM) GCMS Peshawa	02-01-1983 Peshawar	23-Apr-2008	23-Apr-2008	10-08-2018	Promotion	
43	Mr. Naeem Ullah i)M.Sc (Computer Sciences) ii)M.Phil(Computer Sciences) GCMS Sangota Swat	01-04-1981 Swat	23-Apr-2008	23-Apr-2008	10-08-2018	Promotion	
44	Mr. Miskeen Shah i)M.Sc (Computer Sciences) ii)M.S.(Project Management) GCMS Harpur	15-03-1978 Harpur	23-Apr-2008	23-Apr-2008	10-08-2018	Promotion	
45	Mr. Nasir Jamal M.Sc (Computer Sciences) GCC No.2 Nowshera	14-10-1978 Nowshera	23-Apr-2008	23-Apr-2008	10-08-2018	Promotion	

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*[Signature]*  
11/11/2018

46	Mr. Muhammad Vaseem i) M.Sc (Computer Sciences) ii) BCS (Hons) GCMS Haripur	11-04-1984 Haripur	23-Apr-2008	23-Apr-2008	10-08-2018	Promotion	
47	Mr. Fazil Akbar M.Sc (Computer Science) GCMS Mardan	20-03-1982 Moh Agency	3-Jan-2005	23-Apr-2008	10-08-2018	Promotion	
48	Mr. Latif Ullah Khan i) M.Sc (Computer Science) ii) MBA (HRM) GCMS Lakki Manwat	15-03-1981 Lucky	24-Apr-2008	23-Apr-2008	10-08-2018	Promotion	
49	Mr. Salim Khan, i) M.Sc (Maths)/ M.Ed ii) M.A (Economics) GCMS Thana	06-03-1972 Malakand	31-May-2008	31-May-2008	10-08-2018	Promotion	
50	Mr. Saleem Khan M.Sc (Maths) GCMS Mardan	12-09-1970 Mardan	25-Jul-1997	15-Nov-2008	10-08-2018	Promotion	
51	Mr. Abdul Qayyum M.Sc (Maths) GCMS Lakki Manwat	09-01-1971 Lucky	25-Sep-1997	15-Nov-2008	10-08-2018	Promotion	
52	Mr. Bashir Ahmad M.Sc (Maths) GCMS Mardan	01-04-1976 Haripur	21-Sep-1999	15-Nov-2008	10-08-2018	Promotion	
53	Mr. Umar Ali Khan M.Sc (Maths) GCMS Kohat	02-02-1972 F.R Bannu	11-Nov-1999	15-Nov-2008	10-08-2018	Promotion	
54	Mr. Ismail M.Com GCMS Khar Bajur	01-04-1970 Bajur Agency.	28-Oct-1998	15-Nov-2008	10-08-2018	Promotion	
55	Mr. Mehtab Khan M.A. (English)/ B.Ed GCMS Abbottabad	13-03-1982 Abbottabad	29-Jan-2009	29-Jan-2009	10-08-2018	Promotion	

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175	Mr. Shahid Alam M.Sc (Computer Sciences)	10-02-1977 Swabi	31-Dec-2012	31-Dec-2012	04.09.2020	Promotion
175	Mr. Muhammad Ibrahim M.A (English)	15-03-1977 Bajaur	31-Dec-2012	31-Dec-2012	04.09.2020	Promotion
176	Mr. Irfan Ullah M.Com	15-06-1977 Dir (L)	31-Dec-2012	31-Dec-2012	04.09.2020	Promotion
177	Mr. Muhammad Ilyas M.Com	20-05-1978 Mohmand	31-Dec-2012	31-Dec-2012	04.09.2020	Promotion
178	Mr. Zeenat Shah M.Com	05-03-1979 Moh Agency	31-Dec-2012	31-Dec-2012	04.09.2020	Promotion
179	Mr. Shahid Khan Masud M.Sc (Computer Sciences)	03-10-1979 NWA	31-Dec-2012	31-Dec-2012	04.09.2020	Promotion
180	Mr. Shoukat Hussain M.Com	05-01-1980 Kurram	31-Dec-2012	31-Dec-2012	04.09.2020	Promotion
181	Mr. Sajjad Ahmad MIT	20-01-1980 Moh. Agency	31-Dec-2012	31-Dec-2012	04.09.2020	Promotion
182	Mr. Arifid Ali M.Com	03-03-1980 Kurram	31-Dec-2012	31-Dec-2012	04.09.2020	Promotion

*(Signature)*  
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*(Signature)*  
**(MOHAMMAD TALIB)  
DIRECTOR (ADMIN)**



# VAKALATNAMA

In the Court of **Khyber Pakhtunkhwa Service Tribunal, Peshawar**

Service Appeal No. \_\_\_\_\_

Petitioner  
Plaintiff  
Applicant  
Appellant  
Complainant

**Muhammad Waseem**

Decree-Holder

In the Court of \_\_\_\_\_

**V**ERSUS

Respondent  
Defendant  
Opponent  
Accused

**Govt of KP etc**

Judgment-Debtor

I / We **Muhammad Waseem** the above noted Petitioner / Appellant do hereby appointed and constitute, **Muhammad Zafar Tahirkheli & Ansar Ullah Khan, Advocates High Court**, to appear, plead, act, compromise, withdraw or refer to arbitration for me / us as my / our counsels / advocates in the above noted matter, without any liability for his default and with the authority to engage any other Advocate / Counsel at my / our cost.

The Client / Litigant will ensure his presence before the Court on each and every date of hearing and the counsel would not be responsible if the case is proceeded ex-parte or is dismissed in default of appearance. All cost awarded in favour shall be the right of Counsel or his nominee, and if awarded against shall be payable by me/us.

I / We authorize the said Advocates to withdraw and receive on my / our behalf all sums and amounts payable or deposited on my / our account in the above noted matter.



Client

**M. Zafar Tahir**

Attested & Accepted (Advocates)

**Ansar Ullah Khan**

Dated 22-04-2021

Office **ATIQA LAW ASSOCIATES,**  
87, Al-Falah Street, Besides State Life Building,  
Peshawar Cantt, Phone: 091-5279529  
E-mail : [zafark.advocate@gmail.com](mailto:zafark.advocate@gmail.com)

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

**SERVICE APPEAL NO. 5003/2021**

Muhammad Waseem,  
Assistant Professor Computer Science,  
Government College of Management Sciences Haripur,

..... *Appellant.*

**VERSUS**

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

..... *Respondents.*

**JOINT PARA-WISE COMMENTS ON BEHALF OF RESPONDENT NO. 1 To 4**

**I N D E X**

Sr. No.	Description of Documents	Annexure	Page No.
1)	Written Reply/Comments along with affidavit		1-4
2)	Seniority List 31-12-2009	A	5-12
3)	Minutes of the Meeting Dated 28-02-2011	B	13-15
4)	Minutes of the Meeting Dated 09-12-2016	C	16-22
5)	Services Rules notified on 3-12-2010	D	23-27
6)	Minutes of the Meeting Dated 03-05-2018	E	28-52

  
Deponent

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.**

**SERVICE APPEAL NO.5003/2021**

Muhammad Waseem,  
Assistant Professor Computer Science,  
Government College of Management Sciences Haripur,

.....Appellant.

**VERSUS**

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

..... Respondents.

**JOINT PARA-WISE COMMENTS ON BEHALF OF RESPONDENT NO.1 To 4.**

Respectfully Sheweth: -

**Preliminary Objections: -**

1. That the Appellant does not fall within the definition of an aggrieved person and has no locus standi to file the appeal in hand.
2. That the Appellant has got no cause of action to file the instant case.
3. That the Appellant is estopped by his own conduct to file the instant appeal.
4. That filing of this appeal is futile exercise and wastage of precious time of this Honorable Service Tribunal, liable to be dismissed forthwith.
5. That the instant appeal is barred by law and not maintainable.
6. That the appeal in hand is barred by limitation.
7. That the appeal is bad for mis-joinder and non joinder of necessary and proper parties.
8. That this Hon'ble tribunal has no jurisdiction to adjudicate upon the matter.

**On Facts: -**

1. Para-1 pertains to record.
2. Para-2 is incorrect. Length of service and availability of post is not the sole criteria to qualify a person for promotion, other conditions such as the seniority-cum-fitness, and prescribed promotion criteria of the Provincial Government as per established service rules of the department and ACRs are also taken into consideration. Promotion is also made with immediate effect. According to Recruitment & Promotion Rules notified on 03-12-2010, the promotion quota was reduced from 80% to 60%. There were 162 posts of Assistant Professor (B-18) in the Commerce side, out of which 97 posts falls to the share of promotion quota and 65 posts falls to the share of initial recruitment.

02

All the posts fallen to promotion quota were already been filled at that time, however, the appellant was not eligible at that time due to short length of the required service as the appellant was appointed on 25-04-2008 as Lecturer (BPS-17), however, according to Service Rules 2010, 05 years service was required for promotion to the post of Assistant Professor (BPS-18). It is further added that the Provincial Selection Board in its meeting held on 28-02-2011 promoted only eight 08 Lecturers to the post of Assistant Professors (BPS-18) as mentioned at serial No.3,4,6,7,8,9,11 and 12 of the seniority list as stood on 31-12-2009 (Seniority list attached as Annexure-A) against the eight 08 vacant posts. while the appellant was at serial No.59 of the seniority list of 2009. (Minutes of the meeting dated 28-02-2011 are enclosed as annexure-B) In the year 2016, as per judgment of the Hon'ble Supreme Court of Pakistan dated 09-12-2015, the promotion case of 33 No's lecturer (BPS-17) were processed in the year 2016 and they were promoted to the post of Assistant Professor (BPS-18) as per their seniority position. The appellant was junior from all these 33 Lecturers (BPS-17) promoted to the post of Assistant Professor (BPS-18). (Minutes of the meeting are enclosed as annexure-C).

3. Para-3 is incorrect. The Provincial Selection Board (PSB) in its meeting held on 28-02-2011 recommended eight (08) Lecturers BS-17 for promotion as Assistant Professor BS-18 according to the amended Service Rules notified on 03-12-2010 (Service Rules attached as Annexure-D) wherein promotion quota was decreased from eighty percent (80%) to Sixty (60%). Certain officers filed an appeal in the Service Tribunal for consideration of their promotion under old Service Rules notified on 01-09-1994, wherein 80% quota was given to promotion and the same was accepted by the Service Tribunal. The Provincial Government filed CPLA in the Supreme Court of Pakistan against the Judgment of Service Tribunal. The Court dismissed the civil appeal of the Government. Accordingly, on the direction of court the promotion case of the senior most Lecturers was processed and the PSB in its meeting held on 09-12-2016 recommended the promotion of 33 Lecturers (BPS-17) to the post of Assistant Professor (BPS-18). It is further stated that the appellant was even not considered in the PSB meeting held on 09-12-2016 as the appellant was junior from the promoted officers. The appellant was promoted to the post of Assistant Professor (BPS-18) on 03-05-2018 on regular basis (Minutes of the meeting dated 03-05-2018 are enclosed as annexure-E) and accordingly he was given seniority from the date of his regular promotion as per rules (i.e.) seniority is determined from the date of regular appointment/promotion.

4. It is incorrect in view of reply given in the preceding paras.

5. It is incorrect in view of reply given in the preceding paras.

**REPLY ON GROUNDS:-**

a) It is incorrect. Length of service and availability of post is not the sole criteria to qualify a person for promotion, other conditions such as the seniority-cum-fitness, and prescribed promotion criteria of the Provincial government as per established service rules of the department and ACRs are also taken into consideration.

03

According to Promotion Policy 2009, Promotion is always notified with immediate effect. Further, as per seniority list, the appellant was not considered for promotion as he was very much junior from the Lecturers promoted in 2011 and 2016.

- b) As explained in preceding paras.
- c) In reply, it is submitted that the Provincial Selection Board (PSB) in its meeting held on 28-02-2011 recommended eight (08) Lecturers (BPS-17) for promotion as Assistant Professor (BPS-18) according to the amended Service Rules notified on 03-12-2010 wherein promotion quota was decreased from eighty percent (80%), to Sixty (60%). Certain officers filed an appeal in the Service Tribunal for consideration of their promotion under old Service Rules notified on 01-09-1994, wherein 80% quota goes to promotion and the same was accepted by the Service Tribunal. The Provincial Government filed CPLA in the Supreme Court of Pakistan against the Judgment of Service Tribunal. The Court dismissed the civil appeal of the Government. Accordingly, the promotion case of the senior most Lecturers was processed and the PSB in its meeting held on 09-12-2016 recommended the promotion of 33 Lecturers (BPS-17) to the post of Assistant Professor (BPS-18). It is further stated that the appellant was even not considered in the PSB meeting held on 09-12-2016 as the appellant was junior from the promoted officers.
- d) As explained in para-C above.
- e) It is incorrect with further clarification that as per Service Rules, 20% quota is reserved for initial recruitment while 80% quota is reserved for promotion quota. All the vacant posts become vacant due to creation/promotion/retirement does not mean that all the posts are reserved for promotion. 20% quota is reserved for initial quota and 80% quota reserved for promotion quota and out of promotion quota, 33 posts reserved for promotion quota were placed before the Provincial Selection Board and accordingly, the PSB in its meeting dated 09-12-2016 recommended the promotion of 33 Lecturers BS-17 to the Post of Assistant Professor (BPS-18).
- f) It is incorrect in view of the reply given in the preceding paras.
- g) It is incorrect. The appellant claim promotion with effect from 03-04-2012 is baseless because the appellant was appointed as Lecturer (BPS-17) on 18-05-2007 and according to Service Rules, for promotion to the post of Assistant Professor (BPS-18) five Years service in (BPS-17) is mandatory.
- h) It is incorrect. According to Recruitment & Promotion Rules notified on 03-12-2010, the promotion quota was reduced from 80% to 60%. There were 162 posts of Assistant Professor (BPS-18) in the Commerce side, out of which 97 posts falls to the share of promotion quota and 65 posts falls to the share of initial recruitment.

All the posts fallen to promotion quota were already been filled at that time, the appellant was even not eligible at that time because the appellant was appointed as Lecturer on 18-05-2007 and for promotion to Assistant Professor (BPS-18), 05 years' service is mandatory.

- i) Incorrect. As explained in Paras ibid.
- j) Incorrect. The Appellant is treated in accordance with laws and regulations.
- k) The Respondents also seek the permission of this Hon'ble Tribunal to advance additional arguments and raise additional grounds at the time of arguments.

**Prayer: -**

In view of the above submissions, it is humbly prayed that the Service Appeal in hand may be dismissed with costs, being devoid of merit and time barred.

*for*  
**Respondent No. 1.**

*Reverend*  
Government of Khyber Pakhtunkhwa,  
Through its Chief Secretary, Civil  
Secretariat, Peshawar.

**Respondent No. 2.**

*Secretary*  
Secretary Higher Education, Archives &  
Libraries Department, Government of  
Khyber Pakhtunkhwa

**Respondent No. 3.**

*Secretary*  
Finance Department Khyber Pakhtunkhwa,  
Through its Secretary, Civil Secretariat,  
Peshawar.

**Respondent No. 4.**

*Director*  
Director General, Commerce Education &  
Management Sciences, Peshawar.

GENERAL  
COMMERCE EDUCATIONS  
MANAGEMENT SCIENCES  
KP, PESHAWAR

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

**SERVICE APPEAL NO.5003/2021**

Muhammad Waseem,  
Assistant Professor Computer Science,  
Government College of Management Sciences Haripur,

.....Appellant.

**VERSUS**


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

..... Respondents.

**AFFIDAVIT**

I, Muhammad Anwar Khan Deputy Director (Litigation Section) Directorate General of Commerce Education and Management Sciences, Peshawar, do hereby solemnly affirm and declare on oath that the contents of the para-wise comments on behalf of Respondents are true & correct to the best of my knowledge & belief and nothing has been concealed from this Hon'able Court.

Dated: \_\_\_/\_\_\_/2022.

  
Deponent

55

5

Annex - (A)



FINAL SENIORITY LIST OF INSTRUCTORS / LECTURERS / BPS-11 GOVT. COLLEGES OF COMMERCE /  
 GOVT. COLLEGES OF MANAGEMENT SCIENCES AS STOOD ON 31-12-2009

Total Sanctioned posts: 225  
 Permanent: 225  
 Temporary: 0

Sr. No	Name of Incumbents with academic Qualification.	Date of Birth with Domicile	Date of 1st entry into Govt. Service	Regular appointment / promotion to the present post	BS-17	Recruitment Method of	Present appointment
1.	Mr. Farman Ali Khan, MA:Sc (Computer Sc-I)	01-03-1972 Lakki	27-10-2001	27-10-2001	BS-17	By Initial	Proceeded to Austria for Ph.D for four years from 01-1-2007.
2.	Mr. Muhammad Zeb, MA Com-I	06-03-1974 Dir	07-11-2001	07-11-2001	BS-17	By Initial	On leave without pay from 01-2-2009 to 31-1-2011
3.	Mr. Muhammad Younis, MA:Sc (Computer-I)	15-3-1979 Thana	19-4-2005	9-4-2005	BS-17	By Initial	Promoted as Assistant Prof on Acting charge basis on 01-4-2009
4.	Mr. Asladyar Yousaf, MA:Com-I / MA (Economics-II)	01-6-1977 Swabi	27-4-2005	27-4-2005	BS-17	By Initial	Promoted as Assistant Prof on Acting charge basis on 01-4-2009
5.	Mr. Zahid Nawaz MA, English-II	15-03-1979 Lakki	25-04-2005	25-04-2005	BS-17	By Initial	Selected as ASP in Police Deptt. Relived on 14-01-09. Retains lien for two years.
6.	Mr. Fazal Hussain MA:Sc (Computer Science-I)	27-01-1971 Malakand	25-04-2005	25-04-2005	BS-17	By Initial	Instructor Computer Science)
7.	Mr. Muhammad Idrees MA:Sc (Computer Science-I)	05-04-1975 Manshera	20-04-2005	20-04-2005	BS-17	By Initial	Instructor Computer Science)



8.	S. Zulfiqar Ali Shah	30-08-1977	02-05-2005	02-05-2005	BS-17	By Initial	Instructor (Computer Science)
9.	M. Sc (Computer Science-I) Mr. Abdur Rashid Kohal	15-02-1979	19-04-2005	19-04-2005	BS-17	By Initial	Instructor (Computer Science)
10.	Mr. Zahoor Jan M.Sc (Computer Science-I) Charsadda	15-4-1979	01-05-2005	01-05-2005	BS-17	By Initial	Instructor (Computer Science) Removed from service vide Industries Deptt. order No. SO/II(IND) TE/4-50/2010/8298 dt. 22-6-2010
11.	Mr. Malikah Khan M.Com-II	1-2-1973	13-09-1999	27-04-2005	BS-17	By Initial	Instructor (Commerce)
12.	Mr. Muhammad Jamil Khan M.Sc (Computer Science-I)	10-11-1977	21-04-2005	21-04-2005	BS-17	By Initial	Instructor (Computer Science)
13.	Mr. Muhammad Yaseen, M.Sc (Computer Science-I)	2-1-1978	01-05-2005	01-05-2005	BS-17	By Initial	Instructor (Computer Science)
14.	Mr. Jehangir Khan M.A. English-II / B.Ed	10-03-1978	13-05-2005	13-05-2005	BS-17	By Initial	Instructor (English)
15.	Mr. Riaz Ali M. Sc (Computer Science-I)	20-08-1976	12-5-2005	12-05-2005	BS-17	By Initial	Instructor (Computer Science)
16.	Mr. Rasht Baz Khan M. Sc (Economics-I/II/III/IV/ V/VI/ VII/ VIII/IX/ X/ XI/ XII/ XIII/ XIV/ XV/ XVI/ XVII/ XVIII/ XIX/ XX/ XXI/ XXII/ XXIII/ XXIV/ XXV/ XXVI/ XXVII/ XXVIII/ XXIX/ XXX)	05-11-1959	20-10-1985	29-05-2005	BS-17	By Promotion	Instructor (Computer Science)
17.	Mr. Rasht Baz Khan M. Com-II/III/IV/ V/VI/ VII/ VIII/IX/ X/ XI/ XII/ XIII/ XIV/ XV/ XVI/ XVII/ XVIII/ XIX/ XX/ XXI/ XXII/ XXIII/ XXIV/ XXV/ XXVI/ XXVII/ XXVIII/ XXIX/ XXX)	20-10-1959	09-10-1986	29-05-2005	BS-17	By Promotion	Instructor (ETS).
18.	Mr. Inayat Ullah Jan M. Sc(Maths-II)	01-01-1967	27-9-1990	29-05-2005	BS-17	By Promotion	Instructor (ETS).
19.	Mr. Hussain Ali Shah M. Com-II	19-07-1962	29-11-1986	29-05-2005	BS-17	By Promotion	Instructor (StavB. Maths).
20.	Mr. Jehan Zeb M. Com-I	08-03-1968	27-1-1998	21-10-2005	BS-17	By Initial	Instructor (Commerce).
							Instructor (Commerce)

21.	Mr. Rafiqat Ullah M.A. (Economics-I)	12-11-1978 Peshawar	20-10-2005	20-10-2005	BS-17	By Initial	Instructor (Economics)
22.	Mr. Riaz ud-Din M.A. (English) II	03-03-1974 Swal	1-12-2005	01-12-2005	BS-17	By Initial	Instructor (English)
23.	Mr. Baqir Khan M.A. (English-I)	03-12-1979 Bunir	15-11-2005	15-11-2005	BS-17	By Initial	Instructor (English)
24.	Mr. Fazal Ahmad M.A. (Urdu-II) M.B. M.A. (Islamiat-II)	10-02-1957 Thana	23-7-1986	27-01-2006	BS-17	By Promotion	Instructor (Urdu)
25.	Mr. Abdul Naim Khan M.A. (Economics-I) D. Com.	11-12-1964 Bannu	29-10-1986	27-01-2006	BS-17	By Promotion	Instructor (ETS)
26.	Mr. Muhammad Saeed M. Sc (Maths) M.A. Ed.	03-09-1968 Swabi	23-10-1993	27-01-2006	BS-17	By Promotion	Instructor (Stat & B. Maths)
27.	Mr. Darood Khan M.B.A.I	07-09-1963 Lakki	23-02-1987	27-01-2006	BS-17	By Promotion	Instructor (Commerce)
28.	Mr. Muhammad Ajmal M. Com-I	22-04-1965 Mansehra	24-02-1987	27-01-2006	BS-17	By Promotion	Instructor (Commerce)
29.	Mr. Muhammad Shah Noor M. Com-II	01-01-1962 Kohat	01-03-1987	11-02-2006	BS-17	By Promotion	Instructor (Commerce)
30.	Mr. Farman Ullah M.A. Pak Studies-I	17-02-1981 Peshawar	01-04-2006	01-04-2006	BS-17	By Initial	Instructor (Pak Studies)
31.	Mr. Sahib Aze M.A. Urdu-II	15-05-1951 Chitral	02-12-1978	26-05-2005	BS-17	By Promotion	Instructor (Urdu)
32.	Mr. Maqbool Jaleel M.A. Islamiat-II M.C. Com	01-01-1959 Chitral	29-05-1983	26-05-2006	BS-17	By Promotion	Instructor (ETS)
33.	Mr. Sajjad Khan M.A. Islamiat-II D. Com	13-10-1964 Bannu	13-11-1986	26-05-2006	BS-17	By Promotion	Instructor (ETS)

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34	M. Nadeem Anjum Ansari i) M.A. Urdu-II ii) D.Com	15-08-1969 Peshawar	11-12-1989	26-05-2006	BS-17	By Promotion	Instructor (ETS)
35	Mr. Sulian Zeb D.M.Com-II	03-02-1962 Thana	17-03-1987	26-05-2006	BS-17	By Promotion	Instructor (Commerce)
35	Mr. Khalid Hussain D.M.Com-II	09-03-1963 Abbotabad	28-04-1987	26-05-2006	BS-17	By Promotion	Instructor (Commerce)
37	M. Muhammad Taq M.A.Com-I	10-03-1953 Swabi	29-04-1987	26-05-2006	BS-17	By Promotion	Instructor (State & B. Maths)
38	M. Asim Zafar D.M.Sc.Sta-II	05-01-1955 Malakand	08-04-1995	26-05-2006	BS-17	By Promotion	Instructor (Commerce)
39	M. Gul Faiz Khan D.M.Com-II ii) M.A./P/Sc-II	26-10-1967 Chitral	03-08-1997	26-05-2005	BS-17	By Promotion	Instructor (Commerce)
40	M. Shafiq-Zaman i) M. Com-II	01-04-1959 Mardan	17-03-1984	26-05-2005	BS-17	By Promotion	Instructor (Commerce)
41	M. Khan Muhammad ii) M.A. (Islamic-II)/D.Com.	01-04-1955 Dir	08-03-1984	17-05-2007	BS-17	By Promotion	Instructor (ETS)
42	M. Ali Asfar Shah ii) M.A. (Urdu-II)/D.Com.	18-10-1955 Mansehra.	16-05-1987	17-05-2007	BS-17	By Promotion	Instructor (ETS)
43	M. Gul Ibrahim Shah ii) M.A. (Islamic-II)/D.Com.	14-05-1959 Bannu.	25-11-1985	17-05-2007	BS-17	By Promotion	Instructor (ETS)
44	M. Muhammad Parwar ii) M.A. (IR-II)/C.Com. ii) M.A. (Islamic-I).	15-11-1958 Swabi.	12-01-1987	17-05-2007	BS-17	By Promotion	Instructor (ETS)
45	M. Shah Janan i) M.Sc. (Statistics)/C.Com.	22-02-1960 Bannu.	01-03-1987	17-05-2007	BS-17	By Promotion	Instructor (ETS)
46	M. Amin Ullah ii) M.Sc (Maths-II).	25-05-1955 Peshawar.	15-10-1988.	17-05-2007	BS-17	By Promotion	Instructor (Stat. B. Maths)

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47. Mr. Firdous Rehman M.Com-I	01-01-1966 Chitral	16-10-1998	17-05-2007	25-17	By Promotion	Selected as Assistant Professor B.P.S-18 on 29-07-2008. Retains lien against the Post of Instructor (Commerce) B-17
48. Mr. Muhammad Haroon M.B.A II	30-03-1973 N.W.A.	06-11-1999	17-05-2007	BS-17	By Promotion	Instructor (Commerce)
49. Mr. Sajjad Ali M. Sc (Statistics-I)	01-06-1979 Peshawar	25-09-2006	18-05-2007	BS-17	By initial	Instructor (Stat. & B. Maths)
50. Muhammad Asif M. Sc (Maths-I)/B. Ed.	01-09-1979 Khyber Agy.	18-05-2007	18-05-2007	BS-17	By initial	Instructor (Stat. & B. Maths)
51. Mr. Jamroz Khan M. Sc (Maths-I)/B. Ed.	01-01-1982 Peshawar	18-05-2007	18-05-2007	BS-17	By initial	Instructor (Commerce)
52. Mr. Bahadar Khan M.Com-I	12-01-1975 Dir.	20-11-2001	01-04-2008	BS-17	By initial	Instructor (Commerce)
53. Mr. Farid Ullah M.Com-I	15-01-1981 Bannu	06-05-2006	15-03-2008	BS-17	By initial	Instructor (Commerce)
54. Muhammad Naveed Khan M.Com-I	02-03-1978 A/Abad.	29-03-2008	29-03-2008	BS-17	By initial	Instructor (Commerce)
55. Mr. Mujeeb-ur-Rehman M. Sc (Computer Science-I)	02-06-1983 Peshawar	24-04-2008	24-04-2008	BS-17	By initial	Instructor (Computer Sc.)
56. Mr. Naeem Ullah M. Sc (Computer Science-I)	01-04-1981 Sival	24-04-2008	24-04-2008	BS-17	By initial	Instructor (Computer Sc.)
57. Mr. Miskeen Shah M. Sc (Computer Science-I)	15-03-1978 Abbottabad	25-04-2008	25-04-2008	BS-17	By initial	Instructor (Computer Sc.)
58. Mr. Nasir Jamal M. Sc (Computer Science-I)	14-10-1978 Nowshera	01-05-2008	01-05-2008	BS-17	By initial	Instructor (Computer Sc.)
59. Mr. Muhammad Wasim M. Sc (Computer Science-I)	11-04-1984 Haripur	25-04-2008	25-04-2008	BS-17	By initial	Instructor (Computer Sc.)

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60.	Syed Hamad Sherazi, B. Sc. (IT Hons)	01-04-1982 Manshra	01-05-2008	01-05-2008	BS-17	By initial	Instructor (Computer Sc.)
61.	Mr. Fazil Akbar, M. Sc. (Computer Science)	02-03-1982 Moh Agency	01-03-2006	24-04-2008	BS-17	By initial	Instructor (Computer Sc.)
62.	Mr. Latif Ullah Khan, M. Sc. (Computer Science-II)	15-03-1981 Lakki	24-04-2008	24-04-2008	BS-17	By initial	Instructor (Computer Sc.)
63.	Mr. Salim Khan, M. Sc. (Maths-I) / M. Ed	06-03-1972 Malakand	31-05-2008	31-05-2009	BS-17	By initial	Instructor (Stat. B. Maths)
64.	Sardar Ijaz Ahmad, MBA-I	28-07-1977 Abbotlabad	28-06-2008	28-06-2008	BS-17	By initial	Instructor (Commerce)
65.	Mr. Aziz Ahmad, MBA-I	28-04-1974 Chitral	01-07-2009	01-07-2008	BS-17	By initial	Instructor (Commerce)
65.	Mr. Saleem Khan, M. Sc. (Maths-I)	12-09-1970 Mardan	25-07-1997	15-11-2008	BS-17	By Promotion	Instructor (Stat. & B. Maths)
67.	Mr. Abdul Qayyum, M. Sc. (Maths-II)	09-01-1971 Lakki	25-09-1997	15-11-2008	BS-17	By Promotion	Instructor (Stat. & B. Maths)
68.	Mr. Bashir Ahmad, M. Sc. (Maths-II)	01-04-1976 Hainpur	21-09-1997	15-11-2008	BS-17	By Promotion	Instructor (Stat. & B. Maths)
69.	Mr. Umer Ali Khan, M. Sc. (Maths-I)	02-02-19972 F.R. Bannu	11-11-1999	15-11-2008	BS-17	By Promotion	Instructor (Stat. & B. Maths)
70.	Mr. Muhammad Ismail, M. Com-I	01-04-1970 Khar	28-10-1998	15-11-2008	BS-17	By Promotion	Instructor (ETS).
71.	Mr. Gul Muhammad, M. A. (Eco-II) / D. Com.	10-04-1960 Chitral	26-09-1987	15-11-2008	BS-17	By Promotion	Instructor (ETS).
72.	Mr. Mehab Khan M.A. (English) II	13-03-1982 Abbotlabad	29-01-2009	29-01-2009	BS-17	By initial	Instructor (English).
73.	Mr. Muhammad Dost, M.A. (Economics-I) / M. Ed	15-01-1981 Dir	12-03-2009	12-03-2009	BS-17	By initial	Instructor (Economics)

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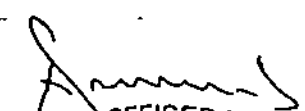
74.	Mr. Muhammad Imran, M.Sc (Economics-I) M.Phil	25-03-1980 Abbotabad	21-3-2009	21-3-2009	BS-17	By initial	Instructor (Economics)
75.	Mr. Humayun Akhtar, M.A (Economics-I) B.Ed	20-03-1978 Bannu	20-03-2009	20-03-2009	BS-17	By initial	Instructor (Economics)
76.	Mr. Azhar Nawaz, M.Sc (Economics-I)	01-03-1984 Abbotabad	20-03-2009	20-03-2009	BS-17	By initial	Instructor (Economics)
77.	Mr. Sajjad Hussain, M.A (Economics-I) B.Ed	02-01-1978 Charsadda	25-3-2009	25-3-2009	BS-17	By initial	Instructor (Economics)
78.	Mr. Shamsheer Ali, M.A (Economics-I)	22-02-1985 Swat	20-03-2009	20-3-2009	BS-17	By initial	Instructor (Economics)
79.	Mr. Shahabe-e-Saqib, M.Sc (Economics-I)	04-03-1983 Mohmand Agency	28-3-2009	28-3-2009	BS-17	By initial	Instructor (Economics)
80.	Mr. Muhammad Zahoor, M.A. (Urdu-III) D.Com.	16-01-1965 Mansehra	19-12-1989	25-3-2009	BS-17	By Promotion	Instructor (ETS)
81.	Mr. Muhammad Ilyas M.A. (Islamicia-II)/B. Com-I	15-07-1968 Bannu.	19-09-1997	25-3-2009	BS-17	By Promotion	Instructor (ETS)
82.	Mr. Behram Khan, M.A. (Pak: Studies) II/B. Ed	15-02-1979 Lakki.	20-5-2009	20-5-2009	BS-17	By initial	Instructor (P/Studies)
83.	Mr. Aftab Khan M.A. (Pak: Studies-I) / M.Ed.	15-01-1982 Mohmand Agy.	23-4-2009	23-4-2009	BS-17	By initial	Instructor (P/Studies)
84.	Mr. Mustafa Kamal M.A. (Pak: Studies)/B. Ed.	01-04-1982 Mardan.	22-04-2009	22-4-2009	BS-17	By initial	Instructor (P/Studies)
85.	Mr. Waheed Ullah M.A. (Pak: Studies)	15-03-1983 Malakand	21-05-2009	21-5-2009	BS-17	By initial	Instructor (P/Studies)
86.	Mr. Muhammad Rashid M.A. (Pak: Studies)/B. Ed.	02-02-1971 Karak	23-04-2009	23-4-2009	BS-17	By initial	Instructor (P/Studies)
87.	Mr. Muhammad Khalid, M.A. (Pak: Studies)	01-04-1978 Mansehra.	21-05-2009	21-5-2009	BS-17	By initial	Instructor (P/Studies)

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68.	Mr. Zia Ullah M.A. (English-II) / B.Ed.	25-10-1982 Peshawar	23-4-2009	23-4-2009	BS-17	By initial	Instructor (English)
69.	Mr. Ahmad Yar Khan M.A. (English-II)	16-06-1981 Malakand	23-04-2009	23-4-2009	BS-17	By initial	Instructor (English)
90.	Mr. Irfan Ullah M.A. (English-II) / B. Ed.	25-06-1981 Lakki	25-04-2009	25-4-2009	BS-17	By initial	Instructor (English)
91.	Mr. Masood Shah M.A. (English-II)	12-01-1978 Charsadda	06-11-2006	02-5-2009	BS-17	By initial	Instructor (English)
92.	Miss. Aikmeena M. Com-I	30-03-1983 Bannu	11-04-2007	19-5-2009	BS-17	By initial	Instructor (Commerce)
93.	Miss. Rabia Ittihar M. Com-I	23-02-1984 Peshawar	20-05-2009	20-5-2009	BS-17	By initial	Instructor (Commerce)
94.	Miss. Musarat Naveed M. Com-I	28-03-1982 Dir	21-05-2009	21-5-2009	BS-17	By initial	Instructor (Commerce)
95.	Miss. Naseem Akhtar M. Com-I	28-02-1985 Bannu	01-11-2007	19-5-2009	BS-17	By initial	Instructor (Commerce)
96.	Miss. Fozia Shaheen M. Com-I	24-09-1983 Abbottabad	20-05-2009	20-5-2009	BS-17	By initial	Instructor (Commerce)
97.	Mr. Fareeq Ahmad i) M.A. (Islamiat-II) / D.Com.	18-3-1962 Swabi.	03-8-1985	1-10-2009	BS-17	By Promotion	Instructor (ETS)

Certified that the seniority list was circulated amongst the officers and is final / un-disputed.

  
DIRECTOR GENERAL  
TECHNICAL EDUCATION  
& MANPOWER TRAINING

  
SECTION OFFICER-III,  
INDUSTRIES DEPARTMENT.

GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT DEPARTMENT

NO SO(PSB)ED/1-10/2011/P-105  
Dated Peshawar, the 05.03.2011

962  
7:37

To

The Secretary to  
Government of Khyber Pakhtunkhwa,  
Industries, Commerce &  
Technical Education Department.

SUBJECT - MINUTES OF THE MEETING OF PROVINCIAL SELECTION  
BOARD HELD ON 28.02.2011

PROMOTION TO THE POST OF ASSISTANT PROFESSOR  
BS-18 GOVT. COLLEGE OF COMMERCE/MANAGEMENT SCIENCES

Dear Sir,

I am directed to refer Industries Department letter  
No.SOH(IND)TE/1-5, dated 22.02.2011 on the subject and to forward herewith  
an extract of Addl. item No.11 of the minutes/recommendations of the meeting of  
Provincial Selection Board held on 28.02.2011 for further necessary  
action/obtaining approval of the competent authority.

Yours faithfully

S.O. 11  
11. Enc. - 1

*(Signature)*  
05/3/11  
(HAROON-UR-RASHID)  
SECTION OFFICER (PSB)

Encl. As Above  
Encls. of even No. & date.

A copy is forwarded to the:-

1. Section Officer (R.I) Establishment Department: An extract of Addl. item No.11 of the minutes of the meeting is enclosed.
2. Section Officer-III, Govt. of Khyber Pakhtunkhwa, Industries Department: He is requested to depute his representative to collect working papers from this office immediately.

SECTION OFFICER (PSB)

*(Signature)*  
8/3



HIGHER EDUCATION DEPARTMENT  
(Secretary of P.S.I. by No. 102/2011)

**SUBJECT: PROMOTION TO THE POST OF ASSISTANT PROFESSOR BS-18  
GOVT. COLLEGE OF COMMERCIAL MANAGEMENT SCIENCES.**

Secretary Industries apprised the Board that there are 162 sanctioned posts of Assistant Professors, 40% of the posts are filled by initial recruitment and 60% by promotion. Share of initial recruitment @ 40% comes to 64.8. Share of promotion @ 60% comes to 97 where-against 89 officers are already working and the remaining 8 posts are lying vacant. He further informed the Board that information furnished at para-4 of P.S.I-1 proforma of working paper will be corrected accordingly.

3. According to service rules, the posts are required to be filled as under:-

Sixty percent by promotion, on the basis of seniority cum fitness, from amongst the Lecturers BS-17, (Commerce/Management Sciences), having Masters Degree in the relevant subject with five years service as such and

Forty percent by initial recruitment

4. 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. Farman Ali Khan	His date of birth is 01.03.1972. He joined government service on 27.10.2001 in BS-17. He has proceeded to Austria for Ph.D for four years w.e.f. 1.1.2007.  The Board did not consider him for promotion.
2	Mr. Muhammad Zeb	His date of birth is 06.03.1974. He joined government service on 07.11.2001 in BS-17. He remained on EOL from 1.2.2009 to 31.1.2011 and submitted resignation w.e.f. 31.12.2010 which is under process.  The Board did not consider him for promotion.
3	Mr. Muhammad Younis	His date of birth is 15.03.1979. He joined government service on 19.4.2005 in BS-17. Already appointed to BS-18 on acting charge basis. No enquiry is pending against him. His service record upto 2009 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.
4	Mr. Asfandiyar Yousaf	His date of birth is 01.05.1977. He joined government service on 27.4.2005 in BS-17. Already appointed to BS-18 on acting charge basis. No enquiry is pending against him. His service record upto 2009 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.
5	Mr. Zahid Nawaz	Not considered. He joined police service on 15.12.2001.
6	Mr. Faraz Mahmood	His date of birth is 27.01.1971. He joined government service on 15.12.2001 in BS-17. He has proceeded to

*Wheled*  
*Wheled*  
Section Officer (PSI)  
Govt. of Khyber Pakhtunkhwa  
Establishment Department

7	Mr. Muhammad Idrees	<p>against him. His service record upto 2009 is generally good.</p> <p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.</p> <p>His date of birth is 09.02.1975. He joined government service on 20.4.2005 in BS-17. No enquiry is pending against him. His service record upto 2009 is generally good.</p>
8	S.Zulfiqar Ali Shah	<p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.</p> <p>His date of birth is 30.02.1977. He joined government service on 02.5.2005 in BS-17. No enquiry is pending against him. His service record upto 2009 is generally good.</p>
9	Mr. Abdur Rashid	<p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.</p> <p>His date of birth is 15.02.1979. He joined government service on 19.4.2005 in BS-17. No enquiry is pending against him. His service record upto 2009 is generally good.</p>
10	Mr. Zahoor Jan	<p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.</p> <p>Not considered. Removed from service on 22.6.2010.</p>
11	Mr. Maliullah Khan	<p>His date of birth is 01.02.1973. He joined government service on 13.9.1999 and promoted to BS-17 on 27.4.2005. No enquiry is pending against him. His service record upto 2009 is generally good.</p> <p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.</p>
12	Mr. Muhammad Jamil Khan	<p>His date of birth is 10.11.1977. He joined government service on 21.4.2005 in BS-17. No enquiry is pending against him. His service record upto 2009 is generally good.</p> <p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.</p>

①

*Muhammad Idrees*

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HEP/NC/19

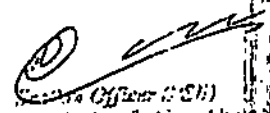
HIGHER EDUCATION DEPARTMENT  
(Meeting of PSB held on 03.12.2016)

SUBJECT: PROMOTION OF INSTRUCTOR/LECTURER BS-17 TO THE POST OF ASSISTANT PROFESSOR (COMMERCE) BS-18

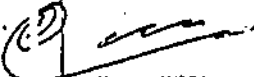
Secretary Higher Education apprised the Board that due to promotion/creation/appointment in upper scale of officers and death, thirty three (33) posts of Assistant Professor (Commerce) BS-18 falling to the share of promotion quota are lying vacant. He further apprised the Board that the Board in its meeting held on 28.02.2011 recommended eight (08) Lecturers BS-17 for promotion as Assistant Professor BS-18 according to the amended Service Rules notified on 03.12.2010 wherein promotion quota was decreased from eighty percent (80%) to sixty percent (60%). Certain officers filed an appeal in Service Tribunal for consideration of their promotion under old Service rules notified on 01.09.1994 wherein 80% quota goes to promotion and the same was accepted by the Tribunal. The Provincial Govt filed C.P.A in Supreme Court of Pakistan against the Judgment of Service Tribunal. The court dismissed the civil appeal of the Govt. Resultantly the department forwarded the working paper proposing therein promotion w.e.f. 28.02.2011, the date on which the previous meeting of PSB was held. The Board considered the working paper and observed that according to promotion policy 2009, promotion is always notified with immediate effect and their promotion with retrospective effect will open a Pandora's Box which will create problem for Govt in future. Hence the Board recommended the promotion with immediate effect.

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

- i. Eighty percent by promotion, on the basis of seniority cum fitness from amongst the Instructors/lecturers, Government Commerce Training institutes, Government College of Commerce with five year service in BS-17, provided that if no candidate having the requisite qualification and experience is available for promotion then by initial recruitment to be adjusted in future vacancies.
- ii. Twenty percent by initial recruitment.

  
Secretary (P&A)  
Govt. of Punjab, Government  
Higher Education Department

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. Farman Ali Khan	Not considered as he resigned from service on 13.03.2014
2.	Mr. Muhammad Zeb	Not considered as he resigned from service on 31.12.2010
3.	Mr. Muhammad Younas	Not considered as he has already been promoted to the post of Assistant Professor BS-18
4.	Mr. Asfandyar Yousaf	Not considered as he has already been promoted to the post of Assistant Professor BS-18
5.	Mr. Zahid Nawaz	Not considered as he joined Police Services.
6.	Mr. Fazal Hussain	Not considered as he has already been promoted to the post of Assistant Professor BS-18
7.	Mr. Muhammad Idrees	Not considered as he has already been promoted to the post of Assistant Professor BS-18
8.	S. Zulfiqar Ali Shah	Not considered as he has already been promoted to the post of Assistant Professor BS-18
9.	Mr. Abdur Rashid	Not considered, as he has already been promoted to the post of Assistant Professor BS-18
10.	Mr. Zahoor Jan	Not considered as he has been removed from service on 22.06.2010
11.	Mr. Matiullah Khan	Not considered as he has already been promoted to the post of Assistant Professor BS-18
12.	Mr. Muhammad Jamil Khan	Not considered, as he has already been promoted to the post of Assistant Professor BS-18
13.	Mr. Muhammad Yaseen	His date of birth is 02.01.1978. He joined government service on 01.05.2005 in BS-17. No enquiry is pending against him. His service record upto 2015 is generally good
	 Mr. Farman Ali Khan Director, Department	The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.
14.	Mr. Jehangir Khan	His date of birth is 10.03.1978. He joined government service on 13.05.2005 in BS-17. No enquiry is pending against him. His service record upto 2015 is generally good

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		The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
15	Mr. Riaz Ali	His date of birth is 20.08.1976. He joined government service on 12.05.2005 in BS-17. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
16	Mr. Rast Baz Khan	His date of birth is 05.11.1959. He joined government service on 20.10.1986. He was promoted to BS-17 on 29.05.2005. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
17	Mr. Rasta Baz Khan	His date of birth is 20.10.1959. He joined government service on 09.10.1986. He was promoted to BS-17 on 29.05.2005. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
18	Mr. Inayat Ullah Jan	His date of birth is 01.01.1967. He joined government service on 27.09.1990. He was promoted to BS-17 on 29.05.2005. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
19	Mr. Hussain Ali Shah	His date of birth is 19.07.1962. He joined government service on 29.11.1986. He was promoted to BS-17 on 29.05.2005. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year




(Signature) (53)


Principal, Government Department

(S)

		be on probation for a period of one year.
20	Mr. Jehan Zeb	Not considered as he has already been appointed as Assistant Professor BS-18
21	Mr. Rafeqat Ullah	Not considered as he resigned from service on 15.10.2011
22	Mr. Riaz ud Din	His date of birth is 03.03.1974. He joined government service on 01.12.2007 in BS-17. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
23	Mr. Bacha Khan	His date of birth is 03.12.1979. He joined government service on 15.11.2005 in BS-17. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
24	Mr. Fazal Ahmad	His date of birth is 00.02.1957. He joined government service on 23.07.1986. He was promoted to BS-17 on 27.01.2006. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation till retirement.
25	Mr. Abdul Naib Khan	His date of birth is 11.12.1964. He joined government service on 29.10.1986. He was promoted to BS-17 on 27.01.2006. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
26	Mr. Muhammad Saeed	His date of birth is 03.09.1968. He joined government service on 23.10.1993. He was promoted to BS-17 on 27.01.2006. No enquiry is pending against him. His service record upto 2015 is generally good.

  
 Mr. [Name]  
 [Title]  
 [Institution]

		The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He be on probation for a period of one year
22.	Mr. Dawood Khan	His date of birth is 07.09.1963. He joined government service on 23.02.1987. He was promoted to BS-17 on 27.01.2006. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He be on probation for a period of one year
23.	Mr. Muhammad Ajmal	His date of birth is 22.04.1965. He joined government service on 24.02.1987. He was promoted to BS-17 on 27.01.2006. No enquiry is pending against him. His PER for the year 2015 is not available. The Secretary informed the Board that he will enquire into the reasons of unavailability of his PER for the year 2015.  The Board recommended to defer his promotion.
29.	Mr. Muhammad Shah Noor	His date of birth is 01.01.1962. He joined government service on 01.03.1987. He was promoted to BS-17 on 11.02.2006. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He be on probation for a period of one year
30.	Mr. Farman Ullah	Not considered as he has resigned from service 18.11.2014
31.	Mr. Sahib Ala	Not considered as he has retired from service 14.05.2011
32.	Mr. Maqbool Jalal	His date of birth is 01.01.1959. He joined government service on 29.05.1983. He was promoted to BS-17 on 26.05.2006. No enquiry is pending against him. His service record upto 2015 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He be on probation for a period of one year
33.	Mr. Sajjad Khan	His date of birth is 13.10.1964. He joined government service on 03.11.1985. He was promoted to BS-17 on 26.05.2006. No enquiry is pending against him. His

  
 Member Evaluation & Award  
 Department

		<p>record upto 2015 is generally good.</p> <p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year</p>
35	Mr. Nadeem Anjum Ansari	<p>His date of birth is 15.08.1968. He joined government service on 11.12.1989. He was promoted to BS-17 on 26.05.2006. No enquiry is pending against him. His PERs for the period from 20.08.2013 to 31.12.2013 was not written as he remained under two reporting officers and his posting period with each reporting officer was less than three months. His service record upto 2015 is generally good.</p> <p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year</p>
35	Mr. Sultan Zeb	<p>His date of birth is 03.02.1962. He joined government service on 17.03.1987. He was promoted to BS-17 on 26.05.2006. No enquiry is pending against him. His service record upto 2015 is generally good.</p> <p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year</p>
36	Mr. Khalid Hussain	Not considered as he has retired from service on 31.10.2014
37	Mr. Muhammad Tariq	Not considered as he died on 27.03.2016
38	Mr. Alamgir Khan	<p>His date of birth is 06.01.1968. He joined government service on 08.04.1995. He was promoted to BS-17 on 26.05.2006. No enquiry is pending against him. His service record upto 2015 is generally good.</p> <p>The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year</p>
39	Mr. Gul Faiz Khan	Not considered as he has been appointed as Assistant professor BS-18 on 13.03.2016
40	Mr. Shafi uz Zaman	<p>His date of birth is 01.08.1984. He joined government service on 17.08.1984. He was promoted to BS-17 on 26.05.2006. No enquiry is pending against him. His service</p>



17.05.2007. No enquiry is pending against him. His service record upto 2015 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He should be on probation for a period of one year

Office of Higher Education  
 Establishment Department

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Annex (C)

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29 ANNEXURE



GOVERNMENT OF KHYBER PAKHTUNKHWA  
INDUSTRIES, COMMERCE AND TECH: EDUCATION  
DEPARTMENT

NOTIFICATION

No. SOIII(INDYTE/4-13/2010/Teaching cadre. 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, 1959 and in supersession of all notifications issued in this behalf, the Industries, Commerce and Technical Education 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 to this Notification which shall be applicable to the posts belonging to the Teaching Cadre Staff of Government Colleges of Management Sciences, and Commerce Colleges/Institutes specified in column No. 2 of the said Appendix.

Secretary to Govt. of Khyber Pakhtunkhwa,  
Industries, Commerce & Technical Education  
Department.

Encls: No. SOIII(INDYTE/4-13/2010/Teaching cadre Dated 3<sup>rd</sup> December, 2010

Copy is forwarded to:-

1. All administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
2. The Secretary to Governor, Khyber Pakhtunkhwa.
3. The Secretary to Chief Minister, Khyber Pakhtunkhwa.
4. All DCOs in Khyber Pakhtunkhwa.
5. All Heads of Attached Departments.
6. All Districts and Session Judges, Khyber Pakhtunkhwa.
7. The Director General, Technical Education and Manpower Training, Khyber Pakhtunkhwa, Peshawar.
8. The Registrar, Peshawar High Court, Peshawar.
9. The Secretary Board of Revenue, Khyber Pakhtunkhwa.
10. The Secretary, Khyber Pakhtunkhwa, Public Service Commission.
11. The Registrar, Khyber Pakhtunkhwa, Service Tribunal, Peshawar.
12. PS to Chief Secretary, Khyber Pakhtunkhwa.
13. PS to Minister for Technical Education, Khyber Pakhtunkhwa.
14. PS to Secretary, Industries, Khyber Pakhtunkhwa.
15. The Manger, Govt. Printing and Stationery Department, Khyber Pakhtunkhwa with the request that ten printed copies (gazette copies) of the notification may be provided to Law Department and Establishment Department, Govt. of Khyber Pakhtunkhwa along with details of the gazette in which it is published.

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(AKWAR-UL-HAQ)  
SECTION OFFICER-III

APPPOINTMENT, PROMOTION AND TRANSFER RULES FOR THE TEACHING CADRE STAFF OF THE GOVERNMENT COLLEGES OF MANAGEMENT SCIENCES AND COMMERCE COLLEGES/INSTITUTES

APPENDIX

S.No.	Nomenclature of the post.	Qualification required for initial recruitment.	Age limit.	Method of recruitment.
1.	Professor/Principal (Commerce subject) (BPS-20).			By promotion, on the basis of selection on merit, from amongst the Associate Professors (Commerce/Management subjects) (BPS-19), having seven years service as such with four National level research publications in the relevant field.
2.	Professor/Principal (other than Commerce subjects) (BPS-20).			By promotion, on the basis of selection on merit, from amongst the Associate Professors (other than Commerce subjects) (BPS-19), having seven years Service as such with four National level research publications in the relevant field.
3.	Associate Professor/Principal (Commerce/Management Sciences) (BPS-19)	(i) Ph.D in the relevant subject from a recognized University, with one year experience in the relevant field; or (ii) M.Phil/M.S in the relevant subjects from a recognized University, with three years teaching experience in	30 to 45 years	(a) Eighty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Professors (Commerce/Management Sciences) (BPS-18), with seven years service as such and having two National level research publications in the relevant field; and (b) Twenty per cent by initial recruitment.  <u>Note:</u> A post required to be filled by promotion shall be made according to the relevant subject.

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		<p>the relevant field; or</p> <p>(iii) Master's in Business Administration, Commerce or Bachelor's in Business Administration (Hons) in the relevant subject from a recognized University with twelve years experience in the relevant field.</p>		
	<p>Associates Professor/ Principal (other than Commerce/Management Sciences) (BPS-19).</p>	<p>(i) Ph.D in the relevant subject from a recognized University, with one year experience in the relevant field; or</p> <p>(ii) M.Phil/MS in the relevant subjects from a recognized University, with three years teaching experience in the relevant field; or</p> <p>(iii) Master's Degree in the relevant subject from a recognized University with twelve years experience in the relevant field.</p>	<p>30 to 45 years</p>	<p>(a) Eighty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Professors (Other than Commerce/Management Sciences) (BPS-18), with seven years Service as such and having two National level research publications in relevant field of studies.</p> <p>(b) twenty per cent by initial recruitment.</p> <p><u>Note:</u> A post required to be filled by Promotion shall be made according to the relevant subject.</p>

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5.	Assistant Professor (Commerce/Management Sciences) (BPS -18).	<ul style="list-style-type: none"> <li>(i) Ph.D in the relevant subject from a recognized University; or</li> <li>(ii) M.Phil/MS in the relevant subjects from a recognized University, having two years teaching experience in the relevant field; or</li> <li>(iii) MBA/M.Com/BBA (Hons in the relevant subject from a recognized University, with five years experience of Teaching or Business Management.</li> </ul>	30 to 45 years	<ul style="list-style-type: none"> <li>(a) Sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Lecturers (BPS-17) (Commerce/Management Sciences), having Master's Degree in the relevant subjects with five years service as such; and</li> <li>(b) forty per cent by initial recruitment.</li> </ul>
6.	Assistant Professor (Other than Commerce/ Management Sciences) (BPS -18)	<ul style="list-style-type: none"> <li>(i) Ph.D in the relevant subject from a recognized University; or</li> <li>(ii) M.Phil/MS in the relevant subjects from a recognized University, with two years teaching experience in the relevant field; or</li> <li>(iii) Master's Degree in the</li> </ul>	30 to 45 years	<ul style="list-style-type: none"> <li>(a) Sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Lecturers (BPS-17) (Other than Commerce/Management Sciences), having Master's Degree in the relevant subjects with five years service as such; and</li> <li>(b) forty per cent by initial recruitment.</li> </ul>

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7 Lecturer (Commerce/ Management Sciences) (BPS-17).	relevant subject with five years experience of Teaching in the relevant field.	21 to 30 years	(a) Forty per cent by promotion, on the basis of seniority-cum-fitness; from amongst the Junior Instructors (BPS-14) (Commerce/Management Sciences), with three years service as such; and (b) sixty per cent by initial recruitment.
8 Lecturer (Other than Commerce/Management Sciences) (BPS-17).	Master's Degree in the relevant subject from a recognized University.	21 to 30 years	(a) Forty per cent by promotion, on the basis of seniority-cum-fitness; from amongst the Junior Instructors (Other than Commerce/ Management Sciences) (BPS-14), with three years service as such; and (b) sixty per cent by initial recruitment.
9 Junior Instructors (BPS-14).	Bachelor's Degree in the relevant subjects, from a recognized University.	21 to 28 years	By initial recruitment.
10 Computer Lab Assistant (BPS-05).	Intermediate from a recognized Board with one year diploma in Information Technology from a recognized Institute.	21 to 28 years	By initial recruitment.

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SECRETARY TO GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
INDUSTRIES, COMMERCE AND TECHNICAL EDUCATION  
DEPARTMENT.

CONFIDENTIAL  
IMMEDIATE



GOVERNMENT OF KHYBER PAKHTUKHWA  
ESTABLISHMENT DEPARTMENT

No. SO(PSB)ED/1-4/2018/P-184  
Dated Peshawar, the 17.05.2018

The Secretary to  
Government of Khyber Pakhtukhwa,  
HIGHER EDUCATION, ARCHIVES AND LIBRARIES DEPARTMENT

SUBJECT: MINUTES OF THE MEETING OF PROVINCIAL SELECTION BOARD  
HELD ON 03.05.2018

PROMOTION OF LECTURER BS-17 TO THE POST OF ASSISTANT  
PROFESSOR BS-18 GCMS/GCCs

Dear Sir,

I am directed to refer to Higher Education Department letter No SO  
R.E.GMS/11-2/2015/95 dated 09.04.2018 on the subject and to forward herewith an  
extract of item No (42) of the minutes/recommendations of the meeting of  
Provincial Selection Board held on 03.05.2018 as well as copy of approved  
summary wherein the Chief Minister being competent authority in terms of Rules 4  
to 10 of the Khyber Pakhtunkhwa has approved the recommendation of the PSB for  
further necessary action.

Yours faithfully,

(PAULAT KHAN)  
SECTION OFFICER (PSB)

**HIGHER EDUCATION, ARCHIVES AND LIBRARIES DEPARTMENT**

(Meeting of PSB held on 03.05.2018)

**SUBJECT: - PROMOTION OF LECTURER BS-17 TO THE POST OF ASSISTANT PROFESSOR BS-18 GCMS/GCCs**

Secretary Higher Education apprised the Board that due to promotion, retirement/death and new creations, 131 posts of Assistant Professor BS-18 are being vacant.

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

i. Eighty percent by promotion, on the basis of seniority cum fitness, from amongst the Instructors/Lecturers, Government Commercial Training institutes, Government College of Commerce with five years service in BS-17, provided that if no candidate having the requisite qualification and experience is available for promotion then by initial recruitment to be adjusted in future vacancies.

ii. Twenty percent by initial recruitment.

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. Sajjad Ali	His date of birth is 01.06.1979. He joined government service on 25.09.2006. He was promoted to BS-17 on 18.05.2007. No enquiry is pending against him. His service record upto 2017 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.
2	Muhammad Asif	His date of birth is 01.09.1979. He joined government service on 18.05.2007 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.  The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.
3	Mr. Jamroz Khan.	His date of birth is 01.01.1982. He joined government service on 18.05.2007 in BS-17. No enquiry is pending



against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Farid Ullah His date of birth is 15.01.1981. He joined government service on 06.05.2006. He was promoted to BS-17 on 15.03.2008. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Mujeeb-ur-Rehman His date of birth is 02.01.1983. He joined government service on 23.04.2008 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Naeem Ullah His date of birth is 01.04.1981. He joined government service on 23.04.2008 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Miskeen Shah His date of birth is 15.03.1978. He joined government service on 23.04.2008 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Nasir Jamal His date of birth is 14.10.1978. He joined government service on 23.04.2008 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr Muhammad  
Waseem

His date of birth is 11.04.1984. He joined government service on 23.04.2008 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

19. Syed Hamad  
Sherazi

His date of birth is 01.04.1982. He joined government service on 23.04.2008 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

20. Mr. Fazli Akbar

His date of birth is 20.03.1982. He joined government service on 03.01.2006. He was promoted to BS-17 on 23.04.2008. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

21. Mr. Latif Ullah  
Khan.

His date of birth is 15.03.1981. He joined government service on 23.04.2008 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

22. Mr. Salim Khan

His date of birth is 06.03.1972. He joined government service on 31.05.2008 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

23. Mr. Saleem  
Khan

His date of birth is 12.09.1970. He joined government service on 05.07.1997. He was promoted to BS-17 on 15.11.2008. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

5. Mr. Abdul Qayyum

His date of birth is 09.01.1971. He joined government service on 05.09.1997. He was promoted to BS-17 on 15.09.2008. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

6. Mr. Bashir Ahmad

His date of birth is 01.04.1976. He joined government service on 21.09.1999. He was promoted to BS-17 on 15.11.2008. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

7. Mr. Amer Ali Khan

His date of birth is 02.02.1972. He joined government service on 11.19.1999. He was promoted to BS-17 on 15.11.2008. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

8. Mr. Muhammad Ismail

His date of birth is 01.04.1970. He joined government service on 28.10.1998. He was promoted to BS-17 on 15.11.2008. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Gul Muhammad

His date of birth is 10.04.1960. He joined government service on 26.09.1987. He was promoted to BS-17 on 15.11.2008. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will

be on probation for a period of one year

Mr. Mehtab  
Khan

His date of birth is 13.03.1982. He joined government service on 29.01.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

21. Mr. Muhammad  
Imran

His date of birth is 25.03.1980. He joined government service on 19.03.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

22. Mr. Muhammad  
Dost

His date of birth is 15.01.1981. He joined government service on 19.03.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Shamsher  
Ali

His date of birth is 22.02.1985. He joined government service on 19.03.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Sajjad  
Hussain

His date of birth is 02.10.1978. He joined government service on 19.03.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

25. Mr. Azhar  
Nawaz

His date of birth is 01.03.1984. He joined government service on 19.03.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the

post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

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26. Mr. Muhammad Zanoor His date of birth is 16.01.1966. He joined government service on 19.12.1989. He was promoted to BS-17 on 25.03.2009. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

27. Mr. Muhammad Iyas His date of birth is 15.07.1968. He joined government service on 19.09.1997. He was promoted to BS-17 on 25.03.2009. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

28. Shahab-e-Saqib His date of birth is 04.03.1983. He joined government service on 26.03.2009 in BS-17. According to Higher Education department he was on study leave from 04.10.2013 to 15.10.2017. The Board directed that the department will provide a completion certificate of the course. As per documents provided by the department he has not completed his MS/M. Phil work.

The Board recommended to defer his promotion.

29. Mr. Waheed Ullah His date of birth is 15.03.1983. He joined government service on 22.04.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

30. Mr. Afab Khan His date of birth is 15.01.1982. He joined government service on 22.04.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the

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post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

32. Mr. Muhammad Rashid

His date of birth is 02.02.1971. He joined government service on 22.04.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

32. Mr. Mustafa Kamal

His date of birth is 01.04.1982. He joined government service on 22.04.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

33. Mr. Behram Khan.

His date of birth is 15.02.1979. He joined government service on 22.04.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

34. Mr. Muhammad Khalid

His date of birth is 01.04.1978. He joined government service on 22.04.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Ahmad Yar Khan

His date of birth is 16.06.1981. He joined government service on 22.04.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Zia Ullah

His date of birth is 25.10.1982. He joined government service on 22.04.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

37. Mr. Masood Shah

His date of birth is 12.01.1978. He joined government service on 11.06.2006. He was promoted to BS-17 on 11.06.2009. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

38. Mr. Irfan Ullah

His date of birth is 25.06.1981. He joined government service on 23.04.2009 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

39. Mst. Akmeena

Her date of birth is 25.06.1981. She joined government service on 04.11.2007. She was promoted to BS-17 on 19.05.2009. No enquiry is pending against her. Her service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. She will be on probation for a period of one year.

40. Mst. Fozia Shaheen

Her date of birth is 24.09.1983. She joined government service on 19.05.2009 in BS-17. No enquiry is pending against her. Her service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. She will be on probation for a period of one year.

41. Mst. Nasim Akhtar

Her date of birth is 28.02.1985. She joined government service on 11.01.2007. She was promoted to BS-17 on 19.05.2009. No enquiry is pending against her. Her service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. She will be on probation for a period of one year.

Ms. Nubia  
Anwar

Her date of birth is 19.02.1984. She joined government service on 20.05.2009 in BS-17. No enquiry is pending against her. Her service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. She will be on probation for a period of one year

Ms. Musarat  
Naveed

Her date of birth is 28.03.1982. She joined government service on 21.05.2009. She was promoted to BS-17 on 19.05.2009. According to Higher Education vide Notification dated 03.01.2018. She is on EOL from 15.02.2018 to 14.02.2019.

The Board recommended to defer her promotion.

Mr. Farooq  
Arif

His date of birth is 18.03.1962. He joined government service on 08.05.1985. He was promotion to BS-17 01.10.2009. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Iqbal Ullah

His date of birth is 14.01.1981. He joined government service on 12.01.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Saakeel  
Anwar

His date of birth is 01.03.1979. He joined government service on 12.01.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Zahid Ali

His date of birth is 01.04.1974. He joined government service on 12.01.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the



post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Salim Khan

His date of birth is 01.05.1977. He joined government service on 30.04.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Maik  
Muhammad  
Naveed

His date of birth is 22.03.1983. He joined government service on 30.04.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Irfan-ul-  
Wanab

His date of birth is 13.01.1978. He joined government service on 30.04.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Waheed  
Ahmad Khan

His date of birth is 24.03.1980. He joined government service on 30.04.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Khalid  
Nawaz

His date of birth is 06.06.1984. He joined government service on 20.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Nafi Gul

His date of birth is 15.08.1977. He joined government service on 20.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

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- The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
54. Mr. Tahir Mehmood His date of birth is 06.04.1980. He joined government service on 20.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.
- The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
55. Mr. Inayatullah Rehman His date of birth is 10.10.1982. He joined government service on 20.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.
- The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
56. Hafiz Shaukat Ali His date of birth is 04.07.1977. He joined government service on 20.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.
- The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
57. Mr. Waheed Ahmad His date of birth is 15.03.1978. He joined government service on 20.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.
- The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
58. Mr. Tariq Ayub Khan His date of birth is 01.03.1972. He joined government service on 20.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.
- The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year
59. Mr. Waheedullah His date of birth is 09.03.1973. He joined government service on 20.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

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The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Misbahuddin

His date of birth is 15.10.1972. He joined government service on 26.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Khurshid Ahmad

His date of birth is 15.11.1974. He joined government service on 26.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mst. Arum Nisar

Her date of birth is 18.09.1982. She joined government service on 07.09.2010 in BS-17. No enquiry is pending against her. Her service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. She will be on probation for a period of one year

Mst. Aousheen Rehman

Her date of birth is 28.03.1986. She joined government service on 07.09.2010 in BS-17. No enquiry is pending against her. Her service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. She will be on probation for a period of one year

Mst. Nazish Bidi

Her date of birth is 15.04.1985. She joined government service on 07.09.2010 in BS-17. No enquiry is pending against her. Her service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. She will be on probation for a period of one year

Mst. Samaira Ishaq

Her date of birth is 04.04.1982. She joined government service on 07.09.2010 in BS-17. According to Higher

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The Board recommended to defer her promotion.

Ms. Noor-ul-Hadi

Her date of birth is 25.03.1981. She joined government service on 12.02.2005. She was promoted to BS-17 on 07.10.2010. No enquiry is pending against her. Her service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. She will be on probation for a period of one year.

Mr. Tariq Wajood

His date of birth is 13.02.1984. He joined government service on 15.10.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Tahir Khan

His date of birth is 04.03.1986. He joined government service on 15.10.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Abdal Khatiq

His date of birth is 02.01.1983. He joined government service on 15.10.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Syed Faizim Shah

His date of birth is 06.07.1966. He joined government service on 26.03.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

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Mr. Fareed Alam His date of birth is 01.03.1982. He joined government service on 11.11.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Hazrat Ullah

His date of birth is 26.04.1982. He joined government service on 11.11.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Ashfaq Ahmad

His date of birth is 06.02.1980. He joined government service on 11.11.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Fida Muhammad

His date of birth is 01.03.1980. He joined government service on 26.11.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Ahmad Kamal Khattak

His date of birth is 01.04.1983. He joined government service on 26.11.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Zahmat Ullah

His date of birth is 16.09.1983. He joined government service on 26.11.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

be on probation for a period of one year

Mr. Aamir  
Shezad

His date of birth is 22.02.1981. He joined government service on 26.11.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

78. Mr. Auq-ur-  
Rehman

His date of birth is 04.04.1980. He joined government service on 26.11.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Zaheer  
Akbar

His date of birth is 15.04.1985. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Noor  
Rehman

His date of birth is 01.04.1984. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Ibadullah

His date of birth is 02.08.1984. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Atta-ur-  
Rehman

His date of birth is 04.02.1982. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the

post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Za-ul-Islam

His date of birth is 10.04.1983. He joined government service on 08.01.2011 in BS-17. According to Higher Education department he is on EOL from 01.09.2017 to 31.08.2021

The Board recommended to defer his promotion.

Sr. Secy  
Muhammad  
Tausif Shah

His date of birth is 03.02.1979. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

M. Hafeezullah

His date of birth is 09.04.1983. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

M. Anis-ud-Din

His date of birth is 01.08.1983. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

M. Anis-ud-Din

His date of birth is 13.02.1983. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

M. Anwar Khan

His date of birth is 01.09.1983. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the

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post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Wajabat Hussain

His date of birth is 10.02.1980. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Muhammad Wasim Ihsan

His date of birth is 08.01.1982. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Muhammad Rizq Atam

His date of birth is 25.12.1983. He joined government service on 18.03.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Hamran

His date of birth is 14.08.1984. He joined government service on 08.03.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Muhammad Yasir

His date of birth is 21.03.1984. He joined government service on 26.02.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Muhammad Tariq

His date of birth is 02.02.1978. He joined government service on 08.01.2011 in BS-17. No enquiry is pending



against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

95. Mr. Junaid  
Nawaz Khan

His date of birth is 10.10.1983. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

96. Mr. Shahid  
Hussain

His date of birth is 20.09.1984. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

97. Mr. Riaz Ahmad

His date of birth is 08.04.1980. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Mr. Fazal-e-  
Wahab

His date of birth is 22.03.1985. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

98. Mr. Riaz Ahmad

His date of birth is 24.02.1978. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year.

Muhammad  
Nawaz Khan

His date of birth is 12.03.1984. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

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28

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

101. Mr. Amanullah

His date of birth is 08.09.1979. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

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The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

102. Mr. Kamalullah

His date of birth is 10.02.1986. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

103. Mr. Gul Zeb

His date of birth is 24.04.1979. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

104. Mr. Mir Sajid  
Khan

His date of birth is 05.06.1982. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

105. Muhammad Ali  
Shah

His date of birth is 10.04.1982. He joined government service on 08.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

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be on probation for a period of one year

His date of birth is 28.05.1986. He joined government service on 22.02.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

107. Mr. Kalim Ullah  
Khan

His date of birth is 27.02.1980. He joined government service on 08.08.2012 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

108. Mr. Nisarullah

His date of birth is 13.04.1980. He joined government service on 31.05.2010 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

109. Mr. Muhammad  
Shafiq-ur-  
Rahman

His date of birth is 05.04.1984. He joined government service on 19.01.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

110. Mr. Anif Ullah  
Khan

His date of birth is 10.01.1986. He joined government service on 20.02.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

111. Mr. Maaz Idrees

His date of birth is 24.02.1985. He joined government service on 11.07.2008. He was promotion to BS-17 on 26.02.2011. No enquiry is pending against him. His service record upto 2017 is generally good.

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112. Mr. Nigar Khan

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

His date of birth is 03.04.1985. He joined government service on 26.02.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

113. Mr. Muhammad Idrees

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

His date of birth is 01.03.1983. He joined government service on 26.02.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

114. Syed Rahman

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

His date of birth is 30.04.1980. He joined government service on 26.02.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

115. Mr. Waheed Ullah

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

His date of birth is 07.01.1983. He joined government service on 26.02.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

116. Mr. Zahid Iqbal

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

His date of birth is 20.09.1985. He joined government service on 26.02.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

117. Mr. Bakhtiar Ali

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

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service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

118. Mr. Muhammad Daud

His date of birth is 15.04.1983. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

119. Mr. Jan Ayaz Khan.

His date of birth is 01.04.1980. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

120. Mr. Ashfaq Ahmad

His date of birth is 26.04.1970. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

121. Mr. Mian Bashir

His date of birth is 10.01.1978. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

122. Mr. Saiz Wah Khan

His date of birth is 07.03.1979. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

makeed

His date of birth is 19.02.1982. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

124. Mr. Abdul Kabir His date of birth is 06.01.1983. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

125. Mr. Aftab Ahmad His date of birth is 01.03.1984. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

126. Mr. Israr Ahmad His date of birth is 16.05.1979. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

127. Mr. Qader Nawaz His date of birth is 01.03.1968. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

128. Mr. Shagrat Hussain His date of birth is 10.01.1971. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will

34  
38  
be on probation for a period of one year

Mr. Tajir Khan

His date of birth is 11.11.1980. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

30. Mr. Gul Sher  
Nawaz

His date of birth is 03.03.1979. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Asghar Ali

His date of birth is 21.12.1976. He joined government service on 14.05.2011 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

Mr. Amir Khan

His date of birth is 01.04.1985. He joined government service on 17.02.2012 in BS-17. No enquiry is pending against him. His service record upto 2017 is generally good.

The Board recommended the officer for promotion to the post of Assistant Professor BS-18 on regular basis. He will be on probation for a period of one year

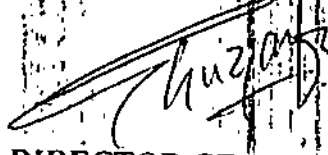
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**DIRECTORATE GENERAL OF  
COMMERCE EDUCATION AND MANAGEMENT SCIENCES,  
KHYBER PAKHTUNKHWA, PESHAWAR.**

**AUTHORITY LETTER**

Mr. Muhammad Anwar Khan, Deputy Director, (Litigation Section) Directorate General of Commerce Education & Management Sciences, Peshawar, is hereby authorized to vet & submit Para-wise Comments in the Service Tribunal, Khyber Pakhtunkhwa, Peshawar Service Appeal No. 5003/2021 titled Muhammad Waseem Vs Govt. on behalf of official respondents.

  
**DIRECTOR GENERAL  
COMMERCE EDUCATION &  
MANAGEMENT SCIENCES  
KPK PESHAWAR**