

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

EP 378/2023 in Service Appeal No. 6041/2020.

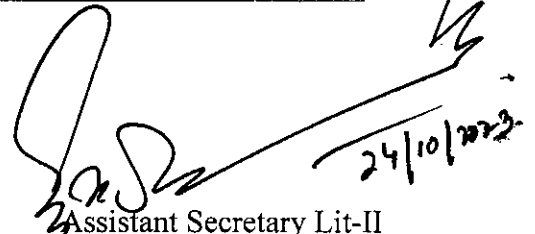
Muhammad Kafeel.....Appellant

**VERSUS**

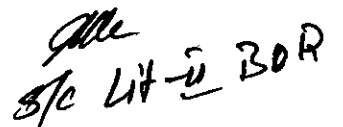
Senior Member, Board of Revenue and others.....Respondents

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1.	Affidavit		01
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4.	Letter dated 05.10.2023 to law department for vetting of Service Rules of Tehsildar/Naib Tehsildar	B	11-12

  
24/10/2023  
Assistant Secretary Lit-II  
Board of Revenue

one copy of Implementation Report  
Submitted on 26/10/2023 before Service Tribunal  
@Camp Court Abbottabad.

  
S/c Lit-II BOR

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

EP 378/2023 in Service Appeal No. 6041/2020.

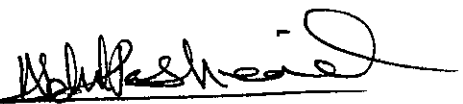
Muhammad Kafeel.....Appellant

**VERSUS**

Senior Member, Board of Revenue and others.....Respondents

**AFFIDAVIT**

I, Abdul Rasheed, Superintendant, Litigation-II Section, Revenue and Estate Department, Khyber Pakhtunkhwa Peshawar, do hereby solemnly affirm and declare that the contents of the implementation report provided by the Assistant Secretary Establishment Section of Board of Revenue, Khyber Pakhtunkhwa, submitted in the subject Execution Petition noted above, which are true and found correct in light of the available record and that nothing has been concealed from this Honorable Service Tribunal. Hence, it is further stated on oath that in this appeal, the answering respondents have neither been placed ex-parte nor their defense have been struck off cost.



DEPONENT

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

**Implementation Report in Execution Petition No. 378/2023.**

Muhammad Kafeel ..... Appellant.

**VERSUS**

Senior Member Board of Revenue and other..... Respondents.

**IMPLEMENTATION REPORT IN EXECUTION PETITION NO. 378/2023 TILED  
MUHAMMAD KAFEEL VERSUS SENIOR MEMBER BOARD OF REVENUE AND  
OTHERS**

Khyber Pakhtunkhwa  
Service Tribunal  
Diary No. 8683  
Dated 30-10-23

It is submitted that the case of the appellant was taken up with the Establishment department for inclusion the his name in the joint Seniority list of DK, DRA , Sub-Registrar and Naib Tehsildar for promotion to the pos of Tehsildar (BS-16) which was approved by the members of the Standing Service Rules Committee (**Annex-A**). Accordingly draft amended notification in Tehsildar /Naib Tehsildar Service Rules, 2015 was prepared and sent to Law Department for vetting (**Annex-B**). As and when the vetted Notification is received, the name of the appellant will be included in the joint Seniority list of DK, DRA , Sub-Registrar and Naib Tehsildar for promotion to the pos of Tehsildar.

Further to mention here that on previous date of hearing the Tribunal has attached the salaries of the respondents No. 1 to 3. As the order of the hon'able Tribunal has already been implemented therefore, the salaries of the respondents No. 1 to 3 may kindly be released.

  
**Secretary-I  
Board of Revenue**



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT DEPARTMENT  
(REGULATION WING)

No. SO(POLICY)/E&AD/2-69/2022  
Dated Peshawar, the August 22, 2023

(Annex A)

To

1. The Senior Member, Board of Revenue, Khyber Pakhtunkhwa, Revenue & Estate Department.
2. The Secretaries to Government of Khyber Pakhtunkhwa,
  - Elementary & Secondary Education Department.
  - Zakat, Usher & Women Empowerment Department.
  - Home & Tribal Affairs Department.

Subject:- MINUTES OF THE MEETING OF STANDING SERVICE RULES COMMITTEE (SSRC) HELD ON 08.08.2023.

Dear Sir,

I am directed to refer to the subject noted above and to enclose herewith a copy of approved minutes of Standing Service Rules Committee meeting held on 08.08.2023 under the Chairmanship of Special Secretary (Regulation), Establishment Department for further course of action, please.

Your faithfully,

Section Officer (Policy)

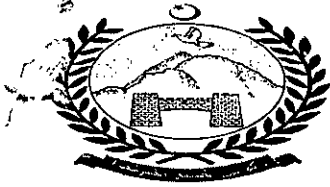
ENCL: AS ABOVE;

ENDST: NO. & DATE EVEN;

Copy forwarded to the:

1. Additional Secretary (Regulation), Finance Department.
2. Additional Secretary (Admin), Law, Parliamentary Affairs & Human Rights Department.
3. Director, Khyber Pakhtunkhwa, Public Service Commission
4. PS to Special Secretary (Regulation), Establishment Department.
5. PA to Additional Secretary (Reg-II), Establishment Department.
6. PA to Deputy Secretary (Policy), Establishment Department.

Section Officer (Policy)



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT & ADMINISTRATION  
DEPARTMENT

(REGULATION WING)

MINUTES OF THE MEETING OF STANDING SERVICE RULES COMMITTEE  
HELD ON 08.08.2023.

Meeting of the Standing Service Rules Committee (centralized) was held on 08.08.2023 at 03:00 PM under the Chairmanship of Special Secretary (Regulation), Establishment Department in his office in order to discuss framing of service rules as well as to look into the proposed amendments in the existing service rules of the following Departments:-

1. Board of Revenue, Revenue & Estate Department.
2. Elementary & Secondary Education Department.
3. Home & Tribal Affairs Department.
4. Zakat, Usher and Women Empowerment Department.

Following attended the meeting:

Sr.#	Name of officer	Designation	Department/office
1.	Muhammad Saeedullah	Additional Secretary	Establishment Department
2.	Mr. Zaheer Uddin Babar	Additional Secretary	Law Department
3.	Mr. Abdul Akram	Additional Secretary	Elementary & Secondary Education Department
4.	Hafiz Ataul Monim	Secretary-I, BOR	Revenue & Estate Department
5.	Mr. Asghar Asad	Deputy Secretary	Home & TAs Department
6.	Mr. Noor ul Haq	Dy. Secretary (Policy)	Establishment Department.
7.	Muhammad Saeed	Deputy Director	KP PSC
8.	Mr. Sajid	Section Officer	Finance Department

The Chair welcomed participants and formally spelled out the purpose of the meeting. Thereafter, agenda items of the following departments were discussed in detail and the representatives of the departments were asked to brief the forum on their respective agenda items as under.

Board of Revenue, Revenue & Estate Department.

The representative of Board of Revenue, Revenue & Estate Department apprised the forum that as per existing Service Rules of Tehsildar (BPS-16), fifty five percent (55%) share of promotion on the basis of seniority-cum-fitness goes to Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub-Registrar with at least three (03) years' service as such. However, there is only one (01) post viz. Head Vernacular Clerk (HVC) (BPS-15), in Commissioner Office Hazara having no service structure. It is therefore, imperative that avenue of promotion may be provided to Head Vernacular Clerk (HVC) on account of having the same scale as that of Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub-Registrar; thus the same may be included in the fifty five percent (55%) share for the purpose of promotion of the incumbent to the post of Tehsildar (BPS-16). In the wake of promotion of the incumbent, the post of Head Vernacular Clerk (HVC) shall be abolished as HVC is the only post in the whole Revenue & Estate Department.

*[Handwritten signatures and notes]*  
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(2)

One of the members raised a query that in case the post of Head Vernacular Clerk (HVC) is included in the joint seniority list of Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub-Registrar what would be the position of seniority of the incumbent Head Vernacular Clerk (HVC). In reply to which majority of the members opined that in that scenario the incumbent Head Vernacular Clerk (HVC) would be placed at the bottom of the joint seniority list.

After threadbare discussion, the forum unanimously agreed to the proposed amendments in the existing Service Rules of Tehsildar (BPS-16) as (Appendix-I)

**Elementary & Secondary Education Department.**

**Agenda No. 01.**

The representative of Elementary & Secondary Education Department briefed the forum regarding proposed amendments in the existing Service Rules of the Librarian Cadre following the orders/directions of Hon'ble Peshawar High Court Peshawar in WP No. 668-A/2020, case titled Muahmmad Ayaz etc vs. Government of Khyber Pakhtunkhwa and subsequent approval accorded by Provincial Cabinet in its 6<sup>th</sup> meeting held on 08.06.2023 to the Service Structure under four Tier (4-Tier) formula, the representative of E&SED proposed amendments in the existing Service Rules of Librarian of Elementary & Secondary Education Department under the four Tier (4-Tier) formula.

After threadbare discussion, the forum unanimously agreed to the proposed amendments in the existing Service Rules as per (Appendix-II)

**Agenda No. 02.**

The representative of the Elementary & Secondary Education Department briefed the forum referring to the previous SSRC meeting dated 25.01.2023 for framing of Service Rules for the post of Assistant Programmer (BS-17) wherein E&SED was advised to approach Finance Department for changing of nomenclature of Assistant Programmer into Assistant Director (IT) and re-submit the case in the upcoming meeting of SSRC.

The representative further added that since the said post has been re-designated as Assistant Director (IT) (BPS-17) by Finance Department vide its letter No. SO(FR)/10-22/2023/17-23/E&SED dated 27.03.2023.

After threadbare discussion and deliberation, the forum unanimously agreed upon Service Rules for the re-designated post of Assistant Director (IT) (BPS-17) in Elementary & Secondary Education Department as (Appendix-III)

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*[Handwritten signature]*

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Attested  
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Committee  
in S.A.  
the cell

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e & Tribal Affairs Department.

The Representative of Home & Tribal Affairs Department explained that there are two cells operating under the Administrative Department namely Tribal Research Cell and TA Cell & Wireless Cell, Home and TAs Department. He further added though Service Rules of Tribal Research Cell do exist but too old as the same has not been updated in the wake of upgradation of many posts. Thus, the existing Service Rules need to be amended.

During discussion, it got revealed that the post of Senior Accountant/Supptt as reflected in the Working Paper does not exist in the available copy of budget book. Perusal of available record and ensuing discussion also revealed that there are basically two Cells for which administrative department has proposed combined Service Rules by merging two cells together. Merging of two Cells is not the domain of Standing Service Rules Committee (SSRC) rather the same falls within the ambit of Restructuring Committee.

After threadbare discussion, the forum unanimously agreed to advise the administrative department to move working paper for O&M study regarding restructuring/merging of the two cells and at the same time to take up the case with Finance Department for creation of the post of Senior Accountant/Supptt(BS-17).

Zakat, Usher, Social Welfare, Special Education & Women Empowerment Department.

Since, the representative of Administrative Department did not show up in the meeting, therefore, the agenda item was deferred.

*[Signature]*  
\*\*\*\*\*

*[Signature]*

*[Signature]*

Attested  
*[Signature]*  
30/10

ATTENDANCE SHEET

Subject: MEETING OF STANDING SERVICE RULES COMMITTEE (SSRC).

Dated: 08.08.2023

Time: 03:00 PM.

Venue: Special Secretary (Regulation), Establishment Department.

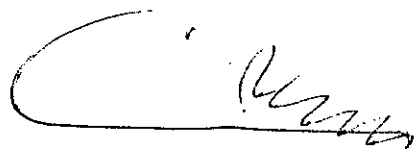
S#	Name	Designation/Department	Mobile/Whatsapp #	Signature
1.	Asghar Ahmad	DS (TAC) H&TAD	0333-9116046	
2.	Abdul Khawam	A. S. E. S. D	0345-1505887	
3.	Hafiz Ataul Monium	Secretary BOR-U	0334-8279668	
4.	M. Saeed	Deputy Director/ K.P. PSC	0331-9197650	 08/08/23
5.	Nusr-ur-haq	Deputy Secy (P) Estab Deptt	-	
6.	Sajid	SO (R-1) Finance Deptt	0333- 2147895	
7.	M. Torbeen Uddin Baker	Add. Secretary Law Deptt:		
8.				
9.				
10.				

Attested  
  
30/10

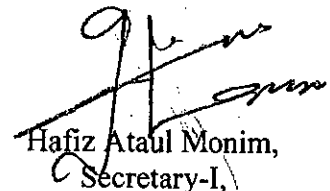


(5)

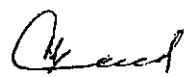
MINUTES OF THE MEETING OF STANDING SERVICE RULES COMMITTEE HELD ON  
15.08.2023



Mr. Sajid,  
Section Officer,  
Finance Department



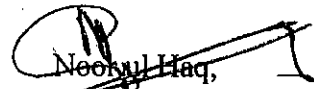
Hafiz Ataul Monim,  
Secretary-I,  
Revenue & Estate Department



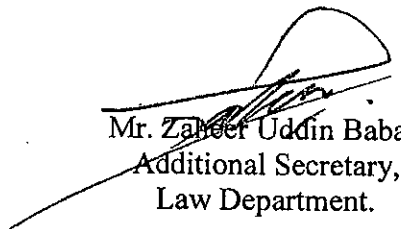
Muhammad Saeed,  
Deputy Director,  
Public Service Commission  
FOR SSRC HELD ON 8-8-2023



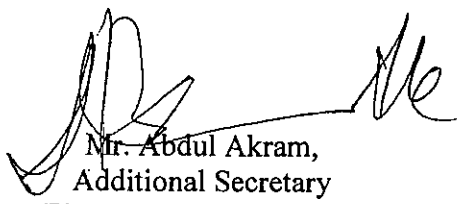
Asghar Asad,  
Deputy Secretary  
Home & TAs Department



Noor-ul-Haq,  
Deputy Secretary (Policy),  
Establishment Department



Mr. Zabeer Uddin Babar,  
Additional Secretary,  
Law Department.




Mr. Abdul Akram,  
Additional Secretary  
Elementary & Secondary  
Education Department



Muhammad Saeedullah  
Additional Secretary,  
Establishment Department



Akhtar Saeed Turk  
Special Secretary (Reg),  
Establishment Department

Attested  
  
30/10

S. No	Nomenclature of Post	Appointing Authority		Minimum Qualification for initial recruitment		Age Limit	Method of Recruitment	
		Existing	Proposed	Existing	Proposed	Existing	Existing	Proposed
							a)	a)
1.	Tehsildar (BPS - 16)	SMBR	No change	a) At least 2 <sup>nd</sup> class Graduation from any University recognized by Higher Education Commission	No change	21 - 30 Years for initial recruitment	<p>a) Twenty percent (20%) by initial recruitment and</p> <p>Provided that under Rule-52 of the West Pakistan Tehsildar and Naib Tehsildar Departmental Examinations and Training Rules, 1969, the newly selected Tehsildars by the Public Service Commission after appointment will under-go the <u>Pre-Service Training of Tehsildars</u> would be for a period of six (06) months which would include four (04) months training at the <u>Pakistan Provincial Services Academy (PPSA)</u>, 01 onth Settlement Training and 01 month Revenue Training.</p> <p>b) Fifty Five percent 55% by promotion on the basis of Seniority - cum - Fitness from amongst Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub - Registrar with at least three (03) years service as such.</p> <p>Provided that the official promoted from the cadre of Sub Registrar and District Revenue Accountant shall undergo 06 months Revenue &amp; Settlement Training as per schedule of Department.</p>	<p>a) No Change.</p> <p>b) Fifty Five percent 55% by promotion on the basis of Seniority - cum - Fitness from amongst Naib Tehsildar, District Revenue Accountant, District Kanungo, Sub-Registrar and <b>Head Vernacular Clerk</b> with at least three (03) years service as such.</p> <p>Provided that the official promoted from the cadre of Sub Registrar, District Revenue Accountant and <b>Head Vernacular Clerk</b> shall undergo 06 months Revenue &amp; Settlement Training as per schedule of Department.</p> <p><b>Note:-</b> Inclusion of Head Vernacular Clerk in the Rules are only to the extent of promotion of the incumbent who would be placed at the bottom of the joint seniority list of Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub-Registrar. After promotion of the incumbent Head Vernacular Clerk, the same post shall be abolished through Finance Department.</p>

b-i) Five percent 05% in service quota by selection on merit on the basis of competitive examination, to be conducted by the Public Service Commission from amongst Assistants, Senior Scale Stenographers, Computer Operators, Junior Scale Stenographers, Senior Clerks, Junior Clerks, Naib Tehsildars, District Kanungos, District Revenue Accountants and Sub Registrars, offices of the Board of Revenue, Director Land Records, Commissioners and Deputy Commissioners who have 2<sup>nd</sup> Class Bachelor's Degree from a recognized University and having three (03) years service.

Provided that under Rule-52 of the West Pakistan Tehsildar and Naib Tehsildar Departmental Examinations and Training Rules, 1969, the newly selected Tehsildars by the Public Service Commission after appointment will under-go the Pre-Service Training of Tehsildars would be for a period of six (06) months which would include four (04) months training at the Pakistan Provincial Services Academy (PPSA), 01 month Settlement Training and 01 month Revenue Training.

c) Fifteen percent 15% by promotion on the basis of seniorty-cum-fitness from amongst Assistants and Senior Scale Stenographer of the office of Commissioners and Deputy Commissioners having five years service as such; and

Provided that on promotion they will be placed under Revenue/Settlement Training for a period of six (06) months as required under Rule-53 of the Tehsildar and Naib Tehsildar Department Examination and Training Rules-1969.

d). Five percent by promotion on the basis of Seniority-cum-Fitness from amongst Assistants, Senior Scale Stenographers and Computer Operators offices of the Board of Revenue and Director Land Records having five

b-i) No change.

c) No change.




d) No change.

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Dear  
the SSRC  
notifications

*[Handwritten signatures and notes at the bottom of the page]*

(Annex-B)

		<b>GOVERNMENT OF KHYBER PAKHTUNKHWA, BOARD OF REVENUE, REVENUE &amp; ESTATE DEPARTMENT.</b>	
	091-9212726		091-9214208
No.Estt:V/SSRC/2023/ 89237		Peshawar Dated the 10/09/2023	

To


5/10/23

The Secretary to Government,  
of Khyber Pakhtunkhwa  
Law, Parliamentary Affairs  
and Human Rights Department.


**SUBJECT: MINUTES OF THE MEETING OF STANDING SERVICE RULES  
COMMITTEE HELD ON 08.08.2023.**

Dear Sir,

I am directed to refer to the subject and to enclose herewith a copy of minutes of the SSRC meeting held on 08.08.2023 alongwith copies of two (02) drafts amendment notifications in Tehsildar / Naib Tehsildar service Rules 2015 for vetting and early return please.

  
(NOOR KHAN)  
Assistant Secretary (Estt:)  
Board of Revenue

Attest  
30/10

	<b>GOVERNMENT OF KHYBER PAKHTUNKHWA, BOARD OF REVENUE, REVENUE &amp; ESTATE DEPARTMENT.</b>
091-9213989	Peshawar Dated the ___/09/2023
091-9214208	091-9214208

**NOTIFICATION**

No. Estt:I/SSRC/Tehsildar/2022-23/\_\_\_\_\_ In pursuance of provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Revenue & Estate Department in consultation with the Establishment Department and the Finance Department is pleased to direct that in this Department Notification No. 32102/Admn:I/135/SSRC, dated 26.12.2008, the following further amendments shall be made, namely:

**AMENDMENTS**

In the APPENDIX, -

(a) against Serial No. 1, in Column No. 7, -

(i) in clause (b); the following shall be substituted, namely;

“(b) fifty-five percent (55%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Naib Tehsildar, District Revenue Accountant, District Kanungo, Sub-Registrar and Head Vernacular Clerk (HVC) with at least three (03) years service as such.

Provided that the official promoted from the cadre of Sub Registrar, District Revenue Accountant and **Head Vernacular Clerk** shall undergo 06 months Revenue & Settlement Training as per schedule of Department.

**Note:** Inclusion of Head Vernacular Clerk in the Rules are only to the extent of promotion of the incumbent who would be placed at the bottom of the joint seniority list of Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub Registrar. After promotion of the incumbent Head Vernacular Clerk, the same post shall be abolished through Finance Department.

**Secretary to Government of Khyber Pakhtunkhwa,  
Revenue & Estate Department**

**No. & Date Even.**

Copy forwarded for information and necessary action to the: -

1. Accountant General, Khyber Pakhtunkhwa.
2. Chairman Khyber Pakhtunkhwa Public Service Commission.
3. Special Secretary (Regulation) Establishment Department, Khyber Pakhtunkhwa.
4. All Divisional Commissioners in Khyber Pakhtunkhwa.
5. Additional Secretary (Reg-II), Establishment Department, Khyber Pakhtunkhwa.
6. Additional Secretary (Reg), Finance Department, Khyber Pakhtunkhwa.
7. Additional Secretary, Law Department, Khyber Pakhtunkhwa.
8. Director Land Records, Khyber Pakhtunkhwa.
9. All Deputy Commissioners in Khyber Pakhtunkhwa.
10. Deputy Secretary (Policy), Establishment Department, Khyber Pakhtunkhwa.
11. Controller, Government Printing Press Peshawar with the request to publish the above notification in official gazette and supply hundred printed copies thereof to the undersigned for record.
12. SPS to Senior Member, Board of Revenue, Khyber Pakhtunkhwa.
13. PS to Member-III, Board of Revenue, Khyber Pakhtunkhwa.

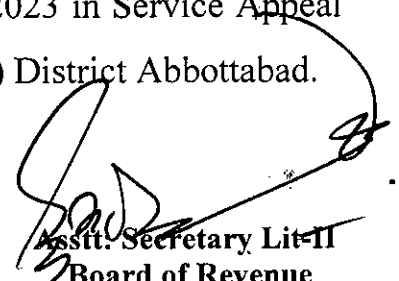
**Secretary-I,  
Board of Revenue, Revenue & Estate Department,  
Khyber Pakhtunkhwa**

*Attested*  
*30/10*

**GOVERNMENT OF KHYBER PAKHTUNKHWA**  
**REVENUE AND ESTATE DEPARTMENT**

**AUTHORITY LETTER**

Abdur Rasheed, Superintendent Litigation-II (BS-17) Board of Revenue, is hereby authorized to attend and submit implementation report on the part of this department before the Khyber Pakhtunkhwa Service Tribunal at Camp Court Abbottabad, in Execution Petition No. 378/2023 in Service Appeal No. 6041/2020 filed by Muhammad Kafeel, HVC (BS-14) District Abbottabad.

  
Asstt. Secretary Lit-II  
Board of Revenue  
Khyber Pakhtunkhwa  
Assistant Secretary (Litigation)  
Board of Revenue,  
Khyber Pakhtunkhwa